INSTITUTE OF INTERNATIONAL EDUCATION INC

aka IIE
New York, NY
www.iie.org
(212)883-8200

MISSION

IIE's mission is to help people and organizations leverage the power of international education to thrive in today's interconnected world. We focus on work that achieves the following:

• Advancing Scholarship – IIE develops and implements many of the world's most effective and prestigious scholarship and training programs.

• Building Economies – IIE helps governments and corporations develop an educated workforce and prepare students and professionals to succeed in the global economy.

• Promoting Access to Opportunity – IIE provides opportunities to underserved populations, protects scholars and students in danger and encourages teaching and learning across cultures.

EIN
13-1624046

RULING YEAR
1945

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1919

MAIN ADDRESS
One World Trade Center, 36th Floor
New York, NY 10007

AFFILIATION TYPE
Independent Organization

CONTACT
Ms. Nina Smith, Chief Philanthropy Officer
(212) 984-5572
nsmith@iie.org

PRESIDENT & CEO
Allan Goodman

BOARD CHAIR
Mark Angelson

SUBJECT AREA
Arts and culture
Education
Higher education
Educational exchanges
Public health
Diseases and conditions
Science
Engineering
Social sciences
Leadership development
National security
Agriculture
Social enterprise
Human rights
Youth development
International relations
International development
International exchange
International peace and security
PROGRAMS

1. Fulbright Scholar Program
   Population(s) served: Adults

2. IIE Scholar Rescue Fund
   Population(s) served: Academics

3. Fulbright Student Program
   Population(s) served: Adults

POPULATIONS SERVED

1. Adults
2. Academics
3. Students

COMPLIANCE

- IRS Pub 78 Verified as of March 2024
- IRS BMF 509(a) (1) as of March 12, 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?

31 Number of Independent Board Members
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, November 2022

Fulbright Scholar Program

Population(s) Served:
General/Unspecified

IIE’s Council for International Exchange of Scholars (CIES) has had the honor to administer the Scholar component of the Fulbright Program on behalf of the U.S. Department of State since its formation in 1947. On an annual basis, CIES recruits and sends nearly 1,400 U.S. faculty and professionals to 126 countries and brings and estimated 980 foreign faculty and professionals to the US to lecture and conduct research. To carry out its particular responsibilities, CIES maintains close contact with faculty, academic departments, institutions of higher education, and national education organizations, in addition to its own staff’s extensive international expertise.

Fulbright Student Program

Population(s) Served:
General/Unspecified

For more than 60 years, IIE has partnered with the U.S. Department of State, Fulbright Bi-national Commissions, and Fulbright country programs to administer the Fulbright Student Program, which annually benefits nearly 5,000 U.S. and international students. On behalf of the U.S. Government, IIE conducts publicity, recruitment, and selection activities for more than 2,050 new Fulbright U.S. students each year. For the over 3,300 foreign Fulbright students who enter the U.S. each year, the Institute provides placement, pre-academic and English language training, orientation, visa support, fiscal services, student supervision, and cultural and enrichment activities. IIE’s expert University Placement division is able to secure significant cost-sharing, including tuition fee waivers, from U.S. universities. Currently, IIE is assisting the U.S. Department of State in the administration of several key new program components: Revived Fulbright Student Programs in Afghanistan, providing U.S.-based degree and non-degree study for young professionals from these two countries; Expanded Fulbright Student Programs in Pakistan, Turkey, and Indonesia, in particular focusing on increasing the number of women applicants to study in U.S. graduate programs; Expanded English Teaching Assistants Programs (ETA), sending over 700 U.S. Fulbright Students to teach in 65 countries; and Expanded Foreign Language Teaching Assistants (FLTA) Program, bringing over 400 foreign graduates to U.S. colleges and universities to support instruction in their native language and foster knowledge of their home countries. This program includes the first students in over 25 years to come to the United States from Iran.

IIE Scholar Rescue Fund

Population(s) Served:
Academics

The IIE Scholar Rescue Fund (IIE-SRF) formalizes an unwavering commitment to academic freedom that the IIE has demonstrated for over 90 years. At the heart of the Fund is the idea that each scholar we help who continues his or her work in safety is a beacon of hope in our world.

