

Form **990**

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2020

Department of the Treasury
Internal Revenue Service

▶ 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.

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning and ending

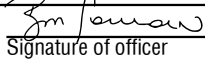

B Check if applicable: <input checked="" type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization ACCESS NOW		D Employer identification number 27-0597430
	Doing business as		E Telephone number (888) 414-0100
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	463 LINCOLN PLACE	241	G Gross receipts \$ 9,838,069.
City or town, state or province, country, and ZIP or foreign postal code BROOKLYN, NY 11238		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
F Name and address of principal officer: BRETT SOLOMON SAME AS C ABOVE		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		If "No," attach a list. See instructions	
J Website: WWW.ACCESSNOW.ORG		H(c) Group exemption number ▶	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 2009	M State of legal domicile: CA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: ACCESS NOW DEFENDS AND EXTENDS THE DIGITAL RIGHTS OF USERS AT RISK AROUND THE WORLD.
	2 Check this box <input type="checkbox"/> 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 8
	4 Number of independent voting members of the governing body (Part VI, line 1b) 4 7
	5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5 31
	6 Total number of volunteers (estimate if necessary) 6 7
	7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8 Contributions and grants (Part VIII, line 1h) 5,170,787. Prior Year 9,773,868. Current Year
	9 Program service revenue (Part VIII, line 2g) 1,146,734. 0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 3,579. 13,375.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) -157,698. 50,826.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 6,163,402. 9,838,069.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 788,078. 1,638,906.
	14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 3,088,050. 4,215,238.
	16a Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.
	b Total fundraising expenses (Part IX, column (D), line 25) 403,146.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 3,232,717. 2,541,580.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 7,108,845. 8,395,724.
19 Revenue less expenses. Subtract line 18 from line 12 -945,443. 1,442,345.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16) 3,767,390. Beginning of Current Year 5,893,965. End of Year
	21 Total liabilities (Part X, line 26) 1,439,541. 2,123,771.
	22 Net assets or fund balances. Subtract line 21 from line 20 2,327,849. 3,770,194.

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	11/12/2021 Date			
	BRETT SOLOMON, EXECUTIVE DIRECTOR Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name RICHARD J. LOCASTRO, CPA	Preparer's signature 	Date 11/12/21	Check if self-employed <input type="checkbox"/>	PTIN P00288314
	Firm's name ▶ GELMAN, ROSENBERG & FREEDMAN	Firm's EIN ▶ 52-1392008			
	Firm's address ▶ 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930		Phone no. (301) 951-9090		

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

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: ACCESS NOW DEFENDS AND EXTENDS THE DIGITAL RIGHTS OF USERS AT RISK AROUND THE WORLD.

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

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

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

4a (Code:) (Expenses \$ 6,658,431. including grants of \$ 1,638,906.) (Revenue \$) WORKING IN CONJUNCTION WITH SUPPORT FROM THE SWEDISH INTERNATIONAL DEVELOPMENT AGENCY, OTHER FOREIGN GOVERNMENTS, AND ORGANIZATIONS, ACCESS NOW'S PROGRAM INCLUDES: - PROMOTING HUMAN RIGHTS BY URGING COMPANIES TO MAKE THEIR PRACTICES MORE TRANSPARENT, ACCOUNTABLE, AND RIGHTS-RESPECTING. - IMPROVING DIGITAL SECURITY BY WORKING TO ENSURE ONLINE ACTIVITIES ARE PRIVATE, SAFE AND SECURE. - FIGHTING FOR THE RIGHT TO SPEAK FREELY, WHICH IS CRITICAL FOR DEMONSTRATING DISENT, GUARANTEEING A FREE PRESS, AND DEFENDING HUMAN RIGHTS. - FIGHTING FOR A FREE AND OPEN INTERNET AND ADVOCATING FOR NET NEUTRALITY THAT OFFERS EVERYONE ACCESS (CONTINUED ON SCHEDULE O)

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 6,658,431.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38. Includes questions about grants, compensation, tax-exempt bonds, excess benefit transactions, and contributions.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 16 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 5 columns: Question, 1a, 1b, Yes, No. Rows include questions about voting members, family relationships, management delegation, significant changes, asset diversion, members, and documentation.

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

Table with 5 columns: Question, Yes, No. Rows include questions about local chapters, written policies, conflict of interest, whistleblower policy, document retention, compensation review, joint ventures, and participation in joint ventures.

