

Form **990**

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ 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 **SEP 1, 2020** and ending **AUG 31, 2021**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization <p align="center">NATIONAL WILDLIFE FEDERATION</p> Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite <p align="center">11100 WILDLIFE CENTER DRIVE</p> City or town, state or province, country, and ZIP or foreign postal code <p align="center">RESTON, VA 20190</p> F Name and address of principal officer: COLLIN O' MARA SAME AS C ABOVE	D Employer identification number <p align="center">53-0204616</p> E Telephone number <p align="center">703-438-6000</p> G Gross receipts \$ 117,726,268. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.NWF.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 1939 M State of legal domicile: DC

Part I Summary

	1	Briefly describe the organization's mission or most significant activities: UNITE ALL AMERICANS TO ENSURE WILDLIFE THRIVES IN A RAPIDLY CHANGING WORLD.		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Activities & Governance	3	Number of voting members of the governing body (Part VI, line 1a)	3	35
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	35
	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	396
	6	Total number of volunteers (estimate if necessary)	6	4000
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	514,721.
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year
9		Program service revenue (Part VIII, line 2g)	65,798,995.	93,029,114.
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	6,770,603.	6,902,193.
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,961,548.	4,504,984.
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	7,937,796.	9,621,977.
12			82,468,942.	114,058,268.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	5,679,323.	3,877,341.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	37,830,317.	38,085,105.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	450,807.	239,873.
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 8,167,845.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	47,189,797.	53,224,643.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	91,150,244.	95,426,962.
	19	Revenue less expenses. Subtract line 18 from line 12	-8,681,302.	18,631,306.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	124,409,397.	160,724,815.
	22	Net assets or fund balances. Subtract line 21 from line 20	50,699,309.	48,696,388.
	22		73,710,088.	112,028,427.

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 Karen Wagner KAREN WAGNER, TREASURER Type or print name and title	Date Jun 13, 2022
Paid Preparer Use Only	Print/Type preparer's name AARON M. FOX	Preparer's signature
	Firm's name ▶ MARCUM LLP Firm's address ▶ 1899 L STREET, NW, SUITE 850 WASHINGTON, DC 20036	Date 06/10/22
		Check if self-employed <input type="checkbox"/> PTIN P01365820
		Firm's EIN ▶ 11-1986323 Phone no. (202) 227-4000

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [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 \$ 28,807,777. including grants of \$ 3,877,341.) (Revenue \$ 32,553.)

CONSERVATION PROGRAMS

WILDLIFE - RESTORE & RECOVER

WITH ONE-THIRD OF ALL U.S. WILDLIFE SPECIES AT-RISK OR VULNERABLE TO EXTINCTION, OUR WILDLIFE IS FEELING THE IMPACTS OF HABITAT LOSS, CLIMATE CHANGE, INVASIVE SPECIES, AND EMERGING DISEASES. THE NATIONAL WILDLIFE FEDERATION HAS PROVEN WE CAN RECOVER WILDLIFE THROUGH SUCCESSFUL LONG-TERM EFFORTS TO PROTECT GRIZZLY BEARS, BRING BACK WILD BISON, SECURE SAFE HABITAT FOR BIGHORN SHEEP, RESTORE BEAVERS FOR WATERSHED HEALTH, AND FIGHT FOR RUNS OF WILD SALMON.

4b (Code:) (Expenses \$ 24,276,281. including grants of \$) (Revenue \$ 5,631,494.)

EDUCATION OUTREACH & PUBLICATIONS

CONNECTING TODAY'S YOUTH TO NATURE IS FUNDAMENTAL TO PROTECTING OUR ENVIRONMENT, AND BENEFITS BOTH PEOPLE AND WILDLIFE. RESEARCH SHOWS THAT CHILDREN WHO HAVE REGULAR POSITIVE EXPERIENCES IN NATURE DEVELOP DEEPER, LIFELONG AFFECTION FOR THE NATURAL WORLD AND HAVE MORE EMPATHY FOR WILDLIFE.

OFFERING A VARIETY OF PROGRAMS, THE NATIONAL WILDLIFE FEDERATION'S EDUCATION AND ENGAGEMENT TEAM PROVIDES ALL PEOPLE WITH EQUITABLE ACCESS TO NATURE, SCIENTIFICALLY BASED ENVIRONMENTAL EDUCATION, AND THE HISTORY AND PRINCIPLES OF ENVIRONMENTAL JUSTICE.

4c (Code:) (Expenses \$ 28,058,239. including grants of \$) (Revenue \$ 8,862,884.)

MEMBERSHIP & OTHER NATURE EDUCATION PROGRAMS

MEMBERSHIP & OTHER NATURE EDUCATION PROGRAMS MAINTAIN AN ACTIVE, ENGAGED AND INFORMED MEMBERSHIP PROVIDING SUPPORTERS WITH THE INFORMATION AND INSPIRATION TO MAKE A DIFFERENCE IN THEIR OWN BACKYARDS, THEIR COMMUNITIES, AND ACROSS THE COUNTRY. NATIONAL WILDLIFE FEDERATION REACHES MILLIONS OF SUPPORTERS ON A MONTHLY BASIS TO COMMUNICATE THE MOST PRESSING NEEDS FACING THE ENVIRONMENT TODAY - FROM PEOPLE BECOMING MORE DISCONNECTED FROM NATURE TO LOSS OF HABITAT AND THE IMPACTS OF CLIMATE CHANGE. THROUGH SUCH PUBLICATIONS AS NATIONAL WILDLIFE MAGAZINE, THE NATIONAL WILDLIFE FEDERATION WEBSITE, AND OTHER SOURCES OF INFORMATION, NATIONAL WILDLIFE FEDERATION IS EDUCATING OUR

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

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

4e Total program service expenses 81,142,297.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and financial reporting.

Part IV Checklist of Required Schedules (continued)

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

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

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a 485	
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 16 regarding employee counts, tax returns, business income, foreign accounts, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with columns for line number, description, and Yes/No checkboxes. Includes questions 1a through 9 regarding governing body members, relationships, and documentation.

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

Table with columns for line number, description, and Yes/No checkboxes. Includes questions 10a through 16b regarding local chapters, policies, conflict of interest, whistleblower, and compensation.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS
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.
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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) COLLIN O' MARA PRESIDENT	40.00			X			354,851.	0.	55,334.	
(2) HILARY H. FALK CHIEF PROGRAM OFFICER	40.00				X		175,438.	0.	43,362.	
(3) DAWN RODNEY CHIEF INNOVATION & GROWTH OFFICER	40.00				X		197,211.	0.	19,833.	
(4) KAREN L. WAGNER TREASURER	40.00			X			192,574.	0.	22,237.	
(5) THOMAS H. SELLERS CHIEF DEVELOPMENT OFFICER	40.00				X		189,923.	0.	11,158.	
(6) ANDREW P. BUCHSBAUM VP ONE FEDERATION	40.00					X	179,100.	0.	20,228.	
(7) SUSAN R. KADERKA REGIONAL EXECUTIVE DIRECTOR	40.00					X	174,735.	0.	23,095.	
(8) AMANDA MCKNIGHT ASST SECRETARY	40.00			X			175,763.	0.	21,779.	
(9) KEVIN J. COYLE VP EDUCATION, COUNSEL TO PRES.	40.00					X	163,838.	0.	31,010.	
(10) BENJAMIN P. KOTA SECRETARY	40.00			X			172,048.	0.	19,350.	
(11) SARAH LASKIN VP NATIONAL & INTERNATIONAL PROGRAMS	40.00				X		171,165.	0.	19,364.	
(12) JOHN E. ASHLEY FORMER ASST TREASURER	40.00					X	152,106.	0.	36,821.	
(13) MUSTAFA S. ALI VP ENVIRONMENTAL JUSTICE	40.00					X	174,691.	0.	9,621.	
(14) APRIL K. BOWEN AVP HUMAN RESOURCES	40.00					X	165,700.	0.	13,427.	
(15) TAMARA JOHNSON ASST TREASURER	40.00			X			64,594.	0.	5,164.	
(16) KENT SALAZAR CHAIR	3.00	X		X			0.	0.	0.	
(17) WILLIAM HOUSTON PAST CHAIR	3.00	X		X			0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) BRUCE WALLACE PAST CHAIR - UNTIL 06/21	3.00	X		X				0.	0.	0.
(19) JOHN ROBBINS EASTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(20) SIVA SUNDARESAN WESTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(21) MARY VAN KERREBROOK CENTRAL VICE CHAIR	3.00	X		X				0.	0.	0.
(22) MICHAEL BARTLETT DIRECTOR	3.00	X						0.	0.	0.
(23) BRIAN BASHORE DIRECTOR - UNTIL 06/21	3.00	X						0.	0.	0.
(24) ARTHUR BLAZER DIRECTOR	3.00	X						0.	0.	0.
(25) ALAN BLINKEN DIRECTOR	3.00	X						0.	0.	0.
(26) CAROLE BUIE-JACKSON DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								2,703,737.	0.	351,783.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,703,737.	0.	351,783.

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 **80**

	Yes	No
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	X	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
THE OCCASIONS GROUP 1 STATIONARY PLACE, REXBURG, ID 83441	FULFILLMENT AND CONSULTING	2,799,438.
WAXMAN STRATEGIES, 1150 CONNECTICUT AVE., NW, STE. 800, WASHINGTON, DC 20036	ASSISTANCE WITH GRANT DELIVERABLES	1,161,944.
RWT PRODUCTION, LLC 8932 ORANGE HUNT LANE, ANNANDALE, VA 22003	PRINT PROCUREMENT SERVICES	1,063,223.
CDS GLOBAL, INC 1901 BELL AVE, DES MOINES, IA 50315	FULFILLMENT AND CONSULTING	711,914.
LIVING HABITATS, LLC 6575 NORTH AVONDALE AVE, CHICAGO, IL 60631	DESIGN AND DOCUMENTATION SVCS	564,368.

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 **33**

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(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
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) ALLYN DUKES DIRECTOR	3.00	X					0.	0.	0.	
(28) JOMAR FLOYD DIRECTOR	3.00	X					0.	0.	0.	
(29) ERIC FREYFOGLE DIRECTOR - UNTIL 11/20	3.00	X					0.	0.	0.	
(30) SCOTT GILMORE DIRECTOR	3.00	X					0.	0.	0.	
(31) JOHN GOSS DIRECTOR	3.00	X					0.	0.	0.	
(32) KATHY HADLEY DIRECTOR	3.00	X					0.	0.	0.	
(33) BRIANNA JONES RICH DIRECTOR	3.00	X					0.	0.	0.	
(34) CODY KAMROWSKI DIRECTOR	3.00	X					0.	0.	0.	
(35) KOALANI KAULUKUKUI-BARBEE DIRECTOR	3.00	X					0.	0.	0.	
(36) FREDERICK KOWALL DIRECTOR	3.00	X					0.	0.	0.	
(37) JAY LANIER DIRECTOR	3.00	X					0.	0.	0.	
(38) CATHERINE NOVELLI DIRECTOR	3.00	X					0.	0.	0.	
(39) MIGUEL ORDENANA DIRECTOR	3.00	X					0.	0.	0.	
(40) DR. MAMIE PARKER DIRECTOR	3.00	X					0.	0.	0.	
(41) STEVIE PARSONS DIRECTOR	3.00	X					0.	0.	0.	
(42) REBECCA PRITCHETT DIRECTOR	3.00	X					0.	0.	0.	
(43) SALLY RANNEY DIRECTOR	3.00	X					0.	0.	0.	
(44) LYNDZEE RHINE DIRECTOR	3.00	X					0.	0.	0.	
(45) NORM RITCHIE DIRECTOR	3.00	X					0.	0.	0.	
(46) PHILLIP ROOS DIRECTOR	3.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	42,448.				
	b Membership dues	1b	6,848,067.				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	9,318,224.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	76,820,375.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 950,739.				
	h Total. Add lines 1a-1f			93,029,114.			
Program Service Revenue	2 a SUBSCRIPTION REVENUE	Business Code					
		900099	6,855,519.	6,855,519.			
	b REGISTRATION FEES	900099	44,935.	44,935.			
	c AFFILIATE FEES	900099	1,739.	1,739.			
	d						
	e						
	f All other program service revenue						
g Total. Add lines 2a-2f			6,902,193.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		680,596.			680,596.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		1,370,377.			1,370,377.	
	6 a Gross rents	6a	(i) Real	157,720.			
			(ii) Personal				
	b Less: rental expenses ...	6b	130,838.				
	c Rental income or (loss)	6c	26,882.				
	d Net rental income or (loss)			26,882.		26,882.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	3,614,947.	210,000.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	0.	559.			
c Gain or (loss)	7c	3,614,947.	209,441.				
d Net gain or (loss)			3,824,388.		3,824,388.		
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a	11,161,341.					
b Less: cost of goods sold	10b	3,536,603.					
c Net income or (loss) from sales of inventory			7,624,738.	7,624,738.			
Miscellaneous Revenue	11 a ADVERTISING	Business Code					
		511120	514,721.		514,721.		
	b HONORARIA	900099	85,259.			85,259.	
	c						
	d All other revenue						
e Total. Add lines 11a-11d			599,980.				
12 Total revenue. See instructions			114,058,268.	14,526,931.	514,721.	5,987,502.	

