

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

Return of Organization Exempt From Income Tax

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

Do not enter social security numbers on this form as it may be made public.

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

OMB No. 1545-0047
2019
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2019, and ending 06-30-2020

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
YOUTH ENRICHMENT SERVICES INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
6031 BROAD ST SUITE 202

City or town, state or province, country, and ZIP or foreign postal code
PITTSBURGH, PA 15206

D Employer identification number
25-1737929

E Telephone number
(412) 661-7834

G Gross receipts \$ 851,715

F Name and address of principal officer:
DENNIS FLOYD JONES PHD
6031 BROAD ST STE 202
PITTSBURGH, PA 15206

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list. (see instructions)

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

J Website: ▶ YOUTHENRICHMENTSERVICES.ORG

H(c) Group exemption number ▶

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1994

M State of legal domicile: PA

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
YOUTH ENRICHMENT SERVICES PROVIDES SOCIALLY AND ECONOMICALLY AT-RISK TEENS WITH OPPORTUNITIES TO ACHIEVE SUCCESS THROUGH MENTORSHIP, EDUCATION, AND ENRICHMENT PROGRAMMING. YES PROVIDES AT-RISK TEENS AND LOW-INCOME FAMILIES RESIDING IN ALLEGHENY COUNTY WITH THE FOLLOWING SERVICES: COMPREHENSIVE IN-HOME PEER MENTORING PROGRAM, JUVENILE ALTERNATIVE TO DETENTION, AFTER SCHOOL P.A.S.S. PROGRAM, GENDER-SPECIFIC MENTORING PROGRAMS, COLLEGE PREPARATION, SUMMER ENRICHMENT, JOB TRAINING, AND SUMMER EMPLOYMENT.

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	14
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	178
6 Total number of volunteers (estimate if necessary)	6	15
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
7b Net unrelated business taxable income from Form 990-T, line 39	7b	

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	851,834	831,202
9 Program service revenue (Part VIII, line 2g)	2,035	0
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10,327	20,513
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	864,196	851,715

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	623,418	653,553
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶250		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	209,443	260,413
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	832,861	913,966
19 Revenue less expenses. Subtract line 18 from line 12	31,335	-62,251

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	284,255	456,136
21 Total liabilities (Part X, line 26)	97,899	332,031
22 Net assets or fund balances. Subtract line 21 from line 20	186,356	124,105

Part II Signature Block

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

Sign Here

Signature of officer _____ Date 2020-03-25
DENNIS FLOYD JONES PHD EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name Preparer's signature Date 2021-03-25 Check if self-employed PTIN P00173252
Firm's name ▶ TYLER COLLIER ASSOCIATES LLC Firm's EIN ▶ 41-2045009
Firm's address ▶ 100 ROSS ST STE 110 Phone no. (412) 471-7060
PITTSBURGH, PA 15219

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

YOUTH ENRICHMENT SERVICES, INC. PROVIDES SOCIALLY AND ECONOMICALLY AT RISK YOUTH THE OPPORTUNITY TO ACHIEVE SUCESS THROUGH PARTICIPATION IN MENTORSHIP, EDUCATION, AND ENRICHMENT PROGRAMS. YES PROVIDES AT-RISK TEENS AND LOW-INCOME FAMILIES RESIDING IN ALLEGHENY COUNTY WITH THE FOLLOWING SERVICES: COMPREHENSIVE IN-HOME PEER MENTORING PROGRAM, JUVENILE ALTERNATIVE TO DETENTION, AFTER SCHOOL P.A.S.S. PROGRAM, GENDER-SPECIFIC MENTORING PROGRAMS, COLLEGE PREPARATION, SUMMER ENRICHMENT, JOB TRAINING, AND SUMMER EMPLOYMENT.

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

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 [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 3,245 including grants of \$) (Revenue \$) See Additional Data

4b (Code:) (Expenses \$ 362,035 including grants of \$) (Revenue \$) See Additional Data

4c (Code:) (Expenses \$ 257,809 including grants of \$) (Revenue \$) See Additional Data

(Code:) (Expenses \$ 269,099 including grants of \$) (Revenue \$)

