Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For the 2008 calendar year, or tax year beginning Jul 1 , 2008, and ending Jun 30 , 2009

B Check if applicable
- [ ] Address change
- [ ] Name change
- [ ] Initial return
- [ ] Termination
- [ ] Amended return
- [ ] Application pending

Please use IRS label or print or type. See specific instructions.

C Name of organization: Pathfinder International

Number and street (or P O box if mail is not delivered to street addr): 9 Galen Street — Room/suite: 217

City, town or country: Watertown — State: MA — ZIP code + 4: 02472-4501

D Employer Identification Number: 53-0235320

E Telephone number: (617) 924-7200

G Gross receipts $ 102,718,133.

F Name and address of principal officer: Daniel E. Pellegrom Same as above

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

H(b) Are all affiliates included? [ ] Yes [ ] No
If 'No,' attach a list (see instructions)

H(c) Group exemption number ►

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

J Website: ► www.pathfind.org

K Type of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other ► **L** Year of Formation 1957 **M** State of legal domicile DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: Pathfinder International's mission is to ensure that people everywhere have the right and opportunity to live a healthy reproductive life.

2 Check this box ► [ ] if the organization discontinued its operations or disposed of more than 25% of its assets

3 Number of voting members of the governing body (Part VI, line 1a)	3	28
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	28
5 Total number of employees (Part V, line 2a)	5	128
6 Total number of volunteers (estimate if necessary)	6	0
7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	0.
b Net unrelated business taxable income from Form 990-T, line 34	7b	

Revenue	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	90,944,952.	100,036,753.
9 Program service revenue (Part VIII, line 2g)	0.	0.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	702,860.	368,998.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	691.	1,446.
12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	91,648,503.	100,407,197.

Expenses		
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	10,526,278.	10,149,300.
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)	24,946,688.	28,108,476.
16a Professional fundraising fees (Part IX, column (A), line 11e)	80,815.	43,965.
b Total fundraising expenses (Part IX, column (D), line 25) ► 1,728,930.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	51,431,930.	62,355,043.
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	86,985,711.	100,656,784.
19 Revenue less expenses Subtract line 18 from line 12	4,662,792.	-249,587.

Net Assets or Fund Balances	Beginning of Year	End of Year
20 Total assets (Part X, line 16)	45,539,630.	45,607,021.
21 Total liabilities (Part X, line 26)	8,615,606.	10,353,325.
22 Net assets or fund balances. Subtract line 21 from line 20	36,924,024.	35,253,696.

RECEIVED
FEB 10 2010
OGDEN, UT
IRS-OSC

SCANNED MAR 10 2010

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

► Thomas Downing by Susan Farrell — Signature of officer — Date: February 12, 2010

► Thomas Downing, Chief Financial Officer, by Susan Farrell, Director of Financial Planning, Budgeting & Reporting — Type or print name and title

Paid Preparer's Use Only

Preparer's signature ► — Date — Check if self employed ► [ ] — Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 ► — EIN ► — Phone no ►

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

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission

Pathfinder International places reproductive health care at the center of all that we do-believing that reproductive health care is not only a fundamental human right, but it is

See Form 990, Page 2, Part III, Line 1 (continued)

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If 'Yes,' describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If 'Yes,' describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 $ 66,167,070. including grants of $ 7,856,019.) (Revenue $ 0.)

Africa: Pathfinder uses a community-based approach to improve access to quality reproductive healthcare, HIV/AIDS prevention methods and treatment, maternal and child health services, safe abortion services, safe abortion and post abortion care. Pathfinder works in countries such as Angola, Botswana, Burundi, Ethiopia, Ghana, Guinea, Kenya, Mozambique, Nigeria, South Africa, Tanzania and Uganda among others. Pathfinder integrates RH/FP and HIV/AIDS service delivery programs and incorporates HIV prevention messages into its community-based FP and MCH projects. Pathfinder currently manages successful integrated prevention, PMTCT+, community home-based care, and treatment programs with women, men, youth, and the most vulnerable groups in 14 countries including Kenya, Ethiopia, and Tanzania. All of

See Form 990, Page 2, Part III, Line 4a (continued)

4b (Code _____) (Expenses $ 22,353,739. including grants of $ 2,068,300.) (Revenue $ 0.)

Asia/Near East: Pathfinder provides training for healthcare providers in Vietnam to address HIV/AIDS and to improve reproductive health instruction in the medical schools. In India, projects focus on AIDS Prevention and services, and improving adolescent sexual and reproductive and maternal health. Additional work is done in Bangladesh to improve maternal health. In Egypt, Pathfinder is working to strengthen reproductive health services with the aim to improve family health through renovating and equipping health facilities, training, community mobilization, and capacity building. In Yemen, we support pre-service training for midwives; support community-based medical mobile teams; and are developing community education programs that include strong involvement of religious leaders.

4c (Code _____) (Expenses $ 894,150. including grants of $ 82,189.) (Revenue $ 0.)

Latin America: Pathfinder implements an integrated postabortion care training model in Peru that has been expanded for use throughout the region. It also conducts field advocacy in Peru and Brazil around accessing safe abortion and postabortion services.

4d Other program services (Describe in Schedule O)

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

4e Total program service expenses ► $ 89,414,959. *(Must equal Part IX, Line 25, column (B))*

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If 'Yes,' complete Schedule A*	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If 'Yes,' complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations** Did the organization engage in lobbying activities? *If 'Yes,' complete Schedule C, Part II*	4	X	
5	**Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If 'Yes,' complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If 'Yes,' complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If 'Yes,' complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If 'Yes,' complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If 'Yes,' complete Schedule D, Part IV*	9		X
10	Did the organization hold assets in term, permanent, or quasi-endowments? *If 'Yes,' complete Schedule D, Part V*	10	X	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If 'Yes,' complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	X	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If 'Yes,' complete Schedule D, Parts XI, XII, and XIII*	12	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If 'Yes,' complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a	X	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If 'Yes,' complete Schedule F, Part I*	14b	X	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If 'Yes,' complete Schedule F, Part II*	15	X	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If 'Yes,' complete Schedule F, Part III*	16	X	
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If 'Yes,' complete Schedule G, Part I*	17	X	
18	Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? *If 'Yes,' complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If 'Yes,' complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If 'Yes,' complete Schedule H*	20		X
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If 'Yes,' complete Schedule I, Parts I and II*	21		X
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If 'Yes,' complete Schedule I, Parts I and III*	22		X
23	Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5? *If 'Yes,' complete Schedule J*	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, and that was issued after December 31, 2002? *If 'Yes,' answer questions 24b-24d and complete Schedule K If 'No,' go to question 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If 'Yes,' complete Schedule L, Part I*	25a		X
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If 'Yes,' complete Schedule L, Part I*	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If 'Yes,' complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? *If 'Yes,' complete Schedule L, Part III*	27		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
	a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If 'Yes,' complete Schedule L, Part IV*	28a		X
	b Have a family member who had a direct or indirect business relationship with the organization? *If 'Yes,' complete Schedule L, Part IV*	28b		X
	c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If 'Yes,' complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If 'Yes,' complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If 'Yes,' complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If 'Yes,' complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If 'Yes,' complete Schedule N, Part II*	32		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? *If 'Yes,' complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1*	34		X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If 'Yes,' complete Schedule R, Part V, line 2*	35		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If 'Yes,' complete Schedule R, Part V, line 2*	36		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? *If 'Yes,' complete Schedule R, Part VI*	37		X