IIE-SRF saves the lives, voices, and ideas of threatened scholars around the world by providing fellowships and safe academic environments. IIE-SRF achieves this by providing academic fellowships to professors, researchers, and public intellectuals who face threats in their home countries. These yearlong fellowships support visiting appointments at partnering higher education institutions anywhere in the world that allow the scholars to continue their work in safety. In most cases, IIE-SRF fellows are eligible to apply for a second year of fellowship support.
Financials

FISCAL YEAR START: 10/01
FISCAL YEAR END: 09/30

Financial Trends Analysis

Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>-$6,956,034</td>
<td>$3,730,581</td>
<td>$86,390,569</td>
<td>$29,927,946</td>
<td>-$14,458,678</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>2.0%</td>
<td>1.1%</td>
<td>31.7%</td>
<td>12.4%</td>
<td>-4.7%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$2,569,300</td>
<td>-$864,711</td>
<td>$83,043,490</td>
<td>$26,339,652</td>
<td>-$17,829,659</td>
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<tr>
<td>As a % of expenses</td>
<td>0.7%</td>
<td>-0.3%</td>
<td>30.1%</td>
<td>10.8%</td>
<td>-5.7%</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Revenue Composition</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Total revenue (unrestricted &amp; restricted)</td>
<td>$356,626,594</td>
<td>$333,235,600</td>
<td>$359,097,100</td>
<td>$276,172,222</td>
<td>$326,453,880</td>
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<tr>
<td>Total revenue, % change over prior year</td>
<td>2.2%</td>
<td>-6.6%</td>
<td>7.8%</td>
<td>-23.1%</td>
<td>18.2%</td>
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<tr>
<td>Program services revenue</td>
<td>8.5%</td>
<td>8.5%</td>
<td>9.0%</td>
<td>10.2%</td>
<td>10.8%</td>
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<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Investment income</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.6%</td>
<td>1.1%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Government grants</td>
<td>70.8%</td>
<td>74.2%</td>
<td>57.3%</td>
<td>68.5%</td>
<td>76.8%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>17.7%</td>
<td>16.0%</td>
<td>10.0%</td>
<td>12.4%</td>
<td>10.6%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>2.6%</td>
<td>0.9%</td>
<td>23.2%</td>
<td>7.8%</td>
<td>0.5%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense Composition</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Total expenses before depreciation</td>
<td>$352,704,251</td>
<td>$325,558,268</td>
<td>$272,109,090</td>
<td>$241,008,066</td>
<td>$307,217,796</td>
</tr>
<tr>
<td>Total expenses, % change over prior year</td>
<td>-0.3%</td>
<td>-7.7%</td>
<td>-16.4%</td>
<td>-11.4%</td>
<td>27.5%</td>
</tr>
<tr>
<td>Personnel</td>
<td>18.8%</td>
<td>17.7%</td>
<td>22.2%</td>
<td>23.8%</td>
<td>19.1%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>9.1%</td>
<td>9.4%</td>
<td>6.7%</td>
<td>8.9%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>1.9%</td>
<td>2.1%</td>
<td>3.4%</td>
<td>2.7%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>63.7%</td>
<td>64.4%</td>
<td>62.0%</td>
<td>61.7%</td>
<td>68.2%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>6.4%</td>
<td>6.4%</td>
<td>5.6%</td>
<td>2.8%</td>
<td>3.1%</td>
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</table>
# Financial Trends Analysis, continued

## Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$357,090,985</td>
<td>$330,153,560</td>
<td>$275,456,169</td>
<td>$244,596,360</td>
<td>$310,588,777</td>
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<tr>
<td>One Month of Savings</td>
<td>$29,392,021</td>
<td>$27,129,856</td>
<td>$22,675,758</td>
<td>$20,084,006</td>
<td>$25,601,483</td>
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<tr>
<td>Debt Principal Repayment</td>
<td>$598,443</td>
<td>$623,442</td>
<td>$9,784,769</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$5,400,310</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$387,081,449</td>
<td>$357,906,858</td>
<td>$307,916,696</td>
<td>$264,680,366</td>
<td>$341,590,570</td>
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</tbody>
</table>

## Capital Structure Indicators

### Liquidity

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>Months of cash</td>
<td>0.5</td>
<td>0.7</td>
<td>1.5</td>
<td>3.5</td>
<td>2.8</td>
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<tr>
<td>Months of cash and investments</td>
<td>4.4</td>
<td>4.9</td>
<td>10.1</td>
<td>14.5</td>
<td>10.1</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>2.3</td>
<td>2.5</td>
<td>6.6</td>
<td>8.8</td>
<td>6.1</td>
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</tbody>
</table>