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	3,405,666.	3,405,666.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	212,115.	212,115.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	259,560.	259,560.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,904,820.	924,211.	722,441.	258,168.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	28,372,978.	25,248,912.	2,088,891.	1,035,175.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,773,643.	1,579,707.	130,607.	63,329.
9 Other employee benefits	3,660,934.	3,213,372.	293,600.	153,962.
10 Payroll taxes	2,372,730.	2,057,394.	214,969.	100,367.
11 Fees for services (nonemployees):				
a Management				
b Legal	282,410.	249,251.	15,197.	17,962.
c Accounting	143,665.	128,264.	7,140.	8,261.
d Lobbying	297,864.	297,864.		
e Professional fundraising services. See Part IV, line 17	239,873.			239,873.
f Investment management fees	528,725.	455,496.	32,940.	40,289.
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	19,098,053.	17,329,270.	929,800.	838,983.
12 Advertising and promotion	1,799,490.	1,550,261.	112,108.	137,121.
13 Office expenses	14,307,172.	10,887,025.	613,943.	2,806,204.
14 Information technology	2,037,202.	1,755,049.	126,918.	155,235.
15 Royalties	531,055.	400,362.	18,003.	112,690.
16 Occupancy	1,660,464.	1,318,742.	299,878.	41,844.
17 Travel	181,564.	167,933.	10,307.	3,324.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	524,218.	465,280.	26,511.	32,427.
20 Interest	424,761.	365,931.	26,463.	32,367.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,725,714.	1,370,562.	311,664.	43,488.
23 Insurance	79,983.	68,905.	4,983.	6,095.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MAJOR PROGRAM MATERIALS	7,156,671.	5,508,517.		1,648,154.
b LIST RENTAL SERVICES	1,304,847.	983,724.	44,235.	276,888.
c OTHER EXPENSES	790,014.	660,080.	72,044.	57,890.
d TEXT/EDITORIAL	246,482.	195,905.	9,503.	41,074.
e All other expenses	104,289.	82,939.	4,675.	16,675.
25 Total functional expenses. Add lines 1 through 24e	95,426,962.	81,142,297.	6,116,820.	8,167,845.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> X if following SOP 98-2 (ASC 958-720)	17,021,254.	8,665,749.	1,112,485.	7,243,020.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	11,227,372.	2	15,200,341.
	3 Pledges and grants receivable, net	15,504,544.	3	22,742,273.
	4 Accounts receivable, net	775,800.	4	1,591,521.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	977,261.	8	632,119.
	9 Prepaid expenses and deferred charges	3,610,665.	9	3,063,758.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 34,207,148.		
	b Less: accumulated depreciation	10b 17,708,291.	16,200,512.	10c 16,498,857.
	11 Investments - publicly traded securities	42,845,943.	11	51,385,267.
	12 Investments - other securities. See Part IV, line 11	22,004,032.	12	32,062,051.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	11,263,268.	15	17,548,628.
16 Total assets. Add lines 1 through 15 (must equal line 33)	124,409,397.	16	160,724,815.	
Liabilities	17 Accounts payable and accrued expenses	8,540,937.	17	8,858,548.
	18 Grants payable		18	
	19 Deferred revenue	7,940,075.	19	10,000,279.
	20 Tax-exempt bond liabilities	10,867,629.	20	10,468,755.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	6,029,807.	24	0.
	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	17,320,861.	25	19,368,806.
	26 Total liabilities. Add lines 17 through 25	50,699,309.	26	48,696,388.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	30,407,284.	27	56,861,051.
	28 Net assets with donor restrictions	43,302,804.	28	55,167,376.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	73,710,088.	32	112,028,427.
	33 Total liabilities and net assets/fund balances	124,409,397.	33	160,724,815.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	114,058,268.
2	Total expenses (must equal Part IX, column (A), line 25)	2	95,426,962.
3	Revenue less expenses. Subtract line 2 from line 1	3	18,631,306.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	73,710,088.
5	Net unrealized gains (losses) on investments	5	15,205,257.
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	4,481,776.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	112,028,427.

Part XII Financial Statements and Reporting

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

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

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

Form 990 (2020)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	73894430.	67502584.	78723198.	65798995.	93029114.	378948321
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	73894430.	67502584.	78723198.	65798995.	93029114.	378948321
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						20838373.
6 Public support. Subtract line 5 from line 4.						358109948

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	73894430.	67502584.	78723198.	65798995.	93029114.	378948321
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1519800.	1782028.	1884937.	2045978.	2208693.	9441436.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	64,199.	44,267.	42,739.	114,546.	85,259.	351,010.
11 Total support. Add lines 7 through 10						388740767
12 Gross receipts from related activities, etc. (see instructions)					12	78,874,879.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	92.12 %
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	93.05 %
16a 33 1/3% support test - 2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2020		
a	From 2015		
b	From 2016		
c	From 2017		
d	From 2018		
e	From 2019		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2020 distributable amount		
i	Carryover from 2015 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2020 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2020 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2021. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2016		
b	Excess from 2017		
c	Excess from 2018		
d	Excess from 2019		
e	Excess from 2020		

Schedule A (Form 990 or 990-EZ) 2020

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER REVENUE

2016 AMOUNT: \$ 425.

2017 AMOUNT: \$ 0.

2018 AMOUNT: \$ 0.

2019 AMOUNT: \$ 122.

2020 AMOUNT: \$ 0.

HONORARIA

2016 AMOUNT: \$ 63,774.

2017 AMOUNT: \$ 44,267.

2018 AMOUNT: \$ 42,739.

2019 AMOUNT: \$ 114,424.

2020 AMOUNT: \$ 85,259.

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2020

Name of the organization

NATIONAL WILDLIFE FEDERATION

Employer identification number

53-0204616

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

General Rule

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

Special Rules

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

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

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

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

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	_____ _____ _____	\$ <u>5,994,273.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	_____ _____ _____	\$ <u>5,729,090.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	_____ _____ _____	\$ <u>4,475,617.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	_____ _____ _____	\$ <u>4,780,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

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

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

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

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

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

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

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

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

Name of organization

NATIONAL WILDLIFE FEDERATION

Employer identification number

53-0204616

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.

- Political campaign activity expenditures
Volunteer hours for political campaign activities

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

- Enter the amount of any excise tax incurred by the organization under section 4955
Enter the amount of any excise tax incurred by organization managers under section 4955
If the organization incurred a section 4955 tax, did it file Form 4720 for this year?
Was a correction made?
If "Yes," describe in Part IV.

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

- Enter the amount directly expended by the filing organization for section 527 exempt function activities
Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities
Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b
Did the filing organization file Form 1120-POL for this year?
Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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.)		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)			
b Total lobbying expenditures to influence a legislative body (direct lobbying)			
c Total lobbying expenditures (add lines 1a and 1b)			
d Other exempt purpose expenditures			
e Total exempt purpose expenditures (add lines 1c and 1d)			
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
Not over \$500,000	20% of the amount on line 1e.		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
Over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% of line 1f)			
h Subtract line 1g from line 1a. If zero or less, enter -0-			
i Subtract line 1f from line 1c. If zero or less, enter -0-			
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..	X		
c Media advertisements?	X		942.
d Mailings to members, legislators, or the public?	X		6,039.
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?	X		229,206.
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		243,306.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		2.
i Other activities?		X	
j Total. Add lines 1c through 1i			479,495.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

PART II-B, LINE 1, LOBBYING ACTIVITIES:

THE LOBBYING WORK OF THE NATIONAL WILDLIFE FEDERATION ADVANCES THE TAX-EXEMPT PURPOSES OF THE ORGANIZATION, FOCUSING ON ADDRESSING CLIMATE CHANGE; THE CONSERVATION, PROTECTION, AND RESTORATION OF LAND, WATER AND WILDLIFE; ADDRESSING ENVIRONMENTAL INJUSTICE; AND CONNECTING CHILDREN, FAMILIES, AND HISTORICALLY MARGINALIZED COMMUNITIES TO

Part IV Supplemental Information (continued)

NATURE. THE NATIONAL WILDLIFE FEDERATION DEVOTED \$479,496 OF ITS EXEMPT PURPOSE EXPENDITURES ATTEMPTING TO INFLUENCE LEGISLATION IN FISCAL YEAR 2021.

NATIONAL WILDLIFE FEDERATION HELPED ADVANCE THE FOLLOWING INITIATIVES:

- A NEW, DEDICATED FEDERAL FUNDING STREAM FOR STATE FISH AND WILDLIFE AGENCIES TO ENGAGE IN PROACTIVE CONSERVATION WORK THAT HELPS PREVENT SPECIES FROM BEING LISTED AS THREATENED OR ENDANGERED. HABITAT LOSS, CLIMATE CHANGE, INVASIVE SPECIES, AND EMERGING DISEASES HAVE ALL TAKEN A TOLL ON OUR NATION'S WILDLIFE. TODAY, ONE-THIRD OF ALL U.S. WILDLIFE SPECIES ARE AT INCREASED RISK OF EXTINCTION. THE NATIONAL WILDLIFE FEDERATION AND ITS STATE AND TERRITORIAL AFFILIATES WORKED TO ADVANCE CRITICAL LEGISLATION FOR WILDLIFE CONSERVATION, INCLUDING MULTIPLE BIPARTISAN BILLS THAT PROTECT AND RESTORE OUR PUBLIC LANDS, WATERS, WILDLIFE HABITAT, AND WORKING LANDS. WE ALSO ADVANCED A BOLD VISION FOR RECOVERING AMERICA'S WILDLIFE THAT IS GAINING BIPARTISAN SUPPORT IN CONGRESS WHICH IS CRITICAL TO ENACT IF WE ARE SERIOUS ABOUT SAVING THOUSANDS OF AT-RISK SPECIES.

- PROPER IMPLEMENTATION OF WILDLIFE-FRIENDLY FARM BILL CONSERVATION PROGRAMS;

- FUNDING TO BETTER MONITOR, RESEARCH, AND ADDRESS WILDLIFE DISEASES LIKE CHRONIC WASTING DISEASE;

- BILLS THAT SEEK TO BOTH BETTER IDENTIFY AND PRESERVE EXISTING ROUTES THAT WILDLIFE TRAVEL AND CONNECT FRAGMENTED HABITAT;

Part IV Supplemental Information (continued)

- THE ADOPTION OF NATURAL INFRASTRUCTURE SOLUTIONS AND IMPROVING
TRANSPARENCY AND COORDINATION IN THE ARMY CORPS OF ENGINEERS;

- REAUTHORIZATION OF KEY WATER INFRASTRUCTURE PROGRAMS WITH
IMPROVEMENTS TO BETTER SERVE LOW-INCOME COMMUNITIES;

- THE REFORM OF THE NATIONAL FLOOD INSURANCE PROGRAM (NFIP) TO PROVIDE
A FAIRER RETURN FOR TAXPAYERS AND BETTER PROTECT OUR VULNERABLE
COASTLINES AND WETLANDS;

- STRONGER WILDFIRE RESILIENCE MEASURES, INCLUDING FOREST MANAGEMENT;

- POLICIES THAT SUPPORT AN EQUITABLE TRANSITION FOR FOSSIL-FUEL
DEPENDENT COMMUNITIES, INCLUDING ECONOMIC REDEVELOPMENT AND RECLAMATION
OF DEGRADED LAND AND WATER;

- IMPLEMENTATION OF THE LAND AND WATER CONSERVATION FUND, WHICH
SUPPORTS COMMUNITIES ACROSS AMERICA, SECURES ACCESS TO RECREATION, AND
PROTECTS VALUABLE WILDLIFE HABITAT;

- FUTURE-FOCUSED, COMPREHENSIVE POLICIES TO ADDRESS AMERICA'S CRUMBLING
BUILT AND NATURAL INFRASTRUCTURE, INCLUDING COASTAL RESILIENCE PROJECTS
AND REFORESTATION;

- THE REFORM OF THE RENEWABLE FUELS STANDARD IN WAYS THAT WOULD BETTER
PROTECT WILDLIFE HABITAT IN THE FACE OF A CORN ETHANOL EXPANSION,
INCLUDING BY PROMOTING ADVANCED BIOFUELS;

COPY

Part IV Supplemental Information (continued)

- EXTENSIONS OF TAX CREDITS FOR WIND POWER, SOLAR ENERGY, ENERGY EFFICIENCY, AND BATTERY STORAGE, AS WELL AS REVISIONS TO THE TAX CODE THAT WOULD FACILITATE OUR TRANSITION TO A ZERO-EMISSION ECONOMY FOR THE BENEFIT OF PEOPLE AND WILDLIFE ALIKE;

- THE CONSERVATION OF OUR NATION'S PUBLIC LANDS, WATERS, AND TREASURED NATURAL AREAS, INCLUDING THE ARCTIC NATIONAL WILDLIFE REFUGE;

- A NEW LEGISLATIVE PROPOSAL TO CREATE A NATIONAL GRASSLANDS CONSERVATION STRATEGY TO CONSERVE AND RESTORE DWINDLING NATIVE GRASSLANDS AND PREVENT FURTHER LOSSES.

- SUPPORT FOR MAINTAINING BEDROCK ENVIRONMENTAL LAWS LIKE THE CLEAN WATER ACT, CLEAN AIR ACT, NATIONAL ENVIRONMENTAL POLICY ACT, AND ENDANGERED SPECIES ACT.

- A ROBUST BIPARTISAN INFRASTRUCTURE PACKAGE THAT FUNDED NATURAL INFRASTRUCTURE, WILDLIFE CROSSINGS, LEAD PIPE REPLACEMENT, CLEAN ENERGY AND CLEAN TRANSPORTATION, ENVIRONMENTAL JUSTICE PRIORITIES, AND ADDITIONAL INVESTMENTS TO ADDRESS THE CLIMATE CRISIS;

- INITIATIVES TO ADVANCE REGIONAL ECOSYSTEM RESTORATION IN THE GREAT LAKES, CHESAPEAKE, SNAKE RIVER, EVERGLADES, AND AROUND THE COUNTRY;

- A NON-REGULATORY INITIATIVE FOCUSED ON THE RESTORATION AND RESILIENCE OF THE MISSISSIPPI RIVER.

Part IV Supplemental Information (continued)

- SUFFICIENT APPROPRIATIONS TO ADDRESS THE INTERSECTING CLIMATE,
BIODIVERSITY, AND ENVIRONMENTAL JUSTICE CRISES

- REFORM OF OUTDATED FEDERAL OIL AND GAS LEASING LAWS TO PROVIDE A
FAIRER RETURN TO TAXPAYERS.

COPY

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization: NATIONAL WILDLIFE FEDERATION; Employer identification number: 53-0204616

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, conservation contribution details (2a-2d), number of modified easements, states where located, monitoring policy, staff hours, expenses, and requirements of section 170(h)(4)(B)(i).

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include reporting requirements for art and historical treasures (1a, 1b) and amounts required to be reported (2a, 2b).

