

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: TO CREATE JOB OPPORTUNITIES FOR UNEMPLOYED YOUTH IN THE MIDDLE EAST AND NORTH AFRICA BY PROVIDING WORLD-CLASS PROFESSIONAL AND TECHNICAL TRAINING THAT LEADS DIRECTLY TO CAREER BUILDING JOBS.

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 1,085,944. including grants of \$ 773,341.) (Revenue \$) THE MOROCCAN EDUCATION FOR EMPLOYMENT FOUNDATION (EFE-MAROC) WAS ESTABLISHED IN 2007 AND HAS TRAINED NEARLY 2,900 YOUTH IN ITS JOB PLACEMENT PROGRAMS. EFE-MAROC PLACED 73% OF ITS GRADUATES IN JOBS WITHIN SIX MONTHS OF GRADUATION, AND 76% OF GRADUATES WERE RETAINED IN THEIR JOBS FOR THREE MONTHS OR LONGER. ADDITIONALLY, EFE-MAROC HAS TRAINED 8,388 YOUTH AT YOUTH CENTERS AND PUBLIC UNIVERSITIES THROUGHOUT MOROCCO IN ITS PATHWAYS TO A JOB TRAINING PROGRAM. FIFTY-FOUR PERCENT OF EFE-MAROC'S BENEFICIARIES HAVE BEEN YOUNG WOMEN. EFE-MAROC LAUNCHED A SALES TRAINING PROGRAM IN PARTNERSHIP WITH PROFESSOR BENSON SHAPIRO OF HARVARD BUSINESS SCHOOL, WHICH OFFERS A RANGE OF PRACTICAL CASE STUDIES ADAPTED TO THE MOROCCAN CONTEXT IN 2011, EFE-MAROC BEGAN IMPLEMENTING A \$3.15 MILLION PARTNERSHIP WITH THE MASTERCARD FOUNDATION

4b (Code:) (Expenses \$ 988,672. including grants of \$ 767,768.) (Revenue \$) THE PALESTINIAN EDUCATION FOR EMPLOYMENT FOUNDATION (PEFE) THE LEADING PALESTINIAN CIVIL SOCIETY ORGANIZATION THAT PROVIDES DEMAND-DRIVEN TRAINING FOR YOUTH WITH LIMITED OPPORTUNITIES. FOUNDED IN 2006 AND OPERATING IN THE WEST BANK, EAST JERUSALEM AND GAZA, PEFE PARTNERS WITH LOCAL BUSINESSES AND UNIVERSITIES TO PLACE YOUTH IN JOBS AND SUPPORT YOUNG ENTREPRENEURS. SINCE INCEPTION, PEFE HAS TRAINED OVER 2,700 YOUTH IN ITS JOB PLACEMENT PROGRAMS AND PLACED 75% OF THESE GRADUATES IN JOBS. PROGRAMS HAVE INCLUDED ACCOUNTING, CONSTRUCTION MANAGEMENT, BUSINESS ADMINISTRATION, NURSING, AND VIRTUAL JOBS FOR YOUTH. IN ADDITION, PEFE HAS TRAINED NEARLY 300 YOUTH IN ENTREPRENEURSHIP TRAINING, WITH 76% LINKED TO START-UP SUPPORT AND PARTNERED WITH DOZENS OF PUBLIC UNIVERSITIES TO TRAIN OVER 1500 UNIVERSITY STUDENTS IN

