JUST Capital Foundation, Inc.

Financial Statements (Together with Independent Auditors' Report)

For the Years Ended December 31, 2020 and 2019



ACCOUNTANTS & ADVISORS

JUST CAPITAL FOUNDATION, INC.

FINANCIAL STATEMENTS (Together with Independent Auditors' Report)

FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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INDEPENDENT AUDITORS' REPORT

The Board of Directors JUST Capital Foundation, Inc.

We have audited the accompanying financial statements of JUST Capital Foundation, Inc. (the "Foundation"), which comprise the statements of financial position as of December 31, 2020 and 2019, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Foundation as of December 31, 2020 and 2019, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

New York, NY June 22, 2021

Marks Paneth Uf



JUST CAPITAL FOUNDATION, INC. STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2020 AND 2019

| ASSETS | 2020 | 2019 |
|---|---|--|
| Cash (Note 6B) Accounts receivable (Note 2D) Grants receivable (Note 2F) Prepaid expenses and other assets Property and equipment, net (Notes 2C and 4) Intangible assets (Note 2I) | \$ 2,405,528 180,729 745,000 204,186 82,673 296,667 | \$ 682,209 139,320 700,000 187,711 109,132 336,667 |
| TOTAL ASSETS | \$ 3,914,783 | \$ 2,155,039 |
| LIABILITIES Accounts payable and accrued expenses Deferred rent (Note 2G) Line of credit (Note 8) | \$ 345,999 361,729 - | \$ 443,318 341,578 5,400,000 |
| TOTAL LIABILITIES | 707,728 | 6,184,896 |
| COMMITMENTS AND CONTINGENCIES (Note 5) | | |
| NET ASSETS (ACCUMULATED DEFICIT) (Note 2B) Without donor restrictions With donor restrictions (Note 7) | 1,101,802 2,105,253 | (4,941,974) 912,117 |
| TOTAL NET ASSETS (ACCUMULATED DEFICIT) | 3,207,055 | (4,029,857) |
| TOTAL LIABILITIES AND NET ASSETS | \$ 3,914,783 | \$ 2,155,039 |

JUST CAPITAL FOUNDATION, INC. STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

| | For the Year Ended December 31, 2020 | | | | | For the Year Ended December 31, 2019 | | | | | 2019 | |
|--|--------------------------------------|-------------------------|----|--------------------------|---------------|--------------------------------------|----|-------------|-------------------------|-----------|------|--------------|
| | | out Donor strictions | | ith Donor estrictions | Total 2020 | | | | With Donor Restrictions | | | |
| SUPPORT AND REVENUE: | | | | | | | | | | | | |
| Contributions (Note 6A) | \$ | 6,282,833 | \$ | - | \$ | 6,282,833 | \$ | 3,758,356 | \$ | - | \$ | 3,758,356 |
| Forgiveness of line of credit (Note 8) | | 5,400,000 | | - | | 5,400,000 | | = | | - | | - |
| Grants (Note 2F) | | 1,468,800 | | 2,675,000 | | 4,143,800 | | 1,980,250 | | 1,125,000 | | 3,105,250 |
| In-kind contributions (Note 2E) | | 565,056 | | - | | 565,056 | | 286,432 | | - | | 286,432 |
| Program revenue (Note 2D) | | 398,378 | | - | | 398,378 | | 57,623 | | - | | 57,623 |
| Other revenue | | 51,240 | | - | | 51,240 | | 140,942 | | - | | 140,942 |
| Net assets released from restrictions (Notes 2B and 7) | | 1,481,864 | | (1,481,864) | _ | - | | 401,220 | | (401,220) | | - |
| TOTAL SUPPORT AND REVENUE | 1 | 15,648,171 | | 1,193,136 | | 16,841,307 | | 6,624,823 | | 723,780 | | 7,348,603 |
| EXPENSES (Note 2H): | | | | | | | | | | | | |
| Program services | | 8,411,585 | | - | | 8,411,585 | | 6,800,945 | | - | | 6,800,945 |
| Management and administration | | 680,378 | | - | | 680,378 | | 967,072 | | - | | 967,072 |
| Fundraising | | 512,432 | | | | 512,432 | | 353,327 | | | | 353,327 |
| TOTAL EXPENSES | | 9,604,395 | | | | 9,604,395 | | 8,121,344 | | <u>-</u> | | 8,121,344 |
| CHANGE IN NET ASSETS | | 6,043,776 | | 1,193,136 | | 7,236,912 | | (1,496,521) | | 723,780 | | (772,741) |
| Net assets - beginning of year | | (4,941,974) | | 912,117 | | (4,029,857) | | (3,445,453) | | 188,337 | | (3,257,116) |
| NET ASSETS - END OF YEAR | \$ | 1,101,802 | \$ | 2,105,253 | \$ | 3,207,055 | \$ | (4,941,974) | \$ | 912,117 | \$ | (4,029,857) |