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

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	13,031,106.	12,553,489.	14,567,489.	12,828,801.	12,697,190.
b Contributions	3,664,009.	416,426.		1,790,407.	156,945.
c Net investment earnings, gains, and losses	180,359.	84,687.	11,351.	52,303.	94,101.
d Grants or scholarships					
e Other expenditures for facilities and programs	49,971.	23,496.	2,025,351.	104,022.	119,435.
f Administrative expenses					
g End of year balance	16,825,503.	13,031,106.	12,553,489.	14,567,489.	12,828,801.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 66.0725 %
 - b Permanent endowment 32.6080 %
 - c Term endowment 1.3195 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations | | X |
| (ii) Related organizations | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		4,636,639.		4,636,639.
b Buildings		12,780,638.	5,250,712.	7,529,926.
c Leasehold improvements		1,738,992.	653,429.	1,085,563.
d Equipment		14,151,693.	11,348,203.	2,803,490.
e Other		899,186.	455,947.	443,239.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				16,498,857.

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) INSTITUTIONAL COMINGLED		
(B) FUNDS	31,723,345.	END-OF-YEAR MARKET VALUE
(C) PRIVATE EQUITY FUNDS	338,706.	END-OF-YEAR MARKET VALUE
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)	32,062,051.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) RIGHT-OF-USE ASSET	4,788,421.
(2) CHARITABLE REMAINDER TRUSTS	474,779.
(3) CHARITABLE REMAINDER ANNUITIES	6,571,470.
(4) INTEREST IN PERPETUAL TRUST	5,273,770.
(5) POSTAGE ADVANCES	173,763.
(6) OTHER ASSETS	142,177.
(7) DEPOSITS	112,010.
(8) INTEREST RECEIVABLE	12,238.
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	17,548,628.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED PENSION EXPENSE	4,275,077.
(3) POST-RETIREMENT BENEFITS RESERVE	7,253,242.
(4) ANNUITY AND OTHER RESERVES	3,052,066.
(5) LEASE LIABILITY	4,788,421.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	19,368,806.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	138,945,659.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	15,205,257.	
b	Donated services and use of facilities	2b	2,085,785.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	8,149,217.	
e	Add lines 2a through 2d	2e		25,440,259.
3	Subtract line 2e from line 1	3		113,505,400.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	528,725.	
b	Other (Describe in Part XIII.)	4b	24,143.	
c	Add lines 4a and 4b	4c		552,868.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		114,058,268.

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

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

1	Total expenses and losses per audited financial statements		1	100,627,320.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	2,085,785.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	3,667,441.	
e	Add lines 2a through 2d	2e		5,753,226.
3	Subtract line 2e from line 1	3		94,874,094.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	528,725.	
b	Other (Describe in Part XIII.)	4b	24,143.	
c	Add lines 4a and 4b	4c		552,868.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		95,426,962.

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:

ENDOWMENT FUNDS ABOVE SUPPORT NATIONAL WILDLIFE FEDERATION'S CONSERVATION EDUCATION PROGRAMS AND ARE HELD IN ACCORDANCE WITH EACH DONOR'S STIPULATIONS AND WISHES CONCERNING VARIOUS ENVIRONMENTAL ISSUES. THE AMOUNT ABOVE ALSO CONTAINS INTERNALLY DESIGNATED FUNDS.

PART X, LINE 2:

THE FEDERATION REVIEWS AND ASSESSES ALL ACTIVITIES ANNUALLY TO IDENTIFY ANY CHANGES IN THE SCOPE OF THE ACTIVITIES AND REVENUE SOURCES AND THE TAX TREATMENT THEREOF TO IDENTIFY ANY UNCERTAINTY IN INCOME TAXES. FOR THE YEARS ENDED AUGUST 31, 2021 AND 2020, MANAGEMENT DID NOT IDENTIFY ANY UNCERTAINTY IN INCOME TAXES REQUIRING RECOGNITION OR DISCLOSURE IN THESE

Part XIII Supplemental Information (continued)

FINANCIAL STATEMENTS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

COST OF GOODS SOLD	3,536,603.
CHANGE IN SPLIT INTEREST AGREEMENTS	2,832,978.
PENSION AND POST RETIREMENT MARKET ADJUSTMENT	1,648,798.
RENTAL EXPENSES	130,838.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	8,149,217.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

MISCELLANEOUS EXPENSES	24,143.
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PART XII, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSES	130,838.
COST OF GOODS SOLD	3,536,603.
TOTAL TO SCHEDULE D, PART XII, LINE 2D	3,667,441.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

MISCELLANEOUS EXPENSES	24,143.
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**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

▶ Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

Employer identification number

NATIONAL WILDLIFE FEDERATION

53-0204616

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SOUTH AMERICA	0	0	GRANTMAKING		259,560.
EUROPE (INCLUDING ICELAND AND GREENLAND)	0	2	PROGRAM SERVICES	IT SUPPORT/PROGRAMS	287,989.
3 a Subtotal	0	2			547,549.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	2			547,549.

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

Schedule F (Form 990) 2020

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	DEFORESTATION	104,410.	WIRE	0.		CASH
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	DEFORESTATION	130,000.	WIRE	0.		CASH
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	DEFORESTATION	25,150.	WIRE	0.		CASH

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

3 Enter total number of other organizations or entities **0**

Part IV Foreign Forms

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

Schedule F (Form 990) 2020

COPY

Part V Supplemental Information

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

PART I, LINE 2:

THE FEDERATION ASSESSES WHETHER ANY FOREIGN ENTITIES ARE CHARITABLE ORGANIZATIONS WITH A SIMILAR MISSION TO THE FEDERATION AND CAPABLE OF MEETING THE DELIVERABLES TO ACCOMPLISH OUR MISSION. WE ASK FOR PROPOSALS FROM GRANTEES AND ONCE WE ARE SATISFIED, WE ENGAGE IN WRITTEN AGREEMENTS AND CAREFULLY MONITOR THE GRANTEE TO ENSURE DELIVERABLES AND MILESTONES ARE MET SO THAT THE OVERALL MISSION OBJECTIVES ARE ACCOMPLISHED. THE FEDERATION STAFF ROUTINELY ALSO WORK ALONG WITH GRANTEES TO MONITOR PROGRESS IN ADDITION TO REQUIRING REGULAR REPORTS BY THE GRANTEES.

PART I, LINE 3:

FOREIGN EXPENDITURES ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

PART II, LINE 1:

FOREIGN GRANTS ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

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.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1	Gross receipts			
	2	Less: Contributions			
	3	Gross income (line 1 minus line 2)			
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses			
	10	Direct expense summary. Add lines 4 through 9 in column (d)			
11	Net income summary. Subtract line 10 from line 3, column (d)				

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.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		1	Gross revenue		
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

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: _____

Part IV Supplemental Information *(continued)*

Multiple horizontal lines for supplemental information.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**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.**

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

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? **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.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
NATIONAL AUDUBON SOCIETY 225 VARICK STREET 7TH FLOOR NEW YORK, NY 10014	13-1624102	501(C)3	534,011.	0.			CONSERVATION ASSISTANCE
LEHIGH GAP NATURE CENTER PO BOX 198 SLATINGTON, PA 18080	22-2741693	501(C)3	201,638.	0.			CONSERVATION ASSISTANCE
NEW JERSEY AUDUBON SOCIETY 9 HARDCRABBLE ROAD BERNARDSVILLE, NJ 07924	22-1539642	501(C)3	157,299.	0.			GRAZING ALLOTMENT
MISSISSIPPI WILDLIFE FED. 2630 RIDGEWOOD ROAD, SUITE C JACKSON, MS 39216	64-0509531	501(C)3	143,508.	0.			CONSERVATION ASSISTANCE
WEST VIRGINIA RIVERS COALITION 3501 MACCORKLE AVE. SE #129 CHARLESTON, WV 25304	52-1736621	501(C)3	136,010.	0.			CONSERVATION ASSISTANCE
CENTER FOR AQUATIC SCIENCES 1 RIVERSIDE DRIVE CAMDEN, NJ 08103	52-1647018	501(C)3	126,951.	0.			CONSERVATION ASSISTANCE

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **80.**
- 3** Enter total number of other organizations listed in the line 1 table **3.**

