

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

OMB No. 1545-0047

2008

Open to Public Inspection

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

A For the 2008 calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization MOZILLA FOUNDATION		D Employer identification number 20-0097189
		Doing Business As		E Telephone number 650-903-0800
		Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 1,391,996.
		650 CASTRO ST. SUITE 300		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
City or town, state or country, and ZIP + 4 MOUNTAIN VIEW, CA 94041		F Name and address of principal officer: JAMES COOK SAME AS C ABOVE		H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c) (3) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		J Website: ▶ WWW.MOZILLA.ORG/FOUNDATION		H(c) Group exemption number ▶
K Type of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			L Year of formation: 2003	M State of legal domicile: CA

Part I Summary			
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: MOZILLA FOUNDATION IMPROVES AND PROTECTS THE INTERNET AS A PUBLIC COMMONS.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	6
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	4
	5 Total number of employees (Part V, line 2a)	5	3
	6 Total number of volunteers (estimate if necessary)	6	25000
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	79,888.
b Net unrelated business taxable income from Form 990-T, line 34	7b	65,086.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 52,226.	Current Year 97,362.
	9 Program service revenue (Part VIII, line 2g)	86,127.	89,888.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,241,139.	1,204,746.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,379,492.	1,391,996.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	690,294.
14 Benefits paid to or for members (Part IX, column (A), line 4)			
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		249,178.	494,915.
16a Professional fundraising fees (Part IX, column (A), line 11e)			
b Total fundraising expenses (Part IX, column (D), line 25) ▶			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)		1,448,937.	1,571,110.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	2,388,409.	2,571,647.	
19 Revenue less expenses. Subtract line 18 from line 12	-1,008,917.	-1,179,651.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Year 36,769,001.	End of Year 28,481,435.
	21 Total liabilities (Part X, line 26)	15,009,130.	15,655,978.
	22 Net assets or fund balances. Subtract line 21 from line 20	21,759,871.	12,825,457.

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		
	JAMES COOK Type or print name and title			
Paid Preparer's Use Only	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 DELOITTE TAX LLP 50 FREMONT STREET SAN FRANCISCO, CA 94105	EIN ▶	Phone no. ▶ 415-783-4000	

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission: MOZILLA FOUNDATION IMPROVES AND PROTECTS THE INTERNET AS A PUBLIC COMMONS BY WORKING WITH THOUSANDS OF VOLUNTEERS TO (1) KEEP THE INTERNET A UNIVERSAL PLATFORM AND (2) PROMOTE CONTINUED INNOVATION ON THE INTERNET. SEE SCH O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [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 exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 407,878. including grants of \$ 305,493.) (Revenue \$) ACCESSIBILITY

MOZILLA BELIEVES THAT THE INTERNET SHOULD BE A UNIVERSAL PLATFORM THAT IS ACCESSIBLE TO ANYONE FROM ANYWHERE. DURING 2008, MOZILLA FOUNDATION SPENT \$407,878 ON ACCESSIBILITY PROGRAMMING INCLUDING MAKING \$305,493 IN GRANTS TO ORGANIZATIONS DEVELOPING SOFTWARE AND PROMOTING TECHNICAL STANDARDS THAT MAKE THE INTERNET ACCESSIBLE TO PEOPLE WITH DISABILITIES. THIS INCLUDED SIGNIFICANT EFFORTS TO PROMOTE THE ADOPTION OF THE ARIA WEB ACCESSIBILITY STANDARD FOR INTERACTIVE WEB SITE. MOZILLA CONTINUES TO OPERATE WEB SITES THAT TEACH WEB DEVELOPERS HOW TO CREATE CONTENT ACCESSIBLE TO PEOPLE WITH DISABILITIES.

4b (Code:) (Expenses \$ 372,468. including grants of \$ 76,500.) (Revenue \$) COMMUNITY SUPPORT

SUPPORT FOR THE BROADER MOZILLA COMMUNITY IS A CENTRAL PART OF THE FOUNDATION'S WORK. DURING 2008, IT SPENT \$372,468 ON COMMUNITY SUPPORT, INCLUDING \$76,500 IN GRANTS. THIS INCLUDED A GRANT TO THE MOZDEV COMMUNITY WEB SITE AND INITIAL EFFORTS TO OVERHAUL WWW.MOZILLA.ORG. IT ALSO INCLUDED SMALL GRANTS TO EXTERNAL ORGANIZATIONS THAT SHARE MOZILLA'S COMMITMENT TO PROMOTING OPENNESS AND INNOVATION ON THE INTERNET.

4c (Code:) (Expenses \$ 202,385. including grants of \$ 100,000.) (Revenue \$) EDUCATION

MOZILLA FOUNDATION SUPPORTS EFFORTS TO EDUCATE PEOPLE ABOUT OPEN SOURCE AND AN OPEN INTERNET. DURING 2008, THE MOZILLA FOUNDATION SPENT \$202,385 IN ITS EDUCATION PROGRAMS. SIGNIFICANT EMPHASIS WAS PLACED ON SCALING UP THE INNOVATIVE AND PARTICIPATORY APPROACH TO TEACHING INTERNET TECHNOLOGIES DEVELOPED BY SENECA COLLEGE, WHICH MOZILLA SUPPORTED WITH GRANTS IN 2007 AND 2009. FOUNDATION STAFF AND VOLUNTEERS SPOKE ABOUT THE CIVIC, SCIENTIFIC AND EDUCATIONAL BENEFITS OF THE INTERNET AT DOZENS OF EVENTS, WORKSHOPS AND SYMPOSIA DURING 2008. SEE SCHEDULE O

4d Other program services. (Describe in Schedule O.) (Expenses \$ 293,268. including grants of \$ 23,629.) (Revenue \$)

4e Total program service expenses \$ 1,275,999. (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

Form 990 (2008)

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	9	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	X	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter: N/A		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter: N/A		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A		

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

Section A. Governing Body and Management

		Yes	No
<i>For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.</i>			
1a	Enter the number of voting members of the governing body		6
1b	Enter the number of voting members that are independent		4
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?		X
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?		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?		X
6	Does the organization have members or stockholders?		X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?	X	
9a	Does the organization have local chapters, branches, or affiliates?		X
9b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	X	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

Section B. Policies

		Yes	No
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13	Does the organization have a written whistleblower policy?		X
14	Does the organization have a written document retention and destruction policy?		X
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?	X	
15b	Other officers or key employees of the organization?	X	
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?		X
16b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed ► CA
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► JAMES COOK - (650)903-0800 650 CASTRO ST. SUITE 300, MOUNTAIN VIEW, CA 94041