4c (Code:) (Expenses \$ 852,346. including grants of \$ 544,188.) (Revenue \$) THE YEMEN EDUCATION FOR EMPLOYMENT FOUNDATION (YEFE) HAS GROWN RAPIDLY SINCE IT WAS FOUNDED IN 2009, WITH THE MISSION TO CONNECT YEMENI YOUTH TO JOBS AND INCOME THROUGH PRIVATE SECTOR PARTNERSHIPS, MARKET DEMAND DRIVEN TRAINING, AND WORLD CLASS CURRICULUMS DELIVERED BY DYNAMIC LOCAL TRAINERS. SINCE INCEPTION, YEFE HAS TRAINED OVER 2,000 YOUTH IN ITS JOB PLACEMENT COURSES AND PLACED NEARLY 60% OF YEFE'S GRADUATES HAVE BEEN PLACED IN JOBS WITHIN 6 MONTHS OF COMPLETING THE TRAINING, AND 33% OF YEFE'S TRAINEES HAVE BEEN FEMALE, DOUBLE THE YEMENI NATIONAL AVERAGE FOR FEMALE LABOR PARTICIPATION. IN RESPONSE TO MARKET DEMAND, YEFE HAS DEVELOPED A TARGETED, INTEGRATED TRAINING PROGRAM THAT COMBINES TRAINING IN WORKFORCE READINESS, BUSINESS ENGLISH LANGUAGE, IT, VOCATIONAL SKILLS AND APPRENTICESHIP ASSIGNMENTS WITH PRIVATE

4d Other program services (Describe in Schedule O.) (Expenses \$ 1,675,354. including grants of \$ 976,865.) (Revenue \$)

4e Total program service expenses 4,602,316.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV Checklist of Required Schedules (continued)

		Yes	No
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?		
	Note. All Form 990 filers are required to complete Schedule O	X	

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 columns for line numbers (1a-14b), descriptions of questions, and Yes/No columns. Includes sub-questions for various IRS forms and financial reporting requirements.

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) RONALD BRUDER CHAIR/DIRECTOR	30.00	X		X				0.	0.	0.
(2) WALEED AL BANAWI DIRECTOR	0.50	X						0.	0.	0.
(3) DAVID ARKLESS DIRECTOR	0.50	X						0.	0.	0.
(4) DR. ALTON FRYE DIRECTOR	0.50	X						0.	0.	0.
(5) BADR JAFAR DIRECTOR	0.50	X						0.	0.	0.
(6) SAMER KHOURY DIRECTOR	0.50	X						0.	0.	0.
(7) DONNA E. SHALALA DIRECTOR	0.50	X						0.	0.	0.
(8) JEFFREY H. SMITH DIRECTOR	0.50	X						0.	0.	0.
(9) DR. SHIBLEY TELHAMI DIRECTOR	0.50	X						0.	0.	0.
(10) JOHN STUDZINSKI DIRECTOR	0.50	X						0.	0.	0.
(11) SAID AIDI DIRECTOR (RESIGNED MAY 2014)	0.50	X						0.	0.	0.
(12) ALDO OLCESE DIRECTOR	0.50	X						0.	0.	0.
(13) OMAR CHAABI DIRECTOR	0.50	X						0.	0.	0.
(14) FRED SICRE DIRECTOR (APPOINTED MAY 2014)	0.50	X						0.	0.	0.
(15) TARIQ HASSAN DIRECTOR (APPOINTED MAY 2014)	0.50	X						0.	0.	0.
(16) ANIS ACLIMANDOS DIRECTOR (APPOINTED SEPT 2014)	0.50	X						0.	0.	0.
(17) DENNIS JAMES MCAULIFFE PRESIDENT/CEO	40.00			X				259,579.	0.	28,613.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) BRAD KUSHNER CFO, TREASURER	22.00			X				0.	0.	0.
(19) TALEB M. SALHAB V.P., -PROGRAMS & AFFILIATE/	40.00			X				158,070.	0.	11,046.
(20) JASMINE NAHHAS DI FLORIO V.P., - STRATEGY AND PARTNE	32.00				X			175,000.	0.	11,768.
(21) ELIZABETH W VANDERWOUDE DIRECTOR OF FINANCE	32.00					X		109,913.	0.	7,746.
1b Sub-total								702,562.	0.	59,173.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								702,562.	0.	59,173.