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

Schedule I (Form 990) 2020

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CITIZENS FOR PENNSYLVANIA 610 N THIRD STREET HARRISBURG, PA 17101	31-1607866	501(C)3	116,600.	0.			CONSERVATION ASSISTANCE
GEORGIA WILDLIFE FEDERATION 11600 HAZELBRAND ROAD COVINGTON, GA 30014	58-0676737	501(C)3	104,400.	0.			CONSERVATION ASSISTANCE
LOUISIANA WILDLIFE FEDERATION PO BOX 65239 BATON ROUGE, LA 70896	72-0445638	501(C)3	90,590.	0.			CONSERVATION ASSISTANCE
NATIONAL PARK SERVICE 401 W HILLCREST DR THOUSAND OAKS, CA 91360	53-0197094	GOVT	89,772.	0.			CONSERVATION ASSISTANCE
ARIZONA WILDLIFE FEDERATION 2419 S. CATARINA MESA, AZ 85202	86-0076994	501(C)3	78,835.	0.			CONSERVATION ASSISTANCE
FLORIDA WILDLIFE FEDERATION 2545 BLAIRSTONE PINES DRIVE TALLAHASSEE, FL 32601	59-1398265	501(C)3	69,090.	0.			CONSERVATION ASSISTANCE
ARKANSAS WILDLIFE FEDERATION P.O. BOX 56380 LITTLE ROCK, AR 72215	71-6059226	501(C)3	65,480.	0.			CONSERVATION ASSISTANCE
VIRGINIA CONSERVATION NETWORK 701 E FRANKLIN ST, SUITE 800 RICHMOND, VA 23219	51-0198762	501(C)3	62,450.	0.			CONSERVATION ASSISTANCE
NATURAL RESOURCES COUNCIL 3 WADE STREET AUGUSTA, ME 04330	01-0270690	501(C)3	61,800.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BERKS NATURE 575 SAINT BERNARDINE ST READING, PA 19607	23-1966295	501(C)3	55,128.	0.			CONSERVATION ASSISTANCE
SOUTHEAST ALASKA CONSERVATION 2207 JORDAN AVE JUNEAU, AK 99801	92-0062992	501(C)3	49,000.	0.			CONSERVATION ASSISTANCE
DELAWARE NATURE SOCIETY P.O. BOX 700, 3511 BARLEY MILL ROAD HOCKESSIN, DE 19707	51-6018321	501(C)3	46,815.	0.			GRAZING ALLOTMENT
OHIO ENVIRONMENTAL COUNCIL 1145 CHESAPEAKE AVENUE, SUITE I COLUMBUS, OH 43212	31-0805578	501(C)3	46,655.	0.			CONSERVATION ASSISTANCE
MICHIGAN UNITED CONSERVATION 2101 WOOD STREET LANSING, MI 48912	38-0831862	501(C)3	40,600.	0.			CONSERVATION ASSISTANCE
ASSOCIATION OF NORTHWEST STEELHEADERS, INC - 6641 SE LAKE ROAD - MILWAUKIE, OR 97222	91-1031100	501(C)3	38,610.	0.			CONSERVATION ASSISTANCE
HOUSTON INDEPENDENT SCHOOL DISTRICT - 4400 WEST 18TH STREET - HOUSTON, TX 77092	74-6001255	GOVT	37,050.	0.			CONSERVATION ASSISTANCE
TEXAS CONSERVATION ALLIANCE PO BOX 822554 DALLAS, TX 75382	23-7112618	501(C)3	30,335.	0.			CONSERVATION ASSISTANCE
WATERSHED INSTITUTE, INC. 31 TITUS MILL ROAD PENNINGTON, NJ 08534	21-0649717	501(C)3	29,250.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JOHN BARTRAM ASSOCIATION 5400 LINDBERGH BOULEVARD PHILADELPHIA, PA 19143	23-7393771	501(C)3	26,769.	0.			CONSERVATION ASSISTANCE
MINNESOTA CONSERVATION FEDERATION 542 SNELLING AVENUE S. #104 ST. PAUL, MN 55116	41-0808383	501(C)3	25,000.	0.			CONSERVATION ASSISTANCE
SOCIEDAD ORNITOLOGICA PUERTORRIQUENA, INC - P.O. BOX 195166 - SAN JUAN, PR 00919	66-0588842	501(C)3	25,000.	0.			CONSERVATION ASSISTANCE
TOOKANY/TACONY-FRANKFORD 4500 WORTH STREET PHILADELPHIA, PA 19124	75-3203091	501(C)3	24,186.	0.			CONSERVATION ASSISTANCE
CITY OF ANN ARBOR PO BOX 8647 ANN ARBOR, MI 48107	38-6004534	GOVT	24,050.	0.			CONSERVATION ASSISTANCE
ENVIRONMENT AMERICA RESEARCH 1543 WAZEE STREET, SUITE 410 DENVER, CO 80202	13-4339865	501(C)3	23,000.	0.			CONSERVATION ASSISTANCE
AUSTIN INDEPENDENT 1111 WEST 6TH STREET, SUITE A370 AUSTIN, TX 78703	74-6000064	GOVT	22,700.	0.			CONSERVATION ASSISTANCE
WYOMING WILDLIFE FEDERATION P.O. BOX 1312 LANDER, WY 82520	23-7002578	501(C)3	22,500.	0.			CONSERVATION ASSISTANCE
MARYLAND LEAGUE OF CONSERVATION VOTERS EDUCATION FUND - 30 WEST STREET, SUITE C - ANNAPOLIS, MD 21401	52-2210858	501(C)3	20,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MONTANA WILDLIFE FEDERATION P.O. BOX 1175 HELENA, MT 59624	81-0303948	501(C)3	20,000.	0.			CONSERVATION ASSISTANCE
NORTHSIDE INDEPENDENT SCHOOL DISTRICT - 5900 EVERS ROAD - SAN ANTONIO, TX 78238	74-6015904	GOVT	20,000.	0.			CONSERVATION ASSISTANCE
THE NATURE CONSERVANCY 4245 N FAIRFAX DRIVE, SUITE 100 ARLINGTON, VA 22203	53-0242652	501(C)3	19,942.	0.			CONSERVATION ASSISTANCE
INDIANA WILDLIFE FEDERATION INC 708 E. MICHIGAN STREET INDIANAPOLIS, IN 46202	35-1058426	501(C)3	17,425.	0.			CONSERVATION ASSISTANCE
THE SCHUYLKILL CENTER FOR 8480 HAGY'S MILL ROAD PHILADELPHIA, PA 19128	23-1654975	501(C)3	16,930.	0.			CONSERVATION ASSISTANCE
DUCKS UNLIMITED, INC. 1 WATERFOWL WAY MEMPHIS, TN 38120	13-5643799	501(C)3	16,500.	0.			CONSERVATION ASSISTANCE
BLACK WOMEN'S HEALTH PROJECT 700 PENNSYLVANIA AVENUE SE, STE 205 WASHINGTON, DC 20003	58-1557556	501(C)3	15,000.	0.			CONSERVATION ASSISTANCE
NEVADA WILDLIFE FEDERATION INC P.O. BOX 71238 RENO, NV 89570	23-7088184	501(C)3	15,000.	0.			CONSERVATION ASSISTANCE
THE SIERRA CLUB 85 SECOND STREET, 2ND FLOOR SAN FRANCISCO, CA 94105	94-1153307	501(C)4	14,700.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VIRGIN ISLANDS CONSERVATION SOCIETY, INC - 4126 ANNA'S RETREAT, SUITE 102 - ST. THOMAS, VI 00802	66-0464639	501(C)3	13,229.	0.			CONSERVATION ASSISTANCE
GUNNISON COUNTY LIBRARY 307 N WISCONSIN ST GUNNISON, CO 81230	26-2930453	GOVT	13,000.	0.			CONSERVATION ASSISTANCE
GREATER YELLOWSTONE 215 S WALLACE AVE BOZEMAN, MT 59715	81-0414042	501(C)3	12,500.	0.			CONSERVATION ASSISTANCE
WYOMING WILD SHEEP FOUNDATION PO BOX 666 CODY, WY 82414	83-0264363	501(C)3	12,500.	0.			GRAZING ALLOTMENT
ENVIRONMENTAL LAW AND 35 E WACKER DRIVE, SUITE 1600 CHICAGO, IL 60601	36-3866530	501(C)3	12,000.	0.			CONSERVATION ASSISTANCE
MINNESOTA ENVIRONMENTAL PARTNERSHIP - 546 RICE STREET, SUITE 100 - ST. PAUL, MN 55103	41-1986433	501(C)3	11,946.	0.			CONSERVATION ASSISTANCE
UTAH WILDLIFE FEDERATION 5396 S WILLOW LANE APT A MURRAY, UT 84107	85-2304831	501(C)3	11,500.	0.			CONSERVATION ASSISTANCE
CONSERVATION FEDERATION OF 728 WEST MAIN STREET JEFFERSON CITY, MO 65101	44-0606356	501(C)3	11,020.	0.			CONSERVATION ASSISTANCE
FRIENDS OF THE HEINZ WILDLIFE PO BOX 333 FOLCROFT, PA 19032	23-2889425	501(C)3	11,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LEAGUE OF CONSERVATION VOTERS 740 15TH ST NW, 7TH FLOOR WASHINGTON, DC 20005	52-1733698	501(C)4	11,000.	0.			CONSERVATION ASSISTANCE
SOUTH CAROLINA WILDLIFE FED. 215 PICKENS STREET COLUMBIA, SC 29205	57-0602549	501(C)3	10,930.	0.			CONSERVATION ASSISTANCE
FUND FOR THE WATER WORKS 640 WATER WORKS DRIVE PHILADELPHIA, PA 19130	91-1882472	501(C)3	10,523.	0.			CONSERVATION ASSISTANCE
FRIENDS OF THE UPPER 158 EAST FRONT STREET HANCOCK, NY 13783	20-0337027	501(C)3	10,500.	0.			CONSERVATION ASSISTANCE
ENVIRONMENT COUNCIL OF RI PO BOX 9061 PROVIDENCE, RI 02940	05-0456927	501(C)3	10,000.	0.			CONSERVATION ASSISTANCE
RURAL COALITION 1029 VERMONT AVENUE NW SUITE 601 WASHINGTON, DC 20005	52-1203899	501(C)3	10,000.	0.			CONSERVATION ASSISTANCE
THE NATIONAL LATINO FARMERS 7903 ASHFORD BLVD LAUREL, MD 20707	84-2237851	501(C)3	10,000.	0.			CONSERVATION ASSISTANCE
WE THE PEOPLE OF DETROIT 1520 CHATEAUFORT PLACE DETROIT, MI 48207	47-5123903	501(C)3	10,000.	0.			CONSERVATION ASSISTANCE
PRAIRIE RIVERS NETWORK 1605 SOUTH STATE STREET, SUITE 1 CHAMPAIGN, IL 61820	37-6085905	501(C)3	9,940.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
KENTUCKY WATERWAYS ALLIANCE 330 N. HUBBARDS LANE LOUISVILLE, KY 40207	61-1239766	501(C)3	9,680.	0.			CONSERVATION ASSISTANCE
NEW MEXICO WILDLIFE FED. 6100 SEAGUL STREET, NE, SUITE B-105 ALBUQUERQUE, NM 87109	85-0160947	501(C)3	9,625.	0.			CONSERVATION ASSISTANCE
DALLAS ISD PARTNERSHIP SERVICE 9400 N. CENTRAL EXPRESSWAY, SUITE 1 DALLAS, TX 75231	75-6001278	GOVT	9,000.	0.			CONSERVATION ASSISTANCE
MERCER COUNTY PARK COMMISSION 197 BLACKWELL ROAD PENNINGTON, NJ 08534	15-0742287	GOVT	8,583.	0.			CONSERVATION ASSISTANCE
AUDUBON NEW YORK 2 THIRD STREET, SUITE 480 TROY, NY 12180	13-1624102	501(C)3	8,300.	0.			CONSERVATION ASSISTANCE
MICHIGAN LEAGUE OF CONSERVATION VOTERS - 3029 MILLER RD - ANN ARBOR, MI 48103	37-1430158	501(C)3	8,000.	0.			CONSERVATION ASSISTANCE
VIRGINIA ORGANIZING, INC 703 CONCORD AVE CHARLOTTESVILLE, VA 22903	54-1674992	501(C)3	8,000.	0.			CONSERVATION ASSISTANCE
NORTH CAROLINA WILDLIFE FED. 1346 SAINT JULIEN STREET CHARLOTTE, NC 28205	56-1564376	501(C)3	7,940.	0.			CONSERVATION ASSISTANCE
FORT WORTH INDEPENDENT SCHOOL DISTRICT - 100 N UNIVERSITY DR STE NE 140-B - FORT WORTH, TX 76107	75-6001613	GOVT	7,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OUTDOOR AFRO 2323 BROADWAY OAKLAND, CA 94612	47-3094045	501(C)3	7,000.	0.			CONSERVATION ASSISTANCE
THE FRANKLIN INSTITUTE 222 NORTH 20TH STREET PHILADELPHIA, PA 19103	23-1370501	501(C)3	7,000.	0.			CONSERVATION ASSISTANCE
KANSAS WILDLIFE FEDERATION 7014 REDBUD DRIVE MANHATTAN, KS 66503	48-0772452	501(C)3	6,995.	0.			CONSERVATION ASSISTANCE
HERITAGE CONSERVANCY 85 OLD DUBLIN PIKE DOYLESTOWN, PA 18901	23-6296515	501(C)3	6,663.	0.			CONSERVATION ASSISTANCE
COLORADO WILDLIFE FEDERATION 1580 LINCOLN STREET, SUITE 1280 DENVER, CO 80203	84-0576376	501(C)3	6,615.	0.			CONSERVATION ASSISTANCE
INTERFAITH POWER & LIGHT 100 ALLISON STREET, NW WASHINGTON, DC 20011	52-1156410	501(C)3	6,500.	0.			CONSERVATION ASSISTANCE
POCONO ENVIRONMENTAL EDUCATION 538 EMERY ROAD DINGMANS FERRY, PA 18328	23-2424742	501(C)3	6,390.	0.			CONSERVATION ASSISTANCE
JOINT INITIATIVES FOR 2340 ROBINSON STREET COLORADO SPRINGS, CO 80904	84-1317347	501(C)3	6,270.	0.			CONSERVATION ASSISTANCE
AMERICAN SUSTAINABLE BUSINESS 1140 3RD STREET NE, 2ND FLOOR WASHINGTON, DC 20002	45-2384297	501(C)3	6,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EL MONTE UNION HIGH SCHOOL 3537 JOHNSON AVE EL MONTE, CA 91731	95-6001075	GOVT	6,000.	0.			CONSERVATION ASSISTANCE
GREENLATINOS PO BOX 60217 WASHINGTON, DC 20039	26-3386082	501(C)3	6,000.	0.			CONSERVATION ASSISTANCE
ROCKY MOUNTAIN PREP 7808 CHERRY CREEK S DRIVE DENVER, CO 80202	45-1203094	501(C)3	6,000.	0.			CONSERVATION ASSISTANCE
SENECA SOIL AND WATER 3140 S SR 100, SUITE D TIFFIN, OH 44883	30-0114825	GOVT	6,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COALITION OF OKLAHOMA PO BOX 2571 OAKLAHOMA CITY, OK 73101	61-1661052	501(C)4	5,115.	0.			CONSERVATION ASSISTANCE

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.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
GRAZING ALLOTMENT	3	212,115.	0.		

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:

THE FEDERATION PROVIDES ORGANIZATIONAL SUPPORT THROUGHOUT THE YEAR IN THE FORM OF GRANTS AND AWARDS. THIS SUPPORT IS GIVEN TO BOTH ORGANIZATIONS AND INDIVIDUALS WHOSE WORK WILL FURTHER BENEFIT THE MISSION OF NATIONAL WILDLIFE FEDERATION'S CONSERVATION AND EDUCATION PROGRAMS. FOR GRANTS THAT ARE SUB-AWARDS AND WHERE THE ORIGINAL FUNDS WERE GRANTED TO NATIONAL WILDLIFE FEDERATION, WE REQUIRE THE AWARDEE TO REPORT TO NATIONAL WILDLIFE FEDERATION ON HOW THE FUNDS ARE USED. IN CASES WHERE IT IS NATIONAL WILDLIFE FEDERATION FUNDS THAT ARE GIVEN OUT AS A GRANT, IT SPECIFIES IN

Part IV Supplemental Information

ITS AWARD LETTER TO GRANTEES THE REPORTING REQUIREMENTS ON THE USE OF THE FUNDS AND IN SOME CASES RESERVES THE RIGHT TO EXAMINE THE RECORDS ASSOCIATED WITH THE AWARD.

Multiple horizontal lines for supplemental information.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2020

Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

Name of the organization: **NATIONAL WILDLIFE FEDERATION**
 Employer identification number: **53-0204616**

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization? **6a**
- b** Any related organization? **6b**
- 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)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2020

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) COLLIN O' MARA PRESIDENT	(i)	315,463.	0.	39,388.	23,601.	31,733.	410,185.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) HILARY H. FALK CHIEF PROGRAM OFFICER	(i)	166,161.	0.	9,277.	12,691.	30,671.	218,800.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) DAWN RODNEY CHIEF INNOVATION & GROWTH OFFICER	(i)	190,043.	0.	7,168.	9,938.	9,895.	217,044.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) KAREN L. WAGNER TREASURER	(i)	165,002.	0.	27,572.	13,248.	8,989.	214,811.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) THOMAS H. SELLERS CHIEF DEVELOPMENT OFFICER	(i)	184,698.	0.	5,225.	8,669.	2,489.	201,081.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ANDREW P. BUCHSBAUM VP ONE FEDERATION	(i)	151,616.	0.	27,484.	9,397.	10,831.	199,328.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) SUSAN R. KADERKA REGIONAL EXECUTIVE DIRECTOR	(i)	146,006.	0.	28,729.	12,312.	10,783.	197,830.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) AMANDA MCKNIGHT ASST SECRETARY	(i)	156,054.	0.	19,709.	11,627.	10,152.	197,542.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) KEVIN J. COYLE VP EDUCATION, COUNSEL TO PRES.	(i)	140,362.	0.	23,476.	11,241.	19,769.	194,848.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) BENJAMIN P. KOTA SECRETARY	(i)	166,527.	0.	5,521.	8,856.	10,494.	191,398.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) SARAH LASKIN VP NATIONAL & INTERNATIONAL PROGRAMS	(i)	148,220.	0.	22,945.	8,646.	10,718.	190,529.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) JOHN E. ASHLEY FORMER ASST TREASURER	(i)	123,982.	0.	28,124.	6,731.	30,090.	188,927.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) MUSTAFA S. ALI VP ENVIRONMENTAL JUSTICE	(i)	174,179.	0.	512.	3,512.	6,109.	184,312.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) APRIL K. BOWEN AVP HUMAN RESOURCES	(i)	139,241.	0.	26,459.	11,133.	2,294.	179,127.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							

Supplemental Information on Tax-Exempt Bonds

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.**
▶ **Attach to Form 990.** ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I	Bond Issues	SEE PART VI FOR COLUMN (F) CONTINUATIONS											
		(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pooled financing	
							Yes	No	Yes	No	Yes	No	
	A	FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY	91-1910090	30382EHG2	08/01/18	10106751.	REFINANCE BUILDING LOCATED	X		X			X
	B												
	C												
	D												

Part II	Proceeds								
		A		B		C		D	
1	Amount of bonds retired	200,000.							
2	Amount of bonds legally defeased	9,906,751.							
3	Total proceeds of issue	10,106,751.							
4	Gross proceeds in reserve funds								
5	Capitalized interest from proceeds								
6	Proceeds in refunding escrows								
7	Issuance costs from proceeds	121,858.							
8	Credit enhancement from proceeds								
9	Working capital expenditures from proceeds								
10	Capital expenditures from proceeds								
11	Other spent proceeds								
12	Other unspent proceeds								
13	Year of substantial completion	2039							
		Yes	No	Yes	No	Yes	No	Yes	No
14	Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?		X						
15	Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?		X						
16	Has the final allocation of proceeds been made?	X							
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X							

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

Schedule K (Form 990) 2020

Part III Private Business Use

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2 Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X						
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? ...								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government								
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government								
6 Total of lines 4 and 5								
7 Does the bond issue meet the private security or payment test?		X						
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of								
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?	X							

Part IV Arbitrage

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X						
b Exception to rebate?	X							
c No rebate due?		X						
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?		X						

Part IV Arbitrage (continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?	X							

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?								
	X							

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

SCHEDULE K, PART I, BOND ISSUES:

(A) ISSUER NAME: FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY

(F) DESCRIPTION OF PURPOSE:

REFINANCE BUILDING LOCATED AT 11100 WILDLIFE CENTER DRIVE, RESTON, VA 2019

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**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	72	950,739.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

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

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

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

COPY

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):

THIS COLUMN REPRESENTS THE NUMBER OF CONTRIBUTIONS OF DONATED STOCK.