Part V Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
1a	Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U S Information Returns Enter -0- if not applicable	1a 62		
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	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 128		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you be required to *e-file* this return (see instructions)			
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?	3a		X
b	If 'Yes' has it filed a Form 990-T for this year? *If 'No,' provide an explanation in Schedule O*	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X	
b	If 'Yes,' enter the name of the foreign country ► See Foreign Countries			
	See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** Report of Foreign Bank and Financial Accounts			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c	If 'Yes,' to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c		
6a	Did the organization solicit any contributions that were not tax deductible?	6a		X
b	If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?	6b		
7	**Organizations that may receive deductible contributions under section 170(c).**			
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than $75?	7a		X
b	If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d	If 'Yes,' indicate the number of Forms 8282 filed during the year 7d			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For all contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	**Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		X
9	**Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.**			
a	Did the organization make any taxable distributions under section 4966?	9a		X
b	Did the organization make any distribution to a donor, donor advisor, or related person?	9b		X
10	**Section 501(c)(7) organizations.** Enter			
a	Initiation fees and capital contributions included on Part VIII, line 12	10a		
b	Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11	**Section 501(c)(12) organizations.** Enter			
a	Gross income from other members or shareholders	11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b		
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	12b		

Part VI **Governance, Management and Disclosure** *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

			Yes	No
	For each 'Yes' response to lines 2-7b below, and for a 'No' response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O See instructions			
1a	Enter the number of voting members of the governing body	1a 28		
b	Enter the number of voting members that are independent	1b 28		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?	2	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6		X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9a	Does the organization have local chapters, branches, or affiliates?	9a	X	
b	If 'Yes,' does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b	X	
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	X	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If 'Yes,' provide the names and addresses in Schedule O*	11		X

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If 'No,' go to line 13*	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? *If 'Yes,' describe in Schedule O how this is done*	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
a	The organization's CEO, Executive Director, or top management official?	15a	X	
b	Other officers of key employees of the organization?	15b	X	
	Describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If 'Yes,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosures

17 List the states with which a copy of this Form 990 is required to be filed ► See States Form 990 Filed In

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

[X] Own website [X] Another's website [X] Upon request

19 Describe in Schedule O whether (and if so, how) the organization makes its governing documents, conflict of interest policy, and financial statements available to the public

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

► Thomas Downing 9 Galen St., Suite 217 Watertown MA 02472 (617) 924-7200

BAA Chief Financial Officer

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

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

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- 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) or 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 $100,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

[X] Check this box if the organization did not compensate any officer, director, trustee, or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Dr. Andrew A. Arkutu Board of Director	1.20	X						0.	0.	0.
Ms. Claudine Bacher Board of Director	1.20	X						0.	0.	0.
Mr. Arthur F. Cook, Jr. Board of Director	1.20	X						0.	0.	0.
Dr. Richard L. Berkowitz Board of Director	1.20	X						0.	0.	0.
Ms. Patricia J. Cooper Board of Director	1.20	X						0.	0.	0.
Ms. Cynthia A. Fields Board of Director	1.20	X						0.	0.	0.
Mr. Andrew L. Frey Board of Director	1.20	X						0.	0.	0.
Dr. Walter J. Gamble Board of Director	1.20	X						0.	0.	0.
Dr. Susan M. George Board of Director	1.20	X						0.	0.	0.
Ms. Jane L. Havemeyer Board of Director	1.20	X						0.	0.	0.
Ms. Denise E. Holmes, JD, MPH Board of Director	1.20	X						0.	0.	0.
Ms. Anne Hale Johnson Board of Director	1.20	X						0.	0.	0.
Mr. Benjamin R. Kahrl Board of Director	1.20	X						0.	0.	0.
Mr. Edward M. Kaplan, Esq. Board of Director	1.20	X						0.	0.	0.
Mr. Rajen A. Kilachand Board of Director	1.20	X						0.	0.	0.
Ms. Kathryn H. Lansing Board of Director	1.20	X						0.	0.	0.
Ms. Elisabeth L. Lyon Board of Director	1.20	X						0.	0.	0.

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099 MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Dr. Deborah Prothrow-Stith Board of Director	1.20	X						0.	0.	0.
Dr. Nafis Sadik Board of Director	1.20	X						0.	0.	0.
Mr. James M. Schwartz Board of Director	1.20	X						0.	0.	0.
Ms. Kathryn Ketcham Strong Board of Director	1.20	X						0.	0.	0.
Mr. John F. Swift Board of Director	1.20	X						0.	0.	0.
Dr. Susan S. Swift Board of Director	1.20	X						0.	0.	0.
Mr. Alfred W. Tate Board of Director	1.20	X						0.	0.	0.
Mr. Ralph S. Tate Board of Director	1.20	X						0.	0.	0.
Ms. June L. Tatelman Board of Director	1.20	X						0.	0.	0.
Dr. Manuel Urbina Board of Director	1.20	X						0.	0.	0.
Ms. Roslyn M. Watson Board of Director	1.20	X						0.	0.	0.
Ms. Sharon W. Allison Emeritus Director	1.20	X						0.	0.	0.
Mr. J. Bayard Boyle, Jr. Emeritus Director	1.20	X						0.	0.	0.
1b Total							►	2,967,459.	0.	214,045.

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ► 30

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

(A) Name and business address	(B) Description of Services	(C) Compensation
None		

2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization ► 0

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1a Federated campaigns	1a 0.				
	b Membership dues	1b 0.				
	c Fundraising events	1c 0.				
	d Related organizations	1d 0.				
	e Government grants (contributions)	1e 82,428,617.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 17,608,136.				
	g Noncash contribns included in lns 1a-1f	$ 5,080,765.				
	h **Total.** Add lines 1a-1f	►	100,036,753.			
PROGRAM SERVICE REVENUE		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue		0.	0.	0.	0.
	g **Total.** Add lines 2a-2f	►	0.			
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)	►	436,760.	0.	0.	436,760.
	4 Income from investment of tax-exempt bond proceeds	►	0.	0.	0.	0.
	5 Royalties	►				
		(i) Real / (ii) Personal				
	6a Gross Rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss)	►				
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	2,243,174.				
	b Less cost or other basis and sales expenses	2,310,936.				
	c Gain or (loss)	-67,762.				
	d Net gain or (loss)	►	-67,762.	0.	0.	-67,762.
	8a Gross income from fundraising events (not including $ 0. of contributions reported on line 1c) See Part IV, line 18	a				
	b Less direct expenses	b				
	c Net income or (loss) from fundraising events	►				
	9a Gross income from gaming activities See Part IV, line 19	a				
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities	►				
	10a Gross sales of inventory, less returns and allowances	a				
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory	►				
	Miscellaneous Revenue	Business Code				
	11a Other	900099	1,446.	1,446.	0.	0.
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a-11d	►	1,446.			
	12 **Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e	►	100,407,197.	1,446.	0.	368,998.

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) but are not required to complete columns (B), (C), and (D).