### Balance Sheet Composition

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$13,869,737</td>
<td>$17,768,749</td>
<td>$34,302,682</td>
<td>$69,427,900</td>
<td>$71,054,840</td>
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<tr>
<td>Investments</td>
<td>$115,705,962</td>
<td>$115,516,673</td>
<td>$195,187,367</td>
<td>$221,823,284</td>
<td>$188,742,439</td>
</tr>
<tr>
<td>Receivables</td>
<td>$62,316,050</td>
<td>$68,240,147</td>
<td>$55,124,602</td>
<td>$38,785,227</td>
<td>$55,622,848</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$68,332,144</td>
<td>$56,272,627</td>
<td>$32,956,341</td>
<td>$35,780,085</td>
<td>$36,872,203</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>67.8%</td>
<td>65.3%</td>
<td>62.2%</td>
<td>67.3%</td>
<td>62.8%</td>
</tr>
<tr>
<td>Liabilities (as % of LBE)</td>
<td>33.0%</td>
<td>33.6%</td>
<td>21.4%</td>
<td>20.7%</td>
<td>33.2%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$79,411,980</td>
<td>$78,547,269</td>
<td>$161,590,759</td>
<td>$187,930,411</td>
<td>$170,100,752</td>
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<tr>
<td>Temporarily restricted net assets</td>
<td>$66,787,515</td>
<td>$75,697,180</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$6,722,475</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total restricted net assets</td>
<td>$73,509,990</td>
<td>$75,697,180</td>
<td>$81,205,000</td>
<td>$91,909,089</td>
<td>$81,011,093</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$152,921,970</td>
<td>$154,244,449</td>
<td>$242,795,759</td>
<td>$279,839,500</td>
<td>$251,111,845</td>
</tr>
</tbody>
</table>

### Key Data Checks

#### Material Data Errors

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- [Formulas for key metrics](#)
- [Key Revenue & Expense Data from Form 990](#)
- [Key Balance Sheet Data from Form 990](#)
Operations

Source: Self-Reported by Organization, November 2022

PRESIDENT & CEO

Dr. Allan E. Goodman

NUMBER OF EMPLOYEES

Source: IRS Form 990

BOARD CHAIR

Mark Angelson
Chairman, Rutgers University Board of Governors; Vice Chairman, Biden Foundation; Former CEO, RR Donnelley; Former Deputy Mayor, City of Chicago

BOARD MEMBERS

Thomas Johnson
Former Chairman and CEO, GreenPoint Financial Corp.

Henry Kaufman
President, Henry Kaufman & Company, Inc.

Allan Goodman
CEO, Institute of International Education

Calvin Butler, Jr.
Senior Executive Vice President, Exelon & Chief Executive Officer, Exelon Utilities

Thomas Russo
Former Executive Vice President and General Counsel, American International Group, Inc.

Hartley Rogers
Chairman, Hamilton Lane

Joanne Berger-Sweeney
President of Trinity College

Amy Brandt
President, First American Docutech

Seth Bergstein
Vice Chairman - Investment Banking, Morgan Stanley

Lee Bollinger
President, Columbia University

George Campbell Jr.
President Emeritus, The Cooper Union for the Advancement of Science and Art

Robert Dilenschneider
Principal, The Dilenschneider Group Inc.
Colleen Goggins  
Former Worldwide Chairman, Johnson & Johnson Consumer Group

Jack Greenberg  
Chairman, Board of Directors, Western Union Company

Joyce Hendricks  
President & Chief Development Officer, Hackensack Meridian Health Foundation

Karen Holbrook  
Regional Chancellor, University of South Florida Sarasota-Manatee

Laya Khadjavi  
Global Head of Business Development and Client Relations at Menai Financial Group

Mahboob Mahmood  
Chief Executive Officer, Knowledge Platform

Stephanie Mudick  
Former EVP and Head of Supervisory Regulatory Strategy, JPMorgan Chase & Co.

Harris Pastides  
Distinguished President Emeritus and Professor Emeritus, University of South Carolina

George Rupp  
Retired President, International Rescue Committee

Martin Tang  
Retired Chairman, Asia, Spencer Stuart & Associates

Linda Vester  
Former Broadcast Journalist

Michael Wrighton  
Chancellor Emeritus and Professor of Chemistry, Washington University in St. Louis

Jonthan Holloway  
President and University Professor, Rutgers, The State University of New Jersey