ALL ABOUT ME- ALL ABOUT ME (AAM) IS PRIMARILY A MENTORING, TUTORIAL, AND EMPLOYABILITY PROGRAM, WITH SPECIFIC ACADEMIC AND CULTURAL ACTIVITIES TAILORED TO ADDRESS ISSUES OF TRUANCY, SOCIAL ADAPTATION, AND ACADEMIC PERFORMANCE-IN HOPES OF PREPARING STUDENTS TO BE PITTSBURGH PROMISE ELIGIBLE. TO MEET THESE GOALS, THE AAM PROGRAM CLOSELY MONITORS STUDENTS' GRADES AND ATTENDANCE AND CONDUCTS HOME AND SCHOOL VISITS TO SUPPORT STUDENTS HOLISTICALLY TOWARD PROMISE READINESS AND POST-SECONDARY SUCCESS. PACE STRATEGIC PLAN-YOUTH ENRICHMENT SERVICES, INC. IS ENTERING ITS THIRD DECADE WITH GREAT EXPECTATIONS FOR CELEBRATING BROAD SUCCESS IN SUPPORTING CHILDREN AND THEIR FAMILIES IN MULTIPLE WESTERN PENNSYLVANIA COMMUNITIES. TO ENSURE THIS MOMENTUM PERSISTS, YOUTH ENRICHMENT SERVICES, INC. ENGAGED IN A STRATEGIC PLANNING PROCESS WHICH REVEALED A UNIQUE STRATEGIC OPPORTUNITY FOR YOUTH ENRICHMENT SERVICES, INC. ALONG WITH FOUR GOALS TO BE IMPLEMENTED OVER THE NEXT TWO YEARS. YOUTH ENRICHMENT SERVICES, INC.'S CONSIDERABLE SUCCESS AND STRENGTH IN PROVIDING MENTORING AND UNDERSTANDING CRIMINOGENIC NEEDS POSITIONS THE ORGANIZATION TO BE A PREFERRED AND HIGH-QUALITY PROVIDER FOR PREVENTATIVE SERVICES. OVER THE YEARS YOUTH ENRICHMENT SERVICES, INC. HAS ESTABLISHED A SUCCESSFUL BASE FOR PREVENTING YOUTH FROM ENGAGING IN THE CRIMINAL JUSTICE SYSTEM THROUGH THE MENTORING PARTNERSHIPS PROGRAM. IN ADDITION, THE ORGANIZATION HAS CULTIVATED A DEFINED BODY OF PEER-REVIEWED RESEARCH THAT SUGGESTS DIVERSION PROGRAMS ARE NOT ENOUGH TO PREVENT YOUTH INTERFACING AND ENCOUNTERING THE JUVENILE JUSTICE SYSTEM IN ALLEGHENY COUNTY. THESE FACTORS, ALONG WITH LOCAL RESEARCH AND FEEDBACK FROM SCHOOL LEADERS WHO YOUTH ENRICHMENT SERVICES, INC. HAS RELATIONSHIPS WITH, HAS ILLUSTRATED THAT SCHOOL COMMUNITIES ARE STRUGGLING TO PROVIDE RESOURCES TO ADDRESS THE PARTICULAR ENVIRONMENTAL CONTEXT IN WHICH LOCAL YOUTH OF COLOR, PARTICULARLY BLACK GIRLS, HAVE DISPROPORTIONATE CONTACT WITH POLICE AND THE JUVENILE JUSTICE SYSTEM. BECAUSE OF THIS, YOUTH ENRICHMENT SERVICES, INC. HAS A STRATEGIC OPPORTUNITY TO BUILD OUT A RESTORATIVE PRACTICES PROGRAM MODEL THAT WOULD ALLOW CONNECTION WITH YOUTH PRIOR TO AN EVENT THAT LEADS TO ENGAGING WITH THE JUSTICE SYSTEM. YOUTH ENRICHMENT SERVICES, INC. WILL PURSUE FOUR STRATEGIC GOALS TO POSITION ITSELF TO TAKE ADVANTAGE OF ITS STRATEGIC OPPORTUNITY. THE STRATEGIC GOALS, LISTED IN PRIORITY ORDER, ARE: GOAL 1: DEVELOP AND IMPLEMENT A FORMAL BOARD OF DIRECTORS RECRUITMENT & DEVELOPMENT PROGRAM THAT INCORPORATES BEST-IN-CLASS PRACTICES. GOAL 2: INTRODUCE A COMPREHENSIVE RESTORATIVE PRACTICES PROGRAM. GOAL 3: IDENTIFY AND SECURE THREE NEW RECURRING FUNDING SOURCES. GOAL 4: DEVELOP AND IMPLEMENT A FORMAL STAFF DEVELOPMENT PROGRAM THAT INCORPORATES BEST-IN-CLASS PRACTICES. PATHWAYS ACCESS PROGRAM- THE PATHWAYS TO ACCESS PROGRAM (PAP) IS A WORKFORCE DEVELOPMENT PROGRAM THAT EXPOSES 9-12 GRADERS TO A VARIETY OF CAREER EXPERIENCE AND ALLOWS THEM TO DEVELOP SKILLS NECESSARY TO ENTER THE WORKFORCE. THROUGH YEAR-ROUND MENTORSHIP, PROJECT-BASED LEARNING EXPERIENCES, AND OTHER SKILL DEVELOPMENT OPPORTUNITIES STUDENTS GAIN THE KNOWLEDGE ABOUT CAREERS THAT INTEREST THEM WHILE RECEIVING FINANCIAL INCENTIVES FOR PROGRAM PARTICIPATION. EACH COHORT RECEIVES SPECIFIC OUTCOMES BASED ON THEIR GRADE LEVEL.

4d Other program services (Describe in Schedule O.) (Expenses \$ 269,099 including grants of \$) (Revenue \$)

4e Total program service expenses 892,188

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		No
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 lines 24b through 24d and complete Schedule K. If "No," go to line 25a</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), 501(c)(4), and 501(c)(29) 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	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <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>		No
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 sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36	Section 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% 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
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Main form area containing questions 2a through 16, including sub-questions like 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 8, 9a, 9b, 10a, 10b, 11a, 11b, 12a, 12b, 13a, 13b, 13c, 14a, 14b, 15, and 16. Includes a grid for responses (Yes/No) and a numerical entry field for 2a (178).

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b	Enter the number of voting members included in line 1a, above, who 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 governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		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?	Yes	
9	Is there any officer, director, 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 (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did 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		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take 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▶ PA
18	Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20	State the name, address, and telephone number of the person who possesses the organization's books and records: ▶D FLOYD JONES 6031 BROAD ST STE 202 PITTSBURGH, PA 15206 (412) 661-7834

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

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

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

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

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

See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DENNIS FLOYD JONES PHD EXECUTIVE DI	40.00	X					68,240	0	0	
(2) CHERYL BIGGS BOARD DIRECT	2.00	X					0	0	0	
(3) DELLA BINION SECRETARY	2.00	X		X			0	0	0	
(4) NORMA GROVER BOARD DIRECT	2.00	X					0	0	0	
(5) TIFFANY SIZEMORE-THOMPSON JD BOARD DIRECT	2.00	X					0	0	0	
(6) PHYLLIS JONES ADVISOR	2.00	X					0	0	0	
(7) RICHARD WITHERSPOON JR CO-VICE PRES	2.00	X		X			0	0	0	
(8) MARKESE LONG BOARD DIRECT	2.00	X					0	0	0	
(9) ERICA LAMAR MOTLEY TREASURER	2.00	X		X			0	0	0	
(10) MOLLY ONUFER BOARD DIRECT	2.00	X					0	0	0	
(11) CARL ROTHENBERGER ADVISOR	2.00	X					0	0	0	
(12) SARAH SUMPTER PRESIDENT	2.00	X		X			0	0	0	
(13) JAMIE TUIITE LEGAL COUNSE	2.00	X					0	0	0	
(14) ABBY WILSON CO-VICE PRES	2.00	X		X			0	0	0	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)										
(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			

1b Sub-Total	▶		
c Total from continuation sheets to Part VII, Section A	▶		
d Total (add lines 1b and 1c)	▶	68,240	

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

3 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>	Yes	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>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c			
	d Related organizations	1d			
	e Government grants (contributions)	1e	535,642		
	f All other contributions, gifts, grants, and similar amounts not included above	1f	295,560		
	g Noncash contributions included in lines 1a - 1f:\$	1g			
	h Total. Add lines 1a-1f		831,202		

Program Service Revenue			(A)	(B)	(C)	(D)
		Business Code				
2a						
b						
c						
d						
e						
f All other program service revenue.						
g Total. Add lines 2a-2f.						

