

Return of Organization Exempt From Income Tax

Department of the Treasury Internal Revenue Service

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

Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2021 calendar year, or tax year beginning and ending

B Check if applicable: C Name of organization: ROBERT A. TOIGO FOUNDATION D Employer identification number: 13-3565420 E Telephone number: (510) 763-5771 G Gross receipts \$: 5,068,582. H(a) Is this a group return for subordinates? H(b) Are all subordinates included? I Tax-exempt status: X 501(c)(3) J Website: WWW.TOIGOFUNDATION.ORG K Form of organization: X Corporation L Year of formation: 2000 M State of legal domicile: CA

Part I Summary

Table with 3 columns: Line number, Description, and Amount. Rows include: 1 Briefly describe the organization's mission... TO INSPIRE CHANGE AND ADVANCE MORE INCLUSIVE LEADERSHIP IN FINANCE AND BEYOND. 2-7a Summary statistics. 8-12 Revenue (Total: 4,378,914). 13-19 Expenses (Total: 3,243,125). 20-22 Net Assets or Fund Balances (Total: 5,710,443).

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here: Signature of officer: Nancy A Sims, Date: 11/4/22, Type or print name and title: NANCY SIMS, PRESIDENT & CEO

Paid Preparer Use Only: Print/Type preparer's name: DEBRA K MCCALL, Preparer's signature: DEBRA K MCCALL, Date: 10/25/2022, Check self-employed: [], PTIN: P00998198, Firm's name: SEILER LLP, Firm's EIN: 94-1624276, Firm's address: 220 MONTGOMERY STREET STE 300 SAN FRANCISCO, CA 94104, Phone no.: 415-392-2123

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

For Paperwork Reduction Act Notice, see the separate instructions.

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III Yes No

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes 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 organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 839,650. including grants of \$ 114,000.) (Revenue \$ 115,600.)

SEE SCHEDULE O

4b (Code:) (Expenses \$ 692,903. including grants of \$) (Revenue \$ 786,970.)

SEE SCHEDULE O

4c (Code:) (Expenses \$ 1,171,030. including grants of \$) (Revenue \$ 81,969.)

SEE SCHEDULE O

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

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

4e Total program service expenses ▶ 2,703,583.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and reporting obligations.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
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 12		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
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)? . .		X
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . .		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
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 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?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? 13a Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? 15 If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O. 16		X
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? 17 If "Yes," complete Form 6069.		

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (28), 1b (28), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed CA, NY,
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) (3)s only) available for public inspection.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) NANCY SIMS PRESIDENT & CEO	70.00 NONE			X					Detailed information Available upon Request	
(2) KRISTY POSOCCO DIRECTOR OF EDUCATION	50.00 NONE					X			Detailed information Available upon Request	
(3) ANGEL STEWART DIRECTOR OF TALENT MANAGEMENT	40.00 NONE					X			Detailed information Available upon Request	
(4) SUE TOIGO (FOUNDER) BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(5) MARK MCCOMBE CHAIRMAN	0.50 NONE	X		X			NONE	NONE	NONE	
(6) KELLY WILLIAMS CO-CHAIRMAN	0.50 NONE	X		X			NONE	NONE	NONE	
(7) JAY FERGUSON TREASURER	0.50 NONE	X		X			NONE	NONE	NONE	
(8) DHVANI SHAH SECRETARY	0.50 NONE	X		X			NONE	NONE	NONE	
(9) MARK ANSON BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(10) SYLVIA BELL BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(11) ALAN BOWSER BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(12) MARY CAHILL BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(13) TED ELIOPOLOUS BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(14) JOSE E FELICIANO BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) JOSE FERNANDEZ BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(16) DAVID A HUNT BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(17) FRANCIS IDEHEN BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(18) TROY JENKINS BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(19) HENRY JONES BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(20) BRYAN LEWIS BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(21) BARRY MILLER BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(22) JOSE MINAYA BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(23) ANTHONY J. DE NICOLA BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(24) JANICE COOK ROBERTS BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
(25) MARCOS RODRIGUEZ BOARD MEMBER	0.50 NONE	X					NONE	NONE	NONE	
1b Sub-total							688,444.	NONE	46,861.	
c Total from continuation sheets to Part VII, Section A							NONE	NONE	NONE	
d Total (add lines 1b and 1c)							688,444.	NONE	46,861.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **▶** 3

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		
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? <i>If "Yes," complete Schedule J for such individual</i>		
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **▶**