Michael Houston  
Global CEO, Grey Group

Dwight McBride  
President of The New School

Amy Towers  
Founder, Nduna Foundation

Sarah Waterbury  
Former Vice President, Advancement at Imperial College London

S.A. Ibrahim  
Former CEO, Radian Group
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Allan E Goodman</td>
<td>CHIEF EXECUTIVE OFFICER/TRUSTEE</td>
<td>$770,766</td>
<td>$52,036</td>
<td>$0</td>
</tr>
<tr>
<td>Mr Jason Czyz-Evp Cfo</td>
<td>CO-PRESIDENT (AS OF 01/2022)</td>
<td>$641,516</td>
<td>$30,023</td>
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<tr>
<td>Ms Courtney Temple-Svp</td>
<td>CAO/EVP (AS OF 01/2022)</td>
<td>$409,123</td>
<td>$30,976</td>
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<tr>
<td>Ms A Sarah Hollinger-Svp</td>
<td>SCHLR. OFF./CO-PRES. (AS OF 01/2022)</td>
<td>$374,359</td>
<td>$54,899</td>
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<tr>
<td>Ms Amy Eappen-Svpchief</td>
<td>FINANCIAL OFFICER (AS OF 01/2022)</td>
<td>$214,466</td>
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<tr>
<td>Ms Katherine Campbell</td>
<td>SECRETARY</td>
<td>$104,217</td>
<td>$19,204</td>
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<tr>
<td>Mr Hartley R Rogers</td>
<td>TREASURER/TRUSTEE</td>
<td>$0</td>
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</tr>
<tr>
<td>Mr Mark Angelson</td>
<td>CHAIR/TRUSTEE</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Mr Calvin G Butler JR</td>
<td>VICE CHAIR/TRUSTEE</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Mr Thomas A Russo</td>
<td>VICE CHAIR/TRUSTEE</td>
<td>$0</td>
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<tr>
<td>Ms Linda Vester</td>
<td>TRUSTEE/VICE CHAIR (AS OF 01/2022)</td>
<td>$0</td>
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<tr>
<td>Ms Maryam Panahy Ansary</td>
<td>TRUSTEE (THRU 01/2022)</td>
<td>$0</td>
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<tr>
<td>Mr Seth R Bergstein</td>
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<tr>
<td>Dr Lee C Bollinger</td>
<td>TRUSTEE</td>
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<tr>
<td>Ms Amy Brandt</td>
<td>TRUSTEE</td>
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<tr>
<td>Ms Barbara Byrne</td>
<td>TRUSTEE (THRU 06/10/2022)</td>
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<tr>
<td>Dr George Campbell JR</td>
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<tr>
<td>Ms Maria Livanos Cattaui</td>
<td>V. CHAIR (THRU 01/2022)/TRUSTEE</td>
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<tr>
<td>Mr Robert L Dilenschneider</td>
<td>TRUSTEE</td>
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<tr>
<td>Ms Colleen Goggins</td>
<td>TRUSTEE</td>
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<tr>
<td>Mr Jack M Greenberg</td>
<td>TRUSTEE</td>
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<tr>
<td>Ms Joyce P Hendricks</td>
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<tr>
<td>Ms Karen A Holbrook</td>
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<tr>
<td>Mr Jonathan Holloway</td>
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<tr>
<td>Mr Michael E Houston</td>
<td>TRUSTEE (AS OF 05/2022)</td>
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<tr>
<td>Mr Sanford A Ibrahim</td>
<td>TRUSTEE (AS OF 01/2022)</td>
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</tr>
<tr>
<td>Mr Thomas S Johnson</td>
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<td>$0</td>
<td>$0</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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### HIGHEST PAID EMPLOYEES

#### FISCAL YEAR 2022

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# HIGHEST PAID EMPLOYEES

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## Contractors
### FISCAL YEAR 2021

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<td>TAX ADVISORS</td>
<td>$1,959,608</td>
</tr>
<tr>
<td>Pricewaterhousecoopers Llp</td>
<td>PO BOX 7247-8001, PHILADELPHIA 19170</td>
<td>AUDIT &amp; TAX SERVICES</td>
<td>$610,000</td>
</tr>
<tr>
<td>Llc Kae Strategic</td>
<td>2101 L STREET, NW, SUITE 800, WASHINGTON 20037</td>
<td>PROGRAM STRATEGY SVC</td>
<td>$120,000</td>
</tr>
<tr>
<td>K&amp;l Gates Llp</td>
<td>210 SIXTH AVENUE, PITTSBURG 15222</td>
<td>LEGAL SERVICES</td>
<td>$103,277</td>
</tr>
</tbody>
</table>