JUST CAPITAL FOUNDATION, INC. STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2020

(With Comparative Totals for the Year Ended December 31, 2019)

| | Supporting Services | | | | | | | | | | | |
|--|---------------------|-----------|---------|---------|----|---------------------------|----|-----------|----|---------------|---|---------------|
| | Program | | Program | | | agement & ninistration | Fu | ndraising | _ | Total 2020 | _ | Total 2019 |
| Salaries and wages | \$ | 4,409,510 | \$ | 407,020 | \$ | 361,500 | \$ | 5,178,030 | \$ | 4,189,311 | | |
| Payroll taxes, fringe benefits and employment costs (Note 9) | | 1,253,321 | | 87,565 | | 78,417 | | 1,419,303 | | 899,599 | | |
| Research | | 604,759 | | 45,636 | | 3,429 | | 653,824 | | 613,691 | | |
| Marketing | | 257,155 | | - | | - | | 257,155 | | 449,836 | | |
| Occupancy (Notes 2G and 5) | | 515,258 | | 38,811 | | 34,202 | | 588,271 | | 597,808 | | |
| Staff recruitment, training and development | | - | | 192 | | - | | 192 | | 14,992 | | |
| Consultants | | 447,048 | | 40,421 | | 9,102 | | 496,571 | | 667,057 | | |
| Accounting and auditing | | - | | 26,500 | | - | | 26,500 | | 26,885 | | |
| Legal fees (Note 2E) | | 309,186 | | 3,013 | | - | | 312,199 | | 107,605 | | |
| Travel and related expenses | | 12,883 | | 1,516 | | 19 | | 14,418 | | 47,112 | | |
| Meetings and conferences | | 216,006 | | 632 | | 144 | | 216,782 | | 39,908 | | |
| Office expenses | | 38,127 | | 2,872 | | 2,531 | | 43,530 | | 83,330 | | |
| Non-capital purchases, equipment | | 33,595 | | 2,530 | | 2,230 | | 38,355 | | 27,064 | | |
| Donated interest (Note 2E) | | 213,164 | | 16,056 | | 14,149 | | 243,369 | | 260,072 | | |
| Other | | 43,363 | | 3,229 | | 2,845 | | 49,437 | | 30,616 | | |
| Depreciation and amortization (Notes 2I and 4) | | 58,210 | - | 4,385 | | 3,864 | | 66,459 | | 66,458 | | |
| | \$ | 8,411,585 | \$ | 680,378 | \$ | 512,432 | \$ | 9,604,395 | \$ | 8,121,344 | | |

JUST CAPITAL FOUNDATION, INC. STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2019

| | Program | | Supporting Services | | | | | |
|--|---------|-----------|-----------------------------|---------|-------------|---------|-------------------|--|
| | | | Management & Administration | | Fundraising | | Total 2019 | |
| Salaries and wages | \$ | 3,582,956 | \$ | 410,977 | \$ | 195,378 | \$ 4,189,311 | |
| Payroll taxes, fringe benefits and employment costs (Note 9) | | 754,450 | | 111,921 | | 33,228 | 899,599 | |
| Research | | 584,611 | | 27,487 | | 1,593 | 613,691 | |
| Marketing | | 449,836 | | - | | - | 449,836 | |
| Occupancy (Notes 2G and 5) | | 532,800 | | 56,149 | | 8,859 | 597,808 | |
| Staff recruitment, training and development | | 606 | | 14,386 | | - | 14,992 | |
| Consultants | | 343,401 | | 217,785 | | 105,871 | 667,057 | |
| Accounting and auditing | | - | | 26,885 | | - | 26,885 | |
| Legal fees (Note 2E) | | 89,360 | | 18,245 | | - | 107,605 | |
| Travel and related expenses | | 24,641 | | 22,424 | | 47 | 47,112 | |
| Meetings and conferences | | 21,588 | | 16,899 | | 1,421 | 39,908 | |
| Office expenses | | 74,268 | | 7,827 | | 1,235 | 83,330 | |
| Non-capital purchases, equipment | | 24,121 | | 2,542 | | 401 | 27,064 | |
| Donated interest (Note 2E) | | 231,790 | | 24,427 | | 3,855 | 260,072 | |
| Other | | 27,286 | | 2,876 | | 454 | 30,616 | |
| Depreciation and amortization (Notes 2I and 4) | | 59,231 | | 6,242 | | 985 | 66,458 | |
| | \$ | 6,800,945 | \$ | 967,072 | \$ | 353,327 | \$ 8,121,344 | |