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a						
	b Membership dues	1b						
	c Fundraising events	1c	1,451,187.					
	d Related organizations	1d						
	e Government grants (contributions) . .	1e	285,582.					
	f All other contributions, gifts, grants, and similar amounts not included above .	1f	1,846,777.					
	g Noncash contributions included in lines 1a-1f	1g	\$					
	h Total. Add lines 1a-1f			3,583,546.				
	Program Service Revenue				Business Code			
2a TOIGO INSTITUTE & PROF SERVICES			611710	786,970.	786,970.			
b EDUCATION			561300	115,600.	115,600.			
c CAREER & TALENT SERVICES			900099	81,969.	81,969.			
d _____								
e _____								
f All other program service revenue								
g Total. Add lines 2a-2f				984,539.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			1,099.			1,099.	
	4 Income from investment of tax-exempt bond proceeds .			NONE				
	5 Royalties			NONE				
	6a Gross rents	6a	(i) Real	(ii) Personal				
			b Less: rental expenses	6b				
			c Rental income or (loss)	6c	NONE	NONE		
	d Net rental income or (loss)				NONE			
	7a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other				
			b Less: cost or other basis and sales expenses . .	7b				
			c Gain or (loss)	7c				
	d Net gain or (loss)				NONE			
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a			498,480.			
			b Less: direct expenses	8b	689,668.			
			c Net income or (loss) from fundraising events			-191,188.		-191,188.
	9a Gross income from gaming activities. See Part IV, line 19	9a			NONE			
b Less: direct expenses			9b		NONE			
c Net income or (loss) from gaming activities					NONE			
10a Gross sales of inventory, less returns and allowances	10a			NONE				
		b Less: cost of goods sold	10b		NONE			
		c Net income or (loss) from sales of inventory			NONE			
Miscellaneous Revenue				Business Code				
	11a OTHER INCOME		900099	918.			918.	
	b _____							
	c _____							
	d All other revenue							
e Total. Add lines 11a-11d				918.				
12 Total revenue. See instructions				4,378,914.	984,539.		-189,171.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	NONE			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	114,000.	114,000.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	NONE			
4 Benefits paid to or for members	NONE			
5 Compensation of current officers, directors, trustees, and key employees	362,771.	282,580.	36,455.	43,736.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	NONE			
7 Other salaries and wages	856,365.	713,906.	106,649.	35,810.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,733.		2,733.	
9 Other employee benefits	81,974.	62,238.	14,907.	4,829.
10 Payroll taxes	83,341.	65,366.	12,780.	5,195.
11 Fees for services (nonemployees):				
a Management	NONE			
b Legal	1,625.		1,625.	
c Accounting	202,803.	63,350.	120,903.	18,550.
d Lobbying	NONE			
e Professional fundraising services. See Part IV, line 17	NONE			
f Investment management fees	NONE			
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	SEE SCHE O 565,244.	543,249.	20,895.	1,100.
12 Advertising and promotion	420.	420.		
13 Office expenses	102,008.	79,519.	15,567.	6,922.
14 Information technology	240,046.	188,621.	25,528.	25,897.
15 Royalties	NONE			
16 Occupancy	156,796.	139,511.	17,285.	
17 Travel	500.	233.	267.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	NONE			
19 Conferences, conventions, and meetings	55,907.	55,907.		
20 Interest	NONE			
21 Payments to affiliates	NONE			
22 Depreciation, depletion, and amortization	14,568.	4,480.	9,711.	377.
23 Insurance	17,562.	13,746.	2,733.	1,083.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a PROGRAM & EVENT SERVICE FEES	384,228.	376,457.	54.	7,717.
b FILING FEES	234.		234.	
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	3,243,125.	2,703,583.	388,326.	151,216.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

Table with columns (A) Beginning of year, (B) End of year, and rows for Assets (1-16), Liabilities (17-26), and Net Assets or Fund Balances (27-33). Includes sub-rows 10a and 10b for land/equipment and 10c for depreciation.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,378,914.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,243,125.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,135,789.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,574,654.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	5,710,443.

Part XII Financial Statements and Reporting

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

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

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

**SCHEDULE A
(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization

ROBERT A. TOIGO FOUNDATION

Employer identification number

13-3565420

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: (For lines 1 through 12, check only one box.)

- 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 (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 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 agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 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.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to 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 on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

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

Schedule A (Form 990) 2021

JSA
1E1210 1.000

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2,924,901.	3,837,188.	3,950,530.	4,120,757.	3,583,546.	18,416,922.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						NONE
3 The value of services or facilities furnished by a governmental unit to the organization without charge						NONE
4 Total. Add lines 1 through 3.	2,924,901.	3,837,188.	3,950,530.	4,120,757.	3,583,546.	18,416,922.
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).						2,565,951.
6 Public support. Subtract line 5 from line 4						15,850,971.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	2,924,901.	3,837,188.	3,950,530.	4,120,757.	3,583,546.	18,416,922.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	877.	6,203.	11,087.	2,746.	1,099.	22,012.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						NONE
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	2,770.	1,181.	431.	737.	918.	6,037.
11 Total support. Add lines 7 through 10						18,444,971.
12 Gross receipts from related activities, etc. (see instructions)					12	2,363,340.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	85.94 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	84.65 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization.		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization.		<input type="checkbox"/>
b 10%-facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization.		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.
If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income; 13 Total support.