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 **4**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

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	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	1,383,672.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	3,811,658.			
	g	Noncash contributions included in lines 1a-1f: \$					
	h	Total. Add lines 1a-1f		5,195,330.			
Program Service Revenue			Business Code				
	2 a						
	b						
	c						
	d						
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f						
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		684.		684.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real	(ii) Personal			
			b	Less: rental expenses			
			c	Rental income or (loss)			
			d	Net rental income or (loss)			
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
			b	Less: cost or other basis and sales expenses			
			c	Gain or (loss)			
			d	Net gain or (loss)			
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a				
			b	Less: direct expenses	b		
			c	Net income or (loss) from fundraising events			
	9 a	Gross income from gaming activities. See Part IV, line 19	a				
			b	Less: direct expenses	b		
c			Net income or (loss) from gaming activities				
10 a	Gross sales of inventory, less returns and allowances	a					
		b	Less: cost of goods sold	b			
		c	Net income or (loss) from sales of inventory				
Miscellaneous Revenue		Business Code					
11 a							
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d						
12	Total revenue. See instructions.		5,196,014.	0.	0.	684.	

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	3,062,162.	3,062,162.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	644,058.	468,023.	155,292.	20,743.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	516,500.	325,781.	179,588.	11,131.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	25,075.	17,869.	6,675.	531.
9 Other employee benefits	21,551.	17,233.	3,327.	991.
10 Payroll taxes	77,301.	52,581.	22,288.	2,432.
11 Fees for services (non-employees):				
a Management				
b Legal	802.	271.	519.	12.
c Accounting	20,000.	2,200.	17,800.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	190,348.	155,342.	35,006.	
12 Advertising and promotion				
13 Office expenses	45,226.	33,867.	10,859.	500.
14 Information technology	33,052.	25,456.	7,026.	570.
15 Royalties				
16 Occupancy	79,701.	56,778.	20,781.	2,142.
17 Travel	207,159.	124,509.	79,491.	3,159.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	3,720.	2,771.	931.	18.
23 Insurance	15,552.	11,729.	3,651.	172.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a STAFF DEVELOPMENT/RECRU	75,423.	71,583.	3,634.	206.
b SALARIES & BENEFITS ALL	0.	114,946.	-119,761.	4,815.
c FACILITY ALLOCATION	0.	59,215.	-61,695.	2,480.
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	5,017,630.	4,602,316.	365,412.	49,902.
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 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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	262,880.	1	123,187.
	2 Savings and temporary cash investments	1,192,360.	2	2,163,088.
	3 Pledges and grants receivable, net	838,350.	3	335,269.
	4 Accounts receivable, net	22,951.	4	462.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	24,400.	9	21,029.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 158,821.		
	b Less: accumulated depreciation	10b 126,303.	4,441.	10c 32,518.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	13,220.	15	13,220.
16 Total assets. Add lines 1 through 15 (must equal line 34)	2,358,602.	16	2,688,773.	
Liabilities	17 Accounts payable and accrued expenses	358,311.	17	249,489.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	0.	23	260,609.
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	358,311.	26	510,098.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	281,855.	27	18,107.
	28 Temporarily restricted net assets	1,718,436.	28	2,160,568.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	2,000,291.	33	2,178,675.	
34 Total liabilities and net assets/fund balances	2,358,602.	34	2,688,773.	

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	5,196,014.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,017,630.
3	Revenue less expenses. Subtract line 2 from line 1	3	178,384.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2,000,291.
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 in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	2,178,675.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2b	Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2c	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?	X	
If the organization changed either its oversight process or selection process during the tax year, explain in 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?	X	
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2014)

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f))	15		%
16 Public support percentage from 2013 Schedule A, Part III, line 15	16		%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2014 (line 10c, column (f) divided by line 13, column (f))	17		%
18 Investment income percentage from 2013 Schedule A, Part III, line 17	18		%

19a **33 1/3% support tests - 2014.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b **33 1/3% support tests - 2013.** 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 on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of 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? 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.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
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)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? 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.		
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)? 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.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) 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).		
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 (a) its supported organizations; (b) individuals that are part of the charitable class benefited by one or more of its supported organizations; or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990).		
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))? If "Yes," provide detail in Part VI .		
b Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer (b) below.		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	
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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
3 By reason of the relationship described in (2), 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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3	

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year(see instructions):		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	2a	
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.	2b	
3 Parent of Supported Organizations. Answer (a) and (b) below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.	3a	
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b	

