

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

OMB No 1545-0047

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

2008

Open to Public Inspection

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

A For the 2008 calendar year, or tax year beginning 10-01-2008 and ending 09-30-2009

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

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
Teach For America Inc

Doing Business As

Number and street (or P O box if mail is not delivered to street address) Room/suite
315 WEST 36TH STREET

City or town, state or country, and ZIP + 4
NEW YORK, NY 10018

D Employer identification number
13-3541913

E Telephone number
(212) 279-2080

G Gross receipts \$ 272,211,479

F Name and address of Principal Officer
WENDY KOPP
315 WEST 36TH STREET 5TH FL
NEW YORK, NY 10018

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

H(b) Are all affiliates included? Yes No
(If "No," attach a list See instructions)

H(c) Group Exemption Number

I Tax-exempt status 501(c) (3) (insert no) 4947(a)(1) or 527

J Web site: WWW TEACHFORAMERICA ORG

K Type of organization Corporation trust association other

L Year of Formation 1989 **M State of legal domicile** CT

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities Our mission is to build the movement to eliminate educational inequity by enlisting our nation's most promising future leaders in the effort (Continued in Part III)		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	30
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	30
	5 Total number of employees (Part V, line 2a)	5	4,167
	6 Total number of volunteers (estimate if necessary)	6	4,075
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	0
b Net unrelated business taxable income from Form 990-T, line 34	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	142,345,312	251,515,886
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	11,637,480	16,167,915
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,433,749	439,669
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,771,395	1,353,859
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	159,187,936	269,477,329
	14 Benefits paid to or for members (Part IX, column (A), line 4)	4,636,949	4,842,441
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
	16a Professional fundraising fees (Part IX, column (A), line 11e)	62,804,570	94,000,534
	b (Total fundraising expenses, Part IX, column (D), line 25 <u>13,461,875</u>)		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	0	0
	18 Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	57,109,177	56,192,595
19 Revenue less expenses Subtract line 18 from line 12	124,550,696	155,035,570	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Year	End of Year
	21 Total liabilities (Part X, line 26)	180,315,255	305,981,521
	22 Net assets or fund balances Subtract line 21 from line 20	34,282,864	44,524,599
		146,032,391	261,456,922

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including all schedules and attachments, and the information therein is true, correct, and complete. Declaration of preparer (other than officer) if one has been prepared.

Signature of officer

OSMAN KURTULUS VP ACCOUNTING AND CONTROLS
Type or print name and title

Paid Preparer's Use Only

Preparer's signature: _____ Date: _____

Firm's name (or yours if self-employed), address, and ZIP + 4: GRANT THORNTON LLP
666 THIRD AVENUE
NEW YORK, NY 100174011

May the IRS discuss this return with the preparer shown above? (See instructions)

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission
See Additional Data Table

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting or make significant changes in how it conducts any program services? Yes No
If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 23,943,691 including grants of \$) (Revenue \$)
TEACHER RECRUITMENT AND SELECTION TFA RECRUITS AND SELECTS A TEACHING CORPS OF OUTSTANDING COLLEGE GRADUATES TO TEACH THE NATION'S MOST UNDERSERVED STUDENTS THE RECRUITMENT AND SELECTION PROCESS CONSISTS OF SCHEDULING AND ATTENDING ON AND OFF CAMPUS RECRUITMENT EVENTS, PROCESSING APPLICATIONS (APPROXIMATELY 35,000 IN 2009 AND 24,000 IN 2008) AND CONDUCTING DAYLONG INTERVIEW SESSIONS IN MULTIPLE SITES ACROSS THE COUNTRY TFA HAD APPROXIMATELY 4,100 AND MORE THAN 3,700 NEW CORPS MEMBERS BEGIN THEIR FALL TEACHING ASSIGNMENTS IN 2009 AND 2008 RESPECTIVELY

4b (Code) (Expenses \$ 26,640,523 including grants of \$) (Revenue \$)
Pre-Service Institute For incoming corps members, TFA conducts intensive summer training institutes held on university campuses and in conjunction with local public school districts In 2009, approximately 4,100 corps members were trained at one of our six institute campuses University of Houston, Temple University, Loyola Marymount University, St John's University, Georgia Institute of Technology and Illinois Institute of Technology As a part of TFA's ongoing relationship with the Houston Independent School District, Los Angeles Unified School District, the School District of Philadelphia, the Atlanta Public Schools, the New York City Department of Education, Phoenix Public Schools, and Chicago Public Schools, corps members teach students who enrolled in Houston's, Philadelphia's, Los Angeles', Philadelphia's, Atlanta's, New York's, Phoenix's and Chicago's public summer school programs


















4c (Code) (Expenses \$ 66,625,247 including grants of \$ 4,842,441) (Revenue \$ 16,167,915)
PLACEMENT, PROFESSIONAL DEVELOPMENT, EDUCATION AWARDS, AND OTHER TFA PLACES CORPS MEMBERS IN VARIOUS URBAN AND RURAL REGIONS OF THE UNITED STATES IN EACH REGION, TFA HAS REGIONAL OFFICES, WHICH ARE RESPONSIBLE FOR PLACING CORPS MEMBERS IN SCHOOLS, MONITORING THEIR PROGRESS THROUGHOUT THE TWO-YEAR COMMITMENT, PROVIDING OPPORTUNITIES FOR ONGOING PROFESSIONAL DEVELOPMENT, AND HELPING CORPS MEMBERS TO FEEL PART OF A NATIONAL CORPS IN 2009 AND 2008, TFA PLACED CORPS MEMBERS IN 35 AND 29 REGIONS RESPECTIVELY

(Code) (Expenses \$ 10,009,941 including grants of \$) (Revenue \$)
ALUMNI AFFAIRS (SEE SCHEDULE O)