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

Section C. Computation of Public Support Percentage

Table with 2 columns: Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) and Public support percentage from 2020 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) and Investment income percentage from 2020 Schedule A, Part III, line 17.

19a 33 1/3% support tests - 2021. 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.

19b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)		(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3	Excess distributions carryover, if any, to 2021			
a	From 2016			
b	From 2017			
c	From 2018			
d	From 2019			
e	From 2020			
f	Total of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2021 distributable amount			
i	Carryover from 2016 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2021 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2021 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7	Excess distributions carryover to 2022. Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2017			
b	Excess from 2018			
c	Excess from 2019			
d	Excess from 2020			
e	Excess from 2021			

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

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2017	2018	2019	2020	2021	TOTAL
MISCELLANEOUS INCOME	2,770.	1,181.	431.	737.	918.	6,037.
TOTALS	2,770.	1,181.	431.	737.	918.	6,037.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

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

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990.

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

Name of the organization

Employer identification number

ROBERT A. TOIGO FOUNDATION

13-3565420

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

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

Table with 3 columns: Line number, Description, (a) Donor advised funds, (b) Funds and other accounts. Includes rows for total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor advisement.

Part II Conservation Easements.

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

Table with 3 columns: Line number, Description, and Held at the End of the Tax Year. Includes questions about purpose of easements, monitoring, and expenses.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Line number, Description, and Amount. Includes questions about reporting art and historical treasures.

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

Schedule D (Form 990) 2021

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange program
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

Part IV Escrow and Custodial Arrangements.

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

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

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment %
b Permanent endowment %
c Term endowment %
The percentages on lines 2a, 2b, and 2c should equal 100%.

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

- (i) Unrelated organizations
(ii) Related organizations

Table with 2 columns: Yes, No. Rows: 3a(i), 3a(ii), 3b

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

- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) . ▶		

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) RENT/LEASE INCENTIVE LIABILITY	40,346.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

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

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 4,378,914.

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 3,243,125.

Part XIII Supplemental Information.

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

SEE SUPPLEMENTAL PAGE

Part XIII Supplemental Information *(continued)*

PART X, LINE 2

THE FOUNDATION HAS EVALUATED ITS CURRENT TAX POSITIONS AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2021 AND 2020, RESPECTIVELY, THE FOUNDATION DOES NOT HAVE ANY SIGNIFICANT UNCERTAIN TAX POSITIONS FOR WHICH A RESERVE WOULD BE NECESSARY.

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		VIRTUAL GALA (event type)	(event type)	NONE (total number)	(add col. (a) through col. (c))
Revenue	1	Gross receipts	1,949,667.		1,949,667.
	2	Less: Contributions	1,451,187.		1,451,187.
	3	Gross income (line 1 minus line 2)	498,480.		498,480.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages			
	8	Entertainment	200,000.		200,000.
	9	Other direct expenses	489,668.		489,668.
	10	Direct expense summary. Add lines 4 through 9 in column (d) ▶			
11	Net income summary. Subtract line 10 from line 3, column (d) ▶				-191,188.

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15 a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

- 17 Mandatory distributions:
 - a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
 - b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

**SCHEDULE I
(Form 990)**

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990.

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

Name of the organization

ROBERT A. TOIGO FOUNDATION

Employer identification number

13-3565420

Part I General Information on Grants and Assistance

- Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

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

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

Schedule I (Form 990) 2021

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
1 COLLABORATIVE PARTNER AWARDS	24	114,000.			
2					
3					
4					
5					
6					
7					

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

PART I, LINE 2

THE FOUNDATION MONITORS THE USE OF GRANT FUNDS BY PAYING INSTITUTIONS DIRECTLY. THE FOUNDATION MAINTAINS ACCOUNTING AND ADMINISTRATIVE RECORDS FOR ALL STUDENTS RECEIVING AWARDS. BILLING INFORMATION PROVIDED BY THE ACADEMIC INSTITUTIONS, COPIES OF DISBURSEMENTS AND ACCOMPANYING CORRESPONDENCE ARE RECORDED IN APPROPRIATE SYSTEMS AND ELECTRONIC FILES.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

ROBERT A. TOIGO FOUNDATION

Compensation Information

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

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Employer identification number

13-3565420

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

- a** The organization?
 - b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2021

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 NANCY SIMS PRESIDENT & CEO	(i)				NONE		NONE	
	(ii)	NONE	NONE		NONE	NONE	NONE	
2 ANGEL STEWART DIRECTOR OF TALENT MA	(i)			NONE	NONE		NONE	
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	
3 KRISTY POSOCCO DIRECTOR OF EDUCATION	(i)			NONE	NONE		NONE	
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	
4	(i)							
	(ii)	Detailed information available upon request						
5	(i)							
	(ii)							
6	(i)							
	(ii)							
7	(i)							
	(ii)							
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Name of the organization

ROBERT A. TOIGO FOUNDATION

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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13-3565420

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

THE GOVERNING BOARD OF DIRECTORS HAS DELEGATED THE REVIEW AND APPROVAL OF THE ANNUAL TAX FILING (FORM 990) TO THE AUDIT COMMITTEE OF THE BOARD PRIOR TO PRESENTATION TO THE FULL BOARD. THE FOLLOWING ARE THE SPECIFIC PROCESSES THE ORGANIZATION USES TO REVIEW FORM 990. THE DOCUMENT IS PREPARED BY AN INDEPENDENT CPA FIRM.