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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2014 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
1 Distributable amount for 2014 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2014 (reasonable cause required-see instructions)			
3 Excess distributions carryover, if any, to 2014:			
a			
b			
c			
d			
e From 2013			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2014 distributable amount			
i Carryover from 2009 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2014 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2014 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2014, if any. Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions).			
6 Remaining underdistributions for 2014. Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions).			
7 Excess distributions carryover to 2015. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a			
b			
c			
d Excess from 2013			
e Excess from 2014			

Schedule B

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

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2014

Name of the organization

EDUCATION FOR EMPLOYMENT

Employer identification number

82-0578781

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

Caution. An organization that is not covered by the General Rule and/or the Special Rules does not file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2014)

Name of organization EDUCATION FOR EMPLOYMENT	Employer identification number 82-0578781
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	CITI FOUNDATION 1 COURT SQUARE, LONG ISLAND CITY NEW YORK, NY 11101	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	STAVROS NIARCHOS FOUNDATION C/O SNF USA, INC. 645 MADISON AVENUE, ST. 2200 NEW YORK, NY 10022	\$ 150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	DROSOS FOUNDATION OBSTGATENSTRASSE 19 ZURICH, SWITZERLAND 8006	\$ 130,155.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	RONALD B. BRUDER C/O THE BROOKHILL GROUP, 501 MADISON AVE. NEW YORK, NY 10022	\$ 150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	CHEMONICS INTERNATIONAL 1717 H ST. NW WASHINGTON, DC 20006	\$ 456,972.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	U.S. DEPT. OF STATE - MIDDLE EAST PARTNERSHIP INITIATIVE HARRY S. TRUMAN BLDG, 2201 C ST., NW WASHINGTON, DC 20520	\$ 1,383,672.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

EDUCATION FOR EMPLOYMENT

82-0578781

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

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

Name of organization

Employer identification number

EDUCATION FOR EMPLOYMENT

82-0578781

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,718,436.	1,911,327.	1,758,451.	1,249,624.	1,544,911.
b Contributions	2,961,865.	956,170.	1,395,116.	1,551,553.	113,531.
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs	2,519,733.	1,149,061.	1,242,240.	1,042,726.	408,818.
f Administrative expenses					
g End of year balance	2,160,568.	1,718,436.	1,911,327.	1,758,451.	1,249,624.

- 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 Temporarily restricted endowment 100.00 %
- The percentages in lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|-----------------------------|--------------------------|-------------------------------------|
| (i) unrelated organizations | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (ii) related organizations | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
- b If "Yes" to 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" to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		158,821.	126,303.	32,518.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				32,518.

Part VII Investments - Other Securities.

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

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include Financial derivatives, Closely-held equity interests, and Other (A-H).

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)

Part VIII Investments - Program Related.

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

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows numbered 1 through 9.

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows numbered 1 through 9.

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)

Part X Other Liabilities.

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

Table with 2 columns: (a) Description of liability, (b) Book value. Row 1 includes Federal income taxes, followed by rows 2-9.

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII. [X]

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

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

1	Total revenue, gains, and other support per audited financial statements	1	7,598,714.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	2,402,700.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,402,700.
3	Subtract line 2e from line 1	3	5,196,014.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	5,196,014.

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

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

1	Total expenses and losses per audited financial statements	1	7,420,330.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	2,402,700.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,402,700.
3	Subtract line 2e from line 1	3	5,017,630.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	5,017,630.

Part XIII Supplemental Information.