4d Other program services (Describe in Schedule O)
(Expenses \$ 10,009,941 including grants of \$) (Revenue \$)

4e Total program service expenses \$ 127,219,402 *Must equal Part IX, Line 25, column (B).*

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> 	Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? 	Yes	
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> 		No
4 Section 501(c)(3) organizations Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i> 	Yes	
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>		
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> 		No
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> 		No
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> 		No
9 Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> 		No
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> 	Yes	
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i> 	Yes	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i> 		No
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the U S ?		No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? <i>If "Yes," complete Schedule F, Part I</i>		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		No
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i> 		No
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> 	Yes	
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> 		No
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		No
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> 		No
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> 	Yes	
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i> 	Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		No
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) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		No
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		No

Part IV Checklist of Required Schedules *(Continued)*

		Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee		
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> 	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> 		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> 		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> 	Yes	
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i> 	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 	Yes	
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> 		No
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> 		No

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable		
	1a 1,041		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
	1b 0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return		
	2a 4,167		
b	If at least one is reported in 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 this return.	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		No
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
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)?		No
b	If "Yes," enter the name of the foreign country _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, <i>Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction</i> ?		
6a	Did the organization solicit any contributions that were not tax deductible?		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	<i>Organizations that may receive deductible contributions under section 170(c).</i>		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		No
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
8	<i>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</i> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	<i>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</i>		
a	Did the organization make any taxable distributions under section 4966?		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	<i>Section 501(c)(7) organizations.</i> Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	<i>Section 501(c)(12) organizations.</i> Enter		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
12a	<i>Section 4947(a)(1) non-exempt charitable trusts.</i> 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		

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

Section A. Governing Body and Management

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

Section B. Policies

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

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	AL, AK, AZ, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply. <input type="checkbox"/> own website <input type="checkbox"/> another's website <input checked="" type="checkbox"/> upon request	
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization	OSMAN KURTULUS 315 WEST 36TH STREET 5TH FLOOR NEW YORK, NY 10018 (212) 279-2080

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total							6,184,274	177,508	531,334	

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization **84**

	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>		No
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>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
PLAN ARCHITECTURE PLLC 555 EIGHTH AVENUE SUITE 1602 NEW YORK, NY 10018	ARCHITECTURE	381,421
PETER HAMLIN 375 LINCOLN PLACE 4J BROOKLYN, NY 11238	ARCHITECTURE	244,365
TIMOTHY HOGUE 95 WALL STREET APT 425 NEW YORK, NY 10005	RECRUITMENT	120,600
MULLEN PO BOX 7247-7279 PHILADELPHIA, PA 19170	MARKETING	116,591
JON WELLS 225 E 12TH STREET APT 3A NEW YORK, NY 10003	SOFTWARE DEVELOPMENT	101,875

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization **5**

Part VIII Statement of Revenue

			(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514		
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns 1a 160,814						
	b	Membership dues						
	c	Fundraising events 1b						
	d	Related organizations 1c						
	e	Government grants (contributions) 1d 33,632,832						
	f	All other contributions, gifts, grants, and similar amounts not included above 1e 217,722,240						
	g	Noncash contributions included in lines 1a-1f \$ 1,779,287 1f						
	h	Total (Add lines 1a-1f)	251,515,886					
Program Service Revenue	2a	FEE FOR SERVICE REVENUE						
		Business Code 611,710	16,167,915	16,167,915				
	b							
	c							
	d							
	e							
	f	All other program service revenue						
g	Total. Add lines 2a-2f							
		\$ 16,167,915						
Other Revenue	3	Investment income (including dividends, interest other similar amounts)	453,937			453,937		
	4	Income from investment of tax-exempt bond proceeds	0					
	5	Royalties	0					
	6a	Gross Rents	(i) Real 17,664					
			(ii) Personal					
	b	Less rental expenses						
	c	Rental income or (loss)	17,664					
	d	Net rental income or (loss)	17,664			17,664		
	7a	Gross amount from sales of assets other than inventory	(i) Securities 2,290,021					
			(ii) Other 0					
			Less cost or other basis and sales expenses	2,288,961				
			Gain or (loss)	1,060				
	d	Net gain or (loss)	-14,268			-14,268		
	8a	Gross income from fundraising events (not including \$ 1,564,031 of contributions reported on line 1c) See Part IV, line 18 Attach Schedule G if total exceeds \$15,000 a 0						
	b	Less direct expenses b 429,861						
c	Net income or (loss) from fundraising events	1,134,170			1,134,170			
9a	Gross income from gaming activities See part IV, line 19 Complete Schedule G if total exceeds \$15,000 a							
b	Less direct expenses b							
c	Net income or (loss) from gaming activities	0						
10a	Gross sales of inventory, less returns and allowances a							
b	Less cost of goods sold b							
c	Net income or (loss) from sales of inventory	0						
	Miscellaneous Revenue	Business Code						
11a	MISCELLANEOUS	900,099	202,025		202,025			
b								
c								
d	All other revenue _____							
e	Total. Add lines 11a-11d	\$ 202,025						
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e	269,477,329	16,167,915		1,793,528			