Multiple horizontal lines for data entry.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

NATIONAL WILDLIFE FEDERATION

Employer identification number

53-0204616

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE NATIONAL WILDLIFE FEDERATION IS A FEDERATION OF 53 STATE AND
TERRITORIAL AFFILIATES AND THE NATIONAL ORGANIZATION WHOSE MISSION IS
TO UNITE AMERICANS TO ENSURE THAT WILDLIFE THRIVES IN A RAPIDLY
CHANGING WORLD. THE NATIONAL WILDLIFE FEDERATION BELIEVES THAT IN
ORDER TO SAVE WILDLIFE AND OURSELVES, WE NEED TO ENSURE THAT EVERYONE
IN AMERICA HAS CLEAN AIR AND WATER, SAFE COMMUNITIES, EASY AND
EQUITABLE ACCESS TO THE DAILY BENEFITS OF NATURE, AND PROTECTION FROM
THE RAVAGES OF CLIMATE CHANGE. THESE BASIC NEEDS, EQUALLY NECESSARY AND
URGENT FOR ALL PEOPLE, ARE FOUNDATIONAL TO BRINGING THE CONSERVATION
MOVEMENT AND ETHOS INTO THE 21ST CENTURY.

AT THIS MOMENT, MORE THAN A THIRD OF OUR COUNTRY'S SPECIES ARE AT RISK
OF EXTINCTION IN THE COMING DECADES. IN THE LAST 20 YEARS, THE MONARCH
BUTTERFLY'S POPULATION HAS DECLINED BY 90 PERCENT. AMERICA'S
FREE-RANGING BISON, WHICH ONCE NUMBERED 20 TO 30 MILLION, ARE DOWN TO
FEWER THAN 5,000 INDIVIDUALS. IN THE FACE OF THESE CHALLENGES, THE
NATIONAL WILDLIFE FEDERATION REMAINS AT THE FOREFRONT OF THE FIGHT TO
TACKLE WILDLIFE'S GREATEST THREATS, WORKING COLLABORATIVELY TO INCREASE
WILDLIFE POPULATIONS AND ENHANCE THEIR CAPACITY TO THRIVE.

AS IN NATURE, WE HAVE STRENGTH IN NUMBERS. OUR ABILITY TO HELP WILDLIFE
IS INEXTRICABLY LINKED TO THE DIVERSE EFFORTS OF THE INDIVIDUALS AND
GROUPS THAT SUPPORT OUR MISSION. ACROSS THE COUNTRY WE ENGAGE WITH
COMMUNITIES, SCHOOLS, GOVERNMENTS, AND OTHER ORGANIZATIONS TO BUILD AND
NURTURE A COMMON COMMITMENT TO CONSERVATION.

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

Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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THROUGH OUR HANDS-ON PROGRAMS, POLICY WORK, COMMUNITY OUTREACH, AND MORE, WE FORGE A CONSERVATION MOVEMENT OF MILLIONS OF PEOPLE THAT WORK EACH DAY TO BUILD A BETTER FUTURE FOR BOTH PEOPLE AND WILDLIFE BECAUSE IN SAVING WILDLIFE, WE SAVE OURSELVES.

AT THE NATIONAL WILDLIFE FEDERATION, WE'RE FOCUSED ON WHAT'S MOST IMPORTANT: SAVING THE ONE-THIRD OF AMERICA'S WILDLIFE SPECIES AT RISK OF EXTINCTION AND IN URGENT NEED OF CONSERVATION, MOBILIZING ACTION TO ENSURE OUR PLANET DOESN'T REACH THE POINT OF NO RETURN ON CLIMATE CHANGE AND CONNECTING OUR CHILDREN AND FUTURE GENERATIONS WITH NATURE.

WITH THE ADOPTION OF ITS 2018-2021 STRATEGIC PLAN, SAVING AMERICA'S WILDLIFE: TOWARD A COMMON AGENDA, THE NATIONAL WILDLIFE FEDERATION COMMITS ITSELF TO REVERSING THE DECLINE OF AMERICA'S WILDLIFE OVER THE NEXT GENERATION. RECOGNIZING THAT HABITAT DEGRADATION AND LOSS, POLLUTION, INVASIVE SPECIES, AND THE PUBLIC'S GROWING DISCONNECTION FROM NATURE ARE ALL TAKING THEIR TOLL, WE LOOKED TO STRATEGIES EQUAL TO THE TASK: ECOSYSTEM-SCALE PROTECTION AND RESTORATION OF LANDS, WATERS, AND COASTS; WILDLIFE- AND HABITAT MANAGEMENT APPROPRIATE TO 21ST CENTURY CHALLENGES LIKE CLIMATE CHANGE; FULL ENGAGEMENT OF COMMUNITIES; ROBUST INVESTMENT IN THE NEXT GENERATION OF CONSERVATIONISTS; AND THE BUILDING OF A CONSTITUENCY FOR WILDLIFE THAT IS LARGE, STRONG, AND DIVERSE.

OUR COMMON AGENDA INCLUDES A COMMITMENT TO:

- PROTECT, RESTORE, AND CONNECT WILDLIFE HABITAT: ACTIVE RESTORATION

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AND RECONNECTION OF FRAGMENTED AND DEGRADED HABITAT ACROSS PROTECTED LANDS, WORKING LANDS, WATERWAYS, COASTS, AND COMMUNITIES

- TRANSFORM WILDLIFE CONSERVATION: ADVANCING 21ST CENTURY WILDLIFE MANAGEMENT, DEFENDING PUBLIC TRUST RESOURCES, AND CONFRONTING EMERGING STRESSORS LIKE CLIMATE CHANGE, INVASIVE SPECIES, AND WILDLIFE DISEASES.

- CONNECT AMERICANS WITH WILDLIFE: INSPIRING THE NEXT GENERATION OF CONSERVATIONISTS AND MOBILIZING A DIVERSE CONSERVATION ARMY TO BROADEN THE STEWARDSHIP ETHIC, CONSERVATION ACTION, PUBLIC AND PRIVATE INVESTMENTS, AND SUPPORT FOR POLICY CHANGES NECESSARY TO SAVE THOUSANDS OF AT-RISK SPECIES IN OUR TIME.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
THE NATIONAL WILDLIFE FEDERATION'S SUCCESS SPRINGS FROM INNOVATIVE COLLABORATIONS WITH RANCHERS, CONSERVATIONISTS, LANDOWNERS, AGENCIES AND OTHER STAKEHOLDERS. AND, WHILE WE ENGAGE IN MANY SUCCESSFUL HIGH-PROFILE NATIONAL ADVOCACY CAMPAIGNS, MUCH OF THE HARD WORK TAKES PLACE BEHIND-THE-SCENES IN THE HALLS OF GOVERNMENT AT THE LOCAL, STATE, TRIBAL AND NATIONAL LEVELS - OR IN ONE-ON-ONE CONVERSATIONS WHILE WORKING TO MODIFY LIVESTOCK FENCES THAT ALLOW WILDLIFE PASSAGE OR BUILD BEAVER DAM ANALOGS TO RESTORE PRAIRIE STREAMS.

THE NATIONAL WILDLIFE FEDERATION BRINGS TO ITS COLLABORATIONS AND NEGOTIATIONS CREDIBILITY EARNED THROUGH DECADES OF COMMITMENT, ACHIEVEMENT, AND INNOVATION.

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WILDLIFE CONFLICT RESOLUTION (ADOPT A WILDLIFE ACRE)

THE NATIONAL WILDLIFE FEDERATION IS COMPLETING THE 20TH YEAR OF ITS WILDLIFE CONFLICT RESOLUTION PROGRAM, WORKING WITH RANCHERS GRAZING ON PUBLIC LAND TO PROTECT WILDLIFE INCLUDING WOLVES, GRIZZLY BEARS, BISON, BIGHORN SHEEP, AND NATIVE FISHERIES. IN COORDINATION WITH FEDERAL LAND MANAGERS, THE NATIONAL WILDLIFE FEDERATION NEGOTIATES WITH LIVESTOCK PRODUCERS TO RETIRE LIVESTOCK GRAZING ALLOTMENTS THAT EXPERIENCE CHRONIC CONFLICT. IN SITUATIONS WHERE CONFLICTS BETWEEN LIVESTOCK AND WILDLIFE ARE PROLONGED AND INTRACTABLE, THE PROGRAM PROVIDES AN EQUITABLE SOLUTION FOR BOTH WILDLIFE AND LIVESTOCK INTERESTS.

MOMENTUM FOR MAYORS' MONARCH PLEDGE

TODAY, NEARLY 90% OF MONARCH BUTTERFLIES HAVE VANISHED IN THE EASTERN UNITED STATES AND AN ASTONISHING 99% IN THE WESTERN UNITED STATES. TO REVERSE THIS, ALONG WITH OTHER KEY SPECIES DECLINES, NEARLY 5 MILLION PEOPLE NOW GARDEN FOR WILDLIFE THROUGH NATIONAL WILDLIFE FEDERATION-LED PROGRAMS. THESE INCLUDE THE MAYORS' MONARCH PLEDGE, ENGAGING COMMUNITIES IN THE MONARCH MIGRATION FLYWAY. MAYORS AND HEADS OF LOCAL AND TRIBAL GOVERNMENTS COMMIT TO COMMUNITY ENGAGEMENT AND EDUCATION, ENACT LOCAL POLICY CHANGES TO SUPPORT MONARCH CONSERVATION, AND CREATE HABITAT FOR MONARCHS AND OTHER POLLINATORS, PROVIDING HANDS-ON OPPORTUNITIES FOR AMERICANS TO HELP POLLINATORS, BIRDS, AND BACKYARD MAMMALS. IN 2021, PROGRESS INCLUDED NEW PLEDGES FROM 329 LEADERS ACROSS NORTH AMERICA, NEW PLEDGE LANGUAGE AND ACTIONS FOCUSING ON EQUITY AND CULTURE, AND A NEW ONLINE SYSTEM WITH A MAP DISPLAYING NEW AND PAST PLEDGES.

FENCING FOR WILDLIFE

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THE NATIONAL WILDLIFE FEDERATION IS LEADING A BOOTS-ON-THE-GROUND EFFORT TO CONSERVE WILDLIFE MIGRATIONS IN SOUTHWEST MONTANA AND EASTERN IDAHO BY COORDINATING FENCE MODIFICATION PROJECTS THAT HELP WILDLIFE MOVE SAFELY ACROSS THE LANDSCAPE. FENCES ARE A SIGNIFICANT YET OVERLOOKED FEATURE OF OUR HUMAN FOOTPRINT, AND THE NATIONAL WILDLIFE FEDERATION IS A LEADER IN COMBINING SCIENTIFIC DATA WITH VOLUNTEER EFFORTS TO CREATE WILDLIFE-FRIENDLY FENCES IN AREAS WHERE THEY WILL HAVE THE BIGGEST IMPACTS. THE NORTHERN ROCKIES, PRAIRIES AND PACIFIC REGIONAL CENTER'S FENCING FOR WILDLIFE PROGRAM IS A COLLABORATIVE EFFORT THAT BRINGS TOGETHER STATE WILDLIFE AGENCIES, PUBLIC LAND AGENCIES, LANDOWNERS, CONSERVATION ORGANIZATIONS, THE OUTDOOR RETAILER COMMUNITY, AND THE GENERAL PUBLIC TO CREATE WIN-WIN SOLUTIONS FOR WILDLIFE AND PEOPLE.

WILDLIFEXING

WILDLIFEXING IS A COMMUNITY-SCIENCE PROGRAM TO MORE EFFICIENTLY IMPROVE DATA COLLECTION AND ACCURACY OF WILDLIFE COUNTS ON AND NEARBY ROADS, USING SMARTPHONE TECHNOLOGY OR ONLINE MAPPING. THESE COMMUNITY SCIENCE OBSERVATIONS HELP TO INFORM STRATEGIES THAT IMPROVE WILDLIFE MOVEMENT AND VEHICLE SAFETY. ULTIMATELY, THIS CAN LEAD TO BETTER RECOMMENDATIONS FOR REDUCING WILDLIFE-VEHICLE COLLISIONS AND ENSURING WILDLIFE'S SAFE PASSAGE ACROSS HIGHWAYS. NATIONAL WILDLIFE FEDERATION PARTNERS WITH WILDLIFEXING THROUGH REGIONAL CONSERVATION AND EDUCATION STAFF TO GROW COMMUNITY AWARENESS AND ENGAGEMENT BY WORKING WITH LOCAL ORGANIZATIONS TO RECRUIT AND TRAIN VOLUNTEERS THROUGH COMMUNITY WORKSHOPS/PRESENTATIONS. IN 2021, AN INTERACTIVE EDUCATIONAL PROGRAM FOR HIGH SCHOOL STUDENTS BEGAN IN HIGH SCHOOLS AND COMMUNITIES IN THE HI-LINE REGION OF MONTANA. THE PILOT PROGRAM WILL PROVIDE A MODEL FOR

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MONTANA AND ACROSS THE WEST.

FORGING ALLIANCES FOR GOOD

THE NATIONAL WILDLIFE FEDERATION'S WORK CONSERVING WILDLIFE AROUND THE WORLD RELIES UPON OUR CLOSE PARTNERSHIPS WITH ALLIES TO REACH LARGER AUDIENCES, ADVOCATE FOR SUSTAINABILITY, AND ACHIEVE ALIGNED AND MEASURABLE ACTIONS THAT ENCOURAGE AGRICULTURAL AND FORESTRY PRACTICES TO PROTECT FORESTS AND OTHER IMPORTANT ECOSYSTEMS. AND OUR WOOD FURNITURE SCORECARD AND EASTER CHOCOLATE SCORECARD HELPS CONSUMERS MAKE INFORMED CHOICES ABOUT THE IMPACTS OF THEIR PURCHASES ON WILDLIFE.