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		20,513	20,513				
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6a Gross rents	6a	(i) Real					
			(ii) Personal					
			b Less: rental expenses	6b				
			c Rental income or (loss)	6c				
	d Net rental income or (loss)							
	7a Gross amount from sales of assets other than inventory	7a	(i) Securities					
			(ii) Other					
			b Less: cost or other basis and sales expenses	7b				
			c Gain or (loss)	7c				
	d Net gain or (loss)							
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
			b Less: direct expenses	8b				
	c Net income or (loss) from fundraising events							
	9a Gross income from gaming activities. See Part IV, line 19	9a						
			b Less: direct expenses	9b				
	c Net income or (loss) from gaming activities							
	10a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold			10b					
c Net income or (loss) from sales of inventory								
11a Miscellaneous Revenue		Business Code						
b								
c								
d All other revenue								
e Total. Add lines 11a-11d								
12 Total revenue. See instructions			851,715	20,513				

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	68,240	68,240		
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	489,946	489,946		
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	9,450	9,450		
9 Other employee benefits	32,758	32,758		
10 Payroll taxes	53,159	53,159		
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	21,537	2,552	18,985	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	32,864	32,864		
12 Advertising and promotion	21			21
13 Office expenses	4,614	2,071	2,543	
14 Information technology	10,654	10,425		229
15 Royalties				
16 Occupancy	20,349	20,349		
17 Travel	41,909	41,909		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,950	2,950		
20 Interest	6,535	6,535		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,733	1,733		
23 Insurance	12,658	12,658		
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a TEEN STIPENDS	42,515	42,515		
b TEACHER STIPEND	17,421	17,421		
c CULTURAL EVENTS & OUTINGS	11,420	11,420		
d MATERIALS & SUPPLIES	8,649	8,649		
e All other expenses	24,584	24,584		
25 Total functional expenses. Add lines 1 through 24e	913,966	892,188	21,528	250
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	101,706	1	305,556
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	85,558	4	82,556
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,458	9	4,793
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	74,167		
	b Less: accumulated depreciation	73,300	2,600	10c 867
	11 Investments—publicly traded securities	91,933	11	62,363
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	1
16 Total assets. Add lines 1 through 15 (must equal line 34)	284,255	16	456,136	
Liabilities	17 Accounts payable and accrued expenses	45,376	17	13,117
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	1,496	24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	51,027	25	318,914
	26 Total liabilities. Add lines 17 through 25	97,899	26	332,031
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	158,351	27	115,014
	28 Net assets with donor restrictions	28,005	28	9,091
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	186,356	32	124,105	
33 Total liabilities and net assets/fund balances	284,255	33	456,136	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	851,715
2	Total expenses (must equal Part IX, column (A), line 25)	2	913,966
3	Revenue less expenses. Subtract line 2 from line 1	3	-62,251
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	186,356
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	124,105

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Software ID:

Software Version:

EIN: 25-1737929

Name: YOUTH ENRICHMENT SERVICES INC

Form 990 (2019)

Form 990, Part III, Line 4a:

PEER MENTOR PROGRAM - THE HEART OF YOUTH ENRICHMENT SERVICES, INC. IS MENTORING PARTNERSHIPS, A COMMUNITY-BASED PROGRAM THAT INCORPORATES PEER MENTOR CERTIFICATION TRAINING, LIFE SKILLS, AND COMMUNICATION SKILLS TO ADDRESS AT-RISK BEHAVIOR AMONG ADOLESCENTS. THE MENTORING CONCEPT IS CENTRAL TO OUR ORGANIZATION'S PHILOSOPHY OF IMPROVED PHYSICAL, EMOTIONAL AND ACADEMIC DEVELOPMENT. THE PRIMARY GOALS OF THE MENTORING PROGRAM ARE AS FOLLOWS: ACADEMIC IMPROVEMENT, CULTURAL ENRICHMENT, CAREER DEVELOPMENT, AND LIFE SKILLS ENHANCEMENT.

Form 990, Part III, Line 4b:

DIVERSION PROGRAM - DEVELOPED IN COLLABORATION WITH THE ALLEGHENY COUNTY JUVENILE COURT, DIVERSION 2000 (D2000) IS A 24/7 MONITORING AND MENTORING PROGRAM OFFERING JUVENILE OFFENDERS AN ALTERNATIVE TO DETENTION. INTER-VENTION SPECIALISTS CONDUCT SCHOOL AND HOME VISITS, MONITOR SCHOOL ATTENDANCE, MAKE DAILY CURFEW CALLS, AND ARRANGE ACADEMIC SUPPORT. THE FAMILY ACTION PLANS ARE DESIGNED TO PROTECT THE CHILD AND THE WELL-BEING OF THEIR COM-MUNITY, DECREASE TRUANCY, REDUCE RECIDIVISM AND ENSURE THAT THE FAMILY'S RULES WILL BE ADHERED TO THROUGHOUT THE DURATION OF THE PROGRAM. EXTENDED DIVERSION SERVICES - D2000 YOUTH ARE TRANSFERRED TO THE EXTENDED DIVERSION SERVICES (EDS) PROGRAM OFFERED BY YOUTH ENRICHMENT SERVICES, INC. IF STAKEHOLDERS DETERMINE YOUTH WILL BENEFIT FROM CONTINUED PROBATIONARY SERVICES. EDS YOUTH CONTINUE TO RECEIVE HOME AND SCHOOL VISITS AND NIGHTLY CURFEW CALLS; HOWEVER, THEIR SERVICES ARE EXPANDED TO INCLUDE WEEKLY SESSIONS FACILITATED BY YOUTH ENRICHMENT SERVICES, INC. STAFF, SOCIAL AND CULTURAL OUTINGS, ONE-ON-ONE MENTORING, AND EMPLOYABILITY PREPARATION. STAFF SELECT THE SERVICE PROVISION THAT ALIGN AND ADDRESS CHALLENGES THE PRESENT YOUTH ARE FACING TO INDIVIDUALIZE SERVICES.

Form 990, Part III, Line 4c:

LEARN AND EARN- THE LEARN AND EARN SUMMER YOUTH EMPLOYMENT PROGRAM IS A SUMMER OPPORTUNITY THAT PROVIDES YOUTH, AGES 14 - 21, WITH EMPLOYMENT AROUND THE CITY OF PITTSBURGH. LEARN AND EARN STUDENTS WORK IN DIVERSE JOBS AND OCCUPATIONAL AREAS TO GAIN PROFESSIONAL EXPERIENCE, TECHNICAL SKILLS, AND KNOWLEDGE OF EMPLOYER EXPECTATIONS, AS WELL AS EXPOSURE TO POSSIBLE CAREER PATHS. IN ADDITION TO DEVELOPING VALUABLE WORK EXPERIENCE, YOUTH ALSO EARN WAGES AND CONTRIBUTE TO PITTSBURGH'S TAX BASE AND ECONOMIC GROWTH. THE GOALS OF LEARN AND EARN ARE TO PREPARE YOUTH TO UNDERSTAND APPROPRIATE WORKPLACE BEHAVIORS, THE RIGORS OF THE WORKPLACE, JOB SURVIVAL SKILLS, AND TO CHALLENGE YOUTH TO EXPLORE CAREER INTERESTS AND OPPORTUNITIES. AS A LEARN AND EARN SERVICE PROVIDER, YOUTH ENRICHMENT SERVICES (YES) HAS DEVELOPED A COMPREHENSIVE SUMMER PROGRAM MODEL THAT OFFERS YOUTH MORE THAN AN EMPLOYMENT OPPORTUNITY. YOUTH ENRICHMENT SERVICES, INC.'S SUMMER PROGRAM MODEL AMALGAMATES LEADERSHIP DEVELOPMENT, EMPLOYABILITY PREPARATION, AND ACADEMIC ENRICHMENT TO NOT ONLY PREPARE YOUTH FOR FUTURE EMPLOYMENT, BUT TO ALSO STIMULATE THEIR ACADEMIC ACUMEN, AND TO DEEPEN THEIR COMMITMENT TO THEIR PEERS AND COMMUNITIES. YOUTH ENRICHMENT SERVICES, INC. INTEGRATES LEARN AND EARN'S GOALS INTO ITS MODEL TO FURTHER ENSURE YOUTH DEVELOP SKILLS THAT TRANSCEND THEIR SUMMER EMPLOYMENT EXPERIENCES YOUTH ENRICHMENT SERVICES, INC. EMBEDS EMPLOYMENT OPPORTUNITIES INTO ITS SUMMER PROGRAM INFRASTRUCTURE TO PROVIDE STUDENTS WITH CAREER EXPOSURE AND SKILL DEVELOPMENT. IN A CLIMATE IN WHICH DEMAND FOR YOUTH EMPLOYMENT IS HIGHER THAN SUPPLY, YOUTH ENRICHMENT SERVICES, INC. PROVIDES YOUTH WITH CRITICAL EARLY WORK EXPERIENCES TO MASTER TECHNICAL SKILLS, TO DEVELOP KNOWLEDGE OF EMPLOYER EXPECTATIONS, AND TO SOLIDIFY CAREER INTERESTS. THROUGH SUCH OFFERINGS, YOUTH ENRICHMENT SERVICES, INC. SCHOLARS LEARN ACCEPTABLE WORKPLACE BEHAVIORS, THE RIGORS OF THE WORK ENVIRONMENT, AND JOB SURVIVAL SKILLS. IN ADDITION TO DEVELOPING VALUABLE WORK EXPERIENCE, YOUTH EARN WAGES IN WHICH THEY CAN CONTRIBUTE TO PITTSBURGH'S TAX BASE AND ECONOMIC GROWTH AND INVEST IN THEIR OWN FUTURES, COMMUNITIES, AND FAMILIES. RESEARCH SUBSTANTIATES THE VALUE OF SUCH EARLY WORK EXPERIENCES, AND AS SUCH, THESE OPPORTUNITIES REMAIN INTEGRAL TO YOUTH ENRICHMENT SERVICES, INC.'S SUMMER PROGRAM MODEL.

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
YOUTH ENRICHMENT SERVICES INC

Employer identification number
25-1737929

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

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

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	358,347	670,624	673,782	851,834	827,702	3,382,289
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 lines 1 through 3	358,347	670,624	673,782	851,834	827,702	3,382,289
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). . .						550,885
6 Public support. Subtract line 5 from line 4.						2,831,404

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4. . .	358,347	670,624	673,782	851,834	827,702	3,382,289
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . .	1,973	2,204	2,058	108	63	6,406
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 VI.). . .	4,004	8,333	18,008	12,254	23,950	66,549
11 Total support. Add lines 7 through 10						3,455,244
12 Gross receipts from related activities, etc. (see instructions)					12	20,513
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	81.950 %
15 Public support percentage for 2018 Schedule A, Part II, line 14	15	80.710 %
16a 33 1/3% support test—2019. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
▶ <input checked="" type="checkbox"/>		
b 33 1/3% support test—2018. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
▶ <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		
▶ <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2018. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		
▶ <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		
▶ <input type="checkbox"/>		

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c	Add lines 7a and 7b.						
8	Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶		(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9	Amounts from line 6.						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . .						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c	Add lines 10a and 10b.						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2019 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2018 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2019 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2018 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2019. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2018. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)		
2	Activities Test. Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations. Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2019:			
a From 2014.			
b From 2015.			
c From 2016.			
d From 2017.			
e From 2018.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2020. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015.			
b Excess from 2016.			
c Excess from 2017.			
d Excess from 2018.			
e Excess from 2019.			

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

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
PART II, LINE 10	UNREALIZED GAINS 43,764 REALIZED GAINS(LOSSES) 16,066 OTHER INCOME 6,719

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No. 1545-0047
2019
Open to Public Inspection

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
YOUTH ENRICHMENT SERVICES INC

Employer identification number
25-1737929

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

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

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
- Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area
- Protection of natural habitat Preservation of a certified historic structure
- Preservation of open space

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____
- 4 Number of states where property subject to conservation easement is located ▶ _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
- (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
- (ii) Assets included in Form 990, Part X ▶ \$ _____
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
- a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
- b Assets included in Form 990, Part X ▶ \$ _____

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

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

Part IV Escrow and Custodial Arrangements.

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

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

Part V Endowment Funds.

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

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

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment
b Permanent endowment
c Temporarily restricted endowment
The percentages on lines 2a, 2b, and 2c should equal 100%.
3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
(i) unrelated organizations
(ii) related organizations
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
Table with columns: Yes, No. Rows: 3a(i), 3a(ii), 3b
4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

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

Part VII Investments—Other Securities.

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

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

Part VIII Investments—Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) EIDL LOAN	150,000
(3) PPP FORGIVABLE LOAN PAYABLE	124,400
(4) PNC LINE OF CREDIT 4372	27,698
(5) ACCRUED SALARIES & WAGES	9,780
(6) ESCHEAT LIABILITIES	6,199
(7) ACCRUED INTEREST PAYABLE	500
(8) ACCRUED LIABILITIES	336
(9) ROUNDING	1
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	318,914

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

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 (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	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 XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	

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

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

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	Other losses	2c		
d	Other (Describe in Part XIII.)	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 XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 25-1737929

Name: YOUTH ENRICHMENT SERVICES INC

Supplemental Information

Return Reference	Explanation
SCHEDULE D, PAGE 3, PART X	YOUTH ENRICHMENT SERVICES, INC. ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES USING A RECOGNITION THRESHOLD OF MORE-LIKELY-THAN-NOT TO BE SUSTAINED UPON EXAMINATION BY THE APPROPRIATE TAXING AUTHORITY. MEASUREMENT OF THE TAX UNCERTAINTY OCCURS IF THE RECOGNITION THRESHOLD IS MET. MANAGEMENT DETERMINED THAT THERE WERE NO TAX UNCERTAINTIES THAT MET THE RECOGNITION THRESHOLD IN 2020. YOUTH ENRICHMENT SERVICES, INC.'S IRS FORM 990 IS SUBJECT TO REVIEW FOR THREE YEARS SUBSEQUENT TO THE DATE FILED.