Part IX Statement of Functional Expenses

**Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).**

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0			
2	Grants and other assistance to individuals in the U S See Part IV, line 22	4,842,441	4,842,441		
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	7,044,744	3,839,660	2,231,891	973,193
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	72,319,954	60,660,353		7,657,116
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,324,416	1,860,920	212,409	251,087
9	Other employee benefits	6,441,493	4,293,578	1,548,470	599,445
10	Payroll taxes	5,869,927	4,770,514	461,103	638,310
11	Fees for services (non-employees)				
a	Management	0			
b	Legal	0			
c	Accounting	0			
d	Lobbying	0			
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	0			
g	Other	0			
12	Advertising and promotion	0			
13	Office expenses	10,317,103	8,684,608	990,285	642,210
14	Information technology	0			
15	Royalties	0			
16	Occupancy	7,665,671	7,048,113	435,426	182,132
17	Travel	12,111,219	10,646,530	657,728	806,961
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0			
19	Conferences, conventions and meetings	528,054	466,069	41,916	20,069
20	Interest	373,505	12,891	360,228	386
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	7,939,033	5,892,691	1,170,402	875,940
23	Insurance	285,437	220,003	48,364	17,070
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	STUDENT LODGING AND MEALS	7,168,680	7,168,651	29	0
b	PROFESSIONAL AND EDUCATIONAL	6,346,097	5,342,102	595,551	408,444
c	BAD DEBT EXPENSE	1,509,239	0	1,509,239	0
d	REGIONAL COSTS	415,258	124,193	0	291,065
e	FEEES AND OTHER EXPENSES	296,954	156,011	87,162	53,781
f	All other expenses	1,236,345	1,190,074	1,605	44,666
25	Total functional expenses. Add lines 1 through 24f	155,035,570	127,219,402	14,354,293	13,461,875
26	Joint Costs. Check <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash—non-interest-bearing	8,459,270	1	14,736,109
	2 Savings and temporary cash investments	29,718,550	2	40,695,475
	3 Pledges and grants receivable, net	100,973,434	3	188,442,142
	4 Accounts receivable, net	6,447,781	4	11,101,967
	5 Receivables from current and former officers, directors, trustees, key employees or other related parties <i>Complete Part II of Schedule L</i>		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) <i>Complete Part II of Schedule L</i>		6	
	7 Notes and loans receivable, net	5,179,721	7	6,324,931
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	969,658	9	583,772
	10a Land, buildings, and equipment cost basis			
		10a 40,496,374		
	b Less accumulated depreciation <i>Complete Part VI of Schedule D</i>			
		10b 14,092,638	20,790,831	10c 26,403,736
	11 Investments—publicly traded securities	7,254,482	11	17,094,032
	12 Investments—other securities See Part IV, line 11 <i>Complete Part VII of Schedule D</i>		12	
	13 Investments—program-related See Part IV, line 11 <i>Complete Part VIII of Schedule D</i>		13	
14 Intangible assets		14		
15 Other assets See Part IV, line 11 <i>Complete Part IX of Schedule D</i>	521,528	15	599,357	
16 Total assets. Add lines 1 through 15 (must equal line 34)	180,315,255	16	305,981,521	
Liabilities	17 Accounts payable and accrued expenses	11,258,066	17	10,390,733
	18 Grants payable	1,664,235	18	1,551,610
	19 Deferred revenue	0	19	903,100
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability <i>Complete Part IV of Schedule D</i>		21	
	22 Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons <i>Complete Part II of Schedule L</i>		22	
	23 Secured mortgages and notes payable to unrelated third parties	20,000,000	23	30,000,000
	24 Unsecured notes and loans payable		24	
	25 Other liabilities <i>Complete Part X of Schedule D</i>	1,360,563	25	1,679,156
	26 Total liabilities. Add lines 17 through 25	34,282,864	26	44,524,599
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	58,906,081	27	83,804,277
	28 Temporarily restricted net assets	77,964,477	28	108,490,802
	29 Permanently restricted net assets	9,161,833	29	69,161,843
	Organizations that do not follow SFAS 117, 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	146,032,391	33	261,456,922	
34 Total liabilities and net assets/fund balances	180,315,255	34	305,981,521	

Part XI Financial Statements and Reporting

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> cash <input checked="" type="checkbox"/> accrual <input type="checkbox"/> other		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		No
2b	Were the organization's financial statements audited by an independent accountant?	Yes	
2c	If "Yes" to lines 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?	Yes	
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?	Yes	
3b	If "Yes," did the organization undergo the required audit or audits?	Yes	

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2008

Department of the Treasury
Internal Revenue Service

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

Name of the organization
Teach For America Inc

Employer identification number

13-3541913

Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

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

- 1 A church, convention of churches, or association of churches described in **Section 170(b)(1)(A)(i)**.
- 2 A school described in **Section 170(b)(1)(A)(ii)**. (Attach Schedule E)
- 3 A hospital or a cooperative hospital service organization described in **Section 170(b)(1)(A)(iii)**. (Attach Schedule H)
- 4 A medical research organization operated in conjunction with a hospital described in **Section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **Section 170(b)(1)(A)(iv)**. (Complete Part II)
- 6 A federal, state, or local government or governmental unit described in **Section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **Section 170(b)(1)(A)(vi)** (Complete Part II)
- 8 A community trust described in **Section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **Section 509(a)(2)**. (Complete Part III)
- 10 An organization organized and operated exclusively to test for public safety See **Section 509(a)(4)**. (See instructions)
- 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or 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 that describes the type of supporting organization and complete lines 11e through 11h
 a Type I b Type II c Type III - Functionally Integrated d Type III - Other
- e By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

- (i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?
- (ii) a family member of a person described in (i) above?
- (iii) a 35% controlled entity of a person described in (i) or (ii) above?

h Provide the following information about the organizations the organization supports

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

Part II Support Schedule for Organizations Described in IRC 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.)

Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	53,722,125	101,171,184	76,939,083	142,345,312	251,515,886	625,693,590
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add line 1-3	53,722,125	101,171,184	76,939,083	142,345,312	251,515,886	625,693,590
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						26,131,739
6 Public Support subtract line 5 from line 4						599,561,851

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	53,722,125	1,153,478	76,939,083	142,345,312	251,515,886	625,693,590
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	804,617	1,153,478	1,482,483	1,437,614	453,937	5,332,129
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	424	62,545	111,371	131,067	179,433	484,840
11 Total Support (Add lines 7 through 10)						631,510,559
12 Gross receipts from related activities, etc (See instructions)					12	43,784,984
13 First Five Years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						<input checked="" type="checkbox"/>

Computation of Public Support Percentage

14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))	14	94.941 %
15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f	15	81.045 %
16a 33 1/3% Test - 2008. 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% Test - 2007. If the organization did not check the 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 - 2008. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% Facts and Circumstances Test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private Foundation. If the organization did not check the 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 IRC 509(a)(2)

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include 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 1-5						
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 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Total of lines 7a and 7b						
8 Public Support (Subtract line 7c from line 6)						

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 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 IV.)						
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 501(c)(3) organization, check this box and **stop here**

Computation of Public Support Percentage

15 Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	15	
16 Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	16	

Computation of Investment Income Percentage

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

19a 33 1/3% Tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% Tests - 2007. 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 **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

SCHEDULE C (Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545-0047

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

2008

Department of the Treasury Internal Revenue Service

To be completed by organizations described below. Attach to Form 990 or Form 990-EZ

Open to Public Inspection

If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities)

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

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

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) complete Part II-A Do not complete Part II-B
Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A
Section 501(c)(4), (5), or (6) organizations complete Part III

Name of the organization Teach For America Inc

Employer identification number

13-3541913

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations. (See the instructions for Schedule C for details.)

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
2 Political expenditures \$
3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3). (See the instructions for Schedule C for details.)

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$
2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$
3 If the organization incurred in a section 4955 tax, did it file Form 4720 for this year? Yes No
4a Was a correction made? Yes No
b If "Yes," describe in Part IV

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3). (See the instructions for Schedule C for details.)

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$
2 Enter the amount of the filing organization's internal funds contributed to other organizations for section 527 exempt function activities \$
3 Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b \$
4 Did the filing organization file Form 1120-POL for this year? Yes No
5 State the names, addresses and Employer Identification Number (EIN) of all section 527 political organizations to which payments were made Enter the amount paid and indicate if the amount was paid from the filing organization's own internal funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

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

- A** Check if the filing organization belongs to an affiliated group
- B** Check if the filing organization checked box A and "limited control" provisions apply

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

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line d, column (e))					
f Grassroots lobbying expenditures					

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a Volunteers?	Yes		
b Paid staff or management (include compensation in expenses reported on lines c through i)?	Yes		
c Media advertisements?		No	
d Mailings to members, legislators, or the public?	Yes		452,675
e Publications, or published or broadcast statements?		No	
f Grants to other organizations for lobbying purposes?		No	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		0
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?		No	
i Other activities If "Yes," describe in Part IV		No	
j Total lines 1c through 1i			452,675
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b If "Yes" enter the amount of any tax incurred under section 4912			
c If "Yes" enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?		No	

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). (See the instructions for Schedule C for details.)

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

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

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

Part IV Supplemental Information

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

Identifier	Return Reference	Explanation
LOBBYING ACTIVITIES CONDUCTED BY THE ORGANIZATION	SCHEDULE C, PART II-B	On a state level, volunteers, paid staff or management worked towards passage by the State Legislature of Education Board of certain alternative certification requirements as well as funding for the organization. On a Federal level there was direct contact with legislators, their staffs, and government officials in support of adequate appropriations for Teach For America as well as passage of Teach For America's authorizing legislation and the Serve America Act. There was also lobbying done at the Federal level in support of funding for Title 1 and other education programs in the American Reinvestment and Recovery Act.

SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2008

Open to Public Inspection

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

Department of the Treasury Internal Revenue Service

Name of the organization Teach For America Inc

Employer identification number 13-3541913

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

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate contributions, aggregate grants, aggregate value, and questions about donor informed status.

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

Table with 3 columns: Line number, Description, and Held at the End of the Year. Rows include purpose of easements, number of easements, acreage, and monitoring details.

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

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

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

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

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

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Trust, Escrow and Custodial Arrangements. Complete if 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 why in Part XIV and complete the following table

	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? Yes No

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

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	36,973,033				
b Contributions	20,000,010				
c Investment earnings or losses	1,461,329				
d Grants or scholarships					
e Other expenditures for facilities and programs	644,865				
f Administrative expenses					
g End of year balance	57,789,507				

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

- a** Board designated or quasi-endowment ▶ 46.114 %
- b** Permanent endowment ▶ 50.462 %
- c** Term endowment ▶ 3.424 %

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

	Yes	No
(i) unrelated organizations	3a(i)	No
(ii) related organizations	3a(ii)	No
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		11,627,250	3,879,996	7,747,254
d Equipment		24,973,046	8,967,856	16,005,190
e Other		3,896,078	1,244,786	2,651,292
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				26,403,736

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12) ▶		

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

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

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
ACCRUED INTEREST RECEIVABLE	0
SECURITY DEPOSITS	599,357
MISCELLANEOUS	0
Total. (Column (b) should equal Form 990, Part X, col.(B) line 15.) ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
DEFERRED RENT PAYABLE	1,679,156
Total. (Column (b) should equal Form 990, Part X, col (B) line 25) ▶	1,679,156

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

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

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

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

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

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

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

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
INTENDED USES OF ENDOWMENT FUNDS	SCHEDULE D, PART V, LINE 4	Teach for America, Inc s endowment consists of several individual funds established for different purposes Its endowment includes both donor-restricted endowment funds and funds designated by the Board of Directors to function as endowments Generally speaking, THE PURPOSE OF THE ORGANIZATION'S ENDOWMENT FUNDS IS TO PROVIDE A CONTINUOUS SOURCE OF FUNDING TO SUPPORT THE MISSION OF THE INSTITUTION

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No 1545-0047

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Name of the organization Teach For America Inc

Employer identification number 13-3541913

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

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

- a Mail solicitations, b Email solicitations, c Phone solicitations, d In-person solicitations, e Solicitation of non-government grants, f Solicitation of government grants, g Special fundraising events

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

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

Table with 6 columns: (i) Name of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions? (Yes/No), (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col (i), (vi) Amount paid to (or retained by) organization. Includes a Total row at the bottom.