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 governments and organizations in the U S See Part IV, line 21	0.	0.		
2 Grants and other assistance to individuals in the U S See Part IV, line 22	0.	0.		
3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	10,149,300.	10,149,300.		
4 Benefits paid to or for members	0.	0.		
5 Compensation of current officers, directors, trustees, and key employees	1,336,865.	260,414.	846,327.	230,124.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7 Other salaries and wages	20,613,991.	16,193,364.	3,832,767.	587,860.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	1,083,838.	348,188.	735,650.	0.
9 Other employee benefits	4,394,086.	4,074,037.	31,227.	288,822.
10 Payroll taxes	679,696.	0.	679,696.	0.
11 Fees for services (non-employees)				
a Management	0.	0.	0.	0.
b Legal	44,056.	15,442.	24,348.	4,266.
c Accounting	468,348.	48,363.	419,985.	0.
d Lobbying	1,014.	1,014.	0.	0.
e Prof fundraising svcs See Part IV, ln 17	43,965.			43,965.
f Investment management fees	0.	0.	0.	0.
g Other	0.	0.	0.	0.
12 Advertising and promotion	72,368.	0.	0.	72,368.
13 Office expenses	400,217.	188,533.	122,344.	89,340.
14 Information technology	443,804.	234,945.	172,859.	36,000.
15 Royalties	0.	0.	0.	0.
16 Occupancy	2,682,670.	1,998,750.	683,920.	0.
17 Travel	5,583,705.	5,011,342.	471,707.	100,656.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.	0.	0.	0.
19 Conferences, conventions, and meetings	124,808.	81,284.	35,547.	7,977.
20 Interest	0.	0.	0.	0.
21 Payments to affiliates	0.	0.	0.	0.
22 Depreciation, depletion, and amortization	166,894.	39,118.	121,112.	6,664.
23 Insurance	191,185.	125,041.	66,144.	0.
24 Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a Subcontracts	21,035,753.	21,035,753.	0.	0.
b Participant training	9,409,096.	9,409,096.	0.	0.
c Other miscellaneous	4,416,992.	3,643,961.	685,609.	87,422.
d Equipments	4,341,875.	4,320,479.	21,396.	0.
e Consultant fees	4,046,277.	3,716,873.	167,157.	162,247.
f All other expenses	8,925,981.	8,519,662.	395,100.	11,219.
25 Total functional expenses Add lines 1 through 24f	100,656,784.	89,414,959.	9,512,895.	1,728,930.
26 **Joint Costs.** Check here ► ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

				(A) Beginning of year		(B) End of year
ASSETS	1	Cash – non-interest-bearing		2,073,721.	1	5,964,657.
	2	Savings and temporary cash investments		14,656,780.	2	12,049,212.
	3	Pledges and grants receivable, net		10,324,352.	3	11,108,018.
	4	Accounts receivable, net			4	
	5	Receivables from current and former officers, directors, trustees, key employees, or other related parties Complete Part II of Schedule L			5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use		4,685,153.	8	5,508,942.
	9	Prepaid expenses and deferred charges		103,984.	9	100,231.
	10a	Land, buildings, and equipment cost basis	10a 2,039,067.			
	b	Less accumulated depreciation Complete Part VI of Schedule D	10b 1,789,186.	289,750.	10c	249,881.
	11	Investments – publicly-traded securities		9,374,443.	11	7,888,831.
	12	Investments – other securities See Part IV, line 11			12	
	13	Investments – program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		4,031,447.	15	2,737,249.
	16	**Total assets** Add lines 1 through 15 (must equal line 34)		45,539,630.	16	45,607,021.
LIABILITIES	17	Accounts payable and accrued expenses		3,205,846.	17	4,684,964.
	18	Grants payable		4,486,454.	18	4,807,010.
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow account liability Complete Part IV of Schedule D			21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable			24	
	25	Other liabilities Complete Part X of Schedule D		923,306.	25	861,351.
	26	**Total liabilities.** Add lines 17 through 25		8,615,606.	26	10,353,325.
NET ASSETS OR FUND BALANCES		**Organizations that follow SFAS 117, check here ►** [X] **and complete lines 27 through 29 and lines 33 and 34.**				
	27	Unrestricted net assets See Schedule O		13,839,424.	27	13,729,217.
	28	Temporarily restricted net assets See Schedule O		17,775,615.	28	16,178,524.
	29	Permanently restricted net assets		5,308,985.	29	5,345,955.
		Organizations that do not follow SFAS 117, check here ► [ ] **and complete lines 30 through 34.**				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building, and equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	**Total net assets or fund balances.**		36,924,024.	33	35,253,696.
	34	Total liabilities and net assets/fund balances		45,539,630.	34	45,607,021.

Part XI Financial Statements and Reporting

		Yes	No
1	Accounting method used to prepare the Form 990 [ ] Cash [X] Accrual [ ] Other		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
b	Were the organization's financial statements audited by an independent accountant?	X	
c	If 'Yes' to 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?	X	
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?	X	
b	If 'Yes,' did the organization undergo the required audit or audits?	X	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501 (c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

► **Attach to Form 990 or Form 990-EZ.** ► **See separate instructions.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization	Employer identification number
Pathfinder International	53-0235320

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

The organization is not a private foundation because it is (Please check only **one** organization)

1 ☐ A church, convention of churches or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or cooperative hospital service organization described in **section 170(b)(1)(A)(iii).** (Attach Schedule H)

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II)

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

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

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III – Functionally integrated **d** ☐ Type III– Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i)	a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	11 g (i)	
(ii)	a family member of a person described in (i) above?	11 g (ii)	
(iii)	a 35% controlled entity of a person described in (i) or (ii) above?	11 g (iii)	

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of Support
			Yes	No	Yes	No	Yes	No	
Total									

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received (Do not include 'unusual grants ')	77,238,231.	90,582,704.	107,604,961.	90,944,952.	100,036,753.	466,407,601.
2 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf						
3 The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public without charge						
4 **Total.** Add lines 1-3	77,238,231.	90,582,704.	107,604,961.	90,944,952.	100,036,753.	466,407,601.
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)						29,766,768.
6 **Public support.** Subtract line 5 from line 4						436,640,833.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	77,238,231.	90,582,704.	107,604,961.	90,944,952.	100,036,753.	466,407,601.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources	274,590.	363,462.	487,697.	723,724.	436,760.	2,286,233.
9 Net income form unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss form the sale of capital assets (Explain in Part IV)	2,211.	13,237.	2,061.	691.	1,446.	19,646.
11 **Total support.** Add lines 7 through 10						468,713,480.

12 Gross receipts from related activities, etc (see instructions)	12	0.

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)	14	93.16 %
15 Public support percentage for 2007 Schedule A, Part IV-A, line 26f	15	91.03 %

16a **33-1/3 support test – 2008.** If the organization did not check the box on line 13, and the line 14 is 33-1/3 % or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☒

b **33-1/3 support test – 2007.** If the organization did not check a box on line 13, or 16a, and line 15 is 33-1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☐

17a **10%-facts-and-circumstances test – 2008.** 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 IV how the organization meets the 'facts-and-circumstances' test The organization qualifies as a publicly supported organization ► ☐

b **10%-facts-and-circumstances test – 2007.** 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 IV how the organization meets the 'facts-and-circumstances' test The organization qualifies as a publicly supported organization ► ☐

18 **Private foundation.** If the organization did not check a box on line, 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► ☐

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

(Complete only if you checked the box on line 9 of Part I)

Section A. Public Support

Calendar year (or fiscal yr beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received (Do not include 'unusual grants ')						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in a 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 1-5						
7a Amounts included on lines 1, 2, 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal yr beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form 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 inline 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 IV)						
13 **Total support.** (add lns 9, 10c, 11, and 12)						

14 **First five 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 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2008** (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from **2007** Schedule A, Part IV-A, line 27h	18	%

19a **33-1/3 support tests – 2008.** 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 – 2007.** If the organization did not check a box on line 14 or 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 ► ☐

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

► **To be completed by organizations described below.**

► **Attach to Form 990 or Form 990-EZ.**

OMB No 1545 0047

2008

Open to Public Inspection

If the organization answered 'Yes,' to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, 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,' to 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,' to Form 990, Part IV, line 5 (Proxy Tax), then

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

Name of organization	Employer identification number
Pathfinder International	53-0235320

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.