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

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
MITCHELL BAKER DIRECTOR	1.00	X					0.	541,000.	67,713.	
BRIAN BEHLENDORF DIRECTOR	1.00	X					0.	0.	0.	
MITCHELL KAPOR DIRECTOR	1.00	X					0.	0.	0.	
JOI ITO DIRECTOR	1.00	X					0.	0.	0.	
BOB LISBONNE DIRECTOR	1.00	X					0.	0.	0.	
BRENDAN EICH DIRECTOR	1.00	X					0.	543,000.	60,213.	
JAMES COOK TREASURER	20.00			X			121,230.	292,365.	14,509.	
MARK SURMAN EXECUTIVE DIRECTOR	40.00			X			41,589.	0.	0.	
FRANK HECKER GRANTS/PROGRAMS DIRECTOR	40.00				X		165,305.	0.	2,495.	
DAVID BOSWELL PROGRAMS COORDINATOR	40.00					X	109,927.	0.	16,767.	

Part VIII		Statement of Revenue		(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 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					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	97,362.				
	g	Noncash contributions included in lines 1a-1f: \$						
	h	Total. Add lines 1a-1f			97,362.			
Program Service Revenue	2 a	MOZILLA STORE REVENUE	Business Code 454110	79,888.		79,888.		
	b	LICENSING ROYALTIES	900099	10,000.	10,000.			
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			89,888.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,204,746.			1204746.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6 a	Gross Rents	(i) Real	(ii) Personal				
			b	Less: rental expenses				
			c	Rental income or (loss)				
			d	Net rental income or (loss)				
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
			b	Less: cost or other basis and sales expenses				
			c	Gain or (loss)				
			d	Net gain or (loss)				
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a					
			b	Less: direct expenses				
			c	Net income or (loss) from fundraising events				
	9 a	Gross income from gaming activities. See Part IV, line 19	a					
b			Less: direct expenses					
c			Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances	a						
		b	Less: cost of goods sold					
		c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code						
11 a								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			1,391,996.	10,000.	79,888.	1204746.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	263,500.	263,500.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	81,263.	81,263.		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	160,859.	160,859.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	330,619.	297,557.	33,062.	
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	95,601.	86,041.	9,560.	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	37,059.	33,353.	3,706.	
10 Payroll taxes	31,636.	28,472.	3,164.	
11 Fees for services (non-employees):				
a Management				
b Legal	112,148.		112,148.	
c Accounting	291,125.		291,125.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	143,040.		143,040.	
g Other	226,387.	203,748.	22,639.	
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	46.	41.	5.	
17 Travel	76,947.	69,252.	7,695.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	32,039.	28,835.	3,204.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	9,334.	8,401.	933.	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a TAXES, FEES AND LICENSE	632,640.		632,640.	
b MOVING EXPENSE	11,465.		11,465.	
c SUBSCRIPTIONS	9,000.		9,000.	
d INSURANCE	4,493.		4,493.	
e MEALS AND ENTERTAINMENT	4,234.	3,811.	423.	
f All other expenses	18,212.	10,866.	7,346.	
25 Total functional expenses. Add lines 1 through 24f	2,571,647.	1,275,999.	1,295,648.	0.
26 Joint Costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation ...				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	12,308,362.	2	13,295,255.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	28,972.	4	23,447.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	8,049.	9	1,958.
	10a Land, buildings, and equipment: cost basis ... 10a 34,276.			
	b Less: accumulated depreciation. Complete Part VI of Schedule D ... 10b 29,592.			
		8,833.	10c	4,684.
	11 Investments - publicly traded securities	24,298,108.	11	14,156,081.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	1,000,010.
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	116,677.	15	0.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	36,769,001.	16	28,481,435.	
Liabilities	17 Accounts payable and accrued expenses	171,297.	17	185,645.
	18 Grants payable		18	
	19 Deferred revenue	5,833.	19	5,833.
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	14,832,000.	25	15,464,500.
	26 Total liabilities. Add lines 17 through 25	15,009,130.	26	15,655,978.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	21,759,871.	27	12,825,457.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	21,759,871.	33	12,825,457.
	34 Total liabilities and net assets/fund balances	36,769,001.	34	28,481,435.

Part XI Financial Statements and Reporting

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
2b	Were the organization's financial statements audited by an independent accountant?		X
2c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
3b	If "Yes," did the organization undergo the required audit or audits?		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

2008

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

Name of the organization MOZILLA FOUNDATION	Employer identification number 20-0097189
-------------------------------------------------------	-----------------------------------------------------

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: (Please check only **one** organization.)

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

	Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	11g(i)	
(ii) A family member of a person described in (i) above?	11g(ii)	
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	11g(iii)	
- h Provide the following information about the organizations the organization supports.

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

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule A (Form 990 or 990-EZ) 2008

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.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	907,341.	493,867.	92,602.	54,200.	97,362.	1645372.
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 - 3	907,341.	493,867.	92,602.	54,200.	97,362.	1645372.
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)						176,664.
6 Public Support. Subtract line 5 from line 4.						1468708.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	907,341.	493,867.	92,602.	54,200.	97,362.	1645372.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	2,005.	539,019.	1364547.	1241139.	1204746.	4351456.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	238,490.	33,039.	94,590.	76,127.	65,086.	507,332.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)		51,448.				51,448.
11 Total support. Add lines 7 through 10						6555608.
12 Gross receipts from related activities, etc. (see instructions)					12	33,463,997.
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 2008 (line 6, column (f) divided by line 11, column (f))	14	22.40	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	24.29	%
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 33 1/3% support test - 2007. 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 - 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 10% -facts-and-circumstances test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c 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) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 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 IV.)						
13 Total support (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

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

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

b 33 1/3% support tests - 2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

MOZILLA FOUNDATION ("THE FOUNDATION") QUALIFIES AS A PUBLICLY SUPPORTED CHARITY DESCRIBED IN SECTION 509(A)(1) OF THE INTERNAL REVENUE CODE UNDER THE FACTS-AND-CIRCUMSTANCES TEST OF REG. SEC. 1.170A-9T(F).