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

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

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events
		BENEFIT (event type)	DINNER (event type)	5 (total number)	(Add col (a) through col (c))
Revenue	1 Gross receipts	1,169,460	301,040	93,531	1,564,031
	2 Less Charitable contributions	0	0	0	0
	3 Gross revenue (line 1 minus line 2)	1,169,460	301,040	93,531	1,564,031
Direct Expenses	4 Cash Prizes				
	5 Non-cash Prizes				
	6 Rent/Facility costs	224,823	55,749	93,934	374,506
	7 Other direct expenses	35,336	5,603	14,416	55,355
	8 Direct expense summary Add lines 4 through 7 in column (d) ▶				429,861
9 Net income summary Combine lines 3 and 8 in column (d) ▶				1,134,170	

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

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Non-cash 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 Combine lines 1 and 7 in column (d) ▶					

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

13 Indicate the percentage of gaming activity operated in

- a** The organization's facility **13a**
- b** An outside facility **13b**

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

Name ▶ _____

Address ▶ _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?

- b** If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c** If "Yes," enter name and address

Name ▶ _____

Address ▶ _____

16 Gaming manager information

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

17 Mandatory distributions

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

	Yes	No
13a		
13b		
14		
15a		
16		
17a		
17b		

Schedule I (Form 990)

OMB No 1545-0047

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

2008

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

Department of the Treasury Internal Revenue Service

Name of the organization Teach For America Inc

Employer identification number

13-3541913

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 if additional space is needed.

Table with 8 columns: (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, (g) Description of non-cash assistance, (h) Purpose of grant or assistance.

- 2 Enter total number of section 501(c)(3) and government organizations
3 Enter total number of other organizations

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) 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
FINANCIAL AID/SUPPORT	2280	4,842,441			

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

See Additional Data Table

Identifier	Return Reference	Explanation
ORGANIZATION'S PROCEDURES FOR MONITORING USE OF GRANT FUNDS IN THE U S	SCHEDULE I, LINE 2	GRANTS/FINANCIAL AID IS OFFERED TO CORPS MEMBERS WHO ARE ATTENDING THE CURRENT YEAR'S INSTITUTE A LISTING IS MAINTAINED OF THE PEOPLE WHO TAKE THE GRANT WITH ALL REQUIRED INFORMATION SUCH AS FULL NAME, SOCIAL SECURITY NUMBER AND ADDRESS THE GRANT IS BASED ON THE FINANCIAL NEED OF THE INDIVIDUAL

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2008

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization
Teach For America Inc

Employer identification number
13-3541913

Part I Questions Regarding Compensation

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

- 1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items
- | | |
|---|--|
| <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 idemnification 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 (e g , maid, chauffeur, chef) |

b If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all 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 officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" 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 in Form 990, Part VII, Section A, line 1a

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

501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.

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

a The organization?

b Any related organization?

If "Yes," to line 5a or 5b, describe in Part III

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

a The organization?

b Any related organization?

If "Yes," to line 6a or 6b, describe in Part III

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

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

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

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

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

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
See Additional Data Table	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

Software ID:
Software Version:
EIN: 13-3541913
Name: Teach For America Inc

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
wendy kopp	(i)	279,525	0	0	9,429	9,938	298,892	225,174
	(ii)	54,000	0	0	1,821	1,920	57,741	38,494
matthew kramer	(i)	274,050	0	0	11,250	11,858	297,158	219,044
	(ii)	0	0	0	0	0	0	0
kevin huffman	(i)	229,643	0	0	11,250	10,411	251,304	190,183
	(ii)	0	0	0	0	0	0	0
e m rossy	(i)	204,775	0	0	0	8,234	213,009	156,923
	(ii)	0	0	0	0	0	0	0
elisa v beard	(i)	182,637	0	0	8,753	10,889	202,279	146,751
	(ii)	0	0	0	0	0	0	0
aimee a davis	(i)	179,550	0	0	8,815	11,780	200,145	149,873
	(ii)	0	0	0	0	0	0	0
gillian c smith	(i)	200,325	0	0	9,850	11,803	221,978	166,450
	(ii)	0	0	0	0	0	0	0
Elissa Clapp	(i)	189,219	0	0	9,390	7,347	205,956	153,354
	(ii)	0	0	0	0	0	0	0
Aylon S Samouha	(i)	182,861	0	0	8,990	4,155	196,006	146,954
	(ii)	0	0	0	0	0	0	0
Jeffrey Wetzler	(i)	203,925	0	0	10,025	11,807	225,757	169,253
	(ii)	0	0	0	0	0	0	0
Andrew D Kopplin	(i)	164,037	0	0	0	7,885	171,922	112,089
	(ii)	0	0	0	0	0	0	0
Jemina R Bernard	(i)	162,325	0	0	3,683	4,133	170,141	127,306
	(ii)	0	0	0	0	0	0	0
Monique Ayotte-Hoeltzel	(i)	46,186	0	0	2,600	1,357	50,143	47,103
	(ii)	112,167	0	0	2,200	2,771	117,138	75,126
Ellen N Shepard	(i)	155,102	0	0	418	3,131	158,651	107,382
	(ii)	0	0	0	0	0	0	0
Melissa Golden	(i)	154,624	0	0	7,817	11,753	174,194	132,432
	(ii)	0	0	0	0	0	0	0
David A Rosenberg	(i)	150,821	0	0	7,405	2,131	160,357	118,634
	(ii)	0	0	0	0	0	0	0
Dena Blank	(i)	147,950	0	0	7,275	3,920	159,145	119,338
	(ii)	0	0	0	0	0	0	0
Darren Stowell	(i)	145,757	0	0	7,275	4,791	157,823	119,486
	(ii)	0	0	0	0	0	0	0