See the instructions for Schedule C for details.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV

2 Political expenditures ► $

3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3).

See the instructions for Schedule C for details.

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

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

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

4a Was a correction made? ☐ Yes ☐ No

b If 'Yes,' describe in Part IV

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3).

See the instructions for Schedule C for details.

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

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

3 Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b ► $

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's own internal funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

Part II-A **To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)).** See the instructions for Schedule C for details.

A Check ► ☐ if the filing organization belongs to an affiliated group

B Check ► ☐ if the filing organization checked box A and 'limited control' provisions apply

Limits on Lobbying Expenditures — (The term 'expenditures' means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	153.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	861.	
c Total lobbying expenditures (add lines 1a and 1b)	1,014.	
d Other exempt purpose expenditures	98,926,839.	
e Total exempt purpose expenditures (add lines 1c and 1d)	98,927,853.	
f Lobbying nontaxable amount Enter the amount from the following table in both columns	1,000,000.	
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)	250,000.	
h Subtract line 1g from line 1a Enter -0- if line g is more than line a	0.	
i Subtract line 1f from line 1c Enter -0- if line f is more than line c	0.	

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

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column (e))					6,000,000.
c Total lobbying expenditures	19,649.	2,669.	3,420.	861.	26,599.
d Grassroots non-taxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	8,266.	57.	2,428.	153.	10,904.

Part II-B **To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)).** See the instructions for Schedule C for details.

	(a) Yes	(a) No	(b) Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?			
i Other activities? If 'Yes,' describe in Part IV			
j Total lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
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 **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).** See the instructions for Schedule C for details.

		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 carryover lobbying and political expenditures from the prior year?	3		

Part III-B **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered 'No' OR if Part III-A, question 3 is answered 'Yes.'** See Schedule C Instructions for details

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) non-deductible 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 (line 2c total minus 3 and 4)	5	

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i Also, complete this part for any additional information

Part IV Supplemental Information *(continued)*

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Attach to Form 990. To be completed by organizations that answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Pathfinder International

Employer identification number

53-0235320

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

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

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Protection of natural habitat
☐ Preservation of open space
☐ Preservation of an historically important land area
☐ Preservation of certified historic structure

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

		Held at the End of the Year
a Total number of conservation easements	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ► _____

4 Number of states where property subject to conservation easement is located ► _____

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

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ► _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ► $ _____

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

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

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

1 a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ► $ _____

(ii) Assets included in Form 990, Part X ► $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ► $ _____

b Assets included in Form 990, Part X ► $ _____

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

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a ☐ Public exhibition
- b ☐ Scholarly research
- c ☐ Preservation for future generations
- d ☐ Loan or exchange programs
- e ☐ Other _____

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

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 Trust, Escrow and Custodial Arrangements Complete if organization answered 'Yes' to 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 XIV 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? ☐ Yes ☐ No

b If 'Yes,' explain the arrangement in Part XIV

Part V Endowment Funds Complete if organization answered 'Yes' to 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	5,308,985.				
b Contributions	36,970.				
c Investment earnings or losses	0.				
d Grants or scholarships					
e Other expenditures for facilities and programs	0.				
f Administrative expenses	0.				
g End of year balance	5,345,955.				

2 Provide the estimated percentage of the year end balance held as

- a Board designated or quasi-endowment ► 0.00 %
- b Permanent endowment ► 100.00 %
- c Term endowment ► 0.00 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

	Yes	No
(i) unrelated organizations (3a(i))		X
(ii) related organizations (3a(ii))		X

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

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

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book Value
1a Land				
b Buildings				
c Leasehold improvements	0.	266,438.	236,448.	29,990.
d Equipment	0.	1,694,963.	1,498,677.	196,286.
e Other	0.	77,666.	54,061.	23,605.
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c))*			►	249,881.

Part VII Investments—Other Securities 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
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total *(Column (b) should equal Form 990 Part X, col (B) line 12)* ►		

Part VIII Investments—Program Related (See Form 990, Part X, line 13)

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total *Column (b)(should equal Form 990, Part X, Col (B) line 13)* ►		

Part IX Other Assets (See Form 990, Part X, line 15)

(a) Description	(b) Book value
Other receivables, advances and deposits	2,737,249.
Total. *Column (b) Total (should equal Form 990, Part X, col (B), line 15)* ►	2,737,249.

Part X Other Liabilities (See Form 990, Part X, line 25)

(a) Description of Liability	(b) Amount
Federal Income Taxes	
Annuities Payable	861,351.
Total *Column (b) Total (should equal Form 990, Part X, col (B) line 25)* ►	861,351.

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII,column (A), line 12)	100,407,197.
2	Total expenses (Form 990, Part IX, column (A), line 25)	100,656,784.
3	Excess or (deficit) for the year Subtract line 2 from line 1	-249,587.
4	Net unrealized gains (losses) on investments	-1,420,741.
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV)	
9	Total adjustments (net) Add lines 4-8	-1,420,741.
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	-1,670,328.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	98,986,456.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	-1,420,741.		
e	Add lines **2a** through **2d**			2e	-1,420,741.
3	Subtract line **2e** from line **1**			3	100,407,197.
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	100,407,197.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	100,656,784.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	100,656,784.
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c** (This should equal Form 990, Part I, line 18)			5	100,656,784.

Part XIV Supplemental Information

Complete this part to 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, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Pt V Line 4 Pathfinder intends to use Endowment funds to support its mission.

Pt X In July 2006, the FASB issued FASB Interpretation No. 48 Accounting for Uncertainty in Income Taxes, and Interpretation of FASB Statement No. 109 ("FIN 48"). FIN 48 clarifies the accounting for uncertainty in income taxes by prescribing the recognition threshold a tax position is required to meet before being recognized in the financial statements. It also provides guidance on derecognition, classification, interest and

Part XIV Supplemental Information *(continued)*

penalties, accounting in interim periods, disclosure, and transition. FIN 48 is effective for the Organization's fiscal year 2010 financial statements. The Oranization does not believe the effect, if any, of adopting FIN 48 will have a material impact on its financial position and results of operations. In December 2008, the FASB provided for a deferral of the effective date of FIN No. 48 for certain nonpublic enterprises to annual financial statements for fiscal years beginning after December 15, 2008. The Organization has elected this deferral and accordingly will be required to adopt FIN No. 48 in its 2010 annual financial statements. Prior to adoption of FIN No. 48, the Organization will continue to evaluate its uncertain tax positions and related income tax contingencies under SFAS No. 5, Accounting for Contingencies. SFAS No. 5 requires the Organization to accrue for losses it believes are probable and can be reasonably estimated. Management is currently assessing the impact of FIN No.48 on its combined financial position and results of operations and has not yet determined if the adoption of FIN No. 48 will have a material effect on its financial statements.

Pt XII Line 2d Net unrealized gains(losses) on investments.