1. THE INITIAL REVIEW OF FORM 990 IS PERFORMED BY THE FOUNDATION'S ACCOUNTANT FOR ACCURACY.
2. THE SECOND REVIEW IF PERFORMED BY THE PRESIDENT.
3. THE THIRD REVIEW IS COMPLETED BY THE AUDIT COMMITTEE.
4. ONCE THE DRAFT IS APPROVED BY THE AUDIT COMMITTEE AND PRESENTED TO THE GOVERNING BOARD WITH THEIR RECOMMENDATIONS, THE CPA IS INSTRUCTED TO PREPARE A FINAL COPY OF THE FINAL RETURN, INCLUDING ALL SCHEDULES.
5. THE FORM 990 IS PRESENTED TO THE GOVERNING BOARD PRIOR TO FILING.

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

THE FOUNDATION HAS A CONFLICT OF INTEREST POLICY, WHICH OUTLINES THE PROCESS TO COMMUNICATE, EVALUATE, AND ADDRESS ANY KNOWN OR PERCEIVED CONFLICT OF INTEREST IN THE SPIRIT OF FULL DISCLOSURE ON ANY MATTERS THAT MAY APPEAR IN QUESTION. THE EXECUTION OF THIS POLICY IS THE RESPONSIBILITY OF THE NOMINATING AND BOARD GOVERNANCE COMMITTEE AND EXECUTIVE COMMITTEE. THE INDIVIDUAL WHO EVALUATES AND COMMUNICATES THIS INFORMATION TO THE FULL GOVERNING BOARD IS THE CHAIR OF THE NOMINATING AND BOARD GOVERNANCE COMMITTEE.

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service
Name of the organization

Supplemental Information to Form 990 or 990-EZ

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

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BOARD MEMBERS AND OFFICERS ARE EXPECTED TO USE GOOD JUDGEMENT, TO ADHERE TO HIGH ETHICAL STANDARDS AND TO CONDUCT THEMSELVES IN SUCH A MANNER AS TO AVOID ANY POTENTIAL OR ACTUAL CONFLICT BETWEEN THE BOARD MEMBER'S OR OFFICER'S PERSONAL INTERESTS AND THE INTERESTS OF THE ROBERT A. TOIGO FOUNDATION. A CONFLICT OF INTEREST EXISTS WHEN THE BOARD MEMBER'S OR OFFICER'S LOYALTIES OR ACTIONS ARE DIVIDED BETWEEN THE FOUNDATION'S INTERESTS AND THE BOARD MEMBER'S OR OFFICER'S FINANCIAL INTEREST. BOTH THE FACT AND THE APPEARANCE OF A CONFLICT OF INTEREST SHOULD BE AVOIDED. A BOARD MEMBER OR OFFICER WHO IS UNSURE AS TO WHETHER A CERTAIN TRANSACTION, ACTIVITY OR RELATIONSHIP CONSTITUTES A CONFLICT OF INTEREST SHOULD DISCUSS IT WITH THE CHAIR OF THE BOARD OR THE PRESIDENT FOR CLARIFICATION.

IN KEEPING WITH TOIGO'S BEST PRACTICES IN COMPLIANCE WITH SARBANES-OXLEY REQUIREMENTS, ALL GOVERNING BOARD MEMBERS ARE REQUIRED TO REVISIT THE CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS AND SIGN AN ACKNOWLEDGEMENT FORM THAT ATTESTS OR REPRESENT THAT MEMBERS WILL REMAIN IN FULL COMPLIANCE WITH THE POLICY.

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

THE RESPONSIBILITY FOR DETERMINING THE COMPENSATION OR ADJUSTMENTS TO CEO COMPENSATION IS THE WORK OF THE EXECUTIVE COMMITTEE WHICH STARTS WITH THE BOARD CHAIR AND FOUNDER. THE COMMITTEE'S MEMBERSHIP CONSIST OF THE FOUNDER, BOARD CHAIR, AND REPRESENTATIVES WHO BRING MANAGEMENT, FINANCE, HUMAN RESOURCES AND NON-PROFIT BACKGROUND INTO THE DISCUSSION AROUND

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service
Name of the organization