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

PART V, LINE 4:

TEMPORARILY RESTRICTED NET ASSETS CONSISTED OF FUNDS FOR THE FOLLOWING
PROGRAMS AT DECEMBER 31, 2014:

JORDAN 169,848

EGYPT 371,436

MOROCCO 1,382,070

TUNISIA 81,371

PALESTINE ENGINEERING 82,843

UNITED ARAB EMIRATES 28,269

SAUDI ARABIA 44,731

TOTAL 2,160,568

Part XIII Supplemental Information (continued)

PART X, LINE 2:

THE ORGANIZATION HAS EVALUATED THE TAX POSITIONS TAKEN ON RETURNS FOR OPEN YEARS AND THOSE EXPECTED TO BE TAKEN ON RETURNS FOR THE YEAR ENDED DECEMBER 31, 2014. IT IS MANAGEMENT'S BELIEF THAT SUCH TAX POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED UPON EXAMINATION BY TAX AUTHORITIES. ACCORDINGLY, NO LIABILITY FOR UNCERTAIN TAX POSITIONS HAS BEEN REFLECTED IN THESE FINANCIAL STATEMENTS. RETURNS FOR TAX YEARS BEGINNING WITH THOSE FILED FOR THE YEAR ENDED DECEMBER 31, 2011 ARE OPEN TO EXAMINATION.

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	80,327	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	507,756	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	541,837	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	738,105	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	765,417	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	348,844	WIRE TRANSFER	0	N/A	N/A
			MIDDLE EAST AND NORTH AFRICA -	PROGRAM SUPPORT	79,876	WIRE TRANSFER	0	N/A	N/A

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 7

3 Enter total number of other organizations or entities 7

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Part IV Foreign Forms

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

Schedule F (Form 990) 2014

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred in prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) DENNIS JAMES MCAULIFFE PRESIDENT/CEO	(i) 259,579. (ii) 0.	0.	0.	15,900.	12,713.	288,192.	0.
(2) TALEB M. SALHAB V.P.-PROGRAMS & AFFILIATE/	(i) 158,070. (ii) 0.	0.	0.	9,570.	1,476.	169,116.	0.
(3) JASMINE NAHAS DI FLORIO V.P. - STRATEGY AND PARTNE	(i) 175,000. (ii) 0.	0.	0.	10,500.	1,268.	186,768.	0.
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Lined area for providing supplemental information.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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

OMB No. 1545-0047

2014

Open to Public
Inspection

Name of the organization

EDUCATION FOR EMPLOYMENT

Employer identification number
82-0578781

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

TO CREATE JOB OPPORTUNITIES FOR UNEMPLOYED YOUTH IN THE MIDDLE EAST AND
NORTH AFRICA BY PROVIDING WORLD-CLASS PROFESSIONAL AND TECHNICAL
TRAINING THAT LEADS DIRECTLY TO CAREER BUILDING JOBS.

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

TO IMPROVE THE JOB SEARCH AND WORKPLACE SKILLS OF OVER 15,000 MOROCCAN
YOUTH AND INCREASE THE CAPACITY OF PUBLIC UNIVERSITIES AND YOUTH
CENTERS IN MOROCCO TO STRENGTHEN THE EMPLOYABILITY SKILLS OF THE YOUTH
THEY SERVE.

BEGINNING IN 2011, EFE-MAROC BECAME THE FIRST AFFILIATE IN THE EFE
NETWORK TO UNDERTAKE A NATIONAL EXPANSION. ESTABLISHED IN CASABLANCA IN
2006, EFE-MAROC HAS BROADENED ITS OPERATIONS TO REACH GRAND CASABLANCA,
RABAT-SAL -ZEMMOUR-ZAER, DOUKALA-ABDA AND TANGER-TETOUAN WITH PLANS TO
EXPAND TO SOUS-MASSA-DRA AND POSSIBLY TO MARRAKECH-TANSFIT AND
FES-BOULEMANE OVER THE COURSE OF THE NEXT TWO YEARS. COMMITTED TO
SHIFTING THE NEEDLE ON YOUTH EMPLOYMENT ON A NATIONAL SCALE, EFE-MAROC
IS CATALYZING HIGH-LEVEL INSTITUTIONAL CHANGE BY PARTNERING WITH SOME
OF MOROCCO'S LARGEST UNIVERSITIES. THROUGH PARTNERSHIPS WITH THE
UNIVERSITY HASSAN II IN CASABLANCA AND EL JADIDA, CHOUAIB DOUKKALI
UNIVERSITY IN EL JADIDA AND ABDELMALEK ESSAADI UNIVERSITY IN TANGIER,
TETOUAN, AND ASSILAH, EFE IS SHARING BEST PRACTICES AND CURRICULUM TO
HELP THESE UNIVERSITIES IMPROVE THE EMPLOYMENT OUTLOOK OF THEIR
GRADUATES.