SUSTAINABILITY SCORECARDS

THE NATIONAL WILDLIFE FEDERATION LAUNCHED TWO SUSTAINABILITY SCORECARDS: THE WOOD FURNITURE SCORECARD AND THE EASTER CHOCOLATE SCORECARD. THE FIRST IS A COMPREHENSIVE ASSESSMENT OF WOOD SOURCING POLICIES OF ROUGHLY 100 FURNITURE RETAILERS ACROSS NORTH AMERICA. THE SCORECARD ASKS FURNITURE RETAILERS TO ADOPT SUSTAINABLE WOOD SOURCING POLICIES AND INCREASES AWARENESS OF BEST PRACTICES. THE EASTER CHOCOLATE SCORECARD SURVEYED 31 CHOCOLATE COMPANIES AND COCOA SUPPLIERS, WHICH SUPPLY MORE THAN 80% OF THE WORLD'S CHOCOLATE, ON DIFFERENT SOCIO-ENVIRONMENTAL CRITERIA. THE SCORECARD HIGHLIGHTS THE NEED TO SHIFT TO WILDLIFE-FRIENDLY COCOA AGROFORESTRY PRACTICES. BOTH PUBLICATIONS GENERATED SIGNIFICANT MEDIA ATTENTION DOMESTICALLY AND INTERNATIONALLY.

GLOBAL BEEF INDUSTRY SETS AMBITIOUS NEW SUSTAINABILITY GOALS

THE NATIONAL WILDLIFE FEDERATION LED THE DEVELOPMENT OF A NEW GLOBAL

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SUSTAINABILITY GOAL ON NATURE AND LAND-USE FOR THE GLOBAL ROUNDTABLE FOR SUSTAINABLE BEEF (GRSB) AND ITS NETWORK OF LOCAL AND NATIONAL ROUNDTABLE MEMBERS AROUND THE WORLD. FOUNDED IN 2012, THE GRSB IS A GLOBAL MULTI-STAKEHOLDER INITIATIVE THAT ADVANCES THE SUSTAINABILITY OF THE GLOBAL BEEF VALUE CHAIN THROUGH LEADERSHIP, SCIENCE AND MULTI-STAKEHOLDER ENGAGEMENT, AND COLLABORATION. IN 2020, GRSB FORMALLY APPROVED THE PROCESS TO DEVELOP THREE NEW GLOBAL SUSTAINABILITY GOALS FOR THE BEEF INDUSTRY, COVERING CLIMATE AND GREENHOUSE GASES, NATURE AND LAND-USE, AND ANIMAL HEALTH AND WELFARE. NATIONAL WILDLIFE FEDERATION LED THE WORK ON THE NATURE AND LAND-USE GOAL, SPEARHEADING A MAJOR INTERNATIONAL EFFORT WITH MORE THAN 40 REPRESENTATIVES FROM DIVERSE CONSTITUENCY GROUPS ACROSS 12 DIFFERENT COUNTRIES.

EQUITY & ENVIRONMENTAL JUSTICE

AFTER YEARS OF ONGOING EFFORTS, THE NATIONAL WILDLIFE FEDERATION HAS A DEDICATED TEAM OF PROFESSIONALS LEADING US TOWARD TRULY BECOMING AN ANTI-RACIST ORGANIZATION, INSTITUTIONALIZING PRINCIPLES OF EQUITY AND JUSTICE THROUGHOUT OUR ORGANIZATION AND AMONG OUR STAFF. THE FEDERATION'S ENVIRONMENTAL JUSTICE INITIATIVES BUILD UPON OVER A DECADE OF RELATIONSHIP BUILDING AND COMMUNITY ENGAGEMENT. OUR PROGRAM IS ROOTED IN RACE AND SOCIAL JUSTICE BY DESIGN.

THE PROGRAM IS UNDERPINNED BY A PHILOSOPHY OF LISTENING BEFORE TALKING, GIVING BEFORE ASKING, SHARING RESOURCES, AND BUILDING COMMUNITY CAPACITY. WE INTENTIONALLY PRIORITIZE, AMPLIFY, AND INCLUDE POLICY SOLUTIONS, VIEWS, AND VOICES OF BLACK, INDIGENOUS, LATINX, ASIAN, PACIFIC ISLANDER, AND PEOPLE OF COLOR AND LOWER WEALTH COMMUNITIES. WE

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INVEST THE TIME AND CULTURAL RESPECT REQUIRED TO BUILD AUTHENTIC
 RELATIONSHIPS AND CONNECT OUR POLICY AND ADVOCACY EFFORTS TO THOSE
 COMMUNITIES SEVERELY IMPACTED BY CLIMATE CHANGE. DEI J SERVES AS THE
 FOUNDATION IN OUR ABILITY TO WORK ALONGSIDE FRONTLINE AND FENCE-LINE
 COMMUNITIES.

NATIONAL TOWN HALL ON CREATING SAFE SPACES
 THE NATIONAL WILDLIFE FEDERATION HOSTED THE NATIONAL TOWN HALL ON
 CREATING SAFE SPACES, CONVENING MORE THAN A DOZEN BLACK
 CONSERVATIONISTS AND ENVIRONMENTAL LEADERS TO DISCUSS THE POLICY,
 PRACTICES, AND PROGRAMS NEEDED TO STRENGTHEN ACCESS, REPRESENTATION,
 AND SAFETY FOR BLACK FAMILIES AND COMMUNITIES IN THE OUTDOORS. LAUNCHED
 IN DECEMBER 2020, THE CREATING SAFE SPACES INITIATIVE SHEDS LIGHT ON
 THE CHALLENGES THAT BLACK PEOPLE FACE IN SAFELY ACCESSING AND ENJOYING
 THE OUTDOORS IN PARTNERSHIP WITH OUTDOOR AFRO, BLACK AF IN STEM,
 PATAGONIA, AND THE LINKS, INCORPORATED. OUR LONG-TERM GOALS INCLUDE
 HOSTING ANNUAL ROUNDTABLES, FOCUSED ON INCREASING ACCESS TO THE
 OUTDOORS FOR DIFFERENT IDENTITY GROUPS AND IMPLEMENTING ON-THE-GROUND
 ACTIVITIES THAT PROVIDE CONCRETE RESULTS TO ENSURE EVERYONE IS ABLE TO
 SAFELY ACCESS AND ENJOY GREEN SPACES.

PART III, LINE 4A CONTINUED:
 PARTNERSHIPS TO ADVANCE JUSTICE FOR TRIBAL AND INDIGENOUS COMMUNITIES
 IN 2021, NATIONAL WILDLIFE FEDERATION ENGAGED TRIBAL AND INDIGENOUS
 LEADERS FROM ACROSS THE NATION TO INFORM A TRIBAL AND INDIGENOUS
 PARTNERSHIPS EXPANSION STRATEGY THAT WILL SERVE AS A BLUEPRINT FOR THE
 FEDERATION TO HELP TRIBES BUILD POWER AND ADVANCE CONSERVATION
 PRIORITIES. THIS STRATEGY INCLUDES GUIDELINES FOR NATIONAL WILDLIFE

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FEDERATION TO AUTHENTICALLY ENGAGE WITH AND SUPPORT TRIBES IN CONSERVATION PARTNERSHIPS, LEVERAGING THE FEDERATION'S PRIVILEGE TO ELEVATE THE ROLE OF THE ORIGINAL STEWARDS OF AMERICA'S LANDS, WATER, AND WILDLIFE.

TRANSITIONING TO A CLEAN ECONOMY FROM NATIVE GRASSLANDS TO COASTAL WETLANDS TO BOTTOMLAND HARDWOOD FORESTS, NATURE PLAYS A VITAL ROLE IN SEQUESTERING CARBON AND SHIELDING COMMUNITIES FROM THE EFFECTS OF SEVERE CLIMATE-FUELED FIRES, FLOODS, HURRICANES, AND STORMS. BY CENTERING EQUITY AND JUSTICE TO ADVANCE BOTH NATURAL SOLUTIONS AND CLEANER SOURCES OF ENERGY AND INDUSTRY, THE NATIONAL WILDLIFE FEDERATION IS WORKING TO SWIFTLY CUT POLLUTION WHILE STAVING OFF THE WORST IMPACTS OF CLIMATE CHANGE THAT ARE OFTEN FELT FIRST AND WORST BY FRONTLINE AND FENCE-LINE COMMUNITIES.

OVER THE PAST YEAR, OUR TEAMS HAVE LED THE CHARGE NATIONALLY FOR INNOVATIVE AND EQUITABLE INVESTMENTS IN CLEAN POWER, ENERGY EFFICIENCY, AND SUSTAINABLE TRANSPORTATION THAT SUPPORT CARBON-INTENSIVE AND FRONTLINE COMMUNITIES WHILE INTRODUCING NEW LABOR STANDARDS FOR THE CLEAN ENERGY INDUSTRY. WE ALSO HAVE WORKED WITH STATE AND FEDERAL LEADERS TO ADVANCE OFFSHORE WIND POWER THAT BENEFITS PEOPLE AND WILDLIFE ALIKE.

THE NATIONAL WILDLIFE FEDERATION ELEVATED THE DIRECT IMPACTS OF THE CLIMATE CRISIS, INCLUDING PUBLISHING AN INTERACTIVE REPORT AND STORY MAP TO ILLUSTRATE HOW CLIMATE CHANGE AFFECTS WILDLIFE AND PEOPLE ACROSS THE NATION. WE ARE ALSO WORKING WITH LEADING EXPERTS TO ADVOCATE FOR

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PRACTICES AND POLICIES TO INTEGRATE ENVIRONMENTAL JUSTICE MAPPING AND SCREENING TOOLS TO IDENTIFY VULNERABLE COMMUNITIES IN NEED OF THE GREATEST INVESTMENTS.

NATIONAL PARK SERVICE ADAPTATION GUIDE
THE NATIONAL WILDLIFE FEDERATION WORKED WITH THE NATIONAL PARK SERVICE OVER THE PAST SEVERAL YEARS TO DEVELOP A NEW APPROACH AND GUIDE TO HELP NPS MANAGE OUR NATIONAL PARKS IN AN ERA OF RAPID CLIMATE CHANGE.

RURAL ELECTRIC COOPERATIVES ARE POWERING LOCAL CLIMATE ACTION IN HISPANIC COMMUNITIES
HISPANICS ENJOYING CAMPING, HUNTING, AND THE OUTDOORS (HECHO)
DEMONSTRATED THEIR COMMUNITY-BASED APPROACH TO CONSERVATION BY CONVENING A CONVERSATION TO LEARN HOW RURAL ELECTRIC COOPERATIVES ARE POWERING LOCAL CLIMATE ACTION. THIS IS A DEMONSTRATION OF THE WORK THE NATIONAL WILDLIFE FEDERATION IS COMMITTED TO INCREASING, BY HEARING FROM FRONTLINE COMMUNITY LEADERS TO HEAR AND PROMOTE SOLUTIONS THAT WORK FOR THOSE CLOSEST TO THE PROBLEM.

TEXAS MID-COAST CLIMATE ASSESSMENT
THE PRIZED AND PRODUCTIVE WETLANDS AND ESTUARIES OF THE TEXAS MID-COAST REQUIRE DECISIVE POLICY INTERVENTIONS TO DEFEND AGAINST MULTIPLE CLIMATE-RELATED THREATS, ACCORDING TO A STUDY PUBLISHED THIS SPRING BY THE NATIONAL WILDLIFE FEDERATION'S TEXAS COAST AND WATER PROGRAM. WHILE THE REPORT INDICATES THE TEXAS COAST IS CHANGING AT AN ACCELERATING PACE, FEDERATION EXPERTS OUTLINE ADAPTIVE SOLUTIONS SUCH AS ECOSYSTEM-BASED INVESTMENTS THAT COULD HELP COMBAT EMERGING THREATS AND BUILD RESILIENCE ACROSS THE REGION.

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ACHIEVED CRITICAL ARMY CORPS REFORMS TO INCREASE NATURAL INFRASTRUCTURE THE WATER RESOURCES DEVELOPMENT ACT OF 2020 CONTAINED MULTIPLE POLICY CHANGES CHAMPIONED BY THE NATIONAL WILDLIFE FEDERATION. COLLECTIVELY, THE REFORMS PROVIDE THE ARMY CORPS OF ENGINEERS WITH THE TOOLS AND AUTHORITIES NEEDED TO IMPROVE WATER RESOURCE PROJECT PLANNING, PRIORITIZE SOLUTIONS FOR UNDERSERVED COMMUNITIES, AND ENHANCE THE RESILIENCE OF THE NATION'S VITAL NATURAL INFRASTRUCTURE - THE RIVERS, STREAMS, FLOODPLAINS, AND WETLANDS THAT PROVIDE ESSENTIAL HABITAT FOR AMERICA'S TREASURED FISH AND WILDLIFE. THESE PROVISIONS ELEVATE CONSIDERATION OF NATURE'S POTENTIAL TO IMPROVE THE NATION'S RESILIENCE AND LEVEL THE PLAYING FIELD FOR USE OF NATURAL INFRASTRUCTURE TO REDUCE FLOOD AND STORM DAMAGES WHILE PROTECTING AND RESTORING FISH AND WILDLIFE HABITAT. THE DIVERSE ENVIRONMENTAL BENEFITS PROVIDED BY SUSTAINABLE AND COST-EFFECTIVE NATURAL INFRASTRUCTURE CAN BE PARTICULARLY VALUABLE FOR UNDERSERVED COMMUNITIES SUFFERING FROM IMPACTS SUCH AS FLOODING.

LAND & WATER

STEWARDSHIP AND CARING FOR THE LAND AND WATER IS AT THE CRUX OF WHY THE NATIONAL WILDLIFE FEDERATION IS INVESTED IN CONSERVATION POLICY WORK. CONNECTING OUR LOVE FOR THE LAND TO ACTION, ADVOCACY, AND SPEAKING UP FOR THE LAND AND WATER, HONORS THOSE WHO TOOK CARE OF THE LAND AND WATER IN THE PAST AND THOSE WHO WILL INHERIT THE RESPONSIBILITY TO STEWARD THE LAND AND WATER IN THE FUTURE.