SCHEDULE O
(Form 990 or 990-EZ)**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2019**Open to Public Inspection**

Department of the Treasury

Name of the organization

YOUTH ENRICHMENT SERVICES INC

Employer identification number

25-1737929

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	YOUTH ENRICHMENT SERVICES, INC. PROVIDES SOCIALLY AND ECONOMICALLY AT RISK YOUTH THE OPPORTUNITY TO ACHIEVE SUCESS THROUGH PARTICIPATION IN MENTORSHIP, EDUCATION, AND ENRICHMENT PROGRAMS. YES PROVIDES AT-RISK TEENS AND LOW-INCOME FAMILIES RESIDING IN ALLEGHENY COUNTY WITH THE FOLLOWING SERVICES: COMPREHENSIVE IN-HOME PEER MENTORING PROGRAM, JUVENILE ALTERNATIVE TO DETENTION, AFTER SCHOOL P.A.S.S. PROGRAM, GENDER-SPECIFIC MENTORING PROGRAMS, COLLEGE PREPARATION, SUMMER ENRICHMENT, JOB TRAINING, AND SUMMER EMPLOYMENT.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4B	DIVERSION PROGRAM - DEVELOPED IN COLLABORATION WITH THE ALLEGHENY COUNTY JUVENILE COURT, DIVERSION 2000 (D2000) IS A 24/7 MONITORING AND MENTORING PROGRAM OFFERING JUVENILE OFFENDERS AN ALTERNATIVE TO DETENTION. INTER-VENTION SPECIALISTS CONDUCT SCHOOL AND HOME VISITS, MONITOR SCHOOL ATTENDANCE, MAKE DAILY CURFEW CALLS, AND ARRANGE ACADEMIC SUPPORT. THE FAMILY ACTION PLANS ARE DESIGNED TO PROTECT THE CHILD AND THE WELL-BEING OF THEIR COM-MUNITY, DECREASE TRUANCY, REDUCE RECIDIVISM AND ENSURE THAT THE FAMILY'S RULES WILL BE ADHERED TO THROUGHOUT THE DURATION OF THE PROGRAM. EXTENDED DIVERSION SERVICES - D2000 YOUTH ARE TRANSFERRED TO THE EXTENDED DIVERSION SERVICES (EDS) PROGRAM OFFERED BY YOUTH ENRICHMENT SERVICES, INC. IF STAKEHOLDERS DETERMINE YOUTH WILL BENEFIT FROM CONTINUED PROBATIONARY SERVICES. EDS YOUTH CONTINUE TO RECEIVE HOME AND SCHOOL VISITS AND NIGHTLY CURFEW CALLS; HOWEVER, THEIR SERVICES ARE EXPANDED TO INCLUDE WEEKLY SESSIONS FACILITATED BY YOUTH ENRICHMENT SERVICES, INC. STAFF, SOCIAL AND CULTURAL OUTINGS, ONE-ON-ONE MENTORING, AND EMPLOYABILITY PREPARATION. STAFF SELECT THE SERVICE PROVISION THAT ALIGN AND ADDRESS CHALLENGES THE PRESENT YOUTH ARE FACING TO INDIVIDUALIZE SERVICES.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4C	<p>LEARN AND EARN- THE LEARN AND EARN SUMMER YOUTH EMPLOYMENT PROGRAM IS A SUMMER OPPORTUNITY THAT PROVIDES YOUTH, AGES 14 - 21, WITH EMPLOYMENT AROUND THE CITY OF PITTSBURGH. LEARN AND EARN STUDENTS WORK IN DIVERSE JOBS AND OCCUPATIONAL AREAS TO GAIN PROFESSIONAL EXPERIENCE, TECHNICAL SKILLS, AND KNOWLEDGE OF EMPLOYER EXPECTATIONS, AS WELL AS EXPOSURE TO POSSIBLE CAREER PATHS. IN ADDITION TO DEVELOPING VALUABLE WORK EXPERIENCE, YOUTH ALSO EARN WAGES AND CONTRIBUTE TO PITTSBURGH'S TAX BASE AND ECONOMIC GROWTH. THE GOALS OF LEARN AND EARN ARE TO PREPARE YOUTH TO UNDERSTAND APPROPRIATE WORKPLACE BEHAVIORS, THE RIGORS OF THE WORKPLACE, JOB SURVIVAL SKILLS, AND TO CHALLENGE YOUTH TO EXPLORE CAREER INTERESTS AND OPPORTUNITIES. AS A LEARN AND EARN SERVICE PROVIDER, YOUTH ENRICHMENT SERVICES (YES) HAS DEVELOPED A COMPREHENSIVE SUMMER PROGRAM MODEL THAT OFFERS YOUTH MORE THAN AN EMPLOYMENT OPPORTUNITY. YOUTH ENRICHMENT SERVICES, INC.'S SUMMER PROGRAM MODEL AMALGAMATES LEADERSHIP DEVELOPMENT, EMPLOYABILITY PREPARATION, AND ACADEMIC ENRICHMENT TO NOT ONLY PREPARE YOUTH FOR FUTURE EMPLOYMENT, BUT TO ALSO STIMULATE THEIR ACADEMIC ACUMEN, AND TO DEEPEN THEIR COMMITMENT TO THEIR PEERS AND COMMUNITIES. YOUTH ENRICHMENT SERVICES, INC. INTEGRATES LEARN AND EARN'S GOALS INTO ITS MODEL TO FURTHER ENSURE YOUTH DEVELOP SKILLS THAT TRANSCEND THEIR SUMMER EMPLOYMENT EXPERIENCES YOUTH ENRICHMENT SERVICES, INC. EMBEDS EMPLOYMENT OPPORTUNITIES INTO ITS SUMMER PROGRAM INFRASTRUCTURE TO PROVIDE STUDENTS WITH CAREER EXPOSURE AND SKILL DEVELOPMENT. IN A CLIMATE IN WHICH DEMAND FOR YOUTH EMPLOYMENT IS HIGHER THAN SUPPLY, YOUTH ENRICHMENT SERVICES, INC. PROVIDES YOUTH WITH CRITICAL EARLY WORK EXPERIENCES TO MASTER TECHNICAL SKILLS, TO DEVELOP KNOWLEDGE OF EMPLOYER EXPECTATIONS, AND TO SOLIDIFY CAREER INTERESTS. THROUGH SUCH OFFERINGS, YOUTH ENRICHMENT SERVICES, INC. SCHOLARS LEARN ACCEPTABLE WORKPLACE BEHAVIORS, THE RIGORS OF THE WORK ENVIRONMENT, AND JOB SURVIVAL SKILLS. IN ADDITION TO DEVELOPING VALUABLE WORK EXPERIENCE, YOUTH EARN WAGES IN WHICH THEY CAN CONTRIBUTE TO PITTSBURGH'S TAX BASE AND ECONOMIC GROWTH AND INVEST IN THEIR OWN FUTURES, COMMUNITIES, AND FAMILIES. RESEARCH SUBSTANTIATES THE VALUE OF SUCH EARLY WORK EXPERIENCES, AND AS SUCH, THESE OPPORTUNITIES REMAIN INTEGRAL TO YOUTH ENRICHMENT SERVICES, INC.'S SUMMER PROGRAM MODEL.</p>