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

WORKFORCE READINESS SKILLS. OVER 60% OF PEFE'S BENEFICIARIES ARE YOUNG WOMEN. SINCE 2011, PEFE HAS RECEIVED SIGNIFICANT INVESTMENTS FROM THE SWISS-BASED DROSOS FOUNDATION, THE EUROPEAN UNION, INTEL FOUNDATION, MEPI AND THE PALESTINIAN-BASED WELFARE ASSOCIATION, AMONG OTHERS. IN 2013, PEFE DEVELOPED THREE DEMAND-DRIVEN, STATE-OF-THE ART TRAINING CURRICULA FOR NURSING (WITH INTERNATIONAL CERTIFICATIONS BY THE AMERICAN HEART ASSOCIATION IN BASIC LIFE SUPPORT), SALES, MARKETING AND THE FIRST-EVER VIRTUAL JOBS THAT HAVE BEEN PILOTTED WITH SUCCESS AND THAT PEFE WILL SCALE ACROSS THE WEST BANK, EAST JERUSALEM AND GAZA.

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

COMPANIES. IN 2011, IN PARTNERSHIP WITH USAID, YEFE LAUNCHED A NATION-WIDE SELF-EMPLOYMENT VOCATIONAL PROGRAM TO TRAIN OVER 2,000 UNEMPLOYED YOUTH ACROSS YEMEN, WITH TRAININGS IN WELDING, ELECTRICIANS, HVAC TECHNICIANS, PHOTOGRAPHY AND AGRICULTURE. SINCE INCEPTION, YEFE HAS RECEIVED SIGNIFICANT INVESTMENTS FROM YEFE'S BOARD OF TRUSTEES AND OTHER LOCAL PARTNERS, AS WELL AS MEPI, USAID, UNDP, ILO AND GIZ TO IMPLEMENT PROGRAMMING AND ESTABLISH OFFICES IN SANA'A, ADEN, TAIZ, AND MOST RECENTLY HADRAMAUT AND HODEIDAH. YEFE IS ONE OF THE FEW NGOS AND ACTIVITIES THAT IS CONTINUING TO IMPLEMENT PROGRAMMING DESPITE THE ONGOING POLITICAL TURMOIL AND UPHEAVAL OCCURRING IN YEMEN.

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

EFE LAUNCHED ITS NEWEST AFFILIATE, EFE-TUNISIE, IN TUNISIA IN 2012. IN ONLY TWO YEARS OF OPERATION, EFE-TUNISIE HAS TRAINED MORE THAN 400 YOUTH IN ITS JOB PLACEMENT PROGRAMS AND PLACED 96% OF GRADUATES IN JOBS IMMEDIATELY AFTER GRADUATION. SIXTY-NINE PERCENT OF EFE-TUNISIE'S