Supplemental Information to Form 990 or 990-EZ

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

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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ANNUAL JOB PERFORMANCE AGAINST ORGANIZATIONAL GOALS AND TO ASSESS WORK PERFORMED AGAINST SIMILAR ROLES AND SALARY RANGES BASED ON SCOPE OF RESPONSIBILITIES. SHOULD THERE BE A REQUIREMENT FOR COMPENSATION DATA OR BENEFITS ANALYSIS, INDEPENDENT COMPENSATION CONSULTANTS ARE BROUGHT IN TO ADVISE THE EXECUTIVE COMMITTEE IN MAKING THEIR DECISIONS. THIS COMMITTEE ROTATES ON A PERIODIC BASIS AS PART OF THE NORMAL BOARD SERVICE ROTATION, WHICH ALLOWS FOR CONTINUED OBJECTIVITY AND RELEVANT PERSPECTIVE TO THIS IMPORTANT GOVERNANCE DUTY. THERE IS ALSO ACTIVE ENGAGEMENT WITH THE CEO ON PERFORMANCE OF THE NON-PROFIT AND STRATEGIES, MORE FREQUENT THAN ANNUAL REVIEWS.

OTHER KEY EMPLOYEES

THE BOARD OF DIRECTORS HAS DELEGATED THE RESPONSIBILITY FOR THE EVALUATION AND DETERMINATION OF SALARY FOR THESE POSITIONS TO THE PRESIDENT/CEO. THE PRESIDENT WILL, HOWEVER, REVIEW STAFF PERFORMANCE WITH THE DESIGNATED MEMBER OF THE EXECUTIVE COMMITTEE AND WILL DISCUSS PLANS FOR ANY ADJUSTMENTS, IF WARRANTED, IN ADVANCE. SALARY ADJUSTMENTS AND RECOGNITION AWARDS ARE NOT GUARANTEED ON AN ANNUAL BASIS AND, THEREFORE, PERFORMANCE OF THE NONPROFIT AND THE INDIVIDUAL'S PERFORMANCE ARE ASSESSED TO DETERMINE IF ANY MERIT ADJUSTMENT IS WARRANTED. SALARIES FOR THESE POSITIONS ARE EVALUATED AGAINST MARKETPLACE INFORMATION, FEEDBACK FROM INTERNAL AND EXTERNAL CLIENTS AND REVENUE GENERATED FROM THEIR AREA OF RESPONSIBILITY, IN ADDITION TO THE INTERNAL COMPENSATION STRUCTURE OF THE ORGANIZATION.

FORM 990, PART VI, SECTION C, LINE 19

**SCHEDULE O
(Form 990 or 990-EZ)**

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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

▶ Attach to Form 990 or 990-EZ.

2021

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Inspection**

Department of the Treasury
Internal Revenue Service

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization

Employer identification number

ANNUAL FINANCIAL INFORMATION IS POSTED FOR PUBLIC VIEW ON THE
FOUNDATION'S WEBSITE, ALONG WITH THE ANNUAL REPORT AND OTHER SELECT
COMPLIANCE POLICIES. THE FOUNDATION UPHOLDS THE HIGHEST DEGREE OF
ACCOUNTABILITY AND TRANSPARENCY AND WILL PROVIDE ANY ADDITIONAL PUBLIC
INFORMATION, UPON REQUEST.

Name of the organization

Employer identification number

ROBERT A. TOIGO FOUNDATION

13-3565420

FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION
=====

TOIGO DEVELOPS LEADERS AND FOSTERS THE CAREER ADVANCEMENT OF HIGHLY TALENTED WOMEN AND MEN THROUGHOUT THEIR MBA EXPERIENCE. OUR 1,700 TOIGO ALUMNI ARE THE FOUNDATION ON WHICH WE HAVE BUILT PROGRAMMING TO SUPPORT THE CAREER ASCENSION AND RETENTION OF MINORITY LEADERS. THE GATEWAY TO THIS EXPERIENCE IS THE FOUNDATION'S HIGHLY-REGARDED MBA FELLOWSHIP PROGRAM, WHICH IDENTIFIES YOUNG PROFESSIONALS AT THIS STAGE OF ACADEMIC CAREER WHO DEMONSTRATE THE GREATEST LEADERSHIP POTENTIAL, WHO SEEK TO CONTRIBUTE AND MAKE POSITIVE IMPACT IN THEIR FINANCE CAREERS AND THEIR COMMUNITIES. THE FOUNDATION'S PROGRAMMING OFFERS LEADERSHIP ASSESSMENT AND DEVELOPMENT TRAINING, INDUSTRY EDUCATION, AND CAREER SUPPORT THROUGHOUT THE DURATION OF FELLOWS' MBA PROGRAMS AND, ONGOING AS TOIGO ALUMNI ASCEND IN THEIR POST-GRADUATION CAREERS. FURTHER, OUR WORK PROMOTES THE MERITS OF DIVERSITY AND INCLUSION TO ONE OF THE NATION'S MOST VITAL INDUSTRIES - FINANCE AND TO ASSOCIATED FIELDS WHERE OUR TALENT IS LEVERAGING FINANCIAL SKILLSET TO SHARE OUR VISION OF A MORE INCLUSIVE AND REPRESENTATIVE WORKPLACE.