990 Schedule O, Organizational Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4D	<p>ALL ABOUT ME- ALL ABOUT ME (AAM) IS PRIMARILY A MENTORING, TUTORIAL, AND EMPLOYABILITY PRO GRAM, WITH SPECIFIC ACADEMIC AND CULTURAL ACTIVITIES TAILORED TO ADDRESS ISSUES OF TRUANCY , SOCIAL ADAPTATION, AND ACADEMIC PERFORMANCE-IN HOPES OF PREPARING STUDENTS TO BE PITTSBU RGH PROMISE ELIGIBLE. TO MEET THESE GOALS, THE AAM PROGRAM CLOSELY MONITORS STUDENTS' GRAD ES AND ATTENDANCE AND CONDUCTS HOME AND SCHOOL VISITS TO SUPPORT STUDENTS HOLISTICALLY TOW ARD PROMISE READINESS AND POST-SECONDARY SUCCESS. PACE STRATEGIC PLAN-YOUTH ENRICHMENT SERVICES, INC. IS ENTERING ITS THIRD DECADE WITH GREAT EXPECTATIONS FOR CELEBRATING BROAD SUC CESS IN SUPPORTING CHILDREN AND THEIR FAMILIES IN MULTIPLE WESTERN PENNSYLVANIA COMMUNITIE S. TO ENSURE THIS MOMENTUM PERSISTS, YOUTH ENRICHMENT SERVICES, INC. ENGAGED IN A STRATEGI C PLANNING PROCESS WHICH REVEALED A UNIQUE STRATEGIC OPPORTUNITY FOR YOUTH ENRICHMENT SERV ICES, INC. ALONG WITH FOUR GOALS TO BE IMPLEMENTED OVER THE NEXT TWO YEARS. YOUTH ENRICHME NT SERVICES, INC.'S CONSIDERABLE SUCCESS AND STRENGTH IN PROVIDING MENTORING AND UNDERSTAN DING CRIMINOGENIC NEEDS POSITIONS THE ORGANIZATION TO BE A PREFERRED AND HIGH-QUALITY PROV IDER FOR PREVENTATIVE SERVICES. OVER THE YEARS YOUTH ENRICHMENT SERVICES, INC. HAS ESTABLI SHED A SUCCESSFUL BASE FOR PREVENTING YOUTH FROM ENGAGING IN THE CRIMINAL JUSTICE SYSTEM T HROUGH THE MENTORING PARTNERSHIPS PROGRAM. IN ADDITION, THE ORGANIZATION HAS CULTIVATED A DEFINED BODY OF PEER-REVIEWED RESEARCH THAT SUGGESTS DIVERSION PROGRAMS ARE NOT ENOUGH TO PREVENT YOUTH INTERFACING AND ENCOUNTERING THE JUVENILE JUSTICE SYSTEM IN ALLEGHENY COUNTY . THESE FACTORS, ALONG WITH LOCAL RESEARCH AND FEEDBACK FROM SCHOOL LEADERS WHO YOUTH ENRI CHMENT SERVICES, INC. HAS RELATIONSHIPS WITH, HAS ILLUSTRATED THAT SCHOOL COMMUNITIES ARE STRUGGLING TO PROVIDE RESOURCES TO ADDRESS THE PARTICULAR ENVIRONMENTAL CONTEXT IN WHICH L OCAL YOUTH OF COLOR, PARTICULARLY BLACK GIRLS, HAVE DISPROPORTIONATE CONTACT WITH POLICE A ND THE JUVENILE JUSTICE SYSTEM. BECAUSE OF THIS, YOUTH ENRICHMENT SERVICES, INC. HAS A STR ATEGIC OPPORTUNITY TO BUILD OUT A RESTORATIVE PRACTICES PROGRAM MODEL THAT WOULD ALLOW CON NECTION WITH YOUTH PRIOR TO AN EVENT THAT LEADS TO ENGAGING WITH THE JUSTICE SYSTEM. YOUTH ENRICHMENT SERVICES, INC. WILL PURSUE FOUR STRATEGIC GOALS TO POSITION ITSELF TO TAKE ADV ANTAGE OF ITS STRATEGIC OPPORTUNITY. THE STRATEGIC GOALS, LISTED IN PRIORITY ORDER, ARE: G OAL 1: DEVELOP AND IMPLEMENT A FORMAL BOARD OF DIRECTORS RECRUITMENT & DEVELOPMENT PROGRAM THAT INCORPORATES BEST-IN-CLASS PRACTICES. GOAL 2: INTRODUCE A COMPREHENSIVE RESTORATIVE PRACTICES PROGRAM. GOAL 3: IDENTIFY AND SECURE THREE NEW RECURRING FUNDING SOURCES. GOAL 4 : DEVELOP AND IMPLEMENT A FORMAL STAFF DEVELOPMENT PROGRAM THAT INCORPORATES BEST-IN-CLASS PRACTICES. PATHWAYS ACCESS PROGRAM- THE PATHWAYS TO ACCESS PROGRAM (PAP) IS A WORKFORCE D EVELOPMENT PROGRAM THAT EXPOSES 9-12 GRADERS TO A VARIETY OF CAREER EXPERIENCE AND ALLOWS THEM TO DEVELOP SKILLS NECESSA</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4D	RY TO ENTER THE WORKFORCE. THROUGH YEAR-ROUND MENTORSHIP, PROJECT-BASED LEARNING EXPERIENCES, AND OTHER SKILL DEVELOPMENT OPPORTUNITIES STUDENTS GAIN THE KNOWLEDGE ABOUT CAREERS THAT INTEREST THEM WHILE RECEIVING FINANCIAL INCENTIVES FOR PROGRAM PARTICIPATION. EACH COHORT RECEIVES SPECIFIC OUTCOMES BASED ON THEIR GRADE LEVEL.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 11B	EXECUTIVE DIRECTOR, BOARD MEMBERS AND CONSULTANT REVIEW 990 PRIOR TO SUBMISSION. THE FORM 990 IS REVIEWED AT A BOARD MEETING.