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TRAINEES HAVE BEEN FEMALE. EFE-TUNISIE'S JOB PLACEMENT TRAINING PROGRAMS HAVE INCLUDED SOFT SKILLS, SALES, AND CONSTRUCTION PROJECT MANAGEMENT TRAINING, AND EFE-TUNISIE IS CONTINUING TO WORK WITH LOCAL PARTNERS TO DEVELOP AND EXPAND ITS PROGRAMMING OFFERS. ADDITIONALLY, EFE-TUNISIE HAS PARTNERED WITH PUBLIC UNIVERSITIES IN FOUR DIFFERENT REGIONS OF TUNISIA TO DELIVER PATHWAYS TO A JOB TRAINING TO 2,006 STUDENTS IN ORDER TO BETTER PREPARE THEM TO THE JOB MARKET. THIS YEAR, EFE-TUNISIE HAS PARTNERED WITH THE AFRICAN DEVELOPMENT BANK (AFDB) FOR THE SECOND ITERATION OF THE SOUK AT-TANMIA PROJECT, WHICH IS BASED UPON A NATIONAL ENTREPRENEURSHIP CONTEST. EFE-TUNISIE WORKED WITH AFDB SELECT CANDIDATES BASED ON THE QUALITY OF THE IDEA THEY PRESENTED, ITS COMMERCIAL VIABILITY AND TECHNICAL FEASIBILITY, ITS POTENTIAL FOR JOB CREATION, THE MOTIVATION OF THE ENTREPRENEUR, THE INNOVATION POTENTIAL AND IMPACT ON THE ENVIRONMENT, THE STATUS OF BENEFICIARIES (WOMEN, YOUNG, UNEMPLOYED, ETC.) AND GEOGRAPHIC LOCATION OF THE PROJECT (GOVERNORATE). IN SEPTEMBER 2014, EFE-TUNISIE CERTIFIED TRAINERS BEGAN DELIVERING THE "BUILD YOUR BUSINESS" (BYB) ENTREPRENEURSHIP TRAINING PROGRAM TO THE 226 SELECTED CANDIDATES IN 19 GOVERNORATES. TO DATE, EFE-TUNISIE HAS TRAINED 273 YOUTH IN ENTREPRENEURSHIP SKILLS. EXPENSES \$ 794,525. INCLUDING GRANTS OF \$ 384,080. REVENUE \$ 0.

EFE-EGYPT LAUNCHED PROGRAM ACTIVITIES IN 2009, AND TO DATE HAS TRAINED 1,000 YOUTH IN ITS JOB PLACEMENT PROGRAMS AND PLACED 75% OF SUCCESSFUL GRADUATES IN JOBS. FIFTY-THREE PERCENT OF EFE-EGYPT'S GRADUATES ARE YOUNG WOMEN. EFE-EGYPT LAUNCHED PROGRAMS IN BANKING AND TEXTILE MERCHANDISING IN PARTNERSHIP WITH MEPI IN 2009, AND SINCE THEN HAS FORMED PARTNERSHIPS WITH A WIDE RANGE OF LOCAL AND INTERNATIONAL

Name of the organization EDUCATION FOR EMPLOYMENT	Employer identification number 82-0578781
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ORGANIZATIONS TO DELIVER JOB PLACEMENT TRAINING TO UNEMPLOYED EGYPTIAN YOUTH, INCLUDING MEPI, THE SPANISH AGENCY FOR INTERNATIONAL DEVELOPMENT (AECID), ALTURKI, VODAFONE, MICROSOFT, AND JPMORGAN. EFE-EGYPT'S CORE JOB PLACEMENT TRAINING PROGRAM (JPTP) IS AN EXPERIENTIAL JOB SKILLS COURSE THAT PREPARES PARTICIPANTS FOR PLACEMENT IN A FULL-TIME JOB IN THE PRIVATE SECTOR, AND INCLUDES TRAINING IN SOFT SKILLS, ICT, BUSINESS ENGLISH, AND A TECHNICAL COMPONENT. EFE-EGYPT HAS ALSO DELIVERED JOB READINESS TRAINING TO EGYPTIAN UNIVERSITY STUDENTS THROUGH ITS CAREER DIRECTIONS PROGRAM AND TRAINED A TOTAL OF 122 YOUTH IN ITS "BINAA" CIVIC ENGAGEMENT TRAINING PROGRAM. IN 2014, EFE-EGYPT LAUNCHED ITS E-COMMERCE ENTREPRENEURSHIP (ECE) TRAINING PROGRAM IN PARTNERSHIP WITH SOUQ.COM TO TRAIN ASPIRING ENTREPRENEURS IN BUSINESS START-UP AND E-COMMERCE SKILLS.

EXPENSES \$ 687,532. INCLUDING GRANTS OF \$ 510,107. REVENUE \$ 0.