Section C. Disclosure

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

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. 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 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) BRETT SOLOMON EXECUTIVE DIRECTOR/SECRETARY	40.00 1.00	X		X				152,833.	0.	14,690.
(2) JOSEPH STEELE CHIEF OPERATING OFFICER	40.00 0.00			X				135,000.	0.	15,059.
(3) ERIC NULL U.S. POLICY MANAGER	40.00 0.00					X		125,000.	0.	12,979.
(4) PETER MICEK GENERAL COUNSEL & UN POLICY MANAGER	40.00 0.00					X		122,400.	0.	14,351.
(5) NERIDA BROWNLEE DIRECTOR OF FINANCE AND H.R.	40.00 0.00					X		124,005.	0.	6,762.
(6) BILLIE GOODMAN GRANTS PROGRAM DIRECTOR	40.00 0.00					X		109,032.	0.	14,946.
(7) BRYAN ROGERS PEOPLE EXPERIENCE DIRECTOR	40.00 0.00					X		102,549.	0.	17,913.
(8) ANDREW MCLAUGHLIN PRESIDENT	4.00 0.00	X		X				0.	0.	0.
(9) ANDREW COHEN TREASURER	4.00 1.00	X		X				0.	0.	0.
(10) ARZU GEYBULLA DIRECTOR	4.00 0.00	X						0.	0.	0.
(11) BRUCE SCHNEIER DIRECTOR	4.00 0.00	X						0.	0.	0.
(12) MARIEJTE SCHAAKE DIRECTOR	4.00 0.00	X						0.	0.	0.
(13) DONNA MCKAY DIRECTOR	4.00 0.00	X						0.	0.	0.
(14) EMNA MIZOUNI DIRECTOR	4.00 0.00	X						0.	0.	0.

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	5,991,730.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	3,782,138.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f			9,773,868.			
Program Service Revenue	2 a	Business Code					
	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)		13,375.			13,375.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a 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)							
8 a 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							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a 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							
Miscellaneous Revenue	11 a CURRENCY GAIN	Business Code	900099	50,826.		50,826.	
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			50,826.			
12 Total revenue. See instructions			9,838,069.	0.	0.	64,201.	

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	54,506.	54,506.		
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	1,584,400.	1,584,400.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	317,582.	212,333.	76,304.	28,945.
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	3,154,841.	2,109,304.	757,998.	287,539.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	93,418.	61,964.	22,791.	8,663.
9 Other employee benefits	347,614.	230,351.	100,852.	16,411.
10 Payroll taxes	301,783.	200,383.	73,479.	27,921.
11 Fees for services (nonemployees):				
a Management				
b Legal	10,049.	10,049.		
c Accounting	89,606.	89,606.		
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	1,477,475.	1,391,586.	85,889.	
12 Advertising and promotion				
13 Office expenses	89,766.	26,869.	62,663.	234.
14 Information technology	168,260.	146,408.	21,775.	77.
15 Royalties				
16 Occupancy	179,422.	129,104.	36,327.	13,991.
17 Travel	74,333.	45,011.	22,381.	6,941.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	315,685.	315,114.	436.	135.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	18,190.	12,162.	4,370.	1,658.
23 Insurance	13,094.	22.	13,072.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a EQUIPMENT	58,706.	22,010.	26,065.	10,631.
b STAFF DEVELOPMENT	37,386.	15,883.	21,503.	
c PAYROLL FEES	6,632.	943.	5,689.	
d VAT	1,451.	206.	1,245.	
e All other expenses	1,525.	217.	1,308.	
25 Total functional expenses. Add lines 1 through 24e	8,395,724.	6,658,431.	1,334,147.	403,146.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	789,963.	1	1,792,965.
	2 Savings and temporary cash investments	1,977,770.	2	1,706,763.
	3 Pledges and grants receivable, net	780,550.	3	2,173,264.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from 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	36,172.	9	43,485.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 163,934.		
	b Less: accumulated depreciation	10b 120,362.	0.	10c 43,572.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets	61,762.	14	0.
	15 Other assets. See Part IV, line 11	121,173.	15	133,916.
16 Total assets. Add lines 1 through 15 (must equal line 33)	3,767,390.	16	5,893,965.	
Liabilities	17 Accounts payable and accrued expenses	298,501.	17	355,689.
	18 Grants payable	55,480.	18	283,728.
	19 Deferred revenue	1,085,560.	19	1,058,509.
	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		24	425,845.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	1,439,541.	26	2,123,771.
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	1,039,353.	27	2,350,342.
	28 Net assets with donor restrictions	1,288,496.	28	1,419,852.
	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	2,327,849.	32	3,770,194.
33 Total liabilities and net assets/fund balances	3,767,390.	33	5,893,965.	