BEING ABLE TO ENJOY OR SUSTAIN LIFE AND LIVELIHOODS FROM THE LAND AND

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WATER COMES WITH GREAT RESPONSIBILITY. OUR VISION OF STRONG, CULTURALLY RICH COMMUNITIES CONNECTED TO NATURE AND EACH OTHER IS ONLY POSSIBLE IF WE WORK COLLABORATIVELY. AS A RESULT OF THIS APPROACH, WE HAVE BEEN FORTUNATE TO IMPROVE PROTECTIONS IN THE UPPER RIO GRANDE WATERSHED FOR WILDLIFE MIGRATION CORRIDORS THROUGH THE ENGAGEMENT AND SUPPORT OF COMMUNITIES ACROSS NORTHERN NEW MEXICO.

CONSERVING WILDLIFE MIGRATION CORRIDORS

THE NATIONAL WILDLIFE FEDERATION SECURED FOUR MAJOR VICTORIES IN 2021 CONSERVING WILDLIFE MIGRATION CORRIDORS. THE FEDERATION LED THE FIGHT IN THE UPPER RIO GRANDE VALLEY TO DESIGNATE PROTECTIONS FOR KEY MIGRATION CORRIDORS IN THE SANTA FE AND CARSON NATIONAL FORESTS. THE U.S. FOREST SERVICE ANNOUNCED IT WOULD INCLUDE THOSE CRITICAL PROTECTIONS IN FINAL LAND MANAGEMENT PLANS. THE AREA, WHICH STRADDLES NORTHERN NEW MEXICO AND SOUTHERN COLORADO, HOLDS SOME OF THE NATION'S MOST INTACT WILDLIFE LANDSCAPES. CONSERVING THESE IMPORTANT MIGRATION ROUTES FOR ELK, MULE DEER, PRONGHORN AND MANY OTHER SPECIES ENSURES THAT THE REGION WILL CONTINUE TO BE A MODEL FOR AMERICAN WILDLIFE CORRIDOR CONSERVATION. THE FEDERATION WAS INSTRUMENTAL IN NEVADA'S EXECUTIVE ORDER CONSERVING MIGRATION PATHWAYS IN SAGEBRUSH COUNTRY, AND THE FIRST IMPLEMENTATION OF WYOMING'S EXECUTIVE ORDER DESIGNATING THREE MULE DEER MIGRATION CORRIDORS. FINALLY, SUCCESSFUL ADVOCACY FOR THE INTRODUCTION OF THE TRIBAL WILDLIFE CORRIDORS ACT MARKED A CRITICAL STEP TOWARD ENSURING THAT TRIBES HAVE ADEQUATE RESOURCES TO IMPLEMENT CONSERVATION MEASURES THAT PROTECT FISH AND WILDLIFE, AND BOOST BIODIVERSITY.

ETHANOL REFORM

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THE NATIONAL WILDLIFE FEDERATION IS WORKING TO REDUCE THE ENVIRONMENTAL AND CLIMATE DAMAGE CAUSED BY BIOFUEL PRODUCTION. THE 4TH CIRCUIT COURT OF APPEALS RULED IN FAVOR OF A LAWSUIT FILED BY THE FEDERATION AND THE SIERRA CLUB, AGREEING THAT THE EPA HAD FAILED TO ADEQUATELY CONSIDER THE EFFECTS OF ETHANOL PRODUCTION ON ENDANGERED SPECIES WHEN DECIDING ON ETHANOL BLENDING REQUIREMENTS FOR 2019. THE COURT FOUND THAT THE AGENCY VIOLATED REQUIREMENTS UNDER THE ENDANGERED SPECIES ACT TO CONSULT WITH THE U.S. FISH AND WILDLIFE SERVICE AND NATIONAL MARINE MAMMAL AND FISHERIES SERVICE TO ENSURE THAT HIGH LEVELS OF BIOFUEL PRODUCTION ARE NOT LEADING TO HABITAT DESTRUCTION OR WATER POLLUTION AS A RESULT OF AGRICULTURAL PRODUCTION TO GROW BIOFUEL CROPS SUCH AS CORN. THE DECISION CITED THE ROBUST INDEPENDENT RESEARCH AND THE AGENCY'S OWN REPORT TO CONGRESS THAT SHOWED THAT THESE IMPACTS HAVE OCCURRED OVER THE LAST 15 YEARS SINCE THE GOVERNMENT BEGAN REQUIRING THAT ETHANOL AND OTHER BIOFUELS BE BLENDED INTO GASOLINE. THE NATIONAL WILDLIFE FEDERATION HAS SPENT YEARS HIGHLIGHTING THESE PROBLEMS WITH CORN ETHANOL AND ADVOCATING FOR CHANGE.

INTRODUCTION OF THE MISSISSIPPI RIVER RESTORATION AND RESILIENCE INITIATIVE

THE FEDERATION WORKED ALONGSIDE PARTNERS TO DEVELOP AN EPA GEOGRAPHIC PROGRAM FOCUSED ON COMPREHENSIVE RESTORATION OF THE MISSISSIPPI RIVER, FROM ITS HEADWATERS TO THE GULF OF MEXICO. THE FEDERATION CO-LED THE DEVELOPMENT OF A WIDE-RANGING COALITION OF ORGANIZATIONS WORKING TO ADVANCE THE PROGRAM. IF SUCCESSFUL, THE PROGRAM WOULD ADVANCE RESTORATION, RESILIENCE, AND ENVIRONMENTAL JUSTICE OUTCOMES IN THE MISSISSIPPI RIVER MAINSTEM STATES, MODELED AFTER THE SUCCESS OF THE GREAT LAKES RESTORATION INITIATIVE.

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PART III, LINE 4A CONTINUED:

TRANSFORMING VACANT LOTS INTO CLIMATE RESILIENT POLLINATOR HABITAT
OVER THE LAST TWO YEARS, NATIONAL WILDLIFE FEDERATION HAS PILOTED A
PROJECT IN PHILADELPHIA WITH THE PENNSYLVANIA HORTICULTURAL SOCIETY TO
EXPLORE HOW CITIES WITH VACANT LOTS CAN RESTORE THESE SITES TO PROVIDE
CLIMATE-RESILIENT WILDLIFE HABITAT, GREEN STORMWATER INFRASTRUCTURE,
EQUITABLE ACCESS TO NEARBY NATURE, AND CREATE ECONOMIC/JOB TRAINING
OPPORTUNITIES. AS PART OF THIS PROJECT, THE FEDERATION INSTALLED 50
POLLINATOR GARDENS ON 26 DIFFERENT VACANT LOTS IN PHILADELPHIA, TO
UNDERSTAND WHAT PLANT SPECIES THRIVE BEST ON URBAN VACANT LOTS, WHICH
PLANT COMMUNITIES ARE MOST DESIRED BY SURROUNDING COMMUNITIES, AND HOW
THESE POLLINATOR SITES IMPACT STORMWATER RETENTION.

OYSTER RETROFIT TECHNIQUE

NATIONAL WILDLIFE FEDERATION PARTNERED WITH SCIENTISTS AT THE
UNIVERSITY OF MARYLAND CENTER FOR ENVIRONMENTAL SCIENCE'S HORN POINT
LABORATORY (UMCES) TO INSTALL AND STUDY OYSTER CASTLE BREAKWATERS IN
THE CHOPTANK RIVER. UMCES PRODUCED A COMPLEX MODEL TO EVALUATE THE
EFFECTS OF THIS INSTALLATION ON THE SHORELINE OVER TIME. UMCES
PARTNERED WITH SHORERIVERS TO BRING STUDENTS TO THE SITE TO LEARN ABOUT
THE PROJECT AND CONDUCT RESEARCH. WITH AN IDEA BUDDING FROM THE INITIAL
INSTALLATION, THE FEDERATION IS DEVELOPING A NOVEL RESTORATION
TECHNIQUE, THE OYSTER RETROFIT, TO GREEN GREY INFRASTRUCTURE. THE
NATIONAL WILDLIFE FEDERATION AND UMCES INSTALLED A PILOT OYSTER
RETROFIT IN SUMMER 2021. SHORERIVERS ENGAGED 2,000 STUDENTS IN ON-SITE
SAMPLING AND LEARNING ABOUT THE PROJECT, PROTECTING 50 METERS OF
SHORELINE.

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OREGON FISH EGGS TO FRY PROGRAM: REGIONAL ECO-SCHOOLS USA AND AFFILIATE COLLABORATION

THE NORTHERN ROCKIES, PRAIRIES, AND PACIFIC REGIONAL EDUCATION STAFF HAS BEEN PARTNERING WITH OUR OREGON AFFILIATE, THE ASSOCIATION OF NORTHWEST STEELHEADERS (ANWS) ON FISH EGGS TO FRY - A CLASSROOM SALMON AND TROUT REARING PROGRAM OF THE OREGON DEPARTMENT OF FISH AND WILDLIFE - OF WHICH THE STEELHEADERS HAVE BEEN VOLUNTEERING FOR SEVERAL DECADES. TOGETHER WITH AMERICORPS, THE PROGRAM HAS SUPPORTED AND PROVIDED RESOURCES FOR THE 150+ PARTICIPATING CLASSROOMS (PRE-COVID) THROUGH THE DEVELOPMENT OF ECO-SCHOOLS USA WATERSHED AND STEWARDSHIP RESOURCES, DELIVERING EGGS, TECHNICAL AQUARIUM EXPERTISE, EDUCATOR PROFESSIONAL DEVELOPMENT, CLASSROOM PRESENTATIONS, FIELD TRIP ASSISTANCE, AND MORE. CURRENTLY, NOAA AND THE CONFEDERATED TRIBES OF GRAND RONDE HAVE FUNDED THE PROGRAM AND COLLABORATED ON CLASSROOM PRESENTATIONS. DURING THE 2020-21 SCHOOL YEAR, FISH EGGS TO FRY PROGRAM ACTIVITIES INVOLVED TRANSITIONING TO VIRTUAL ACTIVITIES (EDUCATIONAL VIDEOS, CREATING A YOUTUBE CHANNEL, ETC.) AND SUPPORTING FIVE TITLE 1 ELEMENTARY SCHOOLS TO BE "SALMON STEWARDS" THIS FALL.

TRIBAL BUFFALO VISION

THE NATIONAL WILDLIFE FEDERATION DEVELOPED AND BEGAN TO IMPLEMENT A VISION FOR THE RESTORATION OF BUFFALO TO TRIBAL LANDS THAT ELEVATES THE WIND RIVER RESERVATION IN WYOMING AS A HUB FOR BUFFALO RESTORATION ACROSS THE NATION. MORE ACRES FOR BUFFALO WERE SECURED ON THE WIND RIVER RESERVATION, TRIBAL PARTNERS WERE ENGAGED TO ELEVATE THEIR VALUES, EXPERTISE, AND GOALS, AND NATIONAL WILDLIFE FEDERATION HAS CONTINUED TO SERVE AS A NATIONAL LEADER ON SEEKING BOTH CULTURAL AND

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ECOLOGICAL RESOURCES FOR TRIBES ON THEIR ANCESTRAL LANDS.

SUSTAINABLE AGRICULTURE OUTREACH

OVER THE PAST YEAR, THE SUSTAINABLE AGRICULTURE TEAM SUCCESSFULLY TRANSITIONED TO VIRTUAL WORK TO IMPROVE OUTREACH ON SUSTAINABLE AGRICULTURE PRACTICES TO FARMERS AND RANCHERS. THE NATIONAL WILDLIFE FEDERATION SELECTED AND SUPPORTED EIGHT FARMER "CONSERVATION CHAMPION" TEAMS THROUGH SMALL GRANTS, COACHING AND VIRTUAL MESSAGING AND COMMUNICATIONS TRAINING. DURING COVID, VIRTUAL TRAININGS AND "COFFEE-SHOP" MEETINGS ALLOWED FOR CONTINUED LEARNING AND DEVELOPING OUTREACH SKILLS. THESE CHAMPIONS CONDUCTED PEER-TO-PEER OUTREACH ON SUSTAINABLE AGRICULTURE PRACTICES THAT RESULTED IN THE PLANTING OF AN ESTIMATED 46,000 NEW ACRES INTO COVER CROPS ACROSS SIX STATES IN THE UPPER MISSISSIPPI RIVER BASIN. THE FEDERATION ALSO HOSTED 12 VIRTUAL "GROW MORE" TRAININGS FOR MORE THAN 400 OUTREACH PROFESSIONALS ACROSS THE UNITED STATES AND CANADA. PARTICIPANTS FROM THE NATURAL RESOURCES CONSERVATION SERVICE, CONSERVATION DISTRICTS AND LOCAL NGOS WERE TRAINED TO IMPROVE THEIR MESSAGING, COMMUNICATIONS AND APPROACHES TO REACH AGRICULTURAL PRODUCERS WHO ARE MORE RESISTANT TO TRYING NEW PRACTICES. DESPITE SHIFTING TO VIRTUAL, A DIRECT AND SUCCESSFUL IMPACT WAS ACHIEVED ACROSS AGRICULTURAL COMMUNITIES WITH CHAMPIONS AND GROW MORE PROGRAMS.

CLEAN ECONOMY COALITION OF COLOR

A SUSTAINABLE CLEAN ENERGY ECONOMY MUST ACCOUNT FOR THE NEEDS OF COMMUNITIES ON THE FRONTLINES OF THE CLIMATE AND POLLUTION CRISES. THAT'S WHY THE NATIONAL WILDLIFE FEDERATION LAUNCHED THE CLEAN ECONOMY COALITION OF COLOR, AN ALLIANCE OF BLACK, LATINX, INDIGENOUS, ASIAN,

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AND PACIFIC ISLANDER LEADERS AND ADVOCATES OF COLOR. TO GUIDE CLEAN ENERGY ECONOMY POLICIES AND IMPLEMENTATION, THESE LEADERS ARE COMMITTED TO AMPLIFYING IDEAS, RECOMMENDATIONS, AND SOLUTIONS THAT UPLIFT THE PRIORITIES AND ECONOMIC INTEREST OF HISTORICALLY MARGINALIZED COMMUNITIES. THE SOLUTIONS THAT LEADERS FROM THESE RESILIENT COMMUNITIES PROPOSE CAN HELP ADDRESS ENVIRONMENTAL INJUSTICES, IMPROVE CLIMATE RESILIENCE, AND REDUCE CARBON EMISSIONS.