SUBSTANTIAL PUBLIC SUPPORT AND SOURCES OF SUPPORT

THE FOUNDATION'S SUPPORT FROM THE GENERAL PUBLIC FOR THE PRIOR FOUR TAXABLE YEARS, 2003 THROUGH 2008, IS 22.40%, WELL IN EXCESS OF THE 10% PUBLIC SUPPORT REQUIRED BY THE REGULATIONS. THIS SUPPORT HAS BEEN RECEIVED FROM NUMEROUS INDIVIDUALS AND ORGANIZATIONS RATHER THAN FROM MEMBERS OF A SINGLE FAMILY OR ENTITY.

ATTRACTION OF PUBLIC SUPPORT

THE FOUNDATION HAS ACTIVELY SOUGHT PUBLIC SUPPORT FROM THE VERY OUTSET, AND IT HAS CONTINUOUSLY AND SUCCESSFULLY ATTRACTED SUCH SUPPORT OVER ITS LIFETIME. GIVEN THE FOUNDATION'S MISSION, IT HAS NATURALLY FOCUSED ITS FUNDRAISING EFFORTS ONLINE. LIKE MANY NEW ORGANIZATIONS, THE FOUNDATION HAS ADJUSTED THE FOCUS OF ITS FUNDRAISING EFFORTS OVER TIME TO MAKE THEM MORE SUCCESSFUL AND IN KEEPING WITH THE FOUNDATION'S CHANGING PROGRAMS. FOR INSTANCE, IN THE EARLY YEARS, THE FOCUS OF PUBLIC SUPPORT SOLICITATIONS WAS ON DEVELOPING AND PROMOTING ALL OF MOZILLA'S PROJECTS, INCLUDING FIREFOX. DURING THIS TIME THE FOUNDATION ALSO PLACED A GREATER FOCUS ON SEEKING SUPPORT FROM LARGE DONORS IN THE TECHNOLOGY FIELD WHO COULD PROVIDE THE LARGE GRANTS NECESSARY TO HELP IT PLACE THE NEW ORGANIZATION ON A FIRM FINANCIAL FOOTING, AS WELL AS CRITICAL TECHNICAL EXPERTISE AND ASSISTANCE IN ADVANCING THE MOZILLA PROJECT. MORE RECENTLY, AS THE FOUNDATION BECAME LESS DEPENDENT ON THIS KIND OF CORPORATE SUPPORT,

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

IT HAS RETURNED THE FOCUS OF ITS SOLICITATION EFFORTS TO MEMBERS OF THE PUBLIC INTERESTED IN MAINTAINING THE INTERNET AS A PUBLIC RESOURCE OR IN SUPPORTING THE FOUNDATION'S EFFORTS TO PROVIDE SPECIFIC RESOURCES TO THE PUBLIC. FOR INSTANCE, THE FOUNDATION HAS WORKED TO EXPAND ITS SOLICITATION EFFORTS BY PROVIDING DONORS THE ABILITY TO TARGET THEIR DONATIONS FOR SPECIFIC FOUNDATION PROJECTS, OR FOR FOUNDATION EFFORTS TO PROMOTE WEB ACCESSIBILITY FOR PEOPLE WITH DISABILITIES.

THE FOUNDATION EASILY MEETS THE CRITERION OF TREASURY REGULATION 1.170A-9T(F) THAT IT BE "SO ORGANIZED AND OPERATED TO ATTRACT NEW AND ADDITIONAL PUBLIC OR GOVERNMENTAL SUPPORT ON A CONTINUOUS BASIS." MANY THOUSANDS OF INDIVIDUALS AND ORGANIZATIONS HAVE DONATED MONEY TO MOZILLA OVER THE YEARS, RAISING NEARLY \$4 MILLION IN THE 2003-08 PERIOD. THOUSANDS MORE PEOPLE HAVE DONATED THEIR TIME BY VOLUNTEERING TO HELP WITH MOZILLA PROJECTS.

IN 2007, THE FOUNDATION HIRED AN ADDITIONAL STAFF PERSON, DAVID BOSWELL, AS A PROGRAM MANAGER WITH FUNDRAISING RESPONSIBILITIES. THANKS IN LARGE PART TO MR. BOSWELL'S WORK AND RECOMMENDATIONS, THE FOUNDATION HAS MADE SEVERAL IMPROVEMENTS DESIGNED TO INCREASE ITS ABILITY TO ACTIVELY ATTRACT PUBLIC SUPPORT:

IT HAS DEVELOPED A TARGETED DONATIONS PROGRAM TO ALLOW DONORS TO MAKE CONTRIBUTIONS SPECIFICALLY FOR MOZILLA'S SMALLER PROJECTS AND ITS ACCESSIBILITY EFFORTS. APPROXIMATELY \$50,000 WAS RAISED THROUGH THE DIRECTED DONATIONS PROGRAM IN 2008.

IT HAS UPDATED THE MOZILLA FOUNDATION SITE TO BETTER DESCRIBE CURRENT ACTIVITIES AS A WAY TO MOTIVATE PEOPLE TO DONATE.

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

IT CONTRACTED WITH THE CHICAGO TECHNOLOGY COOPERATIVE (CHICAGOTECH.ORG) TO INSTALL AND CONFIGURE A CONSTITUENT RELATIONSHIP MANAGEMENT SYSTEM. THIS PROVIDES THE FOUNDATION THE ABILITY TO SEGMENT DONORS, CONTACT PAST DONORS, ANALYZE ITS DATA AND AUTOMATE MANY TASKS THAT HAD BEEN DONE MANUALLY.

IT HAS WORKED WITH THE THIRD PARTIES OPERATING THE MOZILLA STORE TO PROVIDE ITS SHOPPERS WITH THE OPPORTUNITY TO MAKE A DONATION TO THE FOUNDATION PRIOR TO CHECKOUT. THIS GENERATED OVER \$60,000 IN NEW REVENUES IN 2008.

FINALLY, THE FOUNDATION HAS HIRED A NEW EXECUTIVE DIRECTOR, MARK SURMAN, WITH EXTENSIVE NON-PROFIT MANAGEMENT AND FUNDRAISING EXPERIENCE. WITH MR. SURMAN'S LEADERSHIP, THE FOUNDATION IS CONTINUING TO EXPLORE NEW OPTIONS FOR RAISING SUPPORT. FOR INSTANCE, IT RECENTLY RECEIVED A \$45,000 GRANT FROM IBM TO SUPPORT INCLUSIVENESS AND WEB ACCESSIBILITY WORK, AND IS INTERESTED IN SEEKING ADDITIONAL GRANT FUNDING FOR PROJECTS IN THESE AREAS.