Schedule F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► Attach to Form 990. Complete if the organization answered 'Yes' to Form 990, Part IV, line 14b, line 15, or line 16.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Pathfinder International

Employer identification number

53-0235320

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

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

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

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
East Asia and Pacific	2	44	Program Services	RH/FP/HIV/AIDS	3,774,775.
Middle East	2	149	Program Services	MCH/FP/RH	12,573,301.
Russia	0	0	Program Services	HIV/AIDS	51,817.
South America	2	21	Program Services	PAC/HIV/AIDS	801,912.
South Asia	3	85	Program Services	MCH/HIV/AIDS/Youth	3,346,728.
Sub-Saharan Africa	14	420	Program Services	HIV/AIDS/FP/RH	57,820,701.
Totals ►	23	719			78,369,234.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 ► ☐
Use Schedule F-1 (Form 990) 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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		East Asia and Pacif	RH	6,950.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	47,348.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	90,235.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	87,470.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	85,304.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	24,867.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	32,135.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	103,138.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	7,517.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	14,292.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	77,716.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	32,151.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	15,984.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	99,479.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	88,952.	wire	0.	n/a	book
		East Asia and Pacif	RH/HIV/AIDS	88,952.	wire	0.	n/a	book

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ► 5

3 Enter total number of other organizations or entities ► 222

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		East Asia and Pacific	RH/HIV/AIDS	78,942.	wire	0.	n/a	book
		East Asia and Pacific	RH/HIV/AIDS	25,688.	wire	0.	n/a	book
		East Asia and Pacific	RH/HIV/AIDS	79,463.	wire	0.	n/a	book
		East Asia and Pacific	RH/HIV/AIDS	92,247.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	7,627.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	8,007.	wire	0.	n/a	book
		Middle East	MCH/FP	7,715.	wire	0.	n/a	book
		Middle East	MCH/FP	7,715.	wire	0.	n/a	book
		Middle East	MCH/FP	7,715.	wire	0.	n/a	book
		Middle East	MCH/FP	7,715.	wire	0.	n/a	book
		Middle East	MCH/FP	7,715.	wire	0.	n/a	book
		South America	HIV/AIDS	8,000.	wire	0.	n/a	book
		South America	PAC	9,780.	wire	20,000.	Contraceptives	book
		South America	PAC	14,240.	wire	22,898.	Contraceptives	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		South Asia	MCH	38,331.	wire	0.	n/a	book
		South Asia	MCH	71,610.	wire	0.	n/a	book
		South Asia	MCH	119,196.	wire	0.	n/a	book
		South Asia	HIV/AIDS/Youth	27,355.	wire	-3,699.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	18,925.	wire	10,580.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	40,467.	wire	8,578.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	15,858.	wire	5,742.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	8,679.	wire	10,902.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	21,699.	wire	7,205.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	20,277.	wire	-2,479.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	12,573.	wire	1,984.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	53,369.	wire	4,606.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	11,880.	wire	-2,159.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	9,667.	wire	5,918.	Contraceptives	book
		South Asia	HIV/AIDS/Youth	15,620.	wire	0.	n/a	book
		South Asia	HIV/AIDS/Youth	16,939.	wire	0.	n/a	book
		South Asia	HIV/AIDS/Youth	18,036.	wire	0.	n/a	book
		South Asia	HIV/AIDS/Youth	66,225.	wire	0.	n/a	book
		South Asia	MCH	44,975.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		South Asia	MCH	6,323.	wire	0.	n/a	book
		South Asia	MCH	34,212.	Wire	0.	n/a	book
		South Asia	RH/FP	7,000.	wire	0.	n/a	book
		Sub-Saharan Africa	SRH	195,572.	wire	0.	n/a	book
		Sub-Saharan Africa	SRH	194,033.	wire	0.	n/a	book
		Sub-Saharan Africa	SRH	168,078.	wire	0.	n/a	book
		Sub-Saharan Africa	SRH	90,910.	wire	0.	n/a	book
		Sub-Saharan Africa	SRH	42,550.	wire	0.	n/a	book
		Sub-Saharan Africa	FP	11,876.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/HIV/AIDS	21,294.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	35,052.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/HIV/AIDS	31,283.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH	6,103.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/HIV/AIDS	11,800.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/HIV/AIDS	23,787.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/HIV/AIDS	116,650.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	43,268.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	15,739.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	13,958.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	HIV/AIDS	90,677.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	118,251.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	106,228.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	18,528.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	141,217.	wire	0.	n/a	book
		Sub-Saharan Africa	RH	81,110.	wire	0.	n/a	book
		Sub-Saharan Africa	RH	53,800.	wire	0.	n/a	book
		Sub-Saharan Africa	RH	109,378.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH/HIV/AIDS	19,414.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH/HIV/AIDS	89,537.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/Rh	111,542.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	11,726.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH/HIV/AIDS	13,133.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH/HIV/AIDS	35,900.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/RH/HIV/AIDS	6,976.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	31,171.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	9,903.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS/RH/FP	22,211.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	55,900.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	HIV/AIDS	69,242.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	60,453.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	59,126.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	50,489.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	204,289.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	74,981.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	198,602.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	213,783.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	170,321.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	15,724.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	20,117.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	189,677.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	91,628.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	96,921.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	294,282.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	231,688.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	63,366.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	70,448.	wire	0.	n/a	book
		Sub-Saharan Africa	FP/MNCH	5,432.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	FP/MNCH	18,811.	wire	0.	n/a	book
		Sub-Saharan Africa	SA/AYS	6,502.	wire	0.	n/a	book
		Sub-Saharan Africa	SA/AYS	5,799.	wire	0.	n/a	book
		Sub-Saharan Africa	SA/AYS	6,298.	wire	0.	n/a	book
		Sub-Saharan Africa	SA/AYS	6,604.	wire	0.	n/a	book
		Sub-Saharan Africa	SA/AYS	5,965.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	287,065.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	86,711.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	300,067.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	20,589.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	59,706.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	30,695.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	36,360.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	55,459.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	32,357.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	94,047.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	205,764.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	132,321.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	80,690.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	HIV/AIDS	37,815.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	64,752.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	38,001.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	50,453.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	158,035.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	17,331.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	242,970.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	14,314.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	45,548.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	34,346.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	18,710.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	12,276.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	95,781.	wire	0.	n/a	book
		Sub-Saharan Africa	RH/FP	29,455.	wire	0.	n/a	book
		Sub-Saharan Africa	RH/FP	18,748.	wire	0.	n/a	book
		Sub-Saharan Africa	RH/FP	41,105.	wire	0.	n/a	book
		Sub-Saharan Africa	RH/FP	34,403.	wire	0.	n/a	book
		Sub-Saharan Africa	RH/FP	15,272.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	24,917.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	MCH	23,620.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	20,751.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	28,688.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,715.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	MCH	8,760.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	8,760.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	8,760.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	8,760.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	24,304.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	10,202.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	25,775.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	17,719.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	11,024.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,283.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,283.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,285.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	23,004.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	22,993.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	23,038.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	23,381.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	22,996.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	5,381.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	7,069.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,764.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,765.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,765.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,765.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	6,764.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	7,069.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	32,117.	wire	0.	n/a	book
		Sub-Saharan Africa	MCH	22,134.	wire	0.	n/a	book

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	HIV/AIDS	32,904.	wire	0.	n/a	book
		Sub-Saharan Africa	HIV/AIDS	574,656.	wire	0.	n/a	book

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 16 Use Schedule F-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
Pre-academic training & support	Sub-Saharan Africa	33	130,940.	Checks	0.	N/A	Book
Girls' scholarships and associated materials	Sub-Saharan Africa	69	1,528.	Cash	0.	N/A	Book
Women's seed funds	Sub-Saharan Africa	2	324.	Cash	0.	N/A	Book

Part IV Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any other additional information

Pt I Line 2 Pathfinder, as a prime recipient of donor's funds, is responsible for the actions or inactions of its subrecipients as stipulated under the agreement. The monitoring of subrecipients is an extremely important part of subproject management to ensure that the subgrantee is performing well. Both Pathfinder Field Offices and Headquarters utilize a variety of tools to monitor subgrantees. These include;

- Timely and thorough review of quarterly financial and programmatic sub grantee reports.
- Periodical on-site visits
- Regular, ongoing communication with subgrantee
- Internal and/or external audits (as applicable)

Field offices develop monitoring plans at the beginning of each project year. Depending upon risk assessment results conducted during pre-award assessments, other support documentation and information may be required during implementation. The Field Office will determine the appropriate frequency for financial monitoring visits. It is recommended that financial monitoring visits are done two to four times per year. A representative from Pathfinder Headquarters Internal Audit Department may also conduct financial monitoring visits as needed.