JUST CAPITAL FOUNDATION, INC. STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

| | 2020 | 2019 |
|--|--------------|--------------|
| CASH FLOWS FROM OPERATING ACTIVITIES: Change in net assets | \$ 7,236,912 | \$ (772,741) |
| Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities | | |
| Depreciation and amortization | 66,459 | 66,458 |
| | 7,303,371 | (706,283) |
| Changes in operating assets and liabilities: (Increase) decrease in assets: | | |
| Accounts receivable | (41,409) | (84,139) |
| Grants receivable | (45,000) | (550,000) |
| Prepaid expenses and other assets | (16,475) | 28,931 |
| Increase (decrease) in liabilities: | | |
| Accounts payable and accrued expenses | (97,319) | 144,400 |
| Deferred rent | 20,151 | 31,118 |
| Net Cash Provided by (Used in) Operating Activities | 7,123,319 | (1,135,973) |
| CASH FLOWS FROM FINANCING ACTIVITIES: | | |
| Forgiveness of line of credit | (5,400,000) | _ |
| Proceeds from line of credit | - | 1,450,000 |
| Net Cash (Used in) Provided by Financing Activities | (5,400,000) | 1,450,000 |
| NET INCREASE IN CASH | 1,723,319 | 314,027 |
| Cash - beginning of year | 682,209 | 368,182 |
| CASH - END OF YEAR | \$ 2,405,528 | \$ 682,209 |

NOTE 1 – ORGANIZATION AND NATURE OF ACTIVITIES

JUST Capital Foundation, Inc. (the "Foundation") is a not-for-profit corporation established in 2013 for charitable purposes and is exempt from federal income tax pursuant to Section 501(c)(3) of the Internal Revenue Code. The Foundation, an independent, nonprofit research organization, uses the power of information and markets to address some of the most pressing social, economic, and environmental challenges of our time. JUST Capital's mission is to build an economy that works for all Americans by helping companies improve how they serve all their stakeholders – workers, customers, communities, the environment, and shareholders.

Uniquely, JUST Capital engages the American public to determine what matters most to them when it comes to just business behavior. Since 2015, JUST Capital has surveyed more than 110,000 Americans, representative of the U.S. adult population, who agree that companies should pay a living wage, create good jobs, provide fair pay and good benefits, meet supply chain labor standards, treat customers well, reduce environmental impacts, promote gender and racial equity, and support local communities. The Foundation then does extensive research to define metrics, gather data, analyze performance, and ultimately rank the largest 1,000 publicly traded U.S. corporations on these issues. The Foundation's methodology is recognized as one of the most analytically robust, unbiased, transparent, and data-driven approaches currently deployed, utilizing over 380,000 data points. The Foundation leverages these data, rankings, and analysis to incentivize and influence more just corporate behavior.

Our Rankings of America's JUST Companies, which feature the JUST 100 and Industry Leader lists, celebrate business leadership on just issues to promote a "race to the top." The top performers – who provide a powerful benchmark to incentivize more just business behavior – were celebrated in a high-profile event with Forbes and awarded our JUST Seal.

JUST Capital also drives capital toward more just companies through our JUST Alpha research, creating new event and media platforms like the Bloomberg Investor Breakfast and the CNBC Quarterly JUST Calls, to building investable indexes and the JUST ETF, to licensing our data. In 2018, Goldman Sachs launched its first ever environmental, social, and governance (ESG) focused exchange-traded fund (ETF) – the JUST ETF – which is based on the JUST U.S. Large Cap Diversified Index ("JULCD"), the first benchmark index based on JUST Capital's proprietary research and rankings. The Index includes the top 50% of Russell 1000 companies ranked by JUST Capital by industry and is constructed to match the Russell's industry weights. It features companies driving positive change on the issues the American public cares about most – issues like worker pay and wellbeing, beneficial products, the environment, strong communities, and more. During 2019, JUST Capital expanded their operations and entered several data licensing services with investment firms. The information that JUST Capital provides them is proprietary and accounts for a larger portion of their total program revenue.

The Foundation's definitive polling, rankings, indexes, and data empower all market participants – workers, investors, business leaders, consumers, advocacy groups – with the information they need to support,

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Basis of Presentation

The Foundation's financial statements have been prepared on the accrual basis of accounting. The Foundation adheres to accounting principles generally accepted in the United States of America ("U.S. GAAP").