**SCHEDULE M
(Form 990)**

Non-Cash Contributions

OMB No 1545-0047

2008

**Open to Public
Inspection**

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

Department of the Treasury
Internal Revenue Service

Name of the organization
Teach For America Inc

Employer identification number
13-3541913

Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution (historic structures)				
14 Qualified conservation contribution (other)				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (describe <u>COMPUTER AND INTERNET HARDWARE</u>)	X	1	1,647,509	COST/SELLING PRICE
26 Other (describe <u>BOOK PLANNERS FOR TEACHERS</u>)	X	1	131,778	COST/SELLING PRICE
27 Other (describe _____)				
28 Other (describe _____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29** 0

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

SCHEDULE O
(Form 990)

Supplemental Information to Form 990

2008

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

Name of the organization
Teach For America Inc

Employer identification number

13-3541913

Identifier	Return Reference	Explanation
DOCUMENTATION OF MEETINGS HELD BY COMMITTEES	FORM 990 PART VI, SECTION A, LINE 8B	THE MEETINGS OF THE AUDIT AND FINANCE COMMITTEES FOR THE CURRENT REPORTING PERIOD WERE NOT DOCUMENT WITH MINUTES THE ORGANIZATION PLANS TO CHANGE THIS PRACTICE GOING FORWARD

Identifier	Return Reference	Explanation
PROCESS THE ORGANIZATION USES TO REVIEW FORM 990	FORM 990 PART VI, SECTION A, LINE 10	TEACH FOR AMERICA'S FORM 990 WAS PREPARED BY AN INDEPENDENT CERTIFIED PUBLIC ACCOUNTING FIRM A DRAFT OF THE FORM 990 WAS PROVIDED ELECTRONICALLY TO THE BOARD OF DIRECTORS AUDIT COMMITTEE FOR REVIEW ONCE ALL ISSUES AND QUESTIONS REGARDING THE RETURN WERE RESOLVED, THE FORM 990 WAS FINALIZED TO INCORPORATE ANY NECESSARY CHANGES AN UPDATED VERSION WAS PROVIDED ELECTRONICALLY TO THE ASSISTANT CONTROLLER TO INCLUDE IN MEMBER PACKAGES FOR THE BOARD MEETING FOR THE BOARD'S REVIEW AND APPROVAL ONCE ANY ADDITIONAL MATTERS WERE ADDRESSED AND RESOLVED, THE FINALIZED VERSION OF FORM 990 WAS FILED WITH THE IRS ON OR BEFORE THE MAY 15TH FILING DEADLINE

Identifier	Return Reference	Explanation
ORGANIZATION'S PRACTICES FOR MONITORING CONFLICTS OF INTEREST	FORM 990 PART VI, SECTION B, LINE 12C	TEACH FOR AMERICA DOES NOT CURRENTLY HAVE A PROCESS TO MONIOR COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY

Identifier	Return Reference	Explanation
PROCESS FOR DETERMINING COMPENSATION	FORM 990 PART VI, SECTION B, LINE 15A-B	Teach for America, Inc uses independent compensation consultants to ensure that the salary set for the CEO is appropriate Independent compensation consultants are also used to ensure that the salaries for the Operating Committee members and other key officers are appropriate and in line with those of comparable organizations Compensation is set and adjusted annually at Teach For America Each year, the Operating Committee recommends baseline adjustments, which are then approved by the Board These recommendations are based largely on results from independent compensation studies in most years In the years where the organization does not undertake such a study, we use guiding principles to determine the correct relative positioning for staff member salaries These guidelines include paying near the 75th percentile, adhering to internal equity and ensuring we are paying fairly and competitively over the course of staff member careers in the organization In addition, on an annual basis, the organization conducts a compensation review process - where staff members are evaluated for salary adjustments based on their ability to contribute to the organization, if/w hether their roles are impacted by changes in scale of the organization and if/w hether their positions warrant an internal, external or geographic market adjustment Managers provide qualitative guidance, team leaders make percentage recommendations and senior management calibrates to ensure salaries are fair and competitive across the organization and reflective of our compensation philosophy The operating committee makes a recommendation to the Board, which must adopt the annual salary adjustments before they are implemented at the beginning of the fiscal year

Identifier	Return Reference	Explanation
ORGANIZATION'S POLICY REGARDING MAKING CERTAIN DOCUMENTS PUBLIC	FORM 990 PART VI, SECTION C, QUESTION 19	THE ORGANIZATION'S FINANCIAL STATEMENTS ARE AVAILABLE ON THE TEACH FOR AMERICA, INC WEBSITE AND UPON REQUEST

Identifier	Return Reference	Explanation
ORGANIZATION'S PRACTICES FOR OVERSIGHT OF FINANCIAL STATEMENT AUDIT	FORM 990, PART XI	The organization's governing body has a committee charged with oversight of the audit of the organization's financial statements The committee's process for oversight of the audit, performed by an independent accounting firm, has not changed for the reporting year