REPRESENTATIVE GOVERNING BODY

THE BOARD OF THE FOUNDATION CONSISTS OF EXPERTS IN INTERNET AND WEB TECHNOLOGY AND LEADERS OF THE BROAD COMMUNITY OF INTERNET CIVIC AND SOCIAL ACTIVISTS, INCLUDING MITCHELL BAKER (LEADER OF THE MOZILLA PROJECT SINCE SHORTLY AFTER ITS INCEPTION), BRIAN BEHLENDORF (CO-CREATOR OF THE APACHE WEB SERVER, CO-FOUNDER OF THE APACHE FOUNDATION), BRENDAN EICH (INVENTOR OF THE JAVASCRIPT LANGUAGE AND TECHNICAL LEADER OF THE MOZILLA PROJECT

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

SINCE ITS INCEPTION), JOI ITO (CHAIRMAN AND CEO OF CREATIVE COMMONS AND PRESENT OR PAST BOARD MEMBER OF MANY OTHER INTERNET-RELATED NONPROFIT ORGANIZATIONS), MITCH KAPOR (INVENTOR OF LOTUS 1-2-3 AND CO-FOUNDER OF ELECTRONIC FRONTIER FOUNDATION), AND BOB LISBONNE (ENTREPRENEUR AND PAST VP OF NETSCAPE COMMUNICATIONS CORP.).

AVAILABILITY OF PUBLIC SERVICES AND PUBLIC PARTICIPATION IN PROGRAMS

MOZILLA FOUNDATION'S EFFORTS TO PROMOTE THE INTERNET AS A PUBLIC COMMONS ARE OF INTEREST TO ANYONE WHO USES THE INTERNET AND THE WORLD WIDE WEB, WHETHER FOR EDUCATION, CIVIC PURPOSES, BUSINESS OR PERSONAL AND FAMILY MATTERS.

ALL OF THE END PRODUCTS OF THE FOUNDATION'S ACTIVITIES ARE MADE AVAILABLE AS PUBLIC ASSETS. THIS INCLUDES EVERYTHING FROM THE POPULAR FIREFOX WEB BROWSER TO THE CORE MOZILLA SOFTWARE PLATFORM WHICH IS USED BY DOZENS OF PROJECTS AROUND THE WORLD TO EDUCATIONAL MATERIALS PRODUCED BY THE MOZILLA COMMUNITY. ALL OF THESE MATERIALS ARE PROVIDED FREE OF CHARGE TO THE GENERAL PUBLIC UNDER A PERMISSIVE OPEN SOURCE LICENSE THAT GRANT ANYONE THE RIGHT NOT ONLY TO USE THESE MATERIALS BUT ALSO TO CREATE FURTHER INNOVATIONS BY REPURPOSING THEM AND CREATING DERIVATIVE WORKS.

THE MOZILLA PROJECT IS DRIVEN BY THE INVOLVEMENT AND PARTICIPATION OF OVER 30,000 VOLUNTEERS FROM THE UNITED STATES AND AROUND THE WORLD. THESE PARTICIPATE IN THE MOZILLA PROJECT AS A WAY TO ADVANCE THE CAUSE OF AN OPEN INTERNET, LEARN AND IMPROVE THEIR TECHNICAL SKILLS AND ENSURE THAT BETTER INTERNET SOFTWARE IS AVAILABLE TO PEOPLE IN THEIR

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

COMMUNITIES. THESE VOLUNTEERS ARE INVOLVED IN EVERYTHING FROM THE DEVELOPMENT OF THE CORE MOZILLA SOFTWARE PLATFORM, THE DEVELOPMENT AND LOCALIZATION OF FIREFOX, THUNDERBIRD, BUGZILLA AND OTHER MOZILLA-SPONSORED OPEN SOURCE SOFTWARE PROJECTS AND THE WIDESPREAD PROMOTION OF MOZILLA OPEN SOURCE SOFTWARE AND PUBLIC EDUCATION ABOUT THE OPEN WEB IN GENERAL.

Multiple horizontal lines for supplemental information.

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

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, 990-EZ, and 990-PF.

OMB No. 1545-0047

2008

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**. (**Note.** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.)

General Rule

For organizations filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

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

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

For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, some contributions for use *exclusively* for religious, charitable, etc., purposes, but these contributions did not aggregate to more than \$1,000. (If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Do not complete any of the parts unless the **General Rule** applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year.) ▶ \$ _____

Caution. Organizations that are not covered by the General Rule and/or the Special Rules do not file Schedule B (Form 990, 990-EZ, or 990-PF), but they **must** answer "No" on Part IV, line 2 of their Form 990, or check the box in the heading of their Form 990-EZ, or on line 2 of their Form 990-PF, to certify that they do not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. These instructions will be issued separately.

Schedule B (Form 990, 990-EZ, or 990-PF) (2008)

Name of organization MOZILLA FOUNDATION	Employer identification number 20-0097189
-------------------------------------------------------	---------------------------------------------------------

Part I Contributors (see instructions)

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1	IBM <hr/> 1701 NORTH ST. <hr/> ENDICOTT, NY 13760 <hr/>	\$ 45,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
	<hr/> <hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

2008

Open to Public Inspection

Name of the organization **MOZILLA FOUNDATION** Employer identification number **20-0097189**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" to 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 pleasure) Preservation of an historically important land area
 Protection of natural habitat Preservation of certified historic structure
 Preservation of open space
- 2 Complete lines 2a-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 8/17/06 | 2d |
- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds?
- 6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____
- 7 Amount of expenses incurred in monitoring, inspecting, and enforcing 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)?
- 9 In Part XIV, 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" to Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 relating to these items:
- a Revenues included in 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 accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

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

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

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

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

2a Did the organization include an amount on Form 990, Part X, line 21? Yes No

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or 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 year end balance held as:

- a Board designated or quasi-endowment _____ %
- b Permanent endowment _____ %
- c Term endowment _____ %

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		34,276.	29,592.	4,684.
e Other				
Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				4,684.