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

B. Net Assets

The Foundation's net assets and revenues, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the Foundation and changes therein are classified and reported as follows:

- Without donor restrictions Net assets that are not subject to donor-imposed stipulations.
- With donor restrictions Net assets subject to donor-imposed stipulations, including stipulations
 that will be met either by actions of the Foundation or the passage of time. This net asset class
 might also include those resources whose stipulations are to be maintained in perpetuity by the
 Foundation. The Foundation had no net assets with donor restrictions maintained in perpetuity.

Revenues are reported as increases in net assets without donor restrictions unless their use is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulation or by law. Expirations of donor restrictions on net assets with donor restrictions (i.e., the donor stipulated purpose has been fulfilled, the stipulated time period has elapsed) are reported as net assets released from restrictions.

C. Property and Equipment

Property and equipment is stated at cost less accumulated depreciation. These amounts do not purport to represent replacement or realizable values. The Foundation capitalizes acquisitions that have a cost of \$5,000 or more and a useful life of greater than one year. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets. Amortization of leasehold improvements is calculated over the lesser of the estimated useful lives of the assets or the length of the lease.

D. Program Revenue

Program revenue consists primarily of data licensing fees. The Foundation recognizes revenue under data licensing agreements at the point in time when the Foundation's performance obligations have been satisfied, which is generally when the relevant data has been provided. Some of the Foundation's license agreements contain usage-based royalties. Usage-based fee agreements are recognized as revenue when the usage occurs or when the related performance obligation has been satisfied, whichever occurs later.

E. In-kind Contributions

The Foundation records donated interest and contributed services at their fair value provided they meet the criteria for recognition. Donated interest of \$243,370 and \$260,072 and donated professional fees of \$321,686 and \$26,360 for the years ended December 31, 2020 and 2019, respectively, are reflected as both revenue and expense in the accompanying financial statements.

F. Grants Receivable

Grants are recorded as revenue when the grant is made. The Foundation bases its allowance for doubtful accounts on its historical loss experience, the age of the receivables, and an evaluation of the creditworthiness of the donor. Grants receivable are written off against the allowance for doubtful accounts when all reasonable collection efforts have been exhausted. Historically, the Foundation has not had collection issues with grants and therefore has determined that no allowance was necessary as of December 31, 2020 and 2019 for grants receivable. Grants receivable are expected to be collected within one year.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

G. Deferred Rent

The Foundation leases rental property through 2027. The difference between rental payments due under the leases and rent expense calculated on the straight-line basis for the years ended December 31, 2020 and 2019, amounted to \$20,151 and \$31,118, respectively. As of December 31, 2020 and 2019, a liability in the amount of \$361,729 and \$341,578, respectively, is reflected as deferred rent on the accompanying statements of financial position. See Note 5A for further discussion.

H. Functional Allocation of Expenses

The cost of providing the various program and supporting services has been summarized on a functional basis in the accompanying statements of activities and functional expenses. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the program and supporting services benefited.

The expenses that are allocated include occupancy, office expenses, depreciation, and amortization, which are allocated on a headcount basis, as well as salaries and wages, benefits, payroll taxes, and interest, which are allocated on the basis of estimates of time and effort.

I. Intangible Assets

During 2018, the Foundation entered into a licensing agreement for the use of the Foundation's JULCD. The costs incurred to position the Foundation to be able to enter into such an agreement were estimated to be \$400,000, consisting mostly of legal expenses, which are being amortized over ten years. These costs were valued under the Cost Approach using the current replacement cost basis. Amortization of this intangible asset amounted to \$40,000 for each of the years ended December 31, 2020 and 2019.

J. Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures at the date of the financial statements and the reported amounts of revenues and expenses during the reported period. Actual results could differ from those estimates.

NOTE 3 - LIQUIDITY AND AVAILABILITY OF RESOURCES FOR GENERAL EXPENDITURES

The Foundation regularly monitors liquidity required to meet its operating needs and other contractual commitments. In addition to financial assets available to meet general expenditures over the next 12 months, the Foundation strives to operate with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources. The Foundation considers all expenditures related to its ongoing programs as well as management and administration to support those activities to be general expenditures.