Name of the organization

Employer identification number

ROBERT A. TOIGO FOUNDATION

13-3565420

FORM 990, PART III - PROGRAM SERVICE
=====

LINE 4A, PROGRAM SERVICE

EDUCATION: DESPITE AN UNDERCURRENT OF UNCERTAINTY AROUND THE QUALITY AND VALUE OF REMOTE LEARNING, APPLICANTS TO BUSINESS SCHOOL, IN PARTICULAR, APPLICATION FOR THE MBA FELLOWSHIP REMAINED ROBUST FOR 2021 THE FOUNDATION WELCOMED NEARLY 400 NEXT GENERATION LEADERS TO PRESENT THEIR QUALIFICATIONS FOR SELECTION AS A TOIGO FELLOW. THE FOUNDATION'S FINANCIAL INVESTMENT IN ONLINE APPLICATION TOOLS, WEBINARS AND RECORDED INTERVIEWS ALLOWED FOR THE CLOSEST EXPERIENCE TO THE IN-PERSON INTERVIEW PROCESS AND LED TO THE SELECTION OF 100 STUDENTS FOR THE PROGRAM. THE GROWING INTERESTS AND NEEDS OF TODAY'S MBAS PARTICULARLY GIVEN THE CONVERSION OF IN-PERSON SESSIONS TO VIRTUAL PLATFORMS ALLOWED THE FOUNDATION TO REACH AN INCREASING NUMBER OF STUDENTS BY WAY OF OUR INDUSTRY EDUCATION ONLINE SESSIONS, TECHNICAL SKILL TRAINING AND WORKSHOPS. ONLINE PLATFORMS WERE CUSTOMIZED AND EASILY ADMINISTERED PROVIDING A SETTING FOR SEAMLESS PROGRAMMING AND AN EFFECTIVE WAY TO ENGAGE CORPORATE DONORS IN LEADING SESSIONS, MEETING STUDENTS TOWARD RECRUITMENT GOALS AND PROVIDING CAREER MANAGEMENT SUPPORT. UNANTICIPATED WERE THE MORE THAN 100 STUDENTS WHO WERE FINALISTS FOR THE PROGRAM SEEKING ACCESS TO TOIGO'S ADDITIONAL SKILL-BUILDING SUPPORT. THE FOUNDATION OPENED ITS PLATFORMS FOR ACCESS BY THESE STUDENTS INCREASING THE TOTAL NUMBER SERVED TO NEARLY 300 STUDENTS ACROSS MORE THAN 22 ACADEMIC INSTITUTIONS.

NEW TRENDS IN CAREERS PRESENTED OPPORTUNITIES FOR THE FOUNDATION TO ENGAGE WITH ADDITIONAL RESOURCE PROVIDERS AND SUBJECT MATTER EXPERTS TO EXPAND OUR TECHNICAL SKILLS PLATFORM - QUANT CAMP. ASYNCHRONOUS LEARNING MODULES AND SELECT CERTIFICATION PROGRAMS WERE INTRODUCED; BALANCING ELEVATED CAREER MANAGEMENT SERVICES WITH EXPERIENCED CAREER COACHING AND LEADERSHIP PROFESSIONALS. COMBINING THESE TOOLS AND RESOURCES ADVANCED STUDENT PROFILES IN THE INTERVIEW PROCESS LEADING TO A VERY SUCCESS EMPLOYMENT TREND FOR SUMMER AND FULL-TIME POSITIONS - SUCCESSFULLY COMPLETED BY 12/31/21.

LINE 4B, PROGRAM SERVICE

PROFESSIONAL SERVICES: THE NATIONAL DIALOGUE AND ACTIONS AROUND RACE AND EQUITY; WORKPLACE OPPORTUNITY AND FAIRNESS FUELED THE