Identifier	Return Reference	Explanation
OTHER PROGRAM SERVICE ACCOMPLISHMENTS	FORM 990, PART III, LINE 4D	Teach for America, Inc has an alumni base of former corps members all over the world These individuals present a powerful opportunity to continue to impact the education community through management and government positions In recognition of the importance of its alumni base, TFA has increased its budget for alumni affairs Specifically, in 2009 and 2008, alumni-related expenses totaled approximately \$10,010,000 and \$7,825,000, respectively (as measured for Form 990 purposes, reflecting adjustments for donated services)

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2008

Open to Public Inspection

▶ **Attach to Form 990. To be completed by organizations that answer "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37.**
▶ **See separate instructions.**

Department of the Treasury
Internal Revenue Service

Name of the organization
Teach For America Inc

Employer identification number

13-3541913

Part I Identification of Disregarded Entities

(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income	(E) End-of-year assets	(F) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
TEACH FOR ALL 315 WEST 36TH STREET NEW YORK, NY10018 26-2122566	EDUCATION	NY	501(C)(3)	7	TEACH FOR AM

Part III Identification of Related Organizations Taxable as a Partnership

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Predominant income(related, investment, unrelated)	(F) Share of total income	(G) Share of end-of- year assets	(H) Disproportionate allocations?		(I) Code V—UBI amount on Box 20 of K-1	(J) General or managing partner?	
							Yes	No		Yes	No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Type of entity (C corp, S corp, or trust)	(F) Share of total income	(G) Share of end-of-year assets	(H) Percentage ownership

Part V Transactions with Related Organizations

Note. Complete line 1 if any entity is listed in Parts II, III or IV

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to other organization(s)
- c** Gift, grant, or capital contribution from other organization(s)
- d** Loans or loan guarantees to or for other organization(s)
- e** Loans or loan guarantees by other organization(s)

- f** Sale of assets to other organization(s)
- g** Purchase of assets from other organization(s)
- h** Exchange of assets
- i** Lease of facilities, equipment, or other assets to other organization(s)

- j** Lease of facilities, equipment, or other assets from other organization(s)
- k** Performance of services or membership or fundraising solicitations for other organization(s)
- l** Performance of services or membership or fundraising solicitations by other organization(s)
- m** Sharing of facilities, equipment, mailing lists, or other assets
- n** Sharing of paid employees

- o** Reimbursement paid to other organization for expenses
- p** Reimbursement paid by other organization for expenses

- q** Other transfer of cash or property to other organization(s)
- r** Other transfer of cash or property from other organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m	Yes	
1n	Yes	
1o		No
1p	Yes	
1q		No
1r		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(1)	(A) Name of other organization(s)	(B) Transaction type(a-r)	(C) Amount Involved
(1)	TEACH FOR ALL	N	246,196
(2)	TEACH FOR ALL	M	45,299
(3)	TEACH FOR ALL	P	1,418,241
(4)			
(5)			
(6)			

Additional Data

Software ID:
Software Version:
EIN: 13-3541913
Name: Teach For America Inc

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
Walter Isaacson , chair	1 0	X						0	0	0
Paula A Sneed , vice chair	1 0	X						0	0	0
Jide Zeitlin , treasurer	1 0	X						0	0	0
Laura E Arnold , director	1 0	X						0	0	0
Maxine Clark , director	1 0	X						0	0	0
Thomas H Castro , director	1 0	X						0	0	0
Paul Finnegan , director	1 0	X						0	0	0
Donald G Fisher , director	1 0	X						0	0	0
Lew Frankfort , director	1 0	X						0	0	0
David Gergen , director	1 0	X						0	0	0
Eddie S Glaude Jr , director	1 0	X						0	0	0
Leo J Hindery Jr , director	1 0	X						0	0	0
John Hotchkis , director	1 0	X						0	0	0
David W Kenny , director	1 0	X						0	0	0
Sherry Lansing , director	1 0	X						0	0	0
Sue Lehmann , director	1 0	X						0	0	0
Michael L Lomax PhD , director	1 0	X						0	0	0
Stephen F Mandel Jr , director	1 0	X						0	0	0
Anthony W Marx , director	1 0	X						0	0	0
James M McCormick , director	1 0	X						0	0	0
Darla Moore , director	1 0	X						0	0	0
Chris Nelson , director	1 0	X						0	0	0
Richard S Pechter , director	1 0	X						0	0	0
Greg Penner , director	1 0	X						0	0	0
Nancy Peretsman , director	1 0	X						0	0	0
Laurene Powell , director	1 0	X						0	0	0
Arthur Rock , director	1 0	X						0	0	0
Sir Howard Stringer , director	1 0	X						0	0	0
Kurt Strovink , director	1 0	X						0	0	0
Lawrence J Stupski , director	1 0	X						0	0	0