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

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		
1	Total revenue, gains, and other support per audited financial statements	1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:	
a	Net unrealized gains on investments	2a
b	Donated services and use of facilities	2b
c	Recoveries of prior year grants	2c
d	Other (Describe in Part XIV)	2d
e	Add lines 2a through 2d	2e
3	Subtract line 2e from line 1	3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:	
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a
b	Other (Describe in Part XIV)	4b
c	Add lines 4a and 4b	4c
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		
1	Total expenses and losses per audited financial statements	1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:	
a	Donated services and use of facilities	2a
b	Prior year adjustments	2b
c	Losses reported on Form 990, Part IX, line 25	2c
d	Other (Describe in Part XIV)	2d
e	Add lines 2a through 2d	2e
3	Subtract line 2e from line 1	3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a
b	Other (Describe in Part XIV)	4b
c	Add lines 4a and 4b	4c
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5

Part XIV Supplemental Information

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

SUMMARIZED FIN 48 DISCLOSURE:

MOZILLA FOUNDATION FOLLOWS FINANCIAL ACCOUNTING STANDARDS BOARD (FASB)

FINANCIAL INTERPRETATION NO. 48 (FIN 48) ACCOUNTING FOR UNCERTAINTY IN

INCOME TAXES- AN INTERPRETATION OF FASB STATEMENT NO. 109.

THE ACTIVITY RELATED TO MOZILLA'S UNRECOGNIZED TAX BENEFITS IS SET FORTH

BELOW:

Part XIV Supplemental Information (continued)

BALANCE AT JANUARY 1, 2008 \$14,832,000

NET INCREASES RELATED TO PRIOR YEAR TAX POSITIONS \$632,500

BALANCE AT DECEMBER 31, 2008 \$15,464,500

MOZILLA FOUNDATION HAS ACCRUED POTENTIAL PENALTIES AND INTEREST OF \$632,500 RELATED TO THESE UNRECOGNIZED TAX BENEFITS DURING 2008, AND IN TOTAL HAS RECORDED A LIABILITY FOR POTENTIAL PENALTIES AND INTEREST OF \$1,656,000.

MOZILLA RECOGNIZES INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS WITHIN THE INCOME TAX EXPENSE LINE IN THE ACCOMPANYING STATEMENT OF ACTIVITIES. ACCRUED INTEREST AND PENALTIES ARE INCLUDED WITHIN THE RELATED TAX LIABILITY LINE IN THE STATEMENT OF FINANCIAL POSITION.

MOZILLA FOUNDATION FILES U.S AND STATE INCOME TAX RETURNS IN JURISDICTIONS WITH VARYING STATUTES OF LIMITATIONS. ALL TAX YEARS GENERALLY REMAIN SUBJECT TO EXAMINATION BY FEDERAL AND MOST STATE TAX AUTHORITIES.

THE INTERNAL REVENUE SERVICE IS CURRENTLY EXAMINING THE FOUNDATION'S FEDERAL TAX RETURNS FOR THE YEARS 2004 THROUGH 2007. MOZILLA FOUNDATION DOES NOT EXPECT THE EXAMINATIONS TO BE COMPLETED WITHIN THE NEXT TWELVE MONTHS. THEREFORE, MOZILLA FOUNDATION DOES NOT ANTICIPATE ANY SIGNIFICANT IMPACT TO ITS UNRECOGNIZED TAX BENEFIT BALANCE IN 2009.

**Schedule F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2008

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, line 15, or line 16.

Name of the organization	Employer identification number
MOZILLA FOUNDATION	20-0097189

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**

2 For grantmakers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States.

3 Activities per Region. (Use Schedule F-1 (Form 990) if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
EUROPE	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		31,359.
RUSSIA AND THE NEWLY INDEPENDENT STATES	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		25,000.
EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		30,000.
SOUTH AMERICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		4,500.
NORTH AMERICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		70,000.
NORTH AMERICA	0	1	MAINTAINING AN AGENT		41,189.
Totals					202,048.

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

Schedule F (Form 990) 2008

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 Use Schedule F-1 (Form 990) if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EAST ASIA AND THE PACIFIC	ANNEX ASSOCIATION-SUPPORT FOMS WORKSHOP ON SOFTWARE TO HANDLE OPEN MEDIA FORMATS	5,000.	WIRE TRANSFER	0.		
			EUROPE	CODETHINK LTD-IMPROVE PERFORMANCE OF LINUX	5,041.	WIRE TRANSFER	0.		
			NORTH AMERICA	UNIV TORONTO ATRC-ENHANCE ARIA AND JUQUERY TECH PROVIDING WEB ACCESSIBILITY	70,000.	WIRE TRANSFER	0.		
			EAST ASIA AND THE PACIFIC	VQUENCE LTD- RESEARCH INTO IMPROVING ACCESSIBILITY OF WEB VIDEO	25,000.	WIRE TRANSFER	0.		
			EUROPE	WEB4ALL- SUPPORT WEB FOR ALL 2008 CONFERENCE ON WEB ACCESSIBILITY	1,000.	WIRE TRANSFER	0.		
			EUROPE	UK CITIZENS ONLINE DEMOCRACY-SUPPORT ACTIVITIES FOR MYSOCIETY 5TH ANNIV.	2,000.	WIRE TRANSFER	0.		

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **3**

3 Enter total number of other organizations or entities **3**

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Use Schedule F-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
STEVEN LEE- SUPPORT JAMBU PROJECT TO IMPROVE WEB ACCESSIBILITY TO PEOPLE WITH DISABILITIES	EUROPE	1	14,463.	WIRE TRANSFER	0.		
SURKOV ALEXANDER- SUPPORT IACCESSIBLE2 PROJECT TO IMPROVE WEB ACCESSIBILITY	RUSSIA AND THE NEWLY INDEPENDENT STATES	1	25,000.	WIRE TRANSFER	0.		
BEN MILLARD- SPONSOR RESEARCH TO IMPROVE HTML5 FEATURES PROVIDING WEB ACCESSIBILITY TO PEOPLE WITH DISABILITIES	EUROPE	1	8,555.	WIRE TRANSFER	0.		
WELLINGTON FERNANDO DE MACEDO- ENHANCE MOZILLA SOFTWARE WITH SERVER-SENT DOM EVENT SUPPORT	SOUTH AMERICA	1	4,500.	WIRE TRANSFER	0.		

Part IV Supplemental Information

Complete this part to provide the information required by Part I, line 2, and any other additional information.