Name of the organization

ROBERT A. TOIGO FOUNDATION

Employer identification number

13-3565420

FORM 990, PART III - PROGRAM SERVICE

=====

ATTENTION THAT STARTED IN 2020 TO CONTINUE AT AN ACCELERATED MOMENTUM IN 2021 WITH RESPECT TO FIRMS SEEKING TO IMPROVE INCLUSION WITHIN THEIR ORGANIZATIONS BY TAPPING INTO MORE DIVERSE APPLICANT TALENT POOLS AN EXPONENTIAL INCREASE IN RECRUITING STRATEGIES FOCUSED ON UNDERREPRESENTED TALENT AT THE MBA LEVEL TO MORE ELEVATED SERVICES, SUPPORT AND COUNSEL TO ADVANCE INDUSTRY'S ATTENTION ON WORKPLACE D&I, LED TO CONSIDERABLE ENGAGEMENT WITH PRACTITIONERS AND ORGANIZATIONS AND AN INCREASED DEMAND FOR THE FOUNDATION'S PROFESSIONAL SERVICES. SUPPORT TO BRIDGE THE CONNECTIONS BETWEEN FIRM EMPLOYMENT OPPORTUNITIES AND ENTRY LEVEL TALENT SEEKING SUMMER INTERNSHIPS AND/OR FULLTIME ROLES UPON GRADUATION WAS UNPRECEDENTED. ORGANIZATIONS LATE IN THE RECRUITING PROCESS LEARNED QUICKLY THAT TALENT HAD ALREADY BEEN SWEEPED UP BY MORE PROACTIVE RECRUITING STRATEGIES BY EMPLOYERS. THE FOUNDATION PROVIDED COUNSEL AND ALTERNATIVE APPROACHES THROUGHOUT THE YEAR ON WAYS TO CULTIVATE PROSPECTIVE EMPLOYEES; PROVIDE INDUSTRY EDUCATION AND TO MAINTAIN RELATIONSHIPS THROUGH THE DYNAMICS OF RECRUITING SEASON TO ACHIEVE DESIRED RESULTS. INVESTMENT IN ONLINE PLATFORMS FOR JOB POSTINGS AND RESUME REVIEW WAS INTRODUCED FOR THE MBA LEVEL.

EVEN MORE ROBUST WAS THE KEEN EYE ON EXPERIENCED TALENT. THE FOUNDATION BENEFITED FROM ITS LONG-STANDING PRACTICE OF DIRECT, HIGH TOUCH ENGAGEMENT WITH FIRMS AND PROSPECTIVE CANDIDATES TO ENSURE THAT MID TO SENIOR LEVEL PARTICIPANTS IN THE PROGRAM WOULD BE SERVED ACTIVELY AND PROFESSIONALLY.

COMPANIES THAT EXPERIENCED THE EFFECTS OF THE "GREAT MIGRATION", DEMAND FOR MORE REMOTE WORK SETTINGS OR, MORE POSITIVELY, THE POTENTIAL FOR HEADCOUNT EXPANSION INTENTIONALLY IMPLEMENTED STEPS TO PARTNER WITH ORGANIZATIONS TO REACH THE HIGHLY SELECTIVE TALENT POOL OF PROFESSIONALS WITH 10+ YEARS EXPERIENCE AS A WAY TO DEMONSTRATE THEIR COMMITMENT TO D&I ACROSS THE RANKS OF THEIR ORGANIZATIONS. THE FOUNDATION ACTIVELY SUPPORTED THIS PROCESS PRESENTING CANDIDATES AND FACILITATING CLOSURE ON JOB SEARCH PLACEMENT WITHIN KEY ROLES WITHIN THE FINANCE INDUSTRY. REVENUE WAS ROBUST FOR THESE SERVICES BASED ON THE FOUNDATION'S SUCCESS AT CANDIDATE SOURCING, PRESENTATION AND SUCCESSFUL PLACEMENT. EXPENSES WERE ALIGNED TO THIS SERVICE REFLECTING THE TIME INVOLVED ACROSS MORE THAN 300 POSTINGS IN 2021.

UNDERSTANDING THE CRITICAL WORK TO ASSIST INDUSTRY IN ADVANCING THEIR EDUCATION AND AWARENESS AROUND THE MERIT OF BUILDING MORE

Name of the organization

ROBERT A. TOIGO FOUNDATION

Employer identification number

13-3565420

FORM 990, PART III - PROGRAM SERVICE

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INCLUSIVE WORK ENVIRONMENTS, THE FOUNDATION'S INCLUSION STRATEGY SERVICES LAUNCHED IN 2020 REMAINED ACTIVE THROUGHOUT 2021. FROM PROJECT-BASED SERVICES TO SPEAKING ENGAGEMENTS TO THOUGHT LEADERSHIP, THE FOUNDATION PRESENTED A FULL-SCALE PLATFORM FOR FOSTERING ONGOING DIALOGUE, IMPROVEMENTS TO POLICIES AND PRACTICES, AMPLIFYING THE VOICE OF DIVERSE PROFESSIONALS THROUGH SURVEYS AND REPORTS AND FEATURE ARTICLES DRIVING TOPICS ACROSS EMPLOYMENT, ENTREPRENEURSHIP, GOVERNANCE AND LEADERSHIP. THESE ACTIVITIES RESULTED IN THE VALUE PLACED ON THE FOUNDATION AS A LEADER IN THE DIALOGUE AROUND DIVERSITY AND INCLUSION.

LINE 4C, PROGRAM SERVICE

TOIGO INSTITUTE PROGRAMMING: TOIGO INSTITUTE PROGRAMMING FOCUSED ON POST GRADUATE CONTINUOUS LEARNING REMAINED A DYNAMIC PART OF THE FOUNDATION'S OFFERINGS IN 2021. INVESTMENTS IN SPECIALIZED PROGRAMS AND SERVICES REPRESENT OUR ONGOING COMMITMENT TO THE LEADERSHIP GOALS OF THE POST-GRADUATE POPULATION WE SERVE AND MEANINGFUL WAYS TO INCREASE AWARENESS AROUND WORKPLACE DIVERSITY, ACCESS TO TALENT AND MECHANISMS FOR RETENTION.