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
Beverly Daniel Tatum PhD , director	1 0	X					0	0	0	
John Thompson , director	1 0	X					0	0	0	
Gregory W Wendt , director	1 0	X					0	0	0	
wendy kopp , CEO AND FOUNDER	40 0	X		X			279,525	54,000	23,108	
matthew kramer , president	40 0			X			274,050	0	23,108	
kevin huffman , evp public affairs	40 0			X			229,643	0	21,661	
e m rossy , evp & chief financial officer	40 0			X			204,775	0	8,234	
elisa v beard , chief operating officer	40 0			X			182,637	0	19,642	
aimee a davis , chief people officer	40 0			X			179,550	0	20,595	
gillian c smith , chief marketing officer	40 0			X			200,325	0	21,653	
Jemina R Bernard , ED/ASSISTANT SECRETARY	40 0			X			162,325	0	7,816	
Osman Kurtulus , VP ACCTG/CTRLS & AST SECRETARY	40 0			X			83,748	5,873	5,877	
Analisa Barret , VP, PLANNING & ANALYSIS	40 0			X			30,562	0	13,172	
Reshma Singh , VP, DEVELOPMENT OPERATIONS	40 0			X			108,660	0	9,399	
Marcia Reina , VP, TECHNOLOGY BUS OPERATIONS	40 0			X			96,084	5,468	7,829	
Matt Gould , MD, FACILITIES ADMINISTRATION	40 0			X			94,925	0	16,231	
Kwame Griffith , ED/ASSISTANT SECRETARY	40 0			X			89,145	0	8,258	
O mari Todd , ED/ASSISTANT SECRETARY	40 0			X			93,632	0	3,861	
Eric Scroggins , ED/ASSISTANT SECRETARY	40 0			X			135,857	0	3,907	
Josh Biber , ED/ASSISTANT SECRETARY	40 0			X			81,189	0	8,121	
Tim Hurley , ED/ASSISTANT SECRETARY	40 0			X			44,451	0	48	
Josh Anderson , ED/ASSISTANT SECRETARY	40 0			X			98,278	0	8,632	
Edna Novak , ED/ASSISTANT SECRETARY	40 0			X			54,458	0	2,251	
Sean Vanberschot , ED/ASSISTANT SECRETARY	40 0			X			94,523	0	12,780	
Erin Swanson Oschwald , ED/ASSISTANT SECRETARY	40 0			X			65,569	0	6,991	
Kira Orange-Jones , ED/ASSISTANT SECRETARY	40 0			X			106,778	0	3,875	
Jill Baldemor , ED/ASSISTANT SECRETARY	40 0			X			121,552	0	17,165	
Ann Best , ED/ASSISTANT SECRETARY	40 0			X			113,948	0	9,464	
Jason Kloth , ED/ASSISTANT SECRETARY	40 0			X			75,271	0	3,840	
Crystal Jones , ED/ASSISTANT SECRETARY	40 0			X			72,261	0	4,739	

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
Alicia Herald , ED/ASSISTANT SECRETARY	40 0			X				66,448	0	7,065
Allison Serafin , ED/ASSISTANT SECRETARY	40 0			X				83,799	0	7,929
Brian Johnson , ED/ASSISTANT SECRETARY	40 0			X				128,838	0	10,258
Brad Leon , ED/ASSISTANT SECRETARY	40 0			X				82,442	0	8,018
Daniel Sellers , ED/ASSISTANT SECRETARY	40 0			X				40,250	0	1,921
Ron Nurnberg , ED/ASSISTANT SECRETARY	40 0			X				99,897	0	13,863
Heather Calverase , ED/ASSISTANT SECRETARY	40 0			X				103,463	0	16,931
Landon Mascarenaz , ED/ASSISTANT SECRETARY	40 0			X				62,400	0	7,094
Mike Wang , ED/ASSISTANT SECRETARY	40 0			X				108,468	0	9,080
Pearl Esau , ED/ASSISTANT SECRETARY	40 0			X				83,519	0	7,822
Robert Carreon , ED/ASSISTANT SECRETARY	40 0			X				58,175	0	6,429
Catherine Pozniak , ED/ASSISTANT SECRETARY	40 0			X				39,016	0	2,231
Michael Tipton , ED/ASSISTANT SECRETARY	40 0			X				68,344	0	7,208
Emily Barton , ED/ASSISTANT SECRETARY	40 0			X				96,927	0	8,570
Elissa Clapp , SVP, RECRUITMENT	40 0				X			189,219	0	16,737
Aylon S Samouha , SVP, TEACHER SUPPORT	40 0				X			182,861	0	13,145
Jeffrey Wetzler , SVP, CHIEF LEARN OFFICER	40 0				X			203,925	0	21,832
Andrew D Kopplin , VP, SENIOR ADVISOR	40 0				X			164,037	0	7,885
Monique Ayotte-Hoeltzel , VP, ADMISSIONS	40 0				X			46,186	112,167	8,928
Ellen N Shepard , CHIEF INFORMATION OFFICER	40 0				X			155,102	0	3,549
Melissa Golden , SMD, DEVELOPMENT RESOURCES	40 0					X		154,624	0	19,570
David A Rosenberg , VP, INSIGHTS & DIGITAL MARKETS	40 0					X		150,821	0	9,536
Lara C Sellers , VP, REGIONAL OPERATIONS	40 0					X		148,085	0	215
Dena Blank , VP, COUNTRY SUPPORT	40 0					X		147,950	0	11,195
Darren Stowell , VP, REGIONAL OPERATIONS	40 0					X		145,757	0	12,066

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

TEACH FOR AMERICA, INC. IS THE NATIONAL TEACHER CORPS OF OUTSTANDING RECENT COLLEGE GRADUATES WHO COMMIT TWO YEARS TO TEACH IN PUBLIC SCHOOLS IN LOW-INCOME URBAN AND RURAL AREAS, AND WHO BECOME LIFELONG LEADERS IN PURSUIT OF EDUCATIONAL EXCELLENCE AND EQUITY. TEACH FOR AMERICA, INC. RECRUITS TOP GRADUATES OF ALL ACADEMIC MAJORS FROM CAMPUSES ACROSS THE COUNTRY, SELECTS CORPS MEMBERS THROUGH AN INTENSIVE APPLICATION PROCESS, TRAINS THEM IN AN INTENSIVE PRE-SERVICE INSTITUTE, PLACES THEM IN SCHOOLS AS REGULAR BEGINNING TEACHERS, COORDINATES AN ONGOING SUPPORT NETWORK AMONG THEM, AND BUILDS A NETWORK AMONG ITS ALUMNI TO FOSTER THEIR ONGOING LEADERSHIP AND COLLABORATION.