SCHEDULE F, PART I, LINE 2: WE MAINTAIN ONLINE INFORMATION ON GRANTS ON OUR INTRANET, INCLUDING GRANT AMOUNTS, THE NAME, COUNTRY, AND TYPE OF GRANTEE (E.G., AUSTRALIA-BASED FOR-PROFIT CORPORATION, UK-BASED NONPROFIT, ETC.) AND SUPPORTING DOCUMENTATION SUCH AS GRANT PROPOSALS, SIGNED AGREEMENTS, REPORTS FROM GRANTEES, ETC. IN SOME CASES WE HAVE AN EXPLICIT ASSESSMENT SECTION ON THE GRANT PAGE THAT CONTAINS OUR EVALUATION OF THE PROPOSAL AND THE GRANTEE; IN OTHER CASES THAT INFORMATION IS IN OUR EMAIL ARCHIVES.

WE USE SERVICE CONTRACTS AND APPROPRIATE CONTRACTUAL AGREEMENTS BASED ON STATEMENTS OF WORK WHEN MAKING GRANTS TO INDIVIDUALS OR CORPORATIONS PAYMENTS ARE TYPICALLY TIED TO ACHIEVEMENT OF MILESTONES; THE INDIVIDUALS OR CORPORATIONS INVOICE THE MOZILLA FOUNDATION, AND WE MAKE PAYMENT UPON ACCEPTANCE OF THE ASSOCIATED DELIVERABLE(S).

FOR GRANTS TO NON-US NON-PROFIT ORGANIZATIONS WE USE A GRANT AGREEMENT BASED ON ONE RECOMMENDED IN THE COUNCIL ON FOUNDATIONS PUBLICATION "UNUSUAL GRANTS: AN ONLINE LEGAL GUIDE FOR PUBLIC CHARITIES", SECTION D, "INTERNATIONAL GRANTMAKING" FOR PRIVATE FOUNDATIONS:

[HTTP://CLASSIC.COF.ORG/ACTION/CONTENT.CFM?ITEMNUMBER=1648](http://classic.cof.org/action/content.cfm?itemnumber=1648)

WE REQUIRE SUPPORTING DOCUMENTATION OR LOOK IT UP ONLINE TO DETERMINE THAT THE NONPROFIT IS A FOREIGN EQUIVALENT TO A US PUBLIC CHARITY.

THE GRANT AGREEMENTS WE USE INCLUDE REQUIREMENTS FOR THE GRANTEE TO REPORT ON USE OF THE FUNDS. WE KEEP THE REPORTS (OR LINKS TO THEM) ON THE

Part IV Supplemental Information

Complete this part to provide the information required by Part I, line 2, and any other additional information.

INTRANET WITH THE OTHER GRANT INFORMATION.

FOR BOTH US AND NON-US INDIVIDUALS AND FOR-PROFIT CORPORATIONS THE
MONITORING IS PART OF THE INVOICE APPROVAL PROCESS AS NOTED ABOVE.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

2008

**Open to Public
Inspection**

Name of the organization **MOZILLA FOUNDATION** Employer identification number **20-0097189**

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BERKELEY CENTER FOR LAW AND TECHNOLOGY - 376 BOALT HALL - BERKELEY, CA		501(C)(3)	5,000.	0.			FREE CULTURE 2008 CONFERENCE
ATLAN 6849 DOMINICAN DR., SUITE 360 MCLEAN, VA 22101			25,000.	0.			SUPPORT FIPS 140-2 NSS SECURITY EVALUATION OF NSS OPEN SOURCE CRYPTOGRAPHIC LIBRARY
BENETECH 480 S. CALIFORNIA AVE. SUITE 201 PALO ALTO, CA 94306		501(C)(3)	25,000.	0.			DAISY READER PROJECT SUPPORT GENERAL
CREATIVE COMMONS 171 SECOND ST. SUITE 300 SAN FRANCISCO, CA 94105		501(C)(3)	100,000.	0.			ACTIVITIES IN PROMOTING OPEN LICENSING OF LITERATURE, ETC.
MOZDEV COMMUNITY ORGANIZATION 36 S. PORTLAND AVE, STE 3 BROOKLYN, NY 11217		501(C)(3)	30,000.	0.			SUPPORT MOZDEV.ORG SITE FOR VOLUNTEER DEVELOPERS OF MOZILLA-BASED SOFTWARE PRODUCTS
PACIELLO GROUP 88 TEMPLE ST. NASHUA, NH 03060			44,000.	0.			DEVELOP SOFTWARE TO TEST WEB SITES USING ARIA STANDARD FOR ACCESSIBILITY, ETC

- 2** Enter total number of section 501(c)(3) and government organizations **9.**
- 3** Enter total number of other organizations **2.**

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) 2008**

Part III MOZILLA FOUNDATION

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
SCOTT HAEGER: 1686 WOODRIDGE DR., CLEARWATER FL 33756 ENHANCE ORCA SCREEN READER FOR LINUX TO SUPPORT BROWSING OF RICH DOCUMENTS AND USE OF ARIA	1	20,000.	0.		
PETER JAROS: 7590 BROADWAY APT. G, RED HOOK NY 12571 ENHANCE CAMINO WEB BROWSER FOR OS X TO SUPPORT SCRIPTING USING APPLESCRIPT	1	1,125.	0.		
THOMAS LOGAN: 1425 BROADWAY #22, SEATTLE, WA 98122 PRODUCE VIDEOS AND RELATED MATERIAL TO TRAIN DEVELOPERS IN USE OF THE ARIA STANDARD FOR WEB ACCESSIBILITY	1	15,138.	0.		
EITAN ISACSSON: 527 SUMMIT AVE. E, SEATTLE, WA 98102 ENHANCE ORCA SCREEN READER TO SUPPORT CONNECTED BRAILLE, DEVELOP SOFTWARE TO TEST BROWSER SUPPORT	1	45,000.	0.		

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

SCHEDULE I, PART I, LINE 2: WE MAINTAIN ONLINE INFORMATION ON GRANTS ON OUR INTRANET, INCLUDING GRANT AMOUNTS, THE NAME, COUNTRY, AND TYPE OF GRANTEE (E.G., US-BASED INDIVIDUAL, 501(C)(3)) AND SUPPORTING DOCUMENTATION SUCH AS GRANT PROPOSALS, SIGNED AGREEMENTS, REPORTS FROM GRANTEES, ETC. IN SOME CASES WE HAVE AN EXPLICIT ASSESSMENT SECTION ON THE GRANT PAGE THAT CONTAINS OUR EVALUATION OF THE PROPOSAL AND THE GRANTEE; IN OTHER CASES THAT INFORMATION IS IN OUR EMAIL ARCHIVES.