As of December 31, the financial assets available to meet general expenditures over the next 12 months were as follows:

| | 2020 | 2019 |
|---------------------|-----------------|-----------------|
| Cash | \$ 2,405,528 | \$ 682,209 |
| Accounts receivable | 180,729 | 139,320 |
| Grants receivable | 745,000 | 700,000 |
| Total | \$ 3,331,257 | \$ 1,521,529 |

NOTE 4 – PROPERTY AND EQUIPMENT

Property and equipment consisted of the following as of December 31:

| | | 2020 | | 2019 | Estimated <u>Useful Lives</u> |
|--|-------------|---------------------------------------|----------|---------------------------------------|--|
| Website Computers and networking equipment Furniture and fixtures Leasehold improvements | \$ | 17,085 16,205 151,038 44,910 | \$ | 17,085 16,205 151,038 44,910 | 15 years 5 years 7 years 12 years |
| Total costs Less: accumulated depreciation and amortization Net book value | | 229,238 (146,565) 82,673 | <u> </u> | 229,238 (120,106) 109,132 | |

Depreciation and amortization expense of property and equipment amounted to \$26,459 and \$26,458 for the years ended December 31, 2020 and 2019, respectively.

NOTE 5 – COMMITMENTS AND CONTINGENCIES

A. In January 2016, the Foundation signed a lease for new office space that ends in 2027. This lease is guaranteed by a Board member of the Foundation.

Minimum rental payments for years subsequent to December 31, 2020 are as follows:

| Years ending December 31, | |
|------------------------------|-----------------|
| 2021 | \$ 509,661 |
| 2022 | 553,848 |
| 2023 | 566,310 |
| 2024 | 579,052 |
| 2025 | 592,081 |
| Thereafter | 1,018,085 |
| | |
| | \$ 3,819,037 |

Rent expense for the years ended December 31, 2020 and 2019, amounted to \$558,739 and \$565,630, respectively, and is included in occupancy expense in the accompanying statements of functional expenses.

- B. The Foundation believes it had no uncertain tax positions as of December 31, 2020 and 2019, in accordance with Accounting Standards Codification ("ASC") Topic 740, "Income Taxes," which provides standards for establishing and classifying any tax provisions for uncertain tax positions.
- C. In March 2020, the World Health Organization declared the outbreak of a novel coronavirus ("COVID-19") as a pandemic, which continues to spread throughout the United States. The Foundation could be materially and adversely affected by the risks, or the public perception of the risks, related to an epidemic, pandemic, outbreak, or other public health crisis, such as the recent outbreak of COVID-19. The ultimate extent of the impact of any epidemic, pandemic or other health crisis on the Foundation's mission, programs, financial condition and results of operations will depend on future developments, which are highly uncertain and cannot be predicted, including new information that may emerge concerning the severity of such epidemic, pandemic or other health crisis and actions taken to contain or prevent their further spread, among others. Accordingly, the Foundation cannot predict the extent to which its financial condition and results of operations will be affected.

NOTE 6 - CONCENTRATIONS

- A. For the years ended December 31, 2020 and 2019, contributions from a Board member of the Foundation made up approximately 65% and 44%, respectively, of total contributions.
- B. Cash that potentially subjects the Foundation to a concentration of credit risk includes cash accounts with banks that exceeded the Federal Deposit Insurance Corporation ("FDIC") insurance limits. Accounts are insured up to \$250,000 per depositor, per FDIC-insured institution and per ownership category. As of December 31, 2020 and 2019, there was approximately \$2,091,000 and \$432,000, respectively, of cash held by one bank that exceeded FDIC limits. Such excess includes outstanding checks.

NOTE 7 - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following as of December 31:

| | 2020 | 2019 |
|--|----------------------------|--------------------------|
| Time restricted Restricted for specific purposes | \$ 400,000 1,705,253 | \$ 700,000 212,117 |
| | \$ 2,105,253 | \$ 912,117 |

Net assets released from restrictions amounted to \$1,481,864 and \$401,220 for the years ended December 31, 2020 and 2019, respectively.

NOTE 8 – LINE OF CREDIT

The Foundation had a revolving line of credit with a limit of \$5,400,000 which was obtained from a Board member. The line of credit originated on October 20, 2017 for \$2,550,000, and was subsequently increased to \$2,750,000 (November 2017). The line of credit was amended and restated on December 20, 2019 to increase the line to \$5,400,000. The line was unsecured and did not bear interest. On December 28, 2020, the line of credit was fully forgiven.

NOTE 9 – PENSION PLAN

Effective July 1, 2016, the Foundation's employees can participate in a 401(k) profit-sharing pension plan covering all eligible employees. Eligible employees can make elective deferrals under a salary reduction agreement. The Foundation matches, dollar for dollar, up to 4% of an employee's compensation. The Foundation may also make discretionary contributions. For the years ended December 31, 2020 and 2019, contributions from the Foundation amounted to \$147,900 and \$109,146, respectively.

NOTE 10 – SUBSEQUENT EVENTS

Management has evaluated, for potential recognition and disclosure, events subsequent to the date of the statement of financial position through June 22, 2021 the date the financial statements were available to be issued.