JORDAN EDUCATION FOR EMPLOYMENT (JEFE) WAS ESTABLISHED IN 2006 AND TO DATE IT HAS TRAINED OVER 2,500 YOUTH IN ITS JOB PLACEMENT PROGRAMS, PLACING 74% OF GRADUATES IN JOBS WITHIN SIX MONTHS. ADDITIONALLY, JEFE HAS TRAINED OVER 880 YOUTH IN ITS JOB READINESS AND ENTREPRENEURSHIP SUPPORT PROGRAMS. FORTY-TWO PERCENT OF JEFE'S TRAINEES HAVE BEEN WOMEN. IN PARTNERSHIP WITH OTHER NON-PROFITS, BUSINESSES AND THE JORDANIAN MINISTRY OF LABOR, JEFE HAS WORKED IN MULTIPLE PROGRAM AREAS INCLUDING SOFT SKILLS, HEATING/AIR CONDITIONING REPAIR, TEACHER TRAINING, HOSPITALITY AND LAND SURVEYING. IN 2009, JEFE BECAME A COORDINATING NGO FOR THE USAID-FUNDED "YOUTH: WORK JORDAN" PROJECT ADMINISTERED BY THE INTERNATIONAL YOUTH FOUNDATION. THROUGH THIS PROGRAM, JEFE WORKED WITH SEVERAL COMMUNITY-BASED ORGANIZATIONS IN JORDAN TO TRAIN 1,500 YOUTH, PROVIDE JOB PLACEMENTS, AND OFFER ENTREPRENEURIAL SUPPORT TO INTERESTED

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STUDENTS. IN 2011, JEFE PARTNERED WITH INTEL TO DELIVER PILOT ENTREPRENEURSHIP TRAINING TO JORDANIAN YOUTH WHO HAD DEVELOPED PLANS TO START THEIR OWN BUSINESSES. TO DATE, JEFE HAS TRAINED 610 ASPIRING ENTREPRENEURS IN THIS PROGRAM AND LINKED THE GRADUATES TO ORGANIZATIONS THAT PROVIDED SECOND STAGE SUPPORT, INCLUDING FEASIBILITY STUDIES AND MICROFINANCE, IN ORDER TO SUPPORT THE DEVELOPMENT OF NEW BUSINESSES AND JOB OPPORTUNITIES THROUGHOUT JORDAN. IN 2013-2014, JEFE PARTNERED WITH THE UN DEVELOPMENT PROGRAMME TO UNDERGO A NATIONAL EXPANSION AND DELIVER VOCATIONAL TRAINING COURSES FOR UNEMPLOYED YOUTH IN EIGHT GOVERNORATES THROUGHOUT JORDAN. FOR THIS PROJECT, JEFE DELIVERED VOCATIONAL TRAINING AND PLACEMENT PROGRAMS IN THE AREAS OF HEATING, VENTILATION AND AIR-CONDITIONING (HVAC) INSTALLATION AND REPAIR, GARMENT INDUSTRY ASSEMBLY LINE PRODUCTION, LIGHT MACHINERY OPERATION, AND HOSPITALITY FOR OVER 400 YOUTH.

EXPENSES \$ 193,297. INCLUDING GRANTS OF \$ 82,678. REVENUE \$ 0.

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

THE ORGANIZATION'S CHAIRMAN, PRESIDENT/CEO AND CFO REVIEW THE DRAFT FORM 990 PREPARED BY THE ORGANIZATION'S INDEPENDENT ACCOUNTANT BEFORE IT IS ISSUED. THE FINANCE AND AUDIT COMMITTEE OF THE BOARD OF DIRECTORS ALSO REVIEW AND APPROVE THE DRAFT FORM 990 BEFORE IT IS CIRCULATED TO THE FULL BOARD FOR APPROVAL.

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

THE PRESIDENT/CEO'S SALARY IS DETERMINED BY THE HUMAN RESOURCES COMMITTEE, WHICH IS HEADED BY THE CHAIRMAN OF THE BOARD, WHO IS ALSO THE FOUNDER, BASED ON PERFORMANCE AND PREVAILING MARKET VALUES.

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

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON WRITTEN REQUEST.

FORM 990, PART XII, LINE 2C

THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.