## Contractors
### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marks Paneth Llp</td>
<td>685 THIRD AVENUE, NEW YORK 10017</td>
<td>TAX ADVISORS</td>
<td>$1,036,590</td>
</tr>
<tr>
<td>Pricewaterhousecoopers Llp</td>
<td>PO BOX 7247-8001, PHILADELPHIA 19170</td>
<td>AUDIT &amp; TAX SERVICES</td>
<td>$544,764</td>
</tr>
<tr>
<td>Cordia Recruiting and Staffing Llc</td>
<td>8330 BOONE BLVD SUITE 350, VIENNA 22182</td>
<td>TEMP LABOR SERVICES</td>
<td>$459,001</td>
</tr>
<tr>
<td>Skadden Arps Slate Meagher Flo</td>
<td>FOUR TIMES SQUARE, NEW YORK 10036</td>
<td>LEGAL SERVICES</td>
<td>$441,098</td>
</tr>
<tr>
<td>Nichols Liu</td>
<td>700 SIXTH STREET SUITE 430, WASHINGTON 20001</td>
<td>LEGAL SERVICES</td>
<td>$426,967</td>
</tr>
</tbody>
</table>
Professional fundraisers
FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>EVENT ASSOCIATES INC</td>
<td>SPECIAL EVENT</td>
<td>$2,054,752</td>
<td>$1,989,752</td>
<td>$65,000</td>
</tr>
</tbody>
</table>
Paid Preparers
FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRANT THORNTON LLP</td>
<td>366055558</td>
<td>757 THIRD AVENUE 3RD FLOOR, NEW YORK NY 100172013</td>
<td>2125990100</td>
</tr>
</tbody>
</table>

Paid Preparers
FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRICEWATERHOUSECOOPERS LLP</td>
<td>13-4008324</td>
<td>300 MADISON AVENUE, NEW YORK NY 10017 USA</td>
<td>646-471-3000</td>
</tr>
</tbody>
</table>

Paid Preparers
FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>PricewaterhouseCoopers LLP</td>
<td></td>
<td>300 Madison Avenue, New York NY 10017 USA</td>
<td>646-471-3000</td>
</tr>
</tbody>
</table>
BOARD LEADERSHIP PRACTICES
GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

<table>
<thead>
<tr>
<th>BOARD ORIENTATION &amp; EDUCATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CEO OVERSIGHT</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written assessment of the chief executive within the past year?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ETHICS &amp; TRANSPARENCY</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BOARD COMPOSITION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BOARD PERFORMANCE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written self-assessment of its performance within the past three years?</td>
<td>No</td>
</tr>
</tbody>
</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

- **Race & Ethnicity**: White/Caucasian/European
- **Gender Identity**: Male, Not transgender
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

<table>
<thead>
<tr>
<th>Race/Identity</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian/European</td>
<td>93%</td>
<td>14%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic/Latino/Latinx</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/American Indian/Alaska Native/Indigenous</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian/European</td>
<td>64%</td>
<td>66%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Gender Identity

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>70%</td>
<td>61%</td>
</tr>
<tr>
<td>Male</td>
<td>30%</td>
<td>36%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Transgender Identity

No data

### Sexual Orientation

No data

### Disability

No data.
# Appendix

## Key Documents

### IRS Forms 990
- 2022 990
- 2021 990
- 2020 990
- 2019 990
- 2018 990

### IRS Forms 990T
- 2018 990T
- 2017 990T
- 2016 990T
- 2015 990T

### Audited Financial Statements
- 2021 Audited Financial Statement
- 2019 Audited Financial Statement
- 2018 Audited Financial Statement

### Key Organization Documents
- Letter of Determination
- 2021 Annual Report
- 2020 Annual Report
- 2019 Annual Report
- 2012 Annual Report
- 2011 Annual Report
- 2010 Annual Report
- 2009 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
INSTITUTE OF INTERNATIONAL EDUCATION INC

Aka IIE

One World Trade Center, 36th Floor
New York, NY 10007

☑️ Foundation Status Code: PC*
☑️ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institute of International Education Inc.</td>
<td>New York, NY</td>
<td>March 2024</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>Deductibility status description</th>
<th>Verified with most recent Internal Revenue Bulletin</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-1624046</td>
<td>A public charity (50% deductibility limitation).</td>
<td>March 25, 2024</td>
</tr>
</tbody>
</table>

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>INSTITUTE OF INTERNATIONAL EDUCATION INC</td>
<td>March 12 2024</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Ruling date</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-1624046</td>
<td>This organization is a 501(c)(3) Public Charity</td>
<td>01/1945</td>
</tr>
</tbody>
</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509(a)(1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.