Pt I Line 3 Col (F) Pathfinder's financial statements are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America. This is the method that forms the basis for reported expenditures by region.

Pt.I and Pt.II Acronyms and Abbreviations:

AIDS - Acquired Immunodeficiency Syndrome

See Schedule F - Part IV - Supplemental Information (Continuation Sheet)

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

► **Must be completed by organizations that answer 'Yes' to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than $15,000 on Form 990-EZ, line 6a.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Pathfinder International

Employer identification number

53-0235320

Part I Fundraising Activities. Complete if the organization answered 'Yes' to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

- [X] Mail solicitations
- [X] Email solicitations
- [ ] Phone solicitations
- [X] In-person solicitations
- [X] Solicitation of non-government grants
- [X] Solicitation of government grants
- [ ] Special fundraising events

2a Did the organization have written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [X] Yes [ ] No

b If 'Yes,' list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990EZ filers are not required to complete this table

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	(iii) No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
Development Guild/DDI	FR Counsel		X	0.	38,728.	0.
Total			►	0.	38,728.	0.

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

Alabama
Alaska
Arkansas
California
Colorado
Connecticut
District of Columbia
Florida
Georgia
Hawaii
Illinois
See Part I, Line 3 List of States Registered or Licensed to Solicit Funds

Part II Fundraising Events. Complete if the organization answered 'Yes' to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other Events (total number)	(d) Total Events (Add col (a) through col (c))
REVENUE	1 Gross receipts				
	2 Less Charitable contributions				
	3 Gross revenue (line 1 minus line 2)				
DIRECT EXPENSES	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Other direct expenses				
	8 Direct expense summary Add lines 4- through 7 in column (d)			►	
	9 Net income summary Combine lines 3 and 8 in column (d)			►	

Part III Gaming. Complete if the organization answered 'Yes' to 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))
REVENUE	1 Gross revenue				
DIRECT EXPENSES	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d)			►	
	8 Net gaming income summary Combine lines 1 and 7 in column (d)			►	

			YES	NO
9	Enter the state(s) in which the organization operates gaming activities _____			
a	Is the organization licensed to operate gaming activities in each of these states?	9a		
b	If 'No,' Explain			
10a	Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?	10a		
b	If 'Yes,' Explain			
11	Does the organization operate gaming activities with nonmembers?	11		
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?	12		

			YES	NO
13 Indicate the percentage of gaming activity operated in				
a The organization's facility	13a	%		
b An outside facility	13b	%		
14 Provide the name and address of the person who prepares the organization's gaming/special events books and records				
Name ►				
Address ►				
15a Does the organization have a contact with a third party from whom the organization receives gaming revenue?			15a	
b If 'Yes,' enter the amount of gaming revenue received by the organization $_____ and the amount of gaming revenue retained by the third party $_____				
c If 'Yes,' enter name and address				
Name ►				
Address ►				
16 Gaming manager information				
Name ►				
Gaming manager compensation ► $_____				
Description of services provided ►				
☐ Director/officer ☐ Employee ☐ Independent contractor				
17 Mandatory distributions				
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?			17a	
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► $				

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

Attach to Form 990. To be completed by organizations that answered 'Yes' to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Pathfinder International

Employer identification number

53-0235320

Part I Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	[X] First-class or charter travel		
	[X] Travel for companions		
	[ ] Tax indemnification and gross-up payments		
	[ ] Discretionary spending account		
	[X] Housing allowance or residence for personal use		
	[ ] Payments for business use of personal residence		
	[ ] Health or social club dues or initiation fees		
	[ ] Personal services (e g , maid, chauffeur, chef)		
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If 'No,' complete Part III to explain	1b X	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2 X	
3	Indicate which, if any, of the following organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply		
	[X] Compensation committee		
	[X] Independent compensation consultant		
	[X] Form 990 of other organizations		
	[X] Written employment contract		
	[X] Compensation survey or study		
	[X] Approval by the board or compensation committee		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a		
a	Receive a severance payment or change of control payment?	4a X	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	X
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	X
	If 'Yes' to any of 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.		
5	For persons listed in 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	X
b	Any related organization?	5b	X
	If 'Yes' to line 5a or 5b, describe in Part III		
6	For persons listed in 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	X
b	Any related organization?	6b	X
	If 'Yes' to line 6a or 6b, describe in Part III		
7	For person listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If 'Yes,' describe in Part III	7	X
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If 'Yes,' describe in Part III	8	X

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space is needed.

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

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus and incentive compensation	(iii) Other compensation				
Daniel E. Pellegrom	(i)	340,994.	0.	0.	36,000.	5,255.	382,249.	166,365.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Beverly M. Armstrong	(i)	230,748.	0.	0.	20,500.	680.	251,928.	115,375.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Caroline Crosbie	(i)	214,885.	0.	0.	16,007.	5,755.	236,647.	100,168.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Hamouda Hanafi	(i)	287,130.	0.	0.	20,500.	3,097.	310,727.	137,099.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Uchendu O. Ekenna	(i)	227,244.	0.	0.	0.	3,841.	231,085.	96,719.
	(ii)	0.	0.	0.	0.	0.	0.	0.
David H. Adriance	(i)	205,054.	0.	0.	11,993.	3,841.	220,888.	90,439.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Laura Wedeen	(i)	184,788.	0.	0.	15,500.	3,841.	204,129.	59,510.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Tilahun Giday	(i)	156,896.	0.	0.	20,500.	3,841.	181,237.	66,169.
	(ii)	0.	0.	0.	0.	0.	0.	0.
Patricia Collins	(i)	140,740.	0.	0.	15,500.	4,279.	160,519.	76,565.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

Pt I Line 4a Patricia Collins - VP of Resource Development, on July 1, 2008, received a severance payment in line with Pathfinder's personnel policies.

Pt II Column (C): Deferred compensation includes 403 B and CN 457 Retirement Plan.

Pt II Column (D): Nontaxable benefits includes Cafe 125 benefits such as Dental, Medical and Life Insurance, T-Pass and Medical/Dependent Care FSA.

SCHEDULE J-2 (Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the Organization: Pathfinder International

Employer Identification number: 53-0235320

Part I Continuation: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W 2/1099 MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Mr. James R. Epstein Emeritus Director	1.20	X						0.	0.	0.
Mrs. Sarah G. Epstein Emeritus Director	1.20	X						0.	0.	0.
Dr. Henry W. Foster, Jr. Emeritus Director	1.20	X						0.	0.	0.
Mrs. Mary B. Hewlett Emeritus Director	1.20	X						0.	0.	0.
Dr. Julia G. Kahrl Emeritus Director	1.20	X						0.	0.	0.
Ms. Susan C. Kirk Emeritus Director	1.20	X						0.	0.	0.
Ms. Mary D. Lindsay Emeritus Director	1.20	X						0.	0.	0.
Dr. Florence W. Manguyu Emeritus Director	1.20	X						0.	0.	0.
Mr. Prakash Shah Emeritus Director	1.20	X						0.	0.	0.
Dr. Philip Y. Shen Emeritus Director	1.20	X						0.	0.	0.
Mr. Normand F. Smith, III Esq. Emeritus Director	1.20	X						0.	0.	0.
Mr. Joseph C. Wheeler Emeritus Director	1.20	X						0.	0.	0.
Daniel E. Pellegrom President	48.00			X				340,994.	0.	41,255.
Beverly M. Armstrong VP of Finance & Admin.	53.00			X				230,748.	0.	21,180.
Caroline Crosbie Senior VP	49.00			X				214,885.	0.	21,762.
Demet Gural VP of Programs	49.00			X				134,010.	0.	2,615.
Erin Majernik VP of Resource Development	36.00			X				96,066.	0.	20,500.
Hamouda Hanafi Country Representative	40.00					X		287,130.	0.	23,597.
Uchendu O. Ekenna Chief of Party	47.00					X		227,244.	0.	3,841.
David H. Adriance Project Director	40.00					X		205,054.	0.	15,834.
Laura Wedeen Country Representative	46.00					X		184,788.	0.	19,341.