WE USE SERVICE CONTRACTS AND APPROPRIATE CONTRACTUAL AGREEMENTS BASED ON

SEE PART IV FOR COLUMN (A) DESCRIPTIONS

Name of the organization

MOZILLA FOUNDATION

Employer identification number
20-0097189

Part I Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PROJECT POSSIBILITY 25824 BLAKE COURT STEVENSON RANCH, CA 91381		501(C)(3)	15,000.	0.			SUPPORT GENERAL ACTIVITIES TO ENCOURAGE ACCESSIBILITY-RELATED STUDENT PROJECTS
SOFTWARE FREEDOM CONSERVANCY 1995 BROADWAY FL 17 NEW YORK, NY 10023		501(C)(3)	10,000.	0.			SUPPORT GENERAL ACTIVITIES TO PROVIDE OPEN SOURCE LEGAL SERVICES
TEX USER GROUP P.O. BOX 2311 PORTLAND, OR 97208		501(C)(3)	5,000.				SUPPORT THE OPEN FONT LIBRARY PROJECT TO PROVIDE FREE ACCESS TO OPENLY-LICENSED FONTS
KNOWBILITY INC		501(C)(3)	3,500.	0.			SUPPORT LEAD CONFERENCE ON ACCESSIBILITY TO PEOPLE WITH DISABILITIES
CIFAL ATLANTA		501(C)(3)	3,500.	0.			SUPPORT PUBLICATION OF THE G3ICT BOOK 'THE ACCESSIBILITY IMPERATIVE'

2 Enter total number of Section 501(c)(3) and government organizations

3 Enter total number of other organizations

Part IV Supplemental Information

STATEMENTS OF WORK WHEN MAKING GRANTS TO INDIVIDUALS OR CORPORATIONS.

PAYMENTS ARE TYPICALLY TIED TO ACHIEVEMENT OF MILESTONES; THE INDIVIDUALS OR CORPORATIONS INVOICE THE MOZILLA FOUNDATION, AND WE MAKE PAYMENT UPON ACCEPTANCE OF THE ASSOCIATED DELIVERABLE(S).

FOR US-BASED NON-PROFIT ORGANIZATIONS WE USE A GRANT AGREEMENT THAT INCLUDES AN ATTESTATION OF 501(C)(3) STATUS AND OTHER CONDITIONS. WE EITHER ASK FOR A DETERMINATION LETTER OR CHECK THEIR 501(C)(3) STATUS ONLINE.

THE GRANT AGREEMENTS WE USE INCLUDE REQUIREMENTS FOR THE GRANTEE TO REPORT ON USE OF THE FUNDS. WE KEEP THE REPORTS (OR LINKS TO THEM) ON THE INTRANET WITH THE OTHER GRANT INFORMATION.

FOR BOTH US AND NON-US INDIVIDUALS AND FOR-PROFIT CORPORATIONS THE MONITORING IS PART OF THE INVOICE APPROVAL PROCESS AS NOTED ABOVE.

PART III, COLUMN (A):

(A) TYPE OF GRANT OR ASSISTANCE: SCOTT HAEGER: 1686 WOODRIDGE DR.,
CLEARWATER FL 33756

ENHANCE ORCA SCREEN READER FOR LINUX TO SUPPORT BROWSING OF RICH
DOCUMENTS AND USE OF ARIA STANDARD FOR WEB ACCESSIBILITY

(A) TYPE OF GRANT OR ASSISTANCE: EITAN ISACSON: 527 SUMMIT AVE. E,
SEATTLE, WA 98102

ENHANCE ORCA SCREEN READER TO SUPPORT CONNECTED BRAILLE, DEVELOP SOFTWARE
TO TEST BROWSER SUPPORT OF ARIA STANDARD FOR WEB ACCESSIBILITY

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

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

2008

Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

Name of the organization MOZILLA FOUNDATION	Employer identification number 20-0097189
-------------------------------------------------------	-----------------------------------------------------

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
b If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	
3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply. <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a:		
a Receive a severance payment or change of control payment?	4a	X
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	X
c Participate in, or receive payment from, an equity-based compensation arrangement?	4c	X
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.		
5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	X
b Any related organization?	5b	X
If "Yes," to line 5a or 5b, describe in Part III.		
6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	X
b Any related organization?	6b	X
If "Yes" to line 6a or 6b, describe in Part III.		
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	X
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	X

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

Schedule J (Form 990) 2008

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

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

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

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
MITCHELL BAKER	(i)	0.	0.	0.	0.	0.	0.
	(ii)	302,500.	238,500.	44,950.	22,763.	608,713.	130,000.
BRENDAN EICH	(i)	0.	0.	0.	0.	0.	0.
	(ii)	310,000.	233,000.	44,950.	15,263.	603,213.	124,500.
JAMES COOK	(i)	121,230.	0.	0.	0.	121,230.	0.
	(ii)	292,365.	0.	0.	14,509.	306,874.	0.
FRANK HECKER	(i)	165,305.	0.	0.	2,495.	167,800.	0.
	(ii)	0.	0.	0.	0.	0.	0.
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

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

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization

MOZILLA FOUNDATION

Employer identification number
20-0097189

FORM 990, PART VI, SECTION A, LINE 10: SEVERAL INDIVIDUALS ASSOCIATED WITH THE ORGANIZATION DILIGENTLY GATHER AND PREPARE ALL DATA AND NARRATIVE EXPLANATIONS TO ACCURATELY COMPLETE IRS FORM 990. SEVERAL DRAFTS OF THE FORM 990 ARE REVIEWED AND EDITED BY MANAGEMENT, OFFICERS, AND DIRECTORS. UPON FINAL DRAFT, THE AUDIT COMMITTEE OF THE MOZILLA FOUNDATION BOARD OF DIRECTORS REVIEWS AND APPROVES THE FINAL FILING OF THE FORM 990 TO THE IRS.

FORM 990, PART VI, SECTION B, LINE 15: MARK SURMAN'S COMPENSATION WAS REVIEWED AND APPROVED BY THE BOARD. A COMPENSATION PROPOSAL WAS DEVELOPED USING INDUSTRY STANDARD DATA REPORTS (RADFORD, INFOCOMPSTUDY, OTHERS). THE METHODOLOGY WAS CONSISTENT WITH PRIOR YEARS.

FORM 990, PART VI, SECTION C, LINE 19: THE 1023, 990, 990-T, GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC ON THE MOZILLA FOUNDATION'S WEBSITE.