THE FOUNDATION CONTINUED DEVELOPMENT OF ITS LEARNING PLATFORM FEATURING PODCASTS, INVESTMENT SECTOR WEBINARS AND MORE. ADDITIONALLY, THE CRM "TOIGO MARKETPLACE" GREW IN PARTICIPATION ACROSS THE NETWORK OF FELLOWSHIP PARTICIPANTS, SHARING INDUSTRY EVENTS AND A SPIRIT OF COMMUNITY BUILDING. THOUGHT LEADERSHIP IN 2021 ADVANCED WITH THE RELEASE OF INDUSTRY RECOGNIZED REPORTS AND ARTICLES BRINGING INTO FOCUS D&I WITHIN THE ACADEMIC ENVIRONMENT TO THE PERSPECTIVES OF MID-CAREER DIVERSE PROFESSIONALS ON THE PERCEIVED CHANGE IN WORKPLACE DIVERSITY OVER THE PAST TWO YEARS IN LIGHT OF NATIONAL EVENTS OF TRAGEDY AND DISCOURSE AROUND RACE AND EQUITY. AN ARTICLE AMPLIFYING THE VOICES OF PROGRAM PARTICIPANTS ON CAREERS AND THE OPPORTUNITIES FOR CONTINUOUS CHANGE WAS PUBLISHED WITHIN A GLOBAL PUBLICATION; FURTHERING THE BRAND OF THE ORGANIZATION AND FUELING NEW CONNECTIONS. THE HALLMARK OF THESE PIECES IS THE FOUNDATION'S RESPONSIBILITY TO CONTRIBUTE TO CONVERSATIONS BY BRINGING "REAL TRUTH" FROM THE PERSPECTIVE OF INDIVIDUALS FOR WHOM THESE PROGRAMS ARE DESIGNED.

TOIGO'S WOMEN IN LEADERSHIP SUMMIT, GROUNDBREAKERS WAS HELD VIRTUALLY IN 2021 HOSTING MORE THAN 350 REGISTRANTS. MORE THAN 25 FIRMS SUPPORTED THE EVENT AS SPONSORS AND SPEAKERS. WITH CORPORATE

Name of the organization

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FORM 990, PART III - PROGRAM SERVICE

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SPONSORSHIP, FIRMS WERE ABLE TO REGISTER LARGE NUMBERS OF EMPLOYEES TO ENJOY THE PROGRAM VIRTUALLY THEREBY EXPANDING THE AUDIENCE TO TAKE ADVANTAGE OF THE RICH CONTENT OF THE PROGRAM BUT ALSO MINIMIZING THE NUMBER OF INDIVIDUAL REGISTRATIONS PREVIOUSLY EXPERIENCED AT THIS EVENT. THIS CHANGE IS VIEWED AS A POSITIVE WITH RESPECT TO THE FOUNDATION'S REACH AND IMPACT ON THE PROFESSIONAL DEVELOPMENT OF WOMEN. THE HIGH-PROFILE LINEUP OF SPEAKERS FROM ACADEMIA, PHILANTHROPY, BUSINESS AND GOVERNMENT CONTINUES TO CREATE A "MUST ATTEND" EVENT ON AN ANNUAL BASIS.

Name of the organization

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ROBERT A. TOIGO FOUNDATION

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FORM 990, PART VII-COMPENSATION OF THE 5 HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS

DESCRIPTION OF SERVICES

COMPENSATION

SEGESTA COMMUNICATIONS
6575 WEST LEANING BEAR TRAIL
PRESCOTT, AZ 86305

PROGRAM CONSULTANT

299,700.

PATRISHA GILL
4712 E. 2ND ST
LONG BEACH, CA 90803

ACCOUNTANT

170,000.

Name of the organization

ROBERT A. TOIGO FOUNDATION

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FORM 990, PART IX - OTHER FEES

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DESCRIPTION	(A) TOTAL FEES	(B) PROGRAM SERVICE EXP.	(C) MANAGEMENT AND GENERAL	(D) FUNDRAISING EXPENSES
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CONSULTING SERVICE FEE	440,020.	438,920.		1,100.
GUEST SPEAKER FEES	104,000.	104,000.		
ADMIN & OPERATINGS FEES	8,960.		8,960.	
RECRUITING FEES	12,264.	329.	11,935.	
TOTALS	-----	-----	-----	-----
	565,244.	543,249.	20,895.	1,100.
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Name of the organization

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ROBERT A. TOIGO FOUNDATION

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FORM 990, PART X - DEFERRED REVENUE
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DESCRIPTION -----	ENDING BOOK VALUE -----
DEFERRED REVENUE	41,310.
TOTALS	----- 41,310. =====