**PUBLIC DISCLOSURE COPY**

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.

A For the 2020 calendar year, or tax year beginning APR 1, 2020 and ending MAR 31, 2021

B Check if applicable:

- [ ] Address change
- [ ] Name change
- [ ] Initial return
- [ ] Final return/terminated
- [ ] Amended return
- [ ] Application pending

C Name of organization:

AMERICAN CIVIL LIBERTIES UNION, INC.

D Employer identification number

13-3871360

E Telephone number

212-549-2500

F Name and address of principal officer:

ANTHONY D. ROMERO

SAME AS C ABOVE

G Gross receipts

264,334,256.

H(a) Is this a group return

Yes [X] No [ ]

H(b) Are all subsidiaries included?

Yes [X] No [ ]

I Tax-exempt status:

501(c)(3) [X] 501(c)(4) [ ] (insert no.) 4947(a)(1) [ ] or [ ] 527 [ ]

J Website: www.aclu.org

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

L Year of formation: 1920 [M] State of legal domicile: DC

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### Part I Summary

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Prior Year</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants (Part VIII, line 1h)</td>
<td>138,483,927</td>
<td>167,943,139</td>
</tr>
<tr>
<td>Program service revenue (Part VIII, line 2g)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Investment income (Part VIII, column (A), lines 3, 4, and 7d)</td>
<td>1,618,215</td>
<td>2,267,704</td>
</tr>
<tr>
<td>Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)</td>
<td>302,041</td>
<td>750,303</td>
</tr>
<tr>
<td>Total revenue - add lines 6 through 11 (must equal Part VIII, column (A), line 12)</td>
<td>140,404,183</td>
<td>170,961,146</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Prior Year</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and similar amounts paid (Part IX, column (A), lines 1-3)</td>
<td>11,306,990</td>
<td>13,102,999</td>
</tr>
<tr>
<td>Benefits paid to or for members (Part IX, column (A), line 4)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)</td>
<td>28,658,259</td>
<td>31,538,739</td>
</tr>
<tr>
<td>Professional fundraising fees (Part IX, column (A), line 11e)</td>
<td>580,026</td>
<td>1,792,760</td>
</tr>
<tr>
<td>Total fundraising expenses (Part IX, column (D), line 25)</td>
<td>5,090,767</td>
<td></td>
</tr>
<tr>
<td>Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)</td>
<td>103,943,486</td>
<td>109,095,811</td>
</tr>
<tr>
<td>Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)</td>
<td>144,488,761</td>
<td>155,530,309</td>
</tr>
<tr>
<td>Revenue less expenses. Subtract line 18 from line 12</td>
<td>-4,084,578</td>
<td>15,430,837</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets or Fund Balances</th>
<th>Beginning of Current Year</th>
<th>End of Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total assets (Part X, line 16)</td>
<td>202,351,220</td>
<td>205,028,782</td>
</tr>
<tr>
<td>Total liabilities (Part X, line 26)</td>
<td>79,987,833</td>
<td>43,533,181</td>
</tr>
<tr>
<td>Net assets or fund balances. Subtract line 21 from line 20</td>
<td>122,363,387</td>
<td>161,495,601</td>
</tr>
</tbody>
</table>

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### 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
- [ ] Type or print name and title

CHARIZMA WILLIAMS, CFO

Date

Paid

PREPARED BY:

LYNNE JOHNSON

Preparer’s signature

Date

Check [ ] self-employed

PTIN 00757336

Preparer’s name

RSM US LLP

Firm’s EIN 42-0714325

Preparer’s address

4 TIMES SQUARE

NEW YORK, NY 10036

Phone no. 212-372-1000

May the IRS discuss this return with the preparer shown above? See instructions

[X] Yes [ ] No

Form 990 (2020)
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:

AS NOTED IN ITS ARTICLES OF INCORPORATION, THE MISSION OF THE ACLU IS "TO MAINTAIN AND ADVANCE CIVIL LIBERTIES, INCLUDING, WITHOUT LIMITATION, THE FREEDOMS OF ASSOCIATION, PRESS, RELIGION AND SPEECH, AND THE RIGHTS TO THE FRANCHISE, TO DUE PROCESS OF LAW, AND TO EQUAL"

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 $ 76,997,155. including grants of $ 5,861,434. ) (Revenue $ )

AFFILIATE SUPPORT – THE ACLU HAS AN AFFILIATE OR CHAPTER IN EVERY STATE AND IN PUERTO RICO. AFFILIATES HANDLE REQUESTS FOR LEGAL ASSISTANCE, LOBBY STATE LEGISLATURES AND HOST EDUCATIONAL FORUMS THROUGHOUT THE YEAR. THE NATIONAL ACLU COORDINATES FUNDRAISING EFFORTS WITH ITS AFFILIATES AND SHARES THE PROCEEDS OF FUNDRAISING EFFORTS WITH AFFILIATES IN ACCORDANCE WITH A DETAILED POLICY. THROUGH ITS AFFILIATE SUPPORT AND NATIONWIDE INITIATIVES (ASN) DEPARTMENT, THE NATIONAL ACLU PROVIDES GRANTS AND SUPPORT TO AFFILIATES ON SPECIFIC INITIATIVES AND PROJECTS THAT HAVE BEEN IDENTIFIED AS INVOLVING MATTERS OF BOTH LOCAL/REGIONAL AND NATIONAL SIGNIFICANCE. ASN PROVIDES ONGOING TRAINING AND TECHNICAL ASSISTANCE TO AFFILIATES ON A VARIETY OF TOPICS OF RELEVANCE. THE $76,997,155 OF EXPENSES INCLUDES GRANTS TO

4b (Code: ) (Expenses $ 29,052,367. including grants of $ 6,673. ) (Revenue $ )

EDUCATION – THROUGH NEWSLETTERS, ITS COMPREHENSIVE WEBSITE, ADVERTISEMENTS, OP-ED ARTICLES, MEDIA INTERVIEWS, PUBLICATIONS, SOCIAL MEDIA, AND NUMEROUS MEETINGS AND WORKSHOPS CONDUCTED IN COLLABORATION WITH ITS AFFILIATES THROUGHOUT THE US, THE ACLU PROVIDES ONGOING EDUCATION TO ITS 1,600,000 MEMBERS AND TO THE PUBLIC AT LARGE CONCERNING A WIDE RANGE OF CIVIL LIBERTIES ISSUES. THE ORGANIZATION’S EDUCATIONAL CAMPAIGNS EMPHASIZE FIRST AMENDMENT RIGHTS TO FREE SPEECH, ASSOCIATION AND ASSEMBLY; THE RIGHT TO EQUAL PROTECTION UNDER THE LAW; THE RIGHT TO DUE PROCESS AND TO FAIR TREATMENT WHEN THE LOSS OF LIBERTY OR PROPERTY IS AT STAKE; AND THE RIGHT TO PRIVACY AND FREEDOM FROM UNWARRANTED GOVERNMENT INTRUSION INTO PERSONAL AND PRIVATE AFFAIRS.

4c (Code: ) (Expenses $ 29,129,501. including grants of $ 7,114,892. ) (Revenue $ )

LEGISLATIVE ADVOCACY – THE ACLU’S LEGISLATIVE ADVOCATES ARE A CONSTANT PRESENCE ON CAPITOL HILL AND IN STATE LEGISLATURES, WHERE THEY WORK TO ADDRESS CIVIL LIBERTIES ISSUES. BASED PRIMARILY IN THE ACLU’S WASHINGTON, DC OFFICE, THE ORGANIZATION’S LEGISLATIVE POLICY TEAM WORKS TO ENSURE THAT PROPOSED LEGISLATION MOVES TOWARDS, RATHER THAN AWAY, FROM THE CIVIL LIBERTIES GOALS OF THE ORGANIZATION. WORKING IN COLLABORATION WITH STAFF FROM ACLU AFFILIATES ACROSS THE COUNTRY AND IN COALITION WITH OTHER GROUPS WITH A SHARED INTEREST IN SPECIFIC CIVIL LIBERTIES ISSUES, THE ACLU CONDUCTS RESEARCH, PUBLISHES POSITION PAPERS, HOSTS FORUMS FOR THE PUBLIC, AND MEETS WITH KEY LEGISLATORS AND MEMBERS OF THEIR STAFFS TO DISCUSS STRATEGIES TO PROTECT CIVIL LIBERTIES AND RIGHTS.

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

(Expenses $ 5,857,970. including grants of $ 120,000. ) (Revenue $ )

4e Total program service expenses 141,036,993.

SEE SCHEDULE O FOR CONTINUATION(S)
Part IV Checklist of Required Schedules

1. Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?
   - Yes: Complete Schedule A
   - No: Leave blank

2. Is the organization required to complete Schedule B, Schedule of Contributors?
   - Yes: Complete Schedule B
   - No: Leave blank

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
   - Yes: Complete Schedule C
   - No: Leave blank

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
   - Yes: Complete Schedule C
   - No: Leave blank

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 Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III
   - Yes: Complete Schedule C
   - No: Leave blank

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
   - Yes: Complete Schedule D
   - No: Leave blank

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
   - Yes: Complete Schedule D
   - No: Leave blank

8. Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III
   - Yes: Complete Schedule D
   - No: Leave blank

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
   - Yes: Complete Schedule D
   - No: Leave blank

10. Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V
    - Yes: Complete Schedule D
    - No: Leave blank

11. Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," 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
       - Yes: Complete Schedule D
       - No: Leave blank
    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
       - Yes: Complete Schedule D
       - No: Leave blank
    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
       - Yes: Complete Schedule D
       - No: Leave blank
    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
       - Yes: Complete Schedule D
       - No: Leave blank
    e. Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X
       - Yes: Complete Schedule D
       - No: Leave blank
    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
       - Yes: Complete Schedule D
       - No: Leave blank

12a. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII
       - Yes: Complete Schedule D
       - No: Leave blank
    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
       - Yes: Complete Schedule D
       - No: Leave blank

13. Is the organization a school described in section 170(b)(1)(A)(iii)? If "Yes," complete Schedule E
    - Yes: Complete Schedule E
    - No: Leave blank

14a. Did the organization maintain an office, employees, or agents outside of the United States?
    - Yes: Complete Schedule F
    - No: Leave blank
    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
       - Yes: Complete Schedule F
       - No: Leave blank

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
    - Yes: Complete Schedule F
    - No: Leave blank

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
    - Yes: Complete Schedule F
    - No: Leave blank

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
    - Yes: Complete Schedule G
    - No: Leave blank

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
    - Yes: Complete Schedule G
    - No: Leave blank

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
    - Yes: Complete Schedule G
    - No: Leave blank

20a. Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H
    - Yes: Complete Schedule H
    - No: Leave blank
    b. Did "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?
       - Yes: Leave blank
       - No: Leave blank

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 17? If "Yes," complete Schedule I, Parts I and II
    - Yes: Complete Schedule I
    - No: Leave blank
Part V Checklist of Required Schedules (continued)

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

23. Did the organization answer "Yes" to Part VII, Section A, line 3, 4, 5 about compensation of the organization’s current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J

24. 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. Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?

24b. 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. Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?

24d. 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 35% controlled entity or family member of any of these persons?

25. 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. 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

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 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?

27. 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 L, Part III

28. Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):

28a. A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV

28b. A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV

28c. A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV

29. Did the organization receive more than $25,000 in non-cash contributions? If "Yes," complete Schedule M

30. Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M

31. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I

32. Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II

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

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

35a. Did the organization have a controlled entity within the meaning of section 512(b)(13)?

35b. 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

36. Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?

37. Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI

38. Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?