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PAGE 6, PART VI, LINE 12C</p>	<p>YES, AS A RECIPIENT OF PUBLIC FUNDING AND SUPPORT FROM FOUNDATIONS, BUSINESSES AND INDIVIDUALS, MUST STRIVE TO ENSURE THAT ITS ACTIVITIES, AS WELL AS THOSE OF ITS DIRECTORS, MANAGERS, EMPLOYEES, CONSULTANTS AND INDEPENDENT CONTRACTORS, ARE CONDUCTED IN COMPLIANCE WITH A PROPER APPROPRIATE STANDARDS OF ETHICS, LOYALTY, HONESTY, INTEGRITY, AND FAIR DEALING. TO THIS END, THE ADMINISTRATION, FOR THEMSELVES AND FOR YES MANAGERS, EMPLOYEES, CONSULTANTS AND INDEPENDENT CONTRACTORS, ADOPTED THIS CONFLICTS OF INTEREST POLICY DESIGNED BY YES TO PRECLUDE ANY ACTUAL OR APPARENT MATERIAL CONFLICT OF INTEREST OR IMPROPRIETY WITH RESPECT TO THE DUTIES AND ACTIVITIES OF SUCH PERSONS OR ENTITIES. FOR THE PURPOSES OF THIS CONFLICTS OF INTEREST POLICY ONLY, "INTERESTED PERSONS" IS DEFINED AS ANY BOARD MEMBERS, DIRECTORS, OFFICERS, MANAGERS, AND EMPLOYEES OF YES. THIS CONFLICTS OF INTEREST POLICY HAS BEEN IMPLEMENTED TO PROTECT YES' INTERESTS WHEN IT IS CONTEMPLATING ENTERING INTO A CONTRACT OR TRANSACTION THAT MIGHT BENEFIT THE PRIVATE INTERESTS OF ANY INTERESTED PERSONS. THIS CONFLICTS OF INTEREST POLICY SHALL APPLY TO ALL CONTRACTS OR TRANSACTIONS BETWEEN YES AND INTERESTED PERSONS. ANNUAL DISCLOSURE STATEMENTS. ON AN ANNUAL BASIS, YES SHALL CIRCULATE A FINANCIAL DISCLOSURE STATEMENT, WHICH IS INTENDED FOR DISCLOSING CONFLICTS OF INTEREST. EXCEPT FOR EMPLOYEES NOT HOLDING A DIRECTOR, OFFICER, OR MANAGERIAL POSITION AT YES, EACH INTERESTED PERSON IS REQUIRED TO EXECUTE, AND RETURN TO YES WITHIN TEN (10) BUSINESS DAYS, A FINANCIAL DISCLOSURE STATEMENT EITHER (I) DISCLOSING THE FACTS RELATED TO ANY ACTUAL OR POTENTIAL FINANCIAL INTEREST, OR (II) STATING THAT HE OR SHE HAS NO REPORTABLE FINANCIAL INTEREST. FOR THE PURPOSES OF THIS CONFLICTS OF INTEREST POLICY ONLY, "FINANCIAL INTEREST" MEANS (1) AN OWNERSHIP OR INVESTMENT INTEREST IN ANY ENTITY WITH WHICH YES HAS A CONTRACT OR TRANSACTION; (2) A DIRECT OR INDIRECT REMUNERATION AND/OR GIFTS OR FAVORS RECEIVED FROM YES OR ANY ENTITY OR INDIVIDUAL WITH WHICH YES HAS A CONTRACT OR TRANSACTION; OR (3) A POTENTIAL OWNERSHIP OR INVESTMENT INTEREST IN, OR ARRANGEMENT TO RECEIVE DIRECT OR INDIRECT REMUNERATION AND/OR GIFTS OR FAVORS WITH, ANY ENTITY OR INDIVIDUAL WITH WHICH YES IS NEGOTIATING A CONTRACT OR TRANSACTION. THE EXECUTIVE DIRECTOR AND THE ASSISTANT DIRECTOR SHALL REPORT THE RESULTS OF THESE ANNUAL DISCLOSURE STATEMENTS TO THE BOARD OF DIRECTORS AT ITS ANNUAL MEETING. A FINANCIAL INTEREST DOES NOT NECESSARILY CONSTITUTE A CONFLICT OF INTEREST. ANY INTERESTED PERSON WHO HAS A FINANCIAL INTEREST HAS A CONFLICT OF INTEREST ONLY IF THE BOARD OF DIRECTORS DECIDES THAT A CONFLICT OF INTEREST EXISTS. ONGOING DISCLOSURE OBLIGATIONS. IF ANY INTERESTED PERSON, INCLUDING ALL EMPLOYEES REGARDLESS OF THEIR POSITIONS AT YES, BECOMES AWARE THAT HE OR SHE HAS A FINANCIAL INTEREST IN ANY PROPOSED CONTRACT OR OTHER TRANSACTION INVOLVING YES, THE INTERESTED PERSON MUST IMMEDIATELY DISCLOSE THE FINANCIAL INTEREST TO THE EXECUTIVE DIRECTOR OR THE</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PAGE 6, PART VI, LINE 12C</p>	<p>E ASSISTANT DIRECTOR. UPON RECEIVING NOTIFICATION OF THE INTERESTED PERSON'S FINANCIAL INTEREST FROM THE EXECUTIVE DIRECTOR OR THE ASSISTANT DIRECTOR, THE BOARD OF DIRECTORS SHALL DETERMINE WHETHER THE FINANCIAL INTEREST CONSTITUTES A CONFLICT OF INTEREST. A CONFLICT OF INTEREST ARISES WHEN AN INTERESTED PERSON FAILS TO, OR WHEN THERE IS SIGNIFICANT RISK THAT THE INTERESTED PERSON WILL FAIL TO, MAINTAIN OBJECTIVITY IN MAKING BUSINESS DECISIONS AND, AS A RESULT, THE INTERESTED PERSON'S PRIVATE INTERESTS INTERFERE WITH YES' INTERESTS, SUCH AS WHEN AN INTERESTED PERSON (OR FAMILY MEMBER) BENEFITS FINANCIALLY FROM A DECISION MADE ON BEHALF OF YES. INTERESTED PERSONS SHOULD NOT PERMIT OUTSIDE INTERESTS TO INTERFERE WITH THEIR JOB DUTIES AND ARE PROHIBITED