FORM 990, PART III, LINE 1: THE INTERNET IS A PUBLIC COMMONS. THE MOZILLA FOUNDATION IMPROVES AND PROTECTS THIS COMMONS BY WORKING WITH THOUSANDS OF VOLUNTEERS TO (1) KEEP THE INTERNET A UNIVERSAL PLATFORM ACCESSIBLE BY ANYONE FROM ANYWHERE, USING ANY COMPUTER, AND (2) PROMOTE THE CONTINUATION OF THE INNOVATION ON THE INTERNET. IT DOES THIS BY CREATING TECHNOLOGY AND SHARING IDEAS THAT KEEP THE INTERNET OPEN.

SPECIFICALLY, THE FOUNDATION RUNS PROGRAMS DESIGNED TO MAKE THE WEB MORE ACCESSIBLE, FUEL INNOVATION AND FACILITATE EDUCATION ABOUT OPEN SOURCE AND THE OPEN INTERNET. IT ALSO SUPPORTS THE BROADER MOZILLA

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

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OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

COMMUNITY BY MANAGING WWW.MOZILLA.ORG, MAINTAINING THE GROUND-BREAKING
MOZILLA COMMUNITY GOVERNANCE STRUCTURE AND MAKING GRANTS TO INDEPENDENT
COMMUNITY ORGANIZATIONS SUCH AS MOZDEV. THIS COMMUNITY INCLUDES
THOUSANDS OF PEOPLE AND ORGANIZATIONS WHO DEVELOP THEIR OWN OPEN SOURCE
SOFTWARE USING MOZILLA TECHNOLOGIES, INCLUDING TOOLS FOR STUDENTS,
RESEARCHERS AND PEOPLE WITH DISABILITIES.

IN ADDITION TO THESE PROGRAMS, MOZILLA FOUNDATION MAKES SIGNIFICANT
CONTRIBUTIONS TO THE CIVIC, SCIENTIFIC AND EDUCATIONAL VALUE OF THE
INTERNET THROUGH THE WORK OF ITS WHOLLY-OWNED SUBSIDIARIES, MOZILLA
CORPORATION AND THE NEWLY CREATED MOZILLA MESSAGING. THESE
ORGANIZATIONS DEVELOP FIREFOX WEB BROWSER AND THUNDERBIRD E-MAIL
CLIENT, HIGHLY-COMPLEX OPEN SOURCE SOFTWARE PROGRAMS ARE CREATED WITH
CONTRIBUTIONS FROM THOUSANDS OF VOLUNTEERS AND ARE AVAILABLE FOR FREE
TO ANYONE ANYWHERE. FIREFOX AND THUNDERBIRD HELP OVER 300 MILLION
PEOPLE FULLY BENEFIT FROM THE INTERNET. THEY ARE OF PARTICULAR VALUE TO
PEOPLE WHOSE NATIVE LANGUAGE IS NOT ENGLISH. IN 2008, FIREFOX WAS
AVAILABLE IN 60+ LANGUAGES INCLUDING BASQUE (=1 MILLION SPEAKERS),
ICELANDIC (=320,000 SPEAKERS), AND IRISH GAELIC (= 1.6 MILLION
SPEAKERS). FIREFOX IS OFTEN THE ONLY WAY THAT PEOPLE IN SMALL LANGUAGE
GROUPS LIKE THESE CAN ACCESS THE INTERNET IN THEIR NATIVE TONGUE.

FORM 990, PART III, LINES 2 AND 3: BY THE FOURTH QUARTER OF 2008,
MOZILLA FOUNDATION HAD BEGUN A REVIEW OF NEW PROGRAM SERVICE OPTIONS.
THIS INCLUDED CONSIDERATION OF NEW PROGRAMS AIMED AT INCREASING PUBLIC
AWARENESS ABOUT THE IMPORTANCE OF THE INTERNET AS A PUBLIC GOOD AS WELL

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

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2008

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Name of the organization

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20-0097189

AS THE POSSIBILITY OF EXPANDING PROGRAMS RELATED TO WEB ACCESSIBILITY,
EDUCATION AND THE SUPPORT OF MOZILLA COMMUNITY ACTIVITIES.

FORM 990, PART III, LINE 4C: THE FOUNDATION ALSO CONTINUES TO OPERATE
ONLINE RESOURCES SUCH AS DEVELOPER.MOZILLA.ORG FOR PEOPLE WHO WANT TO
LEARN ABOUT CORE INTERNET DEVELOPMENT TECHNOLOGIES LIKE HTML, AJAX AND
CSS.

FORM 990, PART XI, LINE 2B: MOZILLA'S FINANCIAL STATEMENTS ARE AUDITED
ON A CONSOLIDATED BASIS, AS REQUIRED BY GAAP, AND INCLUDE ITS
WHOLLY-OWNED SUBSIDIARIES MOZILLA CORPORATION AND MOZILLA MESSAGING.
THE AUDIT IS PERFORMED BY AN INDEPENDENT ACCOUNTANT AND THE AUDITED
FINANCIAL STATEMENTS ARE AVAILABLE ON THE FOUNDATION'S WEBSITE.

Part V Transactions With Related Organizations

Note. Complete line 1 if any entity is listed in Parts II, III, or IV.		Yes	No
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a	Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	X	
b	Gift, grant, or capital contribution to other organization(s)	X	
c	Gift, grant, or capital contribution from other organization(s)		X
d	Loans or loan guarantees to or for other organization(s)		X
e	Loans or loan guarantees by other organization(s)		X
f	Sale of assets to other organization(s)		X
g	Purchase of assets from other organization(s)		X
h	Exchange of assets		X
i	Lease of facilities, equipment, or other assets to other organization(s)		X
j	Lease of facilities, equipment, or other assets from other organization(s)		X
k	Performance of services or membership or fundraising solicitations for other organization(s)		X
l	Performance of services or membership or fundraising solicitations by other organization(s)		X
m	Sharing of facilities, equipment, mailing lists, or other assets	X	
n	Sharing of paid employees		X
o	Reimbursement paid to other organization for expenses		X
p	Reimbursement paid by other organization for expenses		X
q	Other transfer of cash or property to other organization(s)		X
r	Other transfer of cash or property from other organization(s)		X

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

(A) Name of other organization(s)	(B) Transaction type (a-r)	(C) Amount involved
(1) MOZILLA CORPORATION	M	0.
(2) MOZILLA CORPORATION	A	10,000.
(3) MOZILLA MESSAGING	B	1,000,000.
(4) MOZILLA MESSAGING	M	0.
(5)		
(6)		