Note: All Form 990 filers are required to complete Schedule O

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

1a. Enter the number reported in Box 3 of Form 1096. Enter 0 if not applicable

1b. Enter the number of Forms W-2G included in line 1a. Enter 0 if not applicable

1c. Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?
### Part V: Statements Regarding Other IRS Filings and Tax Compliance

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a</td>
<td>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.</td>
</tr>
<tr>
<td>2b</td>
<td>If at least one is reported on line 2a, did the organization file all required federal employment tax returns?</td>
</tr>
<tr>
<td></td>
<td>Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</td>
</tr>
<tr>
<td>3a</td>
<td>Did the organization have unrelated business gross income of $1,000 or more during the year?</td>
</tr>
<tr>
<td>3b</td>
<td>If &quot;Yes,&quot; has it filed a Form 990-T for this year? If &quot;No&quot; to line 3b, provide an explanation on Schedule O</td>
</tr>
<tr>
<td>4a</td>
<td>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)?</td>
</tr>
<tr>
<td></td>
<td>If &quot;Yes,&quot; enter the name of the foreign country</td>
</tr>
<tr>
<td>5a</td>
<td>Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</td>
</tr>
<tr>
<td>5b</td>
<td>Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</td>
</tr>
<tr>
<td>5c</td>
<td>If &quot;Yes&quot; to line 5a or 5b, did the organization file Form 8886-T?</td>
</tr>
<tr>
<td>6a</td>
<td>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?</td>
</tr>
<tr>
<td>6b</td>
<td>If &quot;Yes,&quot; did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?</td>
</tr>
<tr>
<td>7a</td>
<td>Organizations that may receive deductible contributions under section 170(c).</td>
</tr>
<tr>
<td>7b</td>
<td>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?</td>
</tr>
<tr>
<td>7c</td>
<td>b Did the organization notify the donor of the value of the goods or services provided?</td>
</tr>
<tr>
<td>7d</td>
<td>c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?</td>
</tr>
<tr>
<td>7e</td>
<td>d If &quot;Yes,&quot; indicate the number of Forms 8282 filed during the year</td>
</tr>
<tr>
<td>7f</td>
<td>e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</td>
</tr>
<tr>
<td>7g</td>
<td>f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?</td>
</tr>
<tr>
<td>7h</td>
<td>g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?</td>
</tr>
<tr>
<td>7i</td>
<td>h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?</td>
</tr>
<tr>
<td>8</td>
<td>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?</td>
</tr>
<tr>
<td>9</td>
<td>Sponsoring organizations maintaining donor advised funds.</td>
</tr>
<tr>
<td>9a</td>
<td>a Did the sponsoring organization make any taxable distributions under section 4966?</td>
</tr>
<tr>
<td>9b</td>
<td>b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?</td>
</tr>
<tr>
<td>10</td>
<td>Section 501(c)(7) organizations. Enter:</td>
</tr>
<tr>
<td>10a</td>
<td>a Initiation fees and capital contributions included on Part VIII, line 12</td>
</tr>
<tr>
<td>10b</td>
<td>b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities</td>
</tr>
<tr>
<td>11</td>
<td>Section 501(c)(12) organizations. Enter:</td>
</tr>
<tr>
<td>11a</td>
<td>a Gross income from members or shareholders</td>
</tr>
<tr>
<td>11b</td>
<td>b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)</td>
</tr>
<tr>
<td>12a</td>
<td>Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?</td>
</tr>
<tr>
<td>12b</td>
<td>b If &quot;Yes,&quot; enter the amount of tax-exempt interest received or accrued during the year</td>
</tr>
<tr>
<td>13</td>
<td>Section 501(c)(29) qualified nonprofit health insurance issuers.</td>
</tr>
<tr>
<td>13a</td>
<td>a Is the organization licensed to issue qualified health plans in more than one state?</td>
</tr>
<tr>
<td>13b</td>
<td>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</td>
</tr>
<tr>
<td>13c</td>
<td>c Enter the amount of reserves on hand</td>
</tr>
<tr>
<td>14a</td>
<td>Did the organization receive any payments for indoor tanning services during the tax year?</td>
</tr>
<tr>
<td>14b</td>
<td>b If &quot;Yes,&quot; has it filed a Form 720 to report these payments? If &quot;No,&quot; provide an explanation on Schedule O</td>
</tr>
<tr>
<td>15</td>
<td>Is the organization subject to the section 4940 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?</td>
</tr>
<tr>
<td></td>
<td>If &quot;Yes,&quot; see instructions and file Form 4720, Schedule N.</td>
</tr>
<tr>
<td>16</td>
<td>Is the organization an educational institution subject to the section 4968 excise tax on net investment income?</td>
</tr>
<tr>
<td></td>
<td>If &quot;Yes,&quot; complete Form 4720, Schedule O.</td>
</tr>
</tbody>
</table>
Section A. Governing Body and Management

1a Enter the number of voting members of the governing body at the end of the tax year

1b Enter the number of voting members included on line 1a, above, who are independent

2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?

3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?

4 Did the organization make any significant changes in its governing documents since the prior Form 990 was filed?

5 Did the organization become aware during the year of a significant diversion of the organization’s assets?

6 Did the organization have members or stockholders?

7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?

7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?

8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:

8a The governing body

8b Each committee with authority to act on behalf of the governing body

9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization’s mailing address? If “Yes,” provide the names and addresses on Schedule O

Section B. Policies

10a Did the organization have local chapters, branches, or affiliates?

10b If “Yes,” did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization’s exempt purposes?

11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?

11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.

12a Did the organization have a written conflict of interest policy? If “No,” go to line 13

12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?

12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If “Yes,” describe in Schedule O how this was done

13 Did the organization have a written whistleblower policy?

14 Did the organization have a written document retention and destruction policy?

15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?

15a The organization’s CEO, Executive Director, or top management official

15b Other officers or key employees of the organization

16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?

16b If “Yes,” did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization’s exempt status with respect to such arrangements?

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed:

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

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization’s books and records:

TERENCE DOUGHERTY - 212-549-2500
125 BROAD STREET, 18TH FLOOR, NEW YORK, NY 10004
### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

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, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See 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. X

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below line)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
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<tbody>
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<td>(2) DOROTHY M. EHRLICH</td>
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<td>(4) MARK V. WIER</td>
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<td>442,307.</td>
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<td>24,534.</td>
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<tr>
<td>(5) KARY L. MOSS</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>DIR. AFFILIATE SUPPORT &amp; NATIONWIDE</td>
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<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>(6) DAVID D. COLE</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
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<td>427,939.</td>
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<td>359,857.</td>
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<td>(10) CHARIZMA T. WILLIAMS</td>
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<td>CFO</td>
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<td>X</td>
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<td>(11) SOPHIA K. GOLDMACHER</td>
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<td>(12) AMARDEEP SINGH</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<td>222,139.</td>
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<td>(13) STEPHANIE D. WECHT</td>
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<td></td>
<td></td>
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<tr>
<td>DEPUTY CHIEF OPER. OFFICER</td>
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</tr>
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<td>(14) AMBR HIKES</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>CHIEF EQUITY &amp; INCLUSION OFFICER</td>
<td>14.00</td>
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<td>264,274.</td>
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<tr>
<td>(15) REBECCA LOWELL EDWARDS</td>
<td>26.00</td>
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<tr>
<td>CHIEF COMM. OFFICER (AS OF 6/1/20)</td>
<td>14.00</td>
<td>X</td>
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<td>216,915.</td>
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<tr>
<td>(16) WILLIAM ACEVES</td>
<td>3.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DIRECTOR</td>
<td>3.00</td>
<td>X</td>
<td>0.</td>
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<tr>
<td>(17) SHAADIE ALI</td>
<td>2.00</td>
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<td></td>
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<tr>
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</tbody>
</table>
### Part VII

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

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below line)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(18) LI YUN ALVARADO DIRECTOR</td>
<td>3.00</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(19) PATRICK ANDERSON DIRECTOR</td>
<td>2.50</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(20) BRUCE BARRY DIRECTOR</td>
<td>2.50</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(21) JILLIAN BREVORKA DIRECTOR</td>
<td>2.00</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(22) MICHELLE BROWN-YAZZIE DIRECTOR</td>
<td>2.50</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(23) ROSA BROWNE DIRECTOR</td>
<td>2.00</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(24) FRANK CALABRESE DIRECTOR</td>
<td>2.00</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(25) MICHAEL CARTER DIRECTOR</td>
<td>2.00</td>
<td>0.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(26) GRACE CHAN DIRECTOR</td>
<td>2.00</td>
<td>0.00</td>
<td>0.</td>
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<td>0.</td>
</tr>
</tbody>
</table>

| 1b Subtotal | 3,950,738 | 1,772,899 | 884,921 | 0 | 0 |
| c Total from continuation sheets to Part VII, Section A | 0 | 0 | 0 | 0 | 0 |
| d Total (add lines 1b and 1c) | 3,950,738 | 1,772,899 | 884,921 | 0 | 0 |

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization | 109 |

3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual | Yes | No |

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 | Yes | No |

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 | Yes | 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.

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>BULLY PULPIT INTERACTIVE, LLC, 1445 NEW YORK AVENUE NW, WASHINGTON, DC 20005</td>
<td>COMMUNICATION / BRANDING</td>
<td>10,719,933.</td>
</tr>
<tr>
<td>RWT PRODUCTION LLC 8932 ORANGE HUNT LANE, ANNADALE, VA 22003</td>
<td>PRINTING AND PUBLISHING</td>
<td>4,567,888.</td>
</tr>
<tr>
<td>ACTION MAILING, INC 90 COMMERCE DRIVE, ASTON, PA 19014</td>
<td>PRINTING AND PUBLISHING</td>
<td>4,206,786.</td>
</tr>
<tr>
<td>MVS MAILERS, 20 OSER AVENUE SUITE 100, HAUPPAUGE, NY 11788</td>
<td>PRINTING AND PUBLISHING</td>
<td>2,540,370.</td>
</tr>
<tr>
<td>NP CONSULTING INC, 1100 G STREET NW SUITE 750, WASHINGTON, DC 20005</td>
<td>ADVERTISING AND GRAPHIC DESIGN</td>
<td>1,714,457.</td>
</tr>
</tbody>
</table>

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 | 70 |

---

032008 12-23-20
<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below line)</th>
<th>(C) Position (check all that apply)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(27) ROBERT CHESTER</td>
<td>2.50</td>
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<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>DIRECTOR (THRU 10/3/20)</td>
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<tr>
<td>(28) RUTH COLKER</td>
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</tr>
<tr>
<td>DIRECTOR</td>
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<td>0.</td>
<td>0.</td>
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<tr>
<td>(29) AMBER CYPHERS STEPHENS</td>
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<td>(30) CHERIE DAWSON-EDWARDS</td>
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<tr>
<td>DIRECTOR</td>
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<td>(31) MELANIE DEAS</td>
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<td>(39) TRACI GRIFFITH</td>
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<td>(41) GREG HASTY</td>
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<tr>
<td>(42) MARY HERNANDEZ</td>
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<tr>
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<td>(43) NADIA HUSSAIN</td>
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<tr>
<td>DIRECTOR</td>
<td>0.00</td>
<td>X</td>
<td>0.</td>
<td>0.</td>
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</tr>
<tr>
<td>(44) KIM JORDAN</td>
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</tr>
<tr>
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<td>0.00</td>
<td>X</td>
<td>0.</td>
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</tr>
<tr>
<td>(45) DONITA JUDGE</td>
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<td>0.</td>
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</tr>
<tr>
<td>DIRECTOR</td>
<td>0.00</td>
<td>X</td>
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<tr>
<td>(46) ARTHUR KAPLAN</td>
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</tr>
<tr>
<td>DIRECTOR (THRU 12/31/20)</td>
<td>0.00</td>
<td>X</td>
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</tr>
</tbody>
</table>

Total to Part VII, Section A, line 1c

032201
04-01-20
<table>
<thead>
<tr>
<th>Name and title</th>
<th>Average hours per week (list any hours for related organizations below line)</th>
<th>Position (check all that apply)</th>
<th>Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAMEENA KARMALLY</td>
<td>2.00</td>
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<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>JEFF KNETSCH</td>
<td>2.50</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
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</tr>
<tr>
<td>SHARON KYLE</td>
<td>2.50</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>VERONICA LAIZURE</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>MARILYN LANTZ</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>EDWIN LOPEZ-SOTO</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>CAROLYN MANNIS</td>
<td>3.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>GUADALUPE MARROQUIN</td>
<td>2.00</td>
<td>DIRECTOR (AS OF 5/16/20)</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>JAMES METZGER</td>
<td>2.50</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>ANIL MUJUMDAR</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>2.50 X</td>
<td>0.00</td>
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</tr>
<tr>
<td>GARNELD NIXON</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>GAIL PODOLSKY</td>
<td>2.50</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>LORELLA PRAELI</td>
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<td>0.00 X</td>
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</tr>
<tr>
<td>LISA RASMUSSEN</td>
<td>2.00</td>
<td>DIRECTOR (AS OF 10/3/20)</td>
<td>0.00 X</td>
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<td>0.00</td>
</tr>
<tr>
<td>SUK RHEE</td>
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<td>0.00 X</td>
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<td>0.00</td>
</tr>
<tr>
<td>SIGFREDO RUBIO</td>
<td>2.00</td>
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<td>0.00 X</td>
<td>0.00</td>
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</tr>
<tr>
<td>ANDREA SAENZ</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
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</tr>
<tr>
<td>AMER SAJED</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>SSHAARAAI Sander</td>
<td>2.00</td>
<td>DIRECTOR (AS OF 5/16/20)</td>
<td>0.00 X</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>RICK SCHNEIDER</td>
<td>2.00</td>
<td>DIRECTOR</td>
<td>0.00 X</td>
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<td>0.00</td>
</tr>
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</table>

Total to Part VII, Section A, line 1c
<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below line)</th>
<th>(C) Position (check all that apply)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(67) IVAN SEGURA DIRECTOR</td>
<td>2.50</td>
<td>X</td>
<td>0.00 X</td>
<td>0.00</td>
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</tr>
<tr>
<td>(68) LESLIE SEYMORE DIRECTOR</td>
<td>2.00</td>
<td>X</td>
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<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>(69) SARA SHEPARD DIRECTOR</td>
<td>2.50</td>
<td>X</td>
<td>0.00</td>
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</tr>
<tr>
<td>(70) KARA SIMARD DIRECTOR</td>
<td>2.00</td>
<td>X</td>
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<td>0.00</td>
</tr>
<tr>
<td>(71) ERIC SMAW DIRECTOR</td>
<td>2.50</td>
<td>X</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>(72) DARON SMITH DIRECTOR</td>
<td>2.00</td>
<td>X</td>
<td>0.00</td>
<td>0.00</td>
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</tr>
<tr>
<td>(73) PEGGY STRINE DIRECTOR</td>
<td>2.50</td>
<td>X</td>
<td>0.00</td>
<td>0.00</td>
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</tr>
<tr>
<td>(74) CONNIE TCHENG DIRECTOR</td>
<td>2.00</td>
<td>X</td>
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<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>(75) LOUIS THOMAS DIRECTOR</td>
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<tr>
<td>(76) HEIDI TSEU DIRECTOR</td>
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<td>X</td>
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</tr>
<tr>
<td>(77) CHARU VERMA DIRECTOR</td>
<td>2.00</td>
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<tr>
<td>(78) SANDY VOPALKA DIRECTOR</td>
<td>2.00</td>
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<tr>
<td>(79) ADAM WALTERS DIRECTOR</td>
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<tr>
<td>(80) RON WILSON DIRECTOR</td>
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<td>X</td>
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<tr>
<td>(81) JESSE WING DIRECTOR</td>
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<tr>
<td>(82) DANIEL WINTER DIRECTOR</td>
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<tr>
<td>(83) YOMI WRONG DIRECTOR</td>
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<tr>
<td>(84) SUSAN HERMAN DIRECTOR/PRESIDENT (THRU 1/30/21)</td>
<td>5.00</td>
<td>X X</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>(85) DEBORAH ARCHER DIRECTOR/PRESIDENT (AS OF 1/30/21)</td>
<td>3.00</td>
<td>X X</td>
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<tr>
<td>(86) RONALD CHEN DIRECTOR/GENERAL COUNSEL</td>
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<td>X X</td>
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</table>

Total to Part VII, Section A, line 1c
### AMERICAN CIVIL LIBERTIES UNION, INC.

**13-3871360**

#### Part VII

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

(A) Name and title

(B) Average hours per week

(C) Position (check all that apply)

(D) Reportable compensation from the organization (W-2/1099-MISC)

(E) Reportable compensation from related organizations (W-2/1099-MISC)

(F) Estimated amount of other compensation from the organization and related organizations

<table>
<thead>
<tr>
<th>Name and title</th>
<th>Average hours per week</th>
<th>Position</th>
<th>Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>Estimated amount of other compensation from the organization and related organizations</th>
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</thead>
<tbody>
<tr>
<td>(87) JEFFREY HONG</td>
<td>3.00</td>
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<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>DIRECTOR/SECRETARY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(88) ROBERT REMAR</td>
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<td>(89) RONALD TYLER</td>
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<tr>
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Total to Part VII, Section A, line 1c

032201
04-01-20
## Part VIII: Statement of Revenue

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

<table>
<thead>
<tr>
<th>Contributions, Gifts, Grants and Other Similar Amounts</th>
<th>Business Code</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Federated campaigns</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1b Membership dues</td>
<td></td>
<td>139,184,149.</td>
<td></td>
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</tr>
<tr>
<td>1c Fundraising events</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1d Related organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e Government grants (contributions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1f All other contributions, gifts, grants, and similar</td>
<td></td>
<td>28,758,990.</td>
<td></td>
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<tr>
<td>amounts not included above</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1g Noncash contributions included in lines 1a-1f</td>
<td></td>
<td>2,983,850.</td>
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<tr>
<td>h Total. Add lines 1a-1f</td>
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<td></td>
<td></td>
<td>167,943,139.</td>
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<table>
<thead>
<tr>
<th>Program Service Revenue</th>
<th>Business Code</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
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</thead>
<tbody>
<tr>
<td>2a</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2b</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2c</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2d</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2e</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2f All other program service revenue</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>g Total. Add lines 2a-2f</td>
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</table>

<table>
<thead>
<tr>
<th>Other Revenue</th>
<th>Business Code</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Investment income (including dividends, interest, and</td>
<td></td>
<td>1,167,116.</td>
<td></td>
<td>581.</td>
<td>1,166,535.</td>
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<tr>
<td>other similar amounts)</td>
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<td></td>
</tr>
<tr>
<td>4 Income from investment of tax-exempt bond proceeds</td>
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<td></td>
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</tr>
<tr>
<td>5 Royalties</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>6a Gross rents</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6b Less: rental expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6c Rental income or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6d Net rental income or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7a Gross amount from sales of assets other than inventory</td>
<td></td>
<td>94,473,698.</td>
<td></td>
<td>7b 93,373,110.</td>
<td>7c 1,100,588.</td>
</tr>
<tr>
<td>7b Less: cost or other basis and sales expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7c Gain or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7d Net gain or (loss)</td>
<td></td>
<td>1,100,588.</td>
<td></td>
<td></td>
<td>1,100,588.</td>
</tr>
</tbody>
</table>

| 8a Gross income from fundraising events (not including $ |               |                   |                                       |                               |                                                  |
| of contributions reported on line 1c). See Part IV, line |               |                   |                                       |                               |                                                  |
| 8b Less: direct expenses                                 |               |                   |                                       |                               |                                                  |
| 8c Net income or (loss) from fundraising events          |               |                   |                                       |                               |                                                  |
| 9a Gross income from gaming activities. See Part IV, line |               |                   |                                       |                               |                                                  |
| 9b Less: direct expenses                                 |               |                   |                                       |                               |                                                  |
| 9c Net income or (loss) from gaming activities            |               |                   |                                       |                               |                                                  |
| 10a Gross sales of inventory, less returns and allowances |               |                   |                                       |                               |                                                  |
| 10b Less: cost of goods sold                             |               |                   |                                       |                               |                                                  |
| 10c Net income or (loss) from sales of inventory         |               |                   |                                       |                               |                                                  |

<table>
<thead>
<tr>
<th>Miscellaneous Revenue</th>
<th>Business Code</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>11a IRS REFUND</td>
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<td>504,459.</td>
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<tr>
<td>11b LIST RENTALS</td>
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<td>245,844.</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>11c</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>11d All other revenue</td>
<td></td>
<td>750,303.</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>11e Total. Add lines 11a-11d</td>
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<td>170,961,146.</td>
<td></td>
<td>581.</td>
<td>3,017,426.</td>
</tr>
</tbody>
</table>

Form 990 (2020)
### 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: [X]

<table>
<thead>
<tr>
<th>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</th>
<th>(A) Total expenses</th>
<th>(B) Program service expenses</th>
<th>(C) Management and general expenses</th>
<th>(D) Fundraising expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21</td>
<td>13,102,999</td>
<td>13,102,999</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Grants and other assistance to domestic individuals. See Part IV, line 22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16</td>
<td>2,253,052</td>
<td>1,373,665</td>
<td>768,244</td>
<td>111,143</td>
</tr>
<tr>
<td>4 Benefits paid to or for members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Compensation of current officers, directors, trustees, and key employees</td>
<td>2,253,052</td>
<td>1,373,665</td>
<td>768,244</td>
<td>111,143</td>
</tr>
<tr>
<td>6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Other salaries and wages</td>
<td>19,383,963</td>
<td>15,919,781</td>
<td>2,458,918</td>
<td>1,005,264</td>
</tr>
<tr>
<td>8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)</td>
<td>5,664,852</td>
<td>3,462,357</td>
<td>2,016,121</td>
<td>186,374</td>
</tr>
<tr>
<td>9 Other employee benefits</td>
<td>2,690,379</td>
<td>1,644,360</td>
<td>957,506</td>
<td>88,513</td>
</tr>
<tr>
<td>10 Payroll taxes</td>
<td>1,546,493</td>
<td>945,216</td>
<td>550,397</td>
<td>50,880</td>
</tr>
<tr>
<td>11 Fees for services (nonemployees):</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Management</td>
<td>759,604</td>
<td>267,715</td>
<td>491,785</td>
<td>104</td>
</tr>
<tr>
<td>b Legal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Accounting</td>
<td>117,850</td>
<td>117,850</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Lobbying</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Professional fundraising services. See Part IV, line 17</td>
<td>1,792,760</td>
<td>1,792,760</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Investment management fees</td>
<td>352,869</td>
<td>308,114</td>
<td>33,712</td>
<td>11,043</td>
</tr>
<tr>
<td>g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)</td>
<td>15,828,251</td>
<td>15,319,724</td>
<td>358,060</td>
<td>150,467</td>
</tr>
<tr>
<td>12 Advertising and promotion</td>
<td>9,763,772</td>
<td>9,553,974</td>
<td>103,042</td>
<td>106,756</td>
</tr>
<tr>
<td>13 Office expenses</td>
<td>5,263,292</td>
<td>4,781,900</td>
<td>148,883</td>
<td>332,509</td>
</tr>
<tr>
<td>14 Information technology</td>
<td>2,479,107</td>
<td>2,059,923</td>
<td>65,453</td>
<td>353,731</td>
</tr>
<tr>
<td>15 Royalties</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Occupancy</td>
<td>1,689,915</td>
<td>1,230,384</td>
<td>400,724</td>
<td>58,807</td>
</tr>
<tr>
<td>17 Travel</td>
<td>156,485</td>
<td>121,567</td>
<td>25,056</td>
<td>9,862</td>
</tr>
<tr>
<td>18 Payments of travel or entertainment expenses for any federal, state, or local public officials</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19 Conferences, conventions, and meetings</td>
<td>32,917</td>
<td>31,989</td>
<td>119</td>
<td>809</td>
</tr>
<tr>
<td>20 Interest</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 Payments to affiliates</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 Depreciation, depletion, and amortization</td>
<td>1,342,419</td>
<td>469,847</td>
<td>872,572</td>
<td></td>
</tr>
<tr>
<td>23 Insurance</td>
<td>221,728</td>
<td>174,965</td>
<td>30,000</td>
<td>16,763</td>
</tr>
<tr>
<td>24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)</td>
<td>53,824,678</td>
<td>53,824,678</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a SHARED PORTION OF CONTR</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b POSTAGE</td>
<td>8,441,757</td>
<td>7,635,570</td>
<td></td>
<td>806,187</td>
</tr>
<tr>
<td>c SHARED PORTION OF BEQES</td>
<td>7,248,605</td>
<td>7,248,605</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d SPECIAL AFFILIATE SUBSI</td>
<td>1,480,700</td>
<td>1,480,700</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e All other expenses</td>
<td>91,862</td>
<td>78,960</td>
<td>4,107</td>
<td>8,795</td>
</tr>
</tbody>
</table>

### Total Functional expenses. Add lines 1 through 24:

#### (A) Total expenses: 155,530,309
#### (B) Program service expenses: 141,036,993
#### (C) Management and general expenses: 9,402,549
#### (D) Fundraising expenses: 5,090,767

Check here [ ] if following SOP 98-2 (ASC 958-720)

Form 990 (2020)
Check if Schedule O contains a response or note to any line in this Part X

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Assets

3. Pledges and grants receivable, net: 2,470,000. 3,161,529.
4. Accounts receivable, net:  
5. Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons:  
6. Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B):  
7. Notes and loans receivable, net:  
8. Inventories for sale or use: 747,656. 595,457.
9. Prepaid expenses and deferred charges:  
10a. Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D: 4,541,009.
12. Investments - other securities. See Part IV, line 11: 30,743,775. 48,093,600.
13. Investments - program-related. See Part IV, line 11:  
14. Intangible assets:  
15. Other assets. See Part IV, line 11: 57,516,163. 36,284,207.

### Liabilities

17. Accounts payable and accrued expenses: 12,323,765. 9,615,400.
18. Grants payable:  
19. Deferred revenue:  
20. Tax-exempt bond liabilities:  
21. Escrow or custodial account liability. Complete Part IV of Schedule D:  
22. Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons:  
23. Secured mortgages and notes payable to unrelated third parties:  
24. Unsecured notes and loans payable to unrelated third parties:  
25. Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D: 67,664,068. 33,917,781.

### Net Assets or Fund Balances

29. Capital stock or trust principal, or current funds:  
30. Paid-in or surplus, or land, building, or equipment fund:  
31. Retained earnings, endowment, accumulated income, or other funds:  
32. Total net assets or fund balances: 122,363,387. 161,495,601.
33. Total liabilities and net assets/fund balances: 202,351,220. 205,028,782.
Part XI | Reconciliation of Net Assets

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

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

Part XII | Financial Statements and Reporting

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

1. Accounting method used to prepare the Form 990:  
   - Cash  
   - Accrual  [X]  
   - Other
   If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.  
   2a  
   - Were the organization's financial statements compiled or reviewed by an independent accountant?  
     [X]  
   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?  
     [X]  
   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  [X]  
     - Both consolidated and separate basis
   c  
   - If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
   If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.  
   2c  
   3a  
   - As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?  
   3a  
   [X]  

b  
   - If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

Form 990 (2020)
Schedule B
(Form 990, 990-EZ, or 990-PF)

Department of the Treasury
Internal Revenue Service

023451  11-25-20

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

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

Schedule of Contributors

Name of the organization

AMERICAN CIVIL LIBERTIES UNION, INC.

Employer identification number

13-3871360

Organization type (check one):

- Form 990 or 990-EZ
  - 501(c)(4) (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

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

Special Rules

X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 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, etc. purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering “N/A” in column (b) instead of the contributor name and address), II, and III.

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 990-PF, Part I, line 2, to certify that it doesn’t meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)
### Part I

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

<table>
<thead>
<tr>
<th>No.</th>
<th>(b) Name, address, and ZIP + 4</th>
<th>(c) Total contributions</th>
<th>(d) Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>$3,836,006.</td>
<td>Person [X] Payroll [ ] Noncash [X] (Complete Part II for noncash contributions.)</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>$3,000,000.</td>
<td>Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>$2,393,110.</td>
<td>Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>$1,995,000.</td>
<td>Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>$1,538,904.</td>
<td>Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>$1,394,854.</td>
<td>Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)</td>
</tr>
</tbody>
</table>
## Part I: Contributors

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

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td></td>
<td>$1,000,000.</td>
<td>Person X Payroll X Noncash</td>
</tr>
<tr>
<td>8</td>
<td></td>
<td>$650,045.</td>
<td>Person X Payroll X Noncash</td>
</tr>
<tr>
<td>9</td>
<td></td>
<td>$556,226.</td>
<td>Person X Payroll X Noncash</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>$432,492.</td>
<td>Person X Payroll X Noncash</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>$375,000.</td>
<td>Person X Payroll X Noncash</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>$370,125.</td>
<td>Person X Payroll X Noncash</td>
</tr>
</tbody>
</table>
### Part I: Contributors
(see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td></td>
<td>$301,100.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>$265,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td>$250,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>16</td>
<td></td>
<td>$197,895.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td>$195,133.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>18</td>
<td></td>
<td>$170,000.</td>
<td>Person X, Payroll</td>
</tr>
</tbody>
</table>

AMERICAN CIVIL LIBERTIES UNION, INC. 13-3871360
**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td></td>
<td>$160,173.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>20</td>
<td></td>
<td>$155,054.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>21</td>
<td></td>
<td>$154,707.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>22</td>
<td></td>
<td>$151,755.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>23</td>
<td></td>
<td>$151,714.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>24</td>
<td></td>
<td>$143,474.</td>
<td>Person X, Payroll</td>
</tr>
</tbody>
</table>
**Part I  Contributors**  (see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
<th>(a) No.</th>
<th>(b) Name, address, and ZIP + 4</th>
<th>(c) Total contributions</th>
<th>(d) Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td></td>
<td>$142,095.</td>
<td>Person X, Payroll, Noncash</td>
</tr>
</tbody>
</table>

(Complete Part II for noncash contributions.)

| 26      |                                | $140,049.              | Person X, Payroll, Noncash |

(Complete Part II for noncash contributions.)

| 27      |                                | $130,000.              | Person X, Payroll, Noncash |

(Complete Part II for noncash contributions.)

| 28      |                                | $122,325.              | Person X, Payroll, Noncash |

(Complete Part II for noncash contributions.)

| 29      |                                | $117,898.              | Person X, Payroll, Noncash |

(Complete Part II for noncash contributions.)

| 30      |                                | $115,000.              | Person X, Payroll, Noncash |

(Complete Part II for noncash contributions.)
## Part I  Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>31</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>32</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>33</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>34</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>35</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td>36</td>
<td></td>
<td>$100,000.</td>
<td>Person X, Payroll</td>
</tr>
</tbody>
</table>
### Part I

<table>
<thead>
<tr>
<th>No.</th>
<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>37</td>
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<td>$77,718</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noncash</td>
</tr>
<tr>
<td>38</td>
<td></td>
<td>$77,625</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noncash</td>
</tr>
<tr>
<td>39</td>
<td></td>
<td>$66,500</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noncash</td>
</tr>
<tr>
<td>40</td>
<td></td>
<td>$63,122</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noncash</td>
</tr>
<tr>
<td>41</td>
<td></td>
<td>$60,000</td>
<td>Person X, Payroll</td>
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<td></td>
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<td></td>
<td>Noncash</td>
</tr>
<tr>
<td>42</td>
<td></td>
<td>$53,002</td>
<td>Person X, Payroll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noncash</td>
</tr>
</tbody>
</table>

(Complete Part II for noncash contributions.)
## Part I  Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
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<th>Name, address, and ZIP + 4</th>
<th>Total contributions</th>
<th>Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>43</td>
<td></td>
<td>$52,500.00</td>
<td>Person X Payroll</td>
</tr>
<tr>
<td>44</td>
<td></td>
<td>$51,750.00</td>
<td>Person X Payroll</td>
</tr>
<tr>
<td>45</td>
<td></td>
<td>$50,959.00</td>
<td>Person X Payroll</td>
</tr>
<tr>
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## Part I

### Contributors

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### Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

#### Part I

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Name of organization: AMERICAN CIVIL LIBERTIES UNION, INC.
Employer identification number: 13-3871360
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(Complete Part II for noncash contributions.)
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(Complete Part II for noncash contributions.)
## Part I

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**Notes:**
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(Complete Part II for noncash contributions.)

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(Complete Part II for noncash contributions.) |
| 236 |                           | $10,000.00         | Payroll  
(Complete Part II for noncash contributions.) |
| 237 |                           | $10,000.00         | Payroll  
(Complete Part II for noncash contributions.) |
| 238 |                           | $10,000.00         | Payroll  
(Complete Part II for noncash contributions.) |
| 239 |                           | $10,000.00         | Payroll  
(Complete Part II for noncash contributions.) |
| 240 |                           | $10,000.00         | Payroll  
(Complete Part II for noncash contributions.) |
### AMERICAN CIVIL LIBERTIES UNION, INC.

#### Part I  Contributors

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(Complete Part II for noncash contributions.)

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**Name of organization** AMERICAN CIVIL LIBERTIES UNION, INC.

**Employer identification number** 13-3871360
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13-3871360
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(Complete Part II for noncash contributions.)

Name of organization: **AMERICAN CIVIL LIBERTIES UNION, INC.**

Employer identification number: **13-3871360**
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(Complete Part II for noncash contributions.)

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**AMERICAN CIVIL LIBERTIES UNION, INC.**

13-3871360
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(Complete Part II for noncash contributions.)

**AMERICAN CIVIL LIBERTIES UNION, INC.**

**Employer identification number**

13-3871360
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### Part I: Contributors

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## Part I  Contributors

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

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## Part I

### Contributors

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

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</table>
# Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

**Part I**

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

<table>
<thead>
<tr>
<th>(a) No.</th>
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</table>

**Name of organization:** AMERICAN CIVIL LIBERTIES UNION, INC.

**Employer identification number:** 13-3871360

---

023452 11-25-20
## Part I

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

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

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<tr>
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(Complete Part II for noncash contributions.)
**Part I**  Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

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Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

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

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AMERICAN CIVIL LIBERTIES UNION, INC.  13-3871360
### Part I  Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

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

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### Part II: Noncash Property

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

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<th>(c) FMV (or estimate)</th>
<th>(d) Date received</th>
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<td>02/22/21</td>
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</tbody>
</table>
Part III

AMERICAN CIVIL LIBERTIES UNION, INC.

Employer identification number: 13-3871360

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

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

<table>
<thead>
<tr>
<th>(a) No. from Part I</th>
<th>(b) Purpose of gift</th>
<th>(c) Use of gift</th>
<th>(d) Description of how gift is held</th>
<th>(e) Transfer of gift</th>
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</tr>
</tbody>
</table>

Transferee’s name, address, and ZIP + 4

Relationship of transferor to transferee

Transferee’s name, address, and ZIP + 4

Relationship of transferor to transferee

Transferee’s name, address, and ZIP + 4

Relationship of transferor to transferee

Transferee’s name, address, and ZIP + 4

Relationship of transferor to transferee
**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.

<table>
<thead>
<tr>
<th>Name of organization</th>
<th>Employer identification number</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMERICAN CIVIL LIBERTIES UNION, INC.</td>
<td>13-3871360</td>
</tr>
</tbody>
</table>

**Part I-A**

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

1. Provide a description of the organization’s direct and indirect political campaign activities in Part IV.
2. Political campaign activity expenditures
   
3. Volunteer hours for political campaign activities
   |

| $11,261,031. |

**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

**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
   |

| $8,522,666. |

2. Enter the amount of the filing organization’s funds contributed to other organizations for section 527 exempt function activities
   |

| $2,738,365. |

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

| $11,261,031. |

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

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

<table>
<thead>
<tr>
<th>(a) Name</th>
<th>(b) Address</th>
<th>(c) EIN</th>
<th>(d) Amount paid from filing organization’s funds. If none, enter -0-.</th>
<th>(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

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

Schedule C (Form 990 or 990-EZ) 2020

LHA

032041  12-02-20
### 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.)

<table>
<thead>
<tr>
<th>Limits on Lobbying Expenditures</th>
<th>(a) Filing organization’s totals</th>
<th>(b) Affiliated group totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total lobbying expenditures to influence public opinion (grassroots lobbying)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total lobbying expenditures to influence a legislative body (direct lobbying)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total lobbying expenditures (add lines 1a and 1b)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other exempt purpose expenditures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total exempt purpose expenditures (add lines 1c and 1d)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lobbying nontaxable amount. Enter the amount from the following table in both columns.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If the amount on line 1e, column (a) or (b) is:</td>
<td>The lobbying nontaxable amount is:</td>
<td></td>
</tr>
<tr>
<td>Not over $500,000</td>
<td>20% of the amount on line 1e.</td>
<td></td>
</tr>
<tr>
<td>Over $500,000 but not over $1,000,000</td>
<td>$100,000 plus 15% of the excess over $500,000.</td>
<td></td>
</tr>
<tr>
<td>Over $1,000,000 but not over $1,500,000</td>
<td>$175,000 plus 10% of the excess over $1,000,000.</td>
<td></td>
</tr>
<tr>
<td>Over $1,500,000 but not over $17,000,000</td>
<td>$225,000 plus 5% of the excess over $1,500,000.</td>
<td></td>
</tr>
<tr>
<td>Over $17,000,000</td>
<td>$1,000,000.</td>
<td></td>
</tr>
<tr>
<td>Grassroots nontaxable amount (enter 25% of line 1f)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subtract line 1g from line 1a. If zero or less, enter -0-.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subtract line 1f from line 1c. If zero or less, enter -0-.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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?</td>
<td>Yes ☐</td>
<td>No ☐</td>
</tr>
</tbody>
</table>

#### 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

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2017</th>
<th>(b) 2018</th>
<th>(c) 2019</th>
<th>(d) 2020</th>
<th>(e) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a Lobbying nontaxable amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Lobbying ceiling amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(150% of line 2a, column(e))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Total lobbying expenditures</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Grassroots nontaxable amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Grassroots ceiling amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(150% of line 2d, column(e))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Grassroots lobbying expenditures</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

<table>
<thead>
<tr>
<th></th>
<th>(a)</th>
<th>(b)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>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:</td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Volunteers?</td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Media advertisements?</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Mailings to members, legislators, or the public?</td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Publications, or published or broadcast statements?</td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Grants to other organizations for lobbying purposes?</td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Direct contact with legislators, their staffs, government officials, or a legislative body?</td>
<td></td>
</tr>
<tr>
<td>h</td>
<td>Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?</td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>Other activities?</td>
<td></td>
</tr>
<tr>
<td>j</td>
<td>Total. Add lines 1c through 1i</td>
<td></td>
</tr>
<tr>
<td>2a</td>
<td>Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?</td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>If &quot;Yes,&quot; enter the amount of any tax incurred under section 4912</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>If &quot;Yes,&quot; enter the amount of any tax incurred by organization managers under section 4912</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Were substantially all (90% or more) dues received nondeductible by members?</td>
<td>X</td>
</tr>
<tr>
<td>2</td>
<td>Did the organization make only in-house lobbying expenditures of $2,000 or less?</td>
<td>X</td>
</tr>
<tr>
<td>3</td>
<td>Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?</td>
<td></td>
</tr>
</tbody>
</table>

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."

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dues, assessments and similar amounts from members</td>
</tr>
<tr>
<td>2</td>
<td>Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).</td>
</tr>
<tr>
<td>a</td>
<td>Current year</td>
</tr>
<tr>
<td>b</td>
<td>Carryover from last year</td>
</tr>
<tr>
<td>c</td>
<td>Total</td>
</tr>
<tr>
<td>3</td>
<td>Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues</td>
</tr>
<tr>
<td>4</td>
<td>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?</td>
</tr>
<tr>
<td>5</td>
<td>Taxable amount of lobbying and political expenditures (See instructions)</td>
</tr>
</tbody>
</table>

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.

PART I-A, LINE 1:

THE ACLU IS A NON-PARTISAN ORGANIZATION THAT NEITHER ENDORSES NOR OPPOSES CANDIDATES FOR PUBLIC OFFICE. HOWEVER, IN ORDER TO EDUCATE THE PUBLIC ABOUT IMPORTANT CIVIL LIBERTIES ISSUES, THE ACLU HAS DESCRIBED CANDIDATES' POSITIONS ON CIVIL LIBERTIES ISSUES DURING VARIOUS CAMPAIGNS, INCLUDING THE 2016 AND 2020 PRESIDENTIAL CAMPAIGNS AND THE
2018 MID-TERM ELECTIONS. THE ACLU HAS REPORTED EXPENDITURES WITH RESPECT TO SUCH ACTIVITIES ON SCHEDULE C, PART I AND HAS FILED AN IRS 1120-POL.
## Supplemental Financial Statements

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

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

<table>
<thead>
<tr>
<th></th>
<th>(a) Donor advised funds</th>
<th>(b) Funds and other accounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total number at end of year</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Aggregate value of contributions to (during year)</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Aggregate value of grants from (during year)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Aggregate value at end of year</td>
<td></td>
</tr>
</tbody>
</table>

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 (for example, recreation or education)
   - Protection of natural habitat
   - Preservation of open space
   - Preservation of a historically important land area
   - Preservation of a certified historic structure

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.

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

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.

1b. 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 make significant use of its collection items (check all that apply):
   - Public exhibition
   - Scholarly research
   - Preservation for future generations
   - Loan or exchange program
   - Other

4. Provide a description of the organization's collections and explain how they further the organization’s exempt purpose in Part XIII.

5. During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization’s collection?
   - Yes
   - No

### Part IV Escrow and Custodial Arrangements.

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

1a. Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?
   - Yes
   - No

b. If "Yes," explain the arrangement in Part XIII and complete the following table:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1c Beginnig balance</td>
<td></td>
</tr>
<tr>
<td>1d Additions during the year</td>
<td></td>
</tr>
<tr>
<td>1e Distributions during the year</td>
<td></td>
</tr>
<tr>
<td>1f Endign balance</td>
<td></td>
</tr>
</tbody>
</table>

2a. Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
   - Yes
   - No

b. If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII.

### Part V Endowment Funds.

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

1a. Beginning of year balance
   - Current year: 451,395.
   - Prior year: 474,566.
   - Two years back: 443,749.
   - Three years back: 253,929.
   - Four years back: 170,155.

b. Contributions
   - Current year: 1,000,000.
   - Prior year: 7,509.
   - Two years back: 164,629.
   - Three years back: 79,771.

(c) Net investment earnings, gains, and losses
   - Current year: 27,738.
   - Prior year: -23,171.
   - Two years back: 23,308.
   - Three years back: 25,191.

(d) Grants or scholarships

(e) Other expenditures for facilities and programs

(f) Administrative expenses

(g) End of year balance
   - Current year: 1,479,133.
   - Prior year: 451,395.
   - Two years back: 474,566.
   - Three years back: 443,749.
   - Four years back: 253,929.

2. Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
   - Board designated or quasi-endowment: 96.9000%
   - Permanent endowment: 3.0000%
   - Term endowment: .1000%

   The percentages on lines 2a, 2b, and 2c should equal 100%.

3a. Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
   - Unrelated organizations
   - Related organizations

b. If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

   - Yes
   - No

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.

<table>
<thead>
<tr>
<th>Description of property</th>
<th>(a) Cost or other basis (investment)</th>
<th>(b) Cost or other basis (other)</th>
<th>(c) Accumulated depreciation</th>
<th>(d) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Land</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b Buildings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1c Leasehold improvements</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e Other</td>
<td>3,776,145.</td>
<td>2,800,200.</td>
<td>975,945.</td>
<td></td>
</tr>
</tbody>
</table>

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

   - 1,293,295.
Schedule D (Form 990) 2020

**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.

<table>
<thead>
<tr>
<th>(a) Description of security or category (including name of security)</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Financial derivatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2) Closely held equity interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3) Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(A) PROPRIETARY EQUITY FUNDS</td>
<td>41,024,057.</td>
<td>END-OF-YEAR MARKET VALUE</td>
</tr>
<tr>
<td>(B) PRIVATE EQUITY FUNDS</td>
<td>7,069,543.</td>
<td>END-OF-YEAR MARKET VALUE</td>
</tr>
<tr>
<td>(C)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(D)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(E)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(F)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(G)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(H)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)</td>
<td>48,093,600.</td>
<td></td>
</tr>
</tbody>
</table>

**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.

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

**Part IX** Other Assets.

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

<table>
<thead>
<tr>
<th>(a) Description</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) DUE FROM RELATED PARTY (ACLU FDTN - 501(C)(3))</td>
<td>17,766,438.</td>
</tr>
<tr>
<td>(2) DUE FROM AFFILIATES - ALLOCATED SHARE OF PENSION</td>
<td></td>
</tr>
<tr>
<td>(3) LIABILITY</td>
<td>15,294,633.</td>
</tr>
<tr>
<td>(4) DUE FROM ACLU FDTN - ALLOCATED SHARE OF PENSION LIABILITY</td>
<td>2,252,535.</td>
</tr>
<tr>
<td>(5) DUE FROM AFFILIATES</td>
<td>914,145.</td>
</tr>
<tr>
<td>(6) INTEREST &amp; DIVIDEND INCOME RECEIVABLE</td>
<td>56,456.</td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
<tr>
<td>Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)</td>
<td></td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>(a) Description of liability</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Federal income taxes</td>
<td></td>
</tr>
<tr>
<td>(2) ACCRUED PENSION LIABILITY</td>
<td>19,248,602.</td>
</tr>
<tr>
<td>(3) DUE TO AFFILIATES</td>
<td>13,149,199.</td>
</tr>
<tr>
<td>(4) BILL OF RIGHTS TRUST HELD FOR AFFILIATES</td>
<td>1,519,980.</td>
</tr>
<tr>
<td>(5)</td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
<tr>
<td>Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)</td>
<td></td>
</tr>
</tbody>
</table>

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization’s financial statements that reports the organization’s liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII. X
### Part XI | Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

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

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total revenue, gains, and other support per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part VIII, line 12:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Net unrealized gains (losses) on investments</td>
<td>2a</td>
</tr>
<tr>
<td></td>
<td>b Donated services and use of facilities</td>
<td>2b</td>
</tr>
<tr>
<td></td>
<td>c Recoveries of prior year grants</td>
<td>2c</td>
</tr>
<tr>
<td></td>
<td>d Other (Describe in Part XIII.)</td>
<td>2d</td>
</tr>
<tr>
<td></td>
<td>e Add lines 2a through 2d</td>
<td>2e</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part VIII, line 12, but not on line 1:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Investment expenses not included on Form 990, Part VIII, line 7b</td>
<td>4a</td>
</tr>
<tr>
<td></td>
<td>b Other (Describe in Part XIII.)</td>
<td>4b</td>
</tr>
<tr>
<td></td>
<td>c Add lines 4a and 4b</td>
<td>4c</td>
</tr>
<tr>
<td>5</td>
<td>Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)</td>
<td>5</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total expenses and losses per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part IX, line 25:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Donated services and use of facilities</td>
<td>2a</td>
</tr>
<tr>
<td></td>
<td>b Prior year adjustments</td>
<td>2b</td>
</tr>
<tr>
<td></td>
<td>c Other losses</td>
<td>2c</td>
</tr>
<tr>
<td></td>
<td>d Other (Describe in Part XIII.)</td>
<td>2d</td>
</tr>
<tr>
<td></td>
<td>e Add lines 2a through 2d</td>
<td>2e</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part IX, line 25, but not on line 1:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Investment expenses not included on Form 990, Part VIII, line 7b</td>
<td>4a</td>
</tr>
<tr>
<td></td>
<td>b Other (Describe in Part XIII.)</td>
<td>4b</td>
</tr>
<tr>
<td></td>
<td>c Add lines 4a and 4b</td>
<td>4c</td>
</tr>
<tr>
<td>5</td>
<td>Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)</td>
<td>5</td>
</tr>
</tbody>
</table>

### Part XIII | Supplemental Information.

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

---

### PART V, LINE 4:

**THE PURPOSE OF THE ENDOWMENT FUNDS IS TO CARRY OUT THE WORK OF THE ACLU AND ITS AFFILIATES IN PROTECTING, PRESERVING AND EXPANDING THE CIVIL LIBERTIES OF ALL PERSONS IN THE UNITED STATES OF AMERICA.**

---

### PART X, LINE 2:

**THE UNION IS A NOT-FOR-PROFIT ORGANIZATION EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(4) OF THE U.S. INTERNAL REVENUE CODE. THE UNION IS SUBJECT TO TAXES ON UNRELATED BUSINESS INCOME. THE UNION FILES TAX AND INFORMATION RETURNS WITH THE INTERNAL REVENUE SERVICE (THE "IRS") AND WITH VARIOUS STATES. MANAGEMENT EVALUATED THE UNION'S TAX POSITIONS AND CONCLUDED THAT IT HAD TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADDITIONAL ADJUSTMENT**
OR DISCLOSURE TO THE ACCOMPANYING CONSOLIDATED FINANCIAL STATEMENTS.

GENERALLY, THE UNION IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS BY U.S. FEDERAL, STATE OR LOCAL TAX AUTHORITIES FOR TAX YEARS BEFORE 2018, WHICH IS THE STANDARD STATUTE OF LIMITATIONS LOOK-BACK PERIOD.

FORM 990, SCHEDULE D

PART V: A RELATED ORGANIZATION DOES HOLD AN ENDOWMENT, BUT NONE OF THE HOLDINGS ARE FOR THE BENEFIT OF THE ACLU.
## Part I  Fundraising Activities

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

1. Indicate whether the organization raised funds through any of the following activities. Check all that apply.
   - [x] Mail solicitations
   - [x] Internet and email solicitations
   - [x] Phone solicitations
   - [x] In-person solicitations
   - [ ] Solicitation of non-government grants
   - [ ] Solicitation of government grants
   - [ ] Special fundraising events

2. a) Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [x] Yes  [ ] No
   
   b) If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

<table>
<thead>
<tr>
<th>(i) Name and address of individual or entity (fundraiser)</th>
<th>(ii) Activity</th>
<th>(iii) Did fundraiser have custody or control of contributions?</th>
<th>(iv) Gross receipts from activity</th>
<th>(v) Amount paid to (or retained by) fundraiser listed in col. (i)</th>
<th>(vi) Amount paid to (or retained by) organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>O'BRIEN GARRETT - 1133 19TH ST NW, WASHINGTON, DC 20036</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>137,155,506.</td>
<td>453,766.</td>
<td>136,701,740.</td>
</tr>
<tr>
<td>GSI - 360 N SEPULVEDA BLVD, EL SEGUNDO, CA 90245</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>188,906.</td>
<td>111,949.</td>
<td>76,957.</td>
</tr>
<tr>
<td>TELEFUND, INC - PO BOX 120557, BOSTON, MA 02112</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>176,129.</td>
<td>403,652.</td>
<td>-227,523.</td>
</tr>
<tr>
<td>INTEGRAL RESOURCES, INC - 1972 MASSACHUSETTS AVE, NEW CANVASSING EXPERIENCE - 78 SAN MARCOS ST, AUSTIN, TX</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>124,977.</td>
<td>147,651.</td>
<td>-22,674.</td>
</tr>
<tr>
<td>PUBLIC INTEREST COMMUNICATIONS CORP - 7700</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>45,695.</td>
<td>549,485.</td>
<td>-503,790.</td>
</tr>
<tr>
<td>SD&amp;A TELSERVICES, INC - 5757 WEST CENTURY BLVD SUITE 300,</td>
<td>FUNDRAISING</td>
<td>X Yes</td>
<td>37,314.</td>
<td>37,586.</td>
<td>-272.</td>
</tr>
</tbody>
</table>

**Total**

137,765,862.  1,792,760.  135,973,102.

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

AK, AL, AZ, CA, CO, CT, FL, GA, HI, IL, KS, KY, LA, MA, MD, ME, MI, MN, MO, NC, ND, NH, NJ, NM, NY, OH, OK, OR, PA, RI, SC, SD, TN, UT, VA, WA, WI, WV
Part II  Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

<table>
<thead>
<tr>
<th>Revenue</th>
<th>(a) Event #1</th>
<th>(b) Event #2</th>
<th>(c) Other events</th>
<th>(d) Total events (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross receipts</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Less: Contributions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Gross income (line 1 minus line 2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Revenue</th>
<th>(a) Bingo</th>
<th>(b) Pull tabs/instant bingo/progressive bingo</th>
<th>(c) Other gaming</th>
<th>(d) Total gaming (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Noncash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Other direct expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Revenue</th>
<th>(a) Event #1</th>
<th>(b) Event #2</th>
<th>(c) Other events</th>
<th>(d) Total events (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross receipts</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Less: Contributions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Gross income (line 1 minus line 2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Revenue</th>
<th>(a) Bingo</th>
<th>(b) Pull tabs/instant bingo/progressive bingo</th>
<th>(c) Other gaming</th>
<th>(d) Total gaming (add col. (a) through col. (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Noncash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Other direct expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

b If "No," explain:

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

b If "Yes," explain:

032082 11-25-20
Schedule G (Form 990 or 990-EZ) 2020  
AMERICAN CIVIL LIBERTIES UNION, INC.  13-3871360  Page 3

11 Does the organization conduct gaming activities with nonmembers? □ Yes □ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? □ Yes □ No

13 Indicate the percentage of gaming activity conducted in:
   a. The organization’s facility ____________________________________________________________ 13a %
   b. An outside facility _________________________________________________________________ 13b %

14 Enter the name and address of the person who prepares the organization’s gaming/special events books and records:
   Name ▶
   Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? □ Yes □ No

   b. If "Yes," enter the amount of gaming revenue received by the organization ▶ $ __________ and the amount of gaming revenue retained by the third party ▶ $ __________

   c. If "Yes," enter name and address of the third party:
      Name ▶
      Address ▶

16 Gaming manager information:

      Name ▶
      Gaming manager compensation ▶ $ __________
      Description of services provided ▶

      □ Director/officer      □ Employee      □ Independent contractor

17 Mandatory distributions:
   a. Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? □ Yes □ No

   b. Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization’s own exempt activities during the tax year ▶ $

**Part IV** Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: INTEGRAL RESOURCES, INC

(I) ADDRESS OF FUNDRAISER: 1972 MASSACHUSETTS AVE, CAMBRIDGE, MA 02140

(I) NAME OF FUNDRAISER: NEW CANVASSING EXPERIENCE

(I) ADDRESS OF FUNDRAISER: 78 SAN MARCOS ST, AUSTIN, TX 78702

(I) NAME OF FUNDRAISER: PUBLIC INTEREST COMMUNICATIONS CORP
(I) ADDRESS OF FUNDRAISER:

7700 LEESBURG PIKE, ST 416 S, FALLS CHURCH, VA  22043

(I) NAME OF FUNDRAISER: SD&A TELESERVICES, INC

(I) ADDRESS OF FUNDRAISER:

5757 WEST CENTURY BLVD SUITE 300, LOS ANGELES, CA  90045
**Grants and Other Assistance to Organizations, Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

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

Name of the organization: **AMERICAN CIVIL LIBERTIES UNION, INC.**

Employer identification number: **13-3871360**

**Part I - General Information on Grants and Assistance**

1. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? [X] Yes [ ] No

2. Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II - Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

<table>
<thead>
<tr>
<th>Name and address of organization or government</th>
<th>EIN</th>
<th>IRC section (if applicable)</th>
<th>Amount of cash grant</th>
<th>Amount of non-cash assistance</th>
<th>Method of valuation (book, FMV, appraisal, other)</th>
<th>Description of noncash assistance</th>
<th>Purpose of grant or assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACLU OF ALABAMA P.O. BOX 6179 MONTGOMERY, AL 36106</td>
<td>23-7093412</td>
<td>501(C)(4)</td>
<td>408,500</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACLU OF ARIZONA PO BOX 17148 PHOENIX, AZ 85011</td>
<td>86-0205157</td>
<td>501(C)(4)</td>
<td>655,339</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACLU OF COLORADO 303 EAST 17TH AVENUE ROOM 350 DENVER, CO 80203</td>
<td>84-0437750</td>
<td>501(C)(4)</td>
<td>388,138</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACLU OF CONNECTICUT 765 ASYLUM AVE, 1ST FL HARTFORD, CT 06105</td>
<td>45-2857664</td>
<td>501(C)(4)</td>
<td>257,893</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACLU OF DELAWARE 100 WEST 10TH ST, STR. 603 WILMINGTON, DE 19801</td>
<td>51-0240032</td>
<td>501(C)(4)</td>
<td>112,500</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACLU OF FLORIDA 4343 W FLAGLER ST, STE 400 MIAMI, FL 33134</td>
<td>59-0883831</td>
<td>501(C)(4)</td>
<td>777,416</td>
<td>0</td>
<td>AFFILIATE PROGRAM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3. Enter total number of other organizations listed in the line 1 table

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

Schedule I (Form 990) 2020
<table>
<thead>
<tr>
<th>(a) Name and address of organization or government</th>
<th>(b) EIN</th>
<th>(c) IRC section if applicable</th>
<th>(d) Amount of cash grant</th>
<th>(e) Amount of non-cash assistance</th>
<th>(f) Method of valuation (book, FMV, appraisal, other)</th>
<th>(g) Description of non-cash assistance</th>
<th>(h) Purpose of grant or assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACLU OF GEORGIA</td>
<td>58-0951433</td>
<td>501(C)(4)</td>
<td>540,284</td>
<td>0</td>
<td>Book</td>
<td>Affiliate Program</td>
<td></td>
</tr>
<tr>
<td>1900 THE EXCHANGE, ROOM 425</td>
<td></td>
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**Part III**

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered “Yes” on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

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**Part IV**

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

PART I, LINE 2:

PARTIES AGREE WILL BE USED TO MEASURE PROGRESS TOWARDS AGREED UPON GOALS.

WRITTEN AGREEMENTS DETAIL THE SPECIFIC ACTIVITIES FOR WHICH FUNDING IS TO
BE PROVIDED AND DOCUMENT THE COMMITMENT TO USING THE FUNDS PROVIDED TO
PURSUE SPECIFIC STRATEGIES IN ADDRESSING PROGRAM GOALS AND TARGET OUTCOMES.
AFFILIATES AND OTHER ORGANIZATIONS WHO RECEIVE GRANT AWARDS MAY BE REQUIRED
TO PROVIDE QUANTITATIVE AND QUALITATIVE REPORTS, AND THESE REPORTS MAY BE
USED TO DETERMINE WHETHER ADDITIONAL FUNDING MAY BE REQUIRED AND/OR TO
ENHANCE FUTURE GRANT PROGRAMS.
## Part I Questions Regarding Compensation

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<td>Payments for business use of personal residence</td>
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<td>Tax indemnification and gross-up payments</td>
<td>Health or social club dues or initiation fees</td>
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<td></td>
<td>Discretionary spending account</td>
<td>Personal services (such as maid, chauffeur, chef)</td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th></th>
<th>Compensation committee</th>
<th>Written employment contract</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Independent compensation consultant</td>
<td>Compensation survey or study</td>
</tr>
<tr>
<td></td>
<td>Form 990 of other organizations</td>
<td>Approval by the board or compensation committee</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th></th>
<th>a</th>
<th>b</th>
<th>c</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Receive a severance payment or change-of-control payment?</td>
<td>Yes</td>
<td>X</td>
</tr>
<tr>
<td>b</td>
<td>Participate in or receive payment from a supplemental nonqualified retirement plan?</td>
<td>Yes</td>
<td>X</td>
</tr>
<tr>
<td>c</td>
<td>Participate in or receive payment from an equity-based compensation arrangement?</td>
<td>Yes</td>
<td>X</td>
</tr>
</tbody>
</table>

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

<table>
<thead>
<tr>
<th></th>
<th>a</th>
<th>b</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>The organization?</td>
<td>Yes</td>
</tr>
<tr>
<td>b</td>
<td>Any related organization?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

If "Yes" on line 5a or 5b, describe in Part III.

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

<table>
<thead>
<tr>
<th></th>
<th>a</th>
<th>b</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>The organization?</td>
<td>Yes</td>
</tr>
<tr>
<td>b</td>
<td>Any related organization?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990.
Schedule J (Form 990) 2020
AMERICAN CIVIL LIBERTIES UNION, INC. 13-3871360

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

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

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

<table>
<thead>
<tr>
<th>(A) Name and Title</th>
<th>(B) Breakdown of W-2 and/or 1099-MISC compensation</th>
<th>(C) Retirement and other deferred compensation</th>
<th>(D) Nontaxable benefits</th>
<th>(E) Total of columns (B)(i)-(D)</th>
<th>(F) Compensation in column (B) reported as deferred on prior Form 990</th>
</tr>
</thead>
<tbody>
<tr>
<td>(B)(i)- Base compensation</td>
<td>(B)(ii)- Bonus &amp; Incentive compensation</td>
<td>(B)(iii)- Other reportable compensation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR/CEO</td>
<td>563,861.</td>
<td>395,330.</td>
<td>34,835.</td>
<td>19,861.</td>
<td>1,013,887.</td>
</tr>
<tr>
<td>KARY L. MOSS</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>NATIONAL LEGAL DIRECTOR</td>
<td>372,824.</td>
<td>8,138.</td>
<td>55,807.</td>
<td>17,414.</td>
<td>454,183.</td>
</tr>
<tr>
<td>NATIONAL POLITICAL DIRECTOR</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>CHIEF STAFF</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>CHIEF PEOPLE OFFICER</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>CFO</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>SOPHIA K. GODMACHER</td>
<td>294,250.</td>
<td>0.</td>
<td>9,198.</td>
<td>13,383.</td>
<td>51,899.</td>
</tr>
<tr>
<td>CHIEF INFORMATION OFFICER</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>AMARDEEP SINGH</td>
<td>230,060.</td>
<td>0.</td>
<td>7,921.</td>
<td>12,653.</td>
<td>51,460.</td>
</tr>
<tr>
<td>DEPUTY CHIEF OPER. OFFICER</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>AMBER HIKES</td>
<td>268,500.</td>
<td>0.</td>
<td>4,226.</td>
<td>15,610.</td>
<td>279,884.</td>
</tr>
<tr>
<td>CHIEF COMM. OFFICER (AS OF 6/1/20)</td>
<td>216,600.</td>
<td>0.</td>
<td>315.</td>
<td>11,913.</td>
<td>1,267.</td>
</tr>
</tbody>
</table>

Schedule J (Form 990) 2020
PART I, LINE 4B:

THE CEO PARTICIPATES IN A NONQUALIFIED, SUPPLEMENTAL RETIRMENT PLAN. THE CEO RECEIVED A 457(F) PAYOUT OF $380,000 IN 2020. THIS REPRESENTS THREE YEARS OF VESTED RETIREMENT BENEFITS.

FORM 990, SCHEDULE J, PART II

PART II: COLUMN B(I) INCLUDES BASE COMPENSATION, COLUMN B(II) INCLUDES BONUS PAYMENTS AND COLUMN B(III) INCLUDES ALL OTHER REPORTABLE COMPENSATION, INCLUDING ANY REDUCTIONS TO TAXABLE COMPENSATION RELATED TO PARTICIPATION IN HEALTH OR DEPENDENT SPENDING ACCOUNTS, IF/AS APPLICABLE. NEGATIVE NUMBERS IN COLUMN B(III) OCCUR WHEN THE AMOUNTS DEDUCTED FROM REPORTABLE COMPENSATION ARE GREATER THAN THE COSTS OF OTHER TAXABLE BENEFITS REPORTED IN THIS COLUMN. COLUMN C INCLUDES EMPLOYER CONTRIBUTIONS TO THE DEFINED BENEFIT PENSION PLAN OR, FOR EMPLOYEES HIRED ON OR AFTER APRIL 1, 2009, TO THE DEFINED CONTRIBUTION 401(K) PLAN, AND CONTRIBUTIONS, IF ANY, TO THE 457(B) PLAN; THE TOTALS SHOWN REFLECT AMOUNTS EARNED DURING THE YEAR, WHETHER OR NOT THE EMPLOYEE IS FULLY VESTED. COLUMN D INCLUDES NON-TAXABLE BENEFITS, SUCH AS HEALTH AND OTHER INSURANCE, AS WELL AS AMOUNTS SET ASIDE BY
EMPLOYEES IN THE HEALTH AND/OR DEPENDENT CARE FLEXIBLE SPENDING PLANS,

WHICH HAVE BEEN ADDED BACK TO PROVIDE THE FULLEST PICTURE POSSIBLE OF

TOTAL COMPENSATION.
### Part I  Types of Property

<table>
<thead>
<tr>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Check if applicable</td>
<td>Number of contributions or items contributed</td>
<td>Noncash contribution amounts reported on Form 990, Part VIII, line 1g</td>
<td>Method of determining noncash contribution amounts</td>
</tr>
</tbody>
</table>

<p>| | | | |</p>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Art - Works of art</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Art - Historical treasures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Art - Fractional interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Books and publications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Clothing and household goods</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Cars and other vehicles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Boats and planes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Intellectual property</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Securities - Publicly traded</td>
<td>X</td>
<td>57</td>
</tr>
<tr>
<td>10</td>
<td>Securities - Closely held stock</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Securities - Partnership, LLC, or trust interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Securities - Miscellaneous</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Qualified conservation contribution - Historic structures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Qualified conservation contribution - Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Real estate - Residential</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Real estate - Commercial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Real estate - Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Collectibles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Food inventory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Drugs and medical supplies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Taxidermy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Historical artifacts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Scientific specimens</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Archeological artifacts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Other</td>
<td>(   )</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Other</td>
<td>(   )</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Other</td>
<td>(   )</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Other</td>
<td>(   )</td>
<td></td>
</tr>
</tbody>
</table>

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

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn’t required to be used for exempt purposes for the entire holding period? Yes No 30a X

b If “Yes,” describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? Yes No 31 X

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? Yes No 32a X

b If “Yes,” describe in Part II.

33 If the organization didn’t report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2020
Part II

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

SCHEDULE M, PART I, COLUMN (B):

THE NUMBER OF CONTRIBUTIONS SHOWN ABOVE REPRESENTS THE TOTAL NUMBER OF STOCK GIFTS DURING THE YEAR.

SCHEDULE M, LINE 32B:

WE ENGAGE BROKERS, WITH EXPERTISE SELLING PROPERTY CONTRIBUTED TO THE ORGANIZATION, TO FACILITATE SALES OF NONCASH PROPERTY ON OUR BEHALF.
FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

PROTECTION OF THE LAWS FOR ALL PEOPLE THROUGHOUT THE U.S. AND ITS JURISDICTIONS. THE ACLU'S OBJECTS SHALL BE SOUGHT WHOLLY WITHOUT POLITICAL PARTISANSHIP." THE ACLU TODAY REMAINS FOCUSED ON THE OVERARCHING GOALS SET BY ITS FOUNDERS MORE THAN 90 YRS AGO, SERVING AS THE NATION'S GUARDIAN OF LIBERTY, WORKING DAILY IN COURTS, LEGISLATURES AND COMMUNITIES TO DEFEND AND PRESERVE THE INDIVIDUAL RIGHTS AND LIBERTIES THAT THE CONSTITUTION AND LAWS OF THE US GUARANTEE. THE ACLU ALSO WORKS TO EXTEND RIGHTS TO SEGMENTS OF THE POPULATION THAT HAVE TRADITIONALLY BEEN DENIED THEIR RIGHTS, INCLUDING PEOPLE OF COLOR; WOMEN; LESBIANS, GAY MEN, BISEXUALS AND TRANSGENDER AND GENDER NONBINARY PEOPLE; PRISONERS; AND PERSONS WITH DISABILITIES.

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

AFFILIATES, BEYOND THE $5,860,862 GRANT, TO SUPPORT LEGISLATIVE INITIATIVES.

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

LEGAL - THE ACLU SEEKS TO IMPACT CIVIL LIBERTIES THROUGH WORK ON LEGISLATION AT THE FEDERAL AND STATE LEVEL, AS APPROPRIATE. THE ORGANIZATION'S LEGISLATIVE ADVOCATES ARE A CONSTANT PRESENCE ON FEDERAL AND STATE CIVIL LIBERTIES LEGISLATIVE ISSUES. UPDATES ON KEY LEGISLATIVE ISSUES IMPACTING CIVIL LIBERTIES ARE INCLUDED IN MAIL, EMAIL, AND OTHER COMMUNICATIONS TO ACLU MEMBERS NATIONWIDE, AS WELL AS IN PUBLIC EDUCATION CAMPAIGNS. IN ADDITION, THE ACLU DEVELOPS POLICY RELATING TO POSITIONS ON CIVIL LIBERTIES ISSUES.
American Civil Liberties Union, Inc.

Expenses $4,652,307. Including grants of $120,000. Revenue $0.

Civil liberties policy formulation - The board of directors of the ACLU works through its standing and special committees to analyze civil liberties issues and, where appropriate, to develop policies that will serve as the frame of reference for legislative, educational and case-specific work at the national level, and the organization implements and assists in the development of policy goals through its affiliates.

Expenses $1,205,663. Including grants of $0. Revenue $0.

Form 990, Part VI, Section A, Line 6:
The board members of the organization's 50 affiliates, the "affiliate voting members," are electors, along with the organization's board members, in the election of certain members to the organization's board, and each affiliate appoints one board member to the national organization's board. The national organization's general members participate in the election of the board members of the organization's affiliates. Fifty general members may also (i) petition the board to amend its bylaws, which petition must be considered by the organization's board and (ii) nominate individuals to run for the organization's board.

Form 990, Part VI, Section A, Line 7A:
See response to # 6 above.

Form 990, Part VI, Section A, Line 7B:
See response to # 6 above. The organization's affiliate voting members have the right to vote, put matters on the board's agenda for consideration, and
TO APPROVE CERTAIN CHANGES TO THE ORGANIZATION'S BYLAWS AND VOTE TO
OVERTURN A DECISION OF THE ORGANIZATION'S BOARD THAT IS SUBMITTED TO THE
AFFILIATE VOTING MEMBERS FOR A VOTE BY PETITION OF THE ORGANIZATION'S
AFFILIATES. UNDER D.C. LAW, THE AFFILIATE VOTING MEMBERS HAVE THE RIGHT TO
APPROVE A DECISION BY THE BOARD TO DISSOLVE, MERGE/CONSOLIDATE WITH ANOTHER
ORGANIZATION OR DISPOSE OR MORTGAGE ALL OR SUBSTANTIALLY ALL OF THE
ORGANIZATION'S ASSETS.

FORM 990, PART VI, SECTION B, LINE 11B:
The Form 990 was prepared by management in consultation with the
organization's auditors. The organization's audit committee and its
treasurer reviewed a draft of the 990 and provided comments. A complete
copy of the Form 990 was provided to the organization's governing body
before it was filed.

FORM 990, PART VI, SECTION B, LINE 12C:
The organization distributes its conflict of interest policy on an annual
basis to every key employee, officer, board director and standing committee
member and requests disclosure of any potential conflicts of interest. The
chief operating officer/general counsel/assistant treasurer of the
organization reviews any disclosures made during this annual review. If a
matter is raised that may be a conflict of interest involving a board
member, an officer or a standing committee member, he refers the matter to
the board president and appropriate follow up is undertaken as set forth in
the policy. If a matter is raised that may be a conflict of interest
involving a key employee, he refers the matter to the executive director or
his designee and appropriate follow up is undertaken as set forth in the
policy. Board directors, officers, standing committee members and key

Name of the organization: AMERICAN CIVIL LIBERTIES UNION, INC.
Employer identification number: 13-3871360
EMPLOYEES ALSO MAY REPORT TO THE BOARD ANY POTENTIAL CONFLICTS OF INTEREST THAT ARISE DURING THE YEAR. THE ORGANIZATION'S CONFLICT OF INTEREST POLICY REQUIRES, AMONG OTHER THINGS, THAT INDIVIDUALS WITH CONFLICTS OF INTEREST WITH RESPECT TO A TRANSACTION OR ACTION MAY NOT PARTICIPATE IN THE DECISION-MAKING WITH RESPECT TO THAT TRANSACTION OR ACTION AND IN SOME CIRCUMSTANCES MAY NOT PARTICIPATE IN THE DISCUSSION.

FORM 990, PART VI, SECTION B, LINE 15A:
ON AN ANNUAL BASIS, A COMMITTEE OF THE BOARD OF THE ORGANIZATION ESTABLISHES THE EXECUTIVE DIRECTOR'S COMPENSATION, AND THE AUDIT COMMITTEE APPROVES THE COMPENSATION OF ALL OTHER KEY EMPLOYEES, AS RECOMMENDED BY THE EXECUTIVE DIRECTOR (EXCEPT SEE BELOW THE RESPONSE FOR LINE 15B). NO MEMBER OF EITHER COMMITTEE HAS A CONFLICT OF INTEREST WITH RESPECT TO THE COMPENSATION ARRANGEMENT. EACH COMMITTEE REVIEWS COMPENSATION STUDIES AND COMPARABLE COMPENSATION DATA FOR FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS. EACH COMMITTEE CONTEMPORANEOUSLY DOCUMENTS AND RECORDS, IN ITS MINUTES, ITS DELIBERATIONS AND DECISIONS. NO ACLU OFFICER RECEIVES COMPENSATION IN THEIR CAPACITY AS AN OFFICER.

FORM 990, PART VI, SECTION B, LINE 15B:
COMPENSATION FOR THE CHIEF FINANCIAL OFFICER WAS DETERMINED BY THE ACLU'S SALARY SCALE, WHICH WAS BASED ON MARKET RESEARCH AND ORGANIZATIONAL VALUES. COMPENSATION FOR ALL OTHER PAID OFFICERS AND KEY EMPLOYEES WAS REVIEWED AS DESCRIBED ABOVE IN NOTE FOR FORM 990, PART VI, SECTION B, LINE 15A.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:
AL, AK, AR, AZ, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, MA, MD, ME, MN, MS, MO, NC, ND, NH, NJ, NM, NY, OH, OK, OR, PA, RI, SC, TN, TX, UT, WA, WI, WV
FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION'S FORM 990 FOR THE PAST THREE OR MORE YEARS, EXCLUDING SCHEDULE B, IS AVAILABLE ON THE ORGANIZATION'S WEBSITE. THE ORGANIZATION'S FORM 990-T IS AVAILABLE UPON REQUEST. COPIES OF THE ORGANIZATION'S FORM 990 ARE ALSO AVAILABLE ON THE GUIDESTAR WEBSITE. THE ORGANIZATION'S IRS FORM 1024, BYLAWS, CONFLICT OF INTEREST POLICY AND ITS FINANCIAL STATEMENTS FOR THE PRIOR THREE YEARS ARE AVAILABLE ON ITS WEBSITE. THE ORGANIZATION'S ARTICLES OF INCORPORATION ARE AVAILABLE UPON REQUEST OR THROUGH THE DISTRICT OF COLUMBIA OFFICE OF THE SECRETARY, DEPARTMENT OF CONSUMER AND REGULATORY AFFAIRS.

FORM 990, PART VII, SECTION A, LINE 1A, COLUMN B

THE NUMBER OF HOURS REPORTED FOR THOSE INDIVIDUALS RECEIVING COMPENSATION IS BASED ON WEEKLY HOURS FOR PAYROLL PURPOSES. THE ACTUAL NUMBER OF HOURS WORKED IS CONSIDERABLY HIGHER.

FORM 990, PART IX, LINE 11G, OTHER FEES:

MISCELLANEOUS:

PROGRAM SERVICE EXPENSES 15,319,724.

MANAGEMENT AND GENERAL EXPENSES 358,060.

FUNDRAISING EXPENSES 150,467.

TOTAL EXPENSES 15,828,251.

TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A 15,828,251.

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

MINIMUM PENSION LIABILITY ADJUSTMENT 17,142,169.
RECOGNITION OF AFFILIATES' SHARE OF PENSION LIABILITY  -15,146,480.

TOTAL TO FORM 990, PART XI, LINE 9  1,995,689.

AMERICAN CIVIL LIBERTIES UNION, INC.
### Part I Identification of Disregarded Entities
Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

<table>
<thead>
<tr>
<th>(a) Name, address, and EIN (if applicable) of disregarded entity</th>
<th>(b) Primary activity</th>
<th>(c) Legal domicile (state or foreign country)</th>
<th>(d) Total income</th>
<th>(e) End-of-year assets</th>
<th>(f) Direct controlling entity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</table>

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

<table>
<thead>
<tr>
<th>(a) Name, address, and EIN of related organization</th>
<th>(b) Primary activity</th>
<th>(c) Legal domicile (state or foreign country)</th>
<th>(d) Exempt Code section</th>
<th>(e) Public charity status (if section 501(c)(3))</th>
<th>(f) Direct controlling entity</th>
<th>(g) Section 512(b)(13) controlled entity?</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMERICAN CIVIL LIBERTIES UNION FOUNDATION, INC., - 13-6213516, 125 BROAD STREET, 18TH FLOOR, NEW YORK, NY 10004</td>
<td>PRESERVATION AND PROMOTION OF CIVIL RIGHTS AND LIBERTIES</td>
<td>NEW YORK</td>
<td>501(c)(3)</td>
<td>LINE 7</td>
<td>X</td>
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</tr>
<tr>
<td>AMERICAN CIVIL LIBERTIES UNION, INC. - 13-3871360, 501(C)(3) LINE 7</td>
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</table>

For Paperwork Reduction Act Notice, see the Instructions for Form 990.
### Part III Identification of Related Organizations Taxable as a Partnership

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

<table>
<thead>
<tr>
<th>(a) Name, address, and EIN of related organization</th>
<th>(b) Primary activity</th>
<th>(c) Legal domicile (state or foreign country)</th>
<th>(d) Direct controlling entity</th>
<th>(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)</th>
<th>(f) Share of total income</th>
<th>(g) Share of end-of-year assets</th>
<th>(h) Disproportionate allocations?</th>
<th>(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)</th>
<th>(j) General or managing partner?</th>
<th>(k) Percentage ownership</th>
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### Part IV Identification of Related Organizations Taxable as a Corporation or Trust

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

<table>
<thead>
<tr>
<th>(a) Name, address, and EIN of related organization</th>
<th>(b) Primary activity</th>
<th>(c) Legal domicile (state or foreign country)</th>
<th>(d) Direct controlling entity</th>
<th>(e) Type of entity (C corp, S corp, or trust)</th>
<th>(f) Share of total income</th>
<th>(g) Share of end-of-year assets</th>
<th>(h) Percentage ownership</th>
<th>(i) Section 512(b)(13) controlled entity?</th>
<th>Yes</th>
<th>No</th>
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<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
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</tbody>
</table>
## Part V  Transactions With Related Organizations

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

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

### 1. During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- **Receipt of:** interest, annuities, royalties, or rent from a controlled entity
- **Gift, grant, or capital contribution to** related organization(s)
- **Gift, grant, or capital contribution from** related organization(s)
- **Loans or loan guarantees to or for** related organization(s)
- **Loans or loan guarantees by** related organization(s)
- **Dividends from** related organization(s)
- **Sale of assets to** related organization(s)
- **Purchase of assets from** related organization(s)
- **Exchange of assets with** related organization(s)
- **Lease of facilities, equipment, or other assets to** related organization(s)
- **Lease of facilities, equipment, or other assets from** related organization(s)
- **Performance of services or membership or fundraising solicitations for** related organization(s)
- **Performance of services or membership or fundraising solicitations by** related organization(s)
- **Sharing of facilities, equipment, mailing lists, or other assets with** related organization(s)
- **Sharing of paid employees with** related organization(s)
- **Reimbursement paid to** related organization(s) for expenses
- **Reimbursement paid by** related organization(s) for expenses
- **Other transfer of cash or property to** related organization(s)
- **Other transfer of cash or property from** related organization(s)

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

<table>
<thead>
<tr>
<th>Name of related organization</th>
<th>Transaction type (a-s)</th>
<th>Amount involved</th>
<th>Method of determining amount involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) ACLU FOUNDATION, INC.</td>
<td>N</td>
<td>2,258,934</td>
<td>FTE BASED ALLOCATION METHODOLOGY</td>
</tr>
<tr>
<td>(2) ACLU FOUNDATION, INC.</td>
<td>O</td>
<td>12,987,782</td>
<td>REVENUE BASED ALLOCATION METHOD</td>
</tr>
<tr>
<td>(3) ACLU FOUNDATION, INC.</td>
<td>P</td>
<td>7,155,742</td>
<td>FTE BASED ALLOCATION METHODOLOGY</td>
</tr>
</tbody>
</table>
Part VI  Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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

<table>
<thead>
<tr>
<th>(a) Name, address, and EIN of entity</th>
<th>(b) Primary activity</th>
<th>(c) Legal domicile (state or foreign country)</th>
<th>(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)</th>
<th>(e) Are all partners sec. 501(c)(3) orgs.?</th>
<th>(f) Share of total income</th>
<th>(g) Share of end-of-year assets</th>
<th>(h) Disproportionate allocations?</th>
<th>(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)</th>
<th>(j) General or managing partner?</th>
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Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.