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the Organization: Pathfinder International

Employer Identification number: 53-0235320

Part I Continuation: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Tilahun Giday Country Representative	52.00					X		156,896.	0.	24,341.
Patricia Collins Former VP of Resource Development	42.00						X	140,740.	0.	19,779.

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

Schedule **J-2** (Form 990) 2008

TEEA4301 12/19/08

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Non-Cash Contributions

► To be completed by organizations that answered 'Yes' on Form 990, Part IV, lines 29 or 30.
► Attach to Form 990.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Pathfinder International

Employer identification number

53-0235320

Part I Types of Property

		(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
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	14	277,847.	Fair market value
10	Securities–Closely held stock				
11	Securities–Partnership, LLC, or trust interests				
12	Securities–Miscellaneous				
13	Qualified conservation contribution (historic structures)				
14	Qualified conservation contribution (other)				
15	Real estate–Residential				
16	Real estate–Commercial				
17	Real estate–Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other ► (Contraceptive)	X	16	4,802,918.	BOOK
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 IV, Donee Acknowledgement	29	0.

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

Part II **Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

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

► Attach to Form 990.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization	Employer identification number
Pathfinder International	53 : 0235320

Part I line 19: Current year operating deficit Related to Part I line 19 deficit of -$249,587

Generally accepted accounting principles in the United States of America require that contributions, including unconditional promises to give (pledges), are recognized as revenue in the year all substantial conditions are met regardless of when the intended expenses for these funds are incurred. Unconditional promises to give are recorded as temporarily restricted revenue until such time as the scheduled payments are received. Funds collected against pledges result in the release of temporarily restricted revenue to unrestricted revenue due to the expiration of time. However, expenditures related to these funds are recorded as unrestricted expenses in the year they are incurred. This accounting treatment is the principal cause of the total operating deficit for the year ending June 30, 2009 as the full contribution revenue from pledges to support current year program activity expenditures has been recognized in prior years. After a year of global economic challenges, our total net assets of $35.2 million positions Pathfinder for future growth and sustainability.

Part VI-A, Line 1a:

Pathfinder's Executive Committee: There shall be an Executive Committee of the Board of Directors which shall have no more than ten (10) members nor fewer than four (4) members (all of whom should be Directors and which shall include the Chairperson of the Board of Directors, who shall also serve as Chairperson of the Executive Committee; the Treasurer; and the Secretary) and shall have such powers and duties as are hereinafter set forth. The members of the Executive Committee shall be elected by the Board of Directors at the annual meeting for a one (1) year term. The Executive Committee shall meet at the call of the Chairperson of the Board or any two members of the Executive Committee. A majority of the members of the Executive Committee constitutes a quorum. The Executive Committee may exercise all the functions of the Board of Directors in the routine management of affairs of the corporation during the intervals between meetings of the Board. All actions of the Executive Committee shall be reported to the Board of Directors at the next Directors' meeting which follows the Executive Committee action.

Name of the organization	Employer identification number
Pathfinder International	53 0235320

Executive Committee Members during Fiscal Year 2009 (all are members of the governing body)

Susan Swift, Chair

Cindy Fields, Vice Chair

Manuel Urbina, Secretary

Jim Schwartz, Treasurer

Hank Foster, emeritus

Ben Kahrl

Judy Kahrl, emeritus

Ed Kaplan

Kitty Lansing, emeritus

Katie Strong

Part VI-A, Line 2:

Benjamin R. Kahrl Family relationship

Julia G. Kahrl Family relationship

Susan M. George Family relationship

Walter J. Gamble, MD Family relationship

Alfred W. Tate Family relationship

Ralph S. Tate Family relationship

Part VI Section A, Line 10:

Pathfinder's Board of Directors has voted to authorize the Audit Committee of Board to review and approve the organization's Form 990. The Audit Committee delegated the preparation of the Form to the staff along with tax advice consultation from an independent accounting firm. The Controller and CFO reviewed and approved the Form. The Audit Committee held a meeting to review the Form and approved it for submission. The Audit Committee provided the form to all members of the Board prior to submission.

Part VI Section B, Line 12c:

Yes, Pathfinder International does monitor and enforce compliance with our Conflict of Interest Policy. Pathfinder International is committed to the highest levels of integrity. Directors, officers

Name of the organization	Employer identification number
Pathfinder International	53 0235320

and employees are expected to conduct their relationships with each other, Pathfinder International, outside organizations, contractors, vendors and grantees with objectivity and honesty. Pathfinder International directors, officers and employees are obligated to avoid and disclose ethical, legal, financial or other conflicts of interest involving Pathfinder, and remove themselves from a decision-making authority with respect to any conflict situation that involves Pathfinder. The individual must disclose all such relationships on their annual Conflict of Interest Statement of Disclosure. Should the appearance of impropriety or actual conflict of interest exist, appropriate actions must be taken. The individual involved in the conflict situation must work cooperatively with the designated office at Pathfinder to achieve a resolution of the conflict issue in the best interests of Pathfinder International. This may include the individual being removed from a position of decision-making authority with respect to the conflict situation or more serious actions, depending upon the nature of the conflict. Disclosure of Conflict of Interest should be made to designated offices. Upon commencement of employment, or, in the case of directors, upon election to the Board of Directors, and annually thereafter, all individuals must complete and sign a Conflict of Interest Statement of Disclosure.

Part VI Section B, Line 15:

A. Compensation Process for the President:

1. All elements of compensation will be provided to the Compensation Committee including (but not limited to) base salary and the value of all employee benefits including employer paid retirement contributions and all elements that would qualify as income under IRS tax code regulations.

2. The president will provide the Committee with a document summarizing the accomplishments and important issues that have been addressed over the course of the year.

3. The Committee will request on an annual basis from the Human Resources Director market data on executive pay in comparable organizations for comparable services.

4. At the annual meeting of the Board held in November the Committee will make a recommendation on the President's compensation in executive session. All members of the Board who are in attendance at the annual Board meeting will vote on the recommendation. Votes will be recorded by signing the report of the Committee. Any salary changes will then be implemented.

Name of the organization: Pathfinder International

Employer identification number: 53 0235320

During the November 2009 meeting of the Board of Directors, the Board approved an addition to the compensation process for the President. This addition is as follows:

At least once every three years, the Committee will charge the Human Resources Director to engage an independent outside executive compensation consultant to collect market competitive compensation packages for chief executive officers from international organizations of similar size, complexity, purpose and scope.

B. Compensation Process for the Executive Leadership Team:

The compensation structure for the Team is linked to Pathfinders annual performance management system. Based on the annual merit range approved by the Board, direct supervisors recommend and award annual merit increases. The Human Resources Department reviews all merit increases for internal continuity and equity. The increases for the Team will be reviewed and approved by the President upon completion and assessment of individual performance.

During the November 2009 meeting of the Board of Directors, the Board approved additions to the compensation process for the Executive Leadership Team.

These additions are as follows:

1. The Committee will request on an annual basis from the Human Resources Director market data on executive pay in comparable organizations for comparable services.

2. The Committee will review each member of the Team's compensation as a percentage as they compare to market (i.e. the salary of the VP of Resource Development is in the 50th percentile as compared with market.) The Committee will additionally review the amount of base salary and the value of all employee benefits including employer paid retirement contributions, medical and dental benefits, and time away from work accruals.

3. The President, if asked, may provide the Committee with a report of individual performance, summarizing accomplishments and challenges that have been addressed over the course of the year.

4. At least once every three years, the Committee may charge the Human Resources Director to engage an independent outside executive compensation consultant to collect market competitive compensation packages for executive officers from international

Name of the organization: Pathfinder International

Employer identification number: 53 0235320

organizations of similar size, complexity, purpose and scope.

5. The Committee will share their findings with the Board when they complete the annual monitoring. Should any concerns arise or action steps be required, the Board Chair will address the concerns and findings with Pathfinder International's President.

Part VI Section C, Line 18:

The 990 is available on our own website, upon request, and also available through Guidestar and the Massachusetts Attorney General website.

Part VI Section C, Line 19:

The policies are posted on Pathfinder's Extranet. The financial statements are available upon request.

Part VII, Section A Column (B) - Average hours per week of Board of Directors:

Each board member is on at least one committee (one call per quarter at 2 hours a piece with 2 hours for preparation/follow up) for a total of 16 hours and attends both the two day board meetings per year at 24 hours each which includes travel time.

Part X, Line 27 & 28:

In Fiscal Year 2009, Pathfinder restated its Fiscal Year 2008 financial statements to reflect the adoption of the Uniform Prudent Management of Institutional Funds Act (UPMIFA). This restatement only had an impact on unrestricted and temporarily restricted net assets balances as of June 30, 2008. Further details of this restatement can be found on note 14 of our audited financial statements.

Part XI, Line 2c:

Pathfinder's By-Laws dictate that the Audit Committee shall assist the Board in its exercise of oversight by monitoring the accounting and financial policies, controls and processes of the organization and the engagement, independence and performance of the organization's internal auditor. To fulfill this mandate, the Audit Committee assumed responsibility for the oversight of our annual audit, the review of audited financial statements and the selection of our independent audit firm. This process did not change from the prior year.

Schedule G, Line 2b, Column (v):

Development Guild/DDI, Inc. provides strategic campaign counsel to Pathfinder International as described below:

- Monthly meetings with the Campaign Director and staff

Name of the organization	Employer identification number
Pathfinder International	53 : 0235320

- Occasional phone interaction with Campaign co-chairs and Steering Committee

- Assists with developing plans for the launch of a fundraising initiative

- Periodic phone and email communication

Meetings address:

- Broad-based Campaign

- Development of Campaign tools

- Other related issues

The consult fee is based on an hourly rate. The payments are according to the invoices for the services from Development Guild/DDI.

Schedule J Part III Compensation Information: Related to the staff that receive allowance As allowed under federal regulations concerning Expatriate and Third Country National Professional staff assigned to a foreign post, Pathfinder International provides foreign post allowances to assist these eligible staff with the hardship of living in a country other than their country of origin, and as an incentive in accepting a foreign post assignment. These allowances are not intended to cover 100% of living expenses. The employee is entitled to only those allowances which are specified in their employment letter of agreement. Allowances are based on the personnel polices of Pathfinder International which, in most cases, use the U.S. Department of State Standardized Regulations as a guideline. These allowances are subject to approval by Pathfinder's Human Resources and Finance Departments. The housing allowance and companion travel noted as compensation provided during the reported year are foreign post allowances provided to such eligible employees.

Form 990 p 10: Part IX Statement of Functional Expenses

Line 22 - Depreciation, Depletion, and Amortization Smart Worksheet

To enter assets, **QuickZoom** to Asset Entry Worksheet
To view a calculated report of all depreciation information for Form 990,
QuickZoom to the Depreciation/Amortization Report
QuickZoom to Form 4562 for Form 990

The following items carry to line 22 below:

	Description	(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
A	Depreciation	166,894.	39,118.	121,112.	6,664.
B	Depletion				
C	Amortization				

Form 990 p 10: Part IX Statement of Functional Expenses

Line 24f - All Other Expenses Smart Worksheet

The total of the following items carry to line 24f below.

Description	(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
In-kind expenses	3,979,129.	3,979,129.	0.	0.
Outside service	2,238,245.	1,966,033.	272,212.	0.
IE&C materials	1,645,683.	1,645,683.	0.	0.
Communications	1,062,924.	928,817.	122,888.	11,219.

Part IV Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

Other Income Part II, Line 10

Description: Mailing list

2004: 1561.

Description: Curriculum Module sale

2004: 34.

2007: 71.

2008: 10.

Description: Brush Fndtn - Reimb D.Pellegrom

2004: 616.

2005: 783.

Description: Class action settlements

2005: 2.

2008: 386.

Description: Courageous Pioneers book sales

2005: 1061.

2007: 368.

2008: 515.

Description: AMEX credit card cash back

2005: 50.

2006: 202.

2007: 188.

2008: 127.

Description: Stamps returned to P.O.

2005: 727.

2006: 501.

2007: 64.

2008: 408.

Form 990, Page 6, Line 17
States Form 990 Filed In

Alabama
Alaska
Arizona
California
Colorado
Connecticut
District of Columbia
Florida
Georgia
Hawaii
Illinois
Kansas
Kentucky
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
Tennessee
Utah
Virginia
Washington
West Virginia
Wisconsin

Form 990, Page 5, Line 4b
Foreign Countries

Angola
Bangladesh
Botswana
Burundi
Ethiopia
Egypt
Ghana
Guinea
India
Kenya
Mozambique
Nigeria
Pagua-New Guinea
Peru
South Africa
Tanzania
Uganda
Vietnam
Yemen

Schedule F (Form 990) - Part IV - Supplemental Information (continued)
Schedule F - Part IV - Supplemental Information (Continuation Sheet)

Part IV Supplemental Information

	FP - Family Planning
	HIV - Human Immunodeficiency Virus
	MCH - Maternal and Child Health
	PAC - Post-abortion Care
	RH - Reproductive Health
Part II	Column (d) Purpose of grant:
	All activities in the column (d) are service delivery.

Schedule G(Form 990 or Form 990-EZ), Supplemental Information Regarding Fundraising or Gaming Activities
Part I, Line 3 List of States Registered or Licensed to Solicit Funds

Kansas
Kentucky
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
Tennessee
Utah
Virginia
Washington
West Virginia
Wisconsin

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 1 (continued)

Briefly describe the organization's mission:
critical for expanding life opportunities for women, families, communities, and nations, while paving the way for transformations in environmental stewardship, decreases in population pressures, and innovations in poverty reduction. Pathfinder provides women, men, and adolescents with a range of quality health services-from contraception and maternal care to HIV prevention and AIDS care and treatment. Pathfinder strives to strengthen access to family planning, ensure availability of safe abortion services, advocate for sound reproductive health policies, and, through all of our work, improve the rights and lives of the people we serve.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 4a (continued)

our programs work with local stakeholders. We strive to strengthen relationships between clinics and the communities they serve. We also build the capacity of local governmental and NGO partners to develop, plan, implement, and monitor quality interventions; this applies to all our programs, including Mozambique, Nigeria, Uganda, and Botswana.