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

OUR TEAM CULTIVATES AND SUPPORTS LEADERS TO TAKE ACTION ACROSS THE NATION, WORKING DAILY ALONGSIDE STUDENTS, PARENTS, TEACHERS, FAITH LEADERS, SCIENTISTS, AND A WIDE RANGE OF COMMUNITY MEMBERS TRANSFORMING EDUCATION TO ACTION AND BUILDING THE NEXT GENERATION OF CONSERVATION AND ENVIRONMENTAL STEWARDS.

OUR LARGE NETWORK OF YOUTH LEADERS AND COMMUNITY LEADERS HAVE SUCCESSFULLY IMPLEMENTED OUR ENVIRONMENTAL EDUCATION PROGRAMS AND TRANSFORMED THEIR SCHOOLS, CITIES, BACKYARDS, PLACES OF WORSHIP, AND GREEN SPACES, KEEPING COMMUNITIES HEALTHY AND WILDLIFE THRIVING.

EARTH TOMORROW 20TH ANNIVERSARY

EARTH TOMORROW, THE NATIONAL WILDLIFE FEDERATION'S ENVIRONMENTAL JUSTICE AND YOUTH LEADERSHIP PROGRAM CELEBRATED ITS 20-YEAR ANNIVERSARY. THE PROGRAM HELPS FOSTER A NEW GENERATION OF ENVIRONMENTAL STEWARDS THROUGH A YEAR-LONG CYCLE OF CIVIC ENGAGEMENT, COMMUNITY ACTION PROJECTS, CAREER DEVELOPMENT AND OUTDOOR EXPLORATION. FOUNDED IN

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ATLANTA IN 2001, THE PROGRAM HAS WORKED WITH MORE THAN 5,000 YOUTH ON ENVIRONMENTAL SERVICE-LEARNING AND COMMUNICATION ACTION PROJECTS THAT BENEFIT FRONTLINE COMMUNITIES ADDRESSING ENVIRONMENTAL JUSTICE CHALLENGES. STUDENTS HAVE ALSO VOLUNTEERED TIME TO WORK ON PROJECTS IN GEORGIA STATE PARKS, NATIONAL PARK SERVICE PROPERTIES, USDA FOREST SERVICE LANDS, AND URBAN FORESTS AND NATURE CENTERS.

CAMPUS RACE TO ZERO WASTE: 2021 -- 230 MILLION PLASTIC CONTAINERS KEPT OUT OF THE LANDFILL

DURING THE 2021 CAMPUS RACE TO ZERO WASTE COMPETITION, 200 CAMPUSES FROM 43 STATES, REACHING 2.9 MILLION STUDENTS AND STAFF, DIVERTED MORE THAN 25.8 MILLION POUNDS OF WASTE THROUGH WASTE MINIMIZATION EFFORTS, DONATIONS, COMPOSTING, AND RECYCLING, AND KEPT AND KEPT MORE THAN 230 MILLION PLASTIC CONTAINERS OUT OF THE LANDFILL. IN EIGHT WEEKS, PARTICIPANTS PREVENTED THE RELEASE OF 30,669 METRIC TONS OF CARBON DIOXIDE EQUIVALENT INTO THE ATMOSPHERE, EQUIVALENT TO AVOIDING ANNUAL EMISSIONS FROM 6,463 CARS.

CHILDREN THRIVE OUTSIDE

THE NATIONAL WILDLIFE FEDERATION'S EARLY CHILDHOOD HEALTH OUTDOORS (ECHO) TEAM EXPANDED NATIONALLY IN 2021 TO WORK CLOSELY WITH COMMUNITIES IN MICHIGAN, NEW MEXICO, ARIZONA, AND NEBRASKA, AS WELL AS CONVENING A NATIONAL DIALOGUE ON THE IMPORTANCE OF OUTDOOR QUALITY IN AMERICA'S OVERBURDENED CHILDCARE SYSTEM. THESE EFFORTS LED TO GREATER EMPHASIS OF OUTDOOR SPACES IN AMERICA'S HEAD START SYSTEM AND PAVED THE WAY TO BUILD A NEW GENERATION OF HEALTHY, ENGAGED CONSERVATION STEWARDS.

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SACRED GROUNDS

THE NATIONAL WILDLIFE FEDERATION'S SACRED GROUNDS PROGRAM RECOGNIZES CONGREGATIONS, HOUSES OF WORSHIP, AND FAITH COMMUNITIES THAT BOTH CREATE WILDLIFE HABITAT THROUGH NATIVE PLANT GARDENS AND ACTIVELY LINK FAITH PRACTICES AND ENVIRONMENTAL STEWARDSHIP. WHEN PEOPLE COME TOGETHER ACROSS DIFFERENCES TO CONFRONT THE CHALLENGES OF A CHANGING WORLD, BOTH WILDLIFE AND PEOPLE WILL THRIVE. BUILDING AUTHENTIC PARTNERSHIPS WITH LOCAL PARTNERS SUPPORTS HOUSES OF WORSHIP AND THEIR COMMUNITIES WITH PROJECT PLANNING AND TECHNICAL EXPERTISE TO INCREASE NATIVE PLANT GARDENS, AND PRIORITIZE THEIR GOALS, VISIONS, AND EXPERIENCES THROUGHOUT THE PROCESS. THE GREAT LAKES AND MID-ATLANTIC REGIONS HAVE BEEN PARTICULARLY ACTIVE IN SACRED GROUNDS IN 2021. DOZENS MORE HOUSES OF WORSHIP HAVE ALREADY COMMITTED TO PARTICIPATING IN THE PROGRAM IN 2022.

FIFTH ANNUAL ECOCAREERS CONFERENCE

THE NATIONAL WILDLIFE FEDERATION'S FIFTH ANNUAL VIRTUAL ECOCAREERS CONFERENCE WAS HELD ON APRIL 7-8. THIS YEAR, NEARLY 900 HIGH SCHOOL AND COLLEGE STUDENTS, FACULTY, STAFF, AND OTHER PROFESSIONALS REGISTERED FOR THE CONFERENCE TO LEARN ABOUT CAREERS IN CONSERVATION AND SUSTAINABILITY. WHILE THIS GREEN CAREER CONFERENCE HAS BEEN HELD ONLINE FROM THE BEGINNING TO REDUCE EMISSIONS AND REACH MORE STUDENTS ACROSS THE COUNTRY AND THE PLANET, THE COVID PANDEMIC STILL HEAVILY IMPACTED THE TOPICS, SPEAKERS, AND CAREER PLANS OF THE CONFERENCE ATTENDEES. FOUR SPOTLIGHTED CAREER SECTORS WERE SELECTED BASED ON THEIR RENEWED IMPORTANCE IN LIGHT OF THE PANDEMIC: SUSTAINABILITY IN HEALTHCARE; ENVIRONMENTAL JUSTICE; JOURNALISM; AND GREEN TECHNOLOGY AND INFRASTRUCTURE.

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THE RISC YOUTH RESILIENCE AMBASSADOR CORP

AN EIGHT-WEEK SUMMER PROGRAM WAS PILOTED FOR HIGH SCHOOLERS - INTRODUCING STUDENTS TO CLIMATE CHANGE AND RESILIENCE CONCEPTS THROUGH MINI-LECTURES, GROUP DISCUSSIONS, GUEST SPEAKER PRESENTATIONS, ACTIVITIES, AND READINGS. STUDENTS EXPLORED TOPICS SUCH AS CLIMATE ANXIETY, CLIMATE JUSTICE AND ENVIRONMENTAL RACISM, URBAN RESILIENCE PLANNING, BEST PRACTICES IN SURVEY DESIGN, AND CLIMATE SOLUTIONS. THE STUDENTS DESIGNED A COASTAL COMMUNITY VULNERABILITY ASSESSMENT THAT WILL BE DEPLOYED BY STUDENT TEAMS IN THE SPRING. A SHORT FILM ABOUT THE RISC PROGRAM BY HUFFMAN STUDIO, "IT'S OUR FUTURE," WAS ACCEPTED INTO SIX FILM FESTIVALS IN 2021: FROM NEW YORK TO AUSTRALIA. IT WILL BE POSTED ON NATIONAL WILDLIFE FEDERATION SOCIAL MEDIA CHANNELS.

TEACH4CLIMATE SUMMER INSTITUTE

FOR THE PAST FOUR YEARS, NATIONAL WILDLIFE FEDERATION HAS CONVENED A TEAM OF PARTNERS - INCLUDING THE SCHOOL DISTRICT OF PHILADELPHIA, THE FRANKLIN INSTITUTE, FAIRMOUNT WATER WORKS, AND ARIZONA STATE UNIVERSITY'S SCHOOL OF SUSTAINABILITY - TO DESIGN AND HOST A THREE-DAY SUMMER INSTITUTE FOR PHILADELPHIA TEACHERS AROUND LOCAL CLIMATE SCIENCE, COMMUNICATIONS, AND HOW TO FACILITATE STUDENT ACTION. IN AUGUST, THE PARTNERSHIP EXPLORED CLIMATE CHANGE AS AN ENVIRONMENTAL JUSTICE ISSUE AND FOCUSED SPECIFICALLY ON URBAN HEAT ISLANDS AND SOLUTIONS TO HEAT VULNERABILITY. FOLLOWING THE SUMMER TRAINING ARE MULTIPLE, SHORTER PROFESSIONAL DEVELOPMENT WORKSHOPS OVER THE SCHOOL YEAR WITH THE GOAL OF PHILADELPHIA SCHOOLS USING THE ECO-SCHOOLS USA FRAMEWORK TO GUIDE STUDENT INVESTIGATION AND ACTION ON LOCAL CLIMATE ISSUES.

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

MEMBERSHIP BASE ON HOW NATIONAL WILDLIFE FEDERATION IS WORKING TO PROTECT WILDLIFE AND HABITAT. EVERY MONTH, THROUGH NATIONAL WILDLIFE MILLIONS OF PEOPLE CAN READ INFORMATIVE FEATURE ARTICLES ABOUT WILDLIFE AND WILDLIFE CONSERVATION, THE LATEST ENVIRONMENTAL NEWS AND SUCCESS STORIES FROM NATIONAL WILDLIFE FEDERATION AND AROUND THE NATION.

FORM 990, PART VI, SECTION A, LINE 6:

THE FEDERATION'S STATE AND TERRITORIAL AUTONOMOUS AND UNRELATED ENTITIES ARE MEMBERS OF THE FEDERATION.

FORM 990, PART VI, SECTION A, LINE 7A:

AFFILIATE REPRESENTATIVES ELECT THE MAJORITY OF THE BOARD OF DIRECTORS OF THE FEDERATION.

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

THE FEDERATION'S FINANCE DEPARTMENT COMPILES DATA AND SCHEDULES FOR THE IRS FORM 990 FROM AUDITED FINANCIAL STATEMENTS. MARCUM LLP PREPARES AND REVIEWS THE RETURN. THE FEDERATION'S BOARD MEMBERS ARE PROVIDED WITH A DRAFT COPY OF THE 990 RETURN. THE FEDERATION'S AUDIT COMMITTEE MEETING IS HELD WHERE THE FULL BOARD IS INVITED TO PARTICIPATE IN DISCUSSING THE 990 PRIOR TO FILING. THE FEDERATION'S FINANCE STAFF, GENERAL COUNSEL, AND THE MARCUM LLP TAX PARTNER ADDRESS AND ANSWER ANY QUESTIONS THAT THE BOARD MAY HAVE.

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

OFFICERS, DIRECTORS, TRUSTEES, AND EMPLOYEES ARE REQUIRED TO DISCLOSE ANY POTENTIAL ISSUES THAT MAY CAUSE A CONFLICT. GENERAL COUNSEL AND HUMAN

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RESOURCES COMMUNICATE POLICY TO BOARD AND EMPLOYEES. FORMS ARE REVIEWED AND DISCLOSURES ARE REVIEWED BY A COMMITTEE OF THE BOARD.

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

THE COMPENSATION OF THE CEO OF THE FEDERATION IS ANNUALLY REVIEWED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, WHICH CONSISTS OF NINE INDEPENDENT BOARD MEMBERS, AND THE EXECUTIVE COMMITTEE RECOMMENDS COMPENSATION ADJUSTMENTS TO THE FULL BOARD FOR APPROVAL.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

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

FORM 990, PART VI, SECTION C, LINE 19:

THE FEDERATION MAKES ITS GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC UPON REQUEST. THE FEDERATION MAKES ITS AUDITED FINANCIAL STATEMENTS AND 990'S AVAILABLE TO THE PUBLIC ON ITS OWN WEBSITE AND UPON REQUEST.

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

CONTRACTUAL & CONSULTANTS:

PROGRAM SERVICE EXPENSES	10,373,829.
MANAGEMENT AND GENERAL EXPENSES	561,885.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	10,935,714.

RESEARCH:

PROGRAM SERVICE EXPENSES	317,127.
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MANAGEMENT AND GENERAL EXPENSES	17,654.
FUNDRAISING EXPENSES	20,424.
TOTAL EXPENSES	355,205.

GRAPHICS:

PROGRAM SERVICE EXPENSES	278,998.
MANAGEMENT AND GENERAL EXPENSES	12,545.
FUNDRAISING EXPENSES	78,529.
TOTAL EXPENSES	370,072.

ADVERTISING:

PROGRAM SERVICE EXPENSES	44,385.
MANAGEMENT AND GENERAL EXPENSES	1,996.
FUNDRAISING EXPENSES	12,493.
TOTAL EXPENSES	58,874.

DATA ENTRY:

PROGRAM SERVICE EXPENSES	195,082.
MANAGEMENT AND GENERAL EXPENSES	10,860.
FUNDRAISING EXPENSES	12,564.
TOTAL EXPENSES	218,506.

LETTER SHOP:

PROGRAM SERVICE EXPENSES	1,478,030.
MANAGEMENT AND GENERAL EXPENSES	66,461.
FUNDRAISING EXPENSES	416,021.
TOTAL EXPENSES	1,960,512.

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FULFILLMENT:

PROGRAM SERVICE EXPENSES	4,641,819.
MANAGEMENT AND GENERAL EXPENSES	258,399.
FUNDRAISING EXPENSES	298,952.
TOTAL EXPENSES	5,199,170.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	19,098,053.

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

CHANGE IN SPLIT INTEREST AGREEMENTS	2,832,978.
GAIN ON PENSION INVESTMENT	1,648,798.
TOTAL TO FORM 990, PART XI, LINE 9	4,481,776.

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