FROM USING THEIR POSITION OR RELATIONSHIP WITH YES FOR PRIVATE GAIN OR TO OBTAIN BENEFITS FOR THEMSELVES OR FAMILY MEMBERS. AS MENTIONED, INTERESTED PERSONS MUST FULLY DISCLOSE TO THE EXECUTIVE DIRECTOR OR THE ASSISTANT DIRECTOR ANY RELATIONSHIP OR ACTIVITY THAT MIGHT IMPAIR, OR APPEAR TO IMPAIR, THEIR ABILITY TO MAKE OBJECTIVE AND FAIR DECISIONS WHEN PERFORMING THEIR JOBS OR FULFILLING THEIR ROLES. FOR ILLUSTRATIVE PURPOSES, A CONFLICT OF INTEREST COULD ARISE WHERE AN INTERESTED PERSON, A FAMILY MEMBER, OR GOOD FRIEND HAS AN INTEREST IN A CONTRACT BEING CONSIDERED OR WORKED ON BY YES, OR WHERE THE INTERESTED PERSON IS IN A POSITION TO INFLUENCE A BUSINESS DECISION THAT MAY RESULT IN A PERSONAL GAIN FOR THE INTERESTED PERSON OR THE INTERESTED PERSON'S FAMILY MEMBER AS A RESULT OF YES' BUSINESS DEALINGS. ALTHOUGH IT IS NOT POSSIBLE TO SPECIFY EVERY ACTION THAT MIGHT CREATE A CONFLICT OF INTEREST, THIS CONFLICTS OF INTEREST POLICY SETS FORTH THE ONES THAT MOST FREQUENTLY PRESENT PROBLEMS. IF QUESTIONS ARISE AS TO WHETHER AN ACTION OR PROPOSED COURSE OF CONDUCT WOULD CREATE A CONFLICT OF INTEREST, THE INTERESTED PERSON SHOULD ERR ON THE SIDE OF CAUTION AND IMMEDIATELY CONTACT THE EXECUTIVE DIRECTOR OR THE ASSISTANT DIRECTOR TO OBTAIN ADVICE ON THE ISSUE. ANY TRANSACTION OR RELATIONSHIP THAT COULD REASONABLY BE EXPECTED TO GIVE RISE TO A CONFLICT OF INTEREST SHOULD BE DISCLOSED TO THE EXECUTIVE DIRECTOR OR THE ASSISTANT DIRECTOR. SUCH SITUATIONS MAY INCLUDE: "ANY SIGNIFICANT OWNERSHIP OR INVESTMENT INTEREST IN ANY ENTITY WITH WHICH YES HAS A TRANSACTION OR ARRANGEMENT; "ANY CONSULTING, EMPLOYMENT, OR COMPENSATION ARRANGEMENT WITH ANY ENTITY OR INDIVIDUAL WITH WHICH YES HAS A TRANSACTION OR ARRANGEMENT; "ANY OUTSIDE ACTIVITY THAT DETRACTS FROM AN EMPLOYEE'S ABILITY TO DEVOTE APPROPRIATE TIME AND ATTENTION TO HIS OR HER RESPONSIBILITIES TO YES; "RECEIPT OF EXCESSIVE ENTERTAINMENT OR GIFTS OF MORE THAN NOMINAL VALUE OF ONE-HUNDRED AND TWENTY-FIVE DOLLARS (125.00) FROM ANY PERSON, ENTITY, OR ORGANIZATION WITH WHOM OR WITH WHICH YES HAS CURRENT OR PROSPECTIVE DEALINGS; AND/OR "A POTENTIAL OWNERSHIP OR INVESTMENT INTEREST IN, OR COMPENSATION ARRANGEMENT WITH, ANY ENTITY OR INDIVIDUAL WITH WHICH YES IS NEGOTIAT</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 12C	ING A TRANSACTION OR ARRANGEMENT. THIS CONFLICTS OF INTEREST POLICY DOES NOT SUPERSEDE AND IS NOT INTENDED TO REPLACE, BUT RATHER SUPPLEMENT, ARTICLE 8 OF YES' BY-LAWS. IF ANY PORT ION OF THIS CONFLICTS OF INTEREST POLICY IS INCONSISTENT WITH THE PROVISIONS OF ARTICLE 8, ARTICLE 8 SHALL GOVERN. TO INSPECT YES' BY-LAWS, AN EMPLOYEE SHOULD CONTACT THE EXECUTIVE DIRECTOR OR THE ASSISTANT DIRECTOR. MOREOVER, THIS CONFLICTS OF INTEREST POLICY (OR ANY P OLICY IN THIS EMPLOYEE HANDBOOK) IS NOT INTENDED TO PRECLUDE OR DISSUADE EMPLOYEES FROM EN GAGING IN ACTIVITIES PROTECTED BY STATE OR FEDERAL LAW, SUCH AS (I) DISCUSSING WAGES, BENE FITS, OR TERMS AND CONDITIONS OF EMPLOYMENT, (II) FORMING, JOINING OR SUPPORTING LABOR UNI ONS, AND (III) ENGAGING IN ANY OTHER ACTIVITIES THAT MAY BE LEGALLY REQUIRED.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 15A	BOARD OF DIRECTORS APPROVES EXECUTIVE DIRECTOR'S SALARY THE EXECUTIVE COMPENSATION COMMITTEE, COMPRISED OF THE VICE PRESIDENT OF THE BOARD OF DIRECTORS AND THE ORGANIZATION'S LEGAL COUNSEL, REVIEW INDUSTRY COMPARISONS AND ENGAGE IN A RIGOROUS REVIEW WITH THE EXECUTIVE DIRECTOR. ALL BOARD OF DIRECTORS MEMBERS OF PRESENTED WITH THE RESULTS OF THIS REVIEW AND PROVIDE INPUT AND FEEDBACK ON THE REVIEW AT A NUMBER OF BOARD MEETINGS. EACH BOARD OF DIRECTORS MEMBERS IS GIVEN AN INDIVIDUAL ASSESSMENT TO COMPLETE AND THE PRESIDENT OF THE BOARD OF DIRECTORS REVIEWS ALL ASSESSMENTS. FINALLY, THE BOARD OF DIRECTORS VOTES ON THE EXECUTIVE DIRECTOR'S REVIEW AND COMPENSATION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 19	NO OTHER DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC.