JUST Capital Foundation, Inc.

Financial Statements
(Together with Independent Auditors' Report)

For the Years Ended December 31, 2023 and 2022

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INDEPENDENT AUDITORS' REPORT

The Board of Directors
JUST Capital Foundation, Inc.
New York, NY

Opinion

We have audited the financial statements of JUST Capital Foundation, Inc. (the "Foundation"), which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as of December 31, 2023 and 2022, and the change 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audits 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 Foundation's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

CBIZ CPAs P.C.

New York, NY
August 16, 2024

JUST CAPITAL FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
AS OF DECEMBER 31, 2023 AND 2022

ASSETS	**2023**	**2022**
Cash (Notes 2C and 6B)	$ 675,593	$ 2,052,323
Accounts receivable, net (Note 2E)	74,865	71,557
Grants and contributions receivable (Notes 2G and 8)	1,246,367	1,117,682
Prepaid expenses and other assets	319,690	923,547
Property and equipment, net (Notes 2D and 4)	22,140	29,756
Intangible assets (Note 2J)	176,667	216,667
Right-of-use asset (Notes 2L and 5)	1,727,954	2,146,467
TOTAL ASSETS	$ 4,243,276	$ 6,557,999
LIABILITIES		
Accounts payable and accrued expenses	$ 635,715	$ 320,285
Deferred revenue	94,776	93,769
Lease liability (Notes 2L and 5)	2,015,652	2,481,879
TOTAL LIABILITIES	2,746,143	2,895,933
COMMITMENTS AND CONTINGENCIES (Note 10)		
NET ASSETS (Notes 2B and 11)		
Without donor restrictions	(537,560)	1,103,140
With donor restrictions (Note 7)	2,034,693	2,558,926
TOTAL NET ASSETS	1,497,133	3,662,066
TOTAL LIABILITIES AND NET ASSETS	$ 4,243,276	$ 6,557,999

The accompanying notes are an integral part of these financial statements.

JUST CAPITAL FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	For the Year Ended December 31, 2023			For the Year Ended December 31, 2022		
	Without Donor Restrictions	With Donor Restrictions	Total 2023	Without Donor Restrictions	With Donor Restrictions	Total 2022
SUPPORT AND REVENUE:						
Contributions (Notes 2G and 6A)	$ 6,004,664	$ 72,251	$ 6,076,915	$ 6,366,765	$ 715,514	$ 7,082,279
Grants (Note 2G)	1,075,000	2,436,421	3,511,421	1,225,200	2,734,713	3,959,913
In-kind contributions (Note 2F)	438,177	-	438,177	419,258	-	419,258
Program revenue (Note 2E)	769,541	-	769,541	771,719	-	771,719
Other revenue	17,965	-	17,965	598,485	-	598,485
Net assets released from restrictions (Notes 2B and 7)	3,032,905	(3,032,905)	-	3,601,684	(3,601,684)	-
TOTAL SUPPORT AND REVENUE	11,338,252	(524,233)	10,814,019	12,983,111	(151,457)	12,831,654
EXPENSES (Note 2I):						
Program services	11,129,663	-	11,129,663	10,818,198	-	10,818,198
Management and administration	1,233,905	-	1,233,905	1,162,329	-	1,162,329
Fundraising	615,384	-	615,384	573,073	-	573,073
TOTAL EXPENSES	12,978,952	-	12,978,952	12,553,600	-	12,553,600
CHANGE IN NET ASSETS	(1,640,700)	(524,233)	(2,164,933)	429,511	(151,457)	278,054
Net assets - beginning of year	1,103,140	2,558,926	3,662,066	673,629	2,710,383	3,384,012
NET ASSETS - END OF YEAR	$ (537,560)	$ 2,034,693	$ 1,497,133	$ 1,103,140	$ 2,558,926	$ 3,662,066

The accompanying notes are an integral part of these financial statements.

JUST CAPITAL FOUNDATION, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2023
(With Comparative Totals for the Year Ended December 31, 2022)

	For The Year Ended December 31, 2023				
		Supporting Services			
	Program	Management and Administration	Fundraising	Total 2023	Total 2022
Salaries and wages	$ 6,696,135	$ 733,637	$ 428,948	$ 7,858,720	$ 7,223,866
Payroll taxes, fringe benefits and employment costs (Note 9)	2,234,952	246,113	118,309	2,599,374	2,174,914
Research	698,518	54,166	12,190	764,874	798,141
Marketing	213,500	-	-	213,500	165,547
Occupancy (Notes 5 and 2F)	524,197	57,982	27,438	609,617	614,095
Staff recruitment, training and development	13,802	1,527	722	16,051	20,417
Consultants	39,833	29,316	-	69,149	517,946
Accounting and auditing	-	38,656	-	38,656	31,470
Legal fees (Note 2F)	407,217	-	-	407,217	376,128
Travel and related expenses	44,046	10,633	9,773	64,452	47,028
Meetings and conferences	128,514	47,612	11,255	187,381	141,825
Office expenses	27,611	3,054	1,445	32,110	61,729
Non-capital purchases, equipment	5,893	652	308	6,853	24,517
Grant expense	-	-	-	-	235,616
Other	54,500	6,029	2,853	63,382	53,903
Depreciation and amortization (Notes 2D, 2J and 4)	40,945	4,528	2,143	47,616	66,458
	$ 11,129,663	$ 1,233,905	$ 615,384	$ 12,978,952	$ 12,553,600

The accompanying notes are an integral part of these financial statements.

JUST CAPITAL FOUNDATION, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2022

	For The Year Ended December 31, 2022			
		Supporting Services		
	Program	Management and Administration	Fundraising	Total 2022
Salaries and wages	$ 6,261,241	$ 609,266	$ 353,359	$ 7,223,866
Payroll taxes, fringe benefits and employment costs (Note 9)	1,923,453	177,230	74,231	2,174,914
Research	734,084	53,640	10,417	798,141
Marketing	165,547	-	-	165,547
Occupancy (Note 5)	532,729	53,660	27,706	614,095
Staff recruitment, training and development	17,712	1,784	921	20,417
Consultants	249,700	175,546	92,700	517,946
Accounting and auditing	-	31,470	-	31,470
Legal fees (Note 2F)	364,608	11,520	-	376,128
Travel and related expenses	35,570	10,737	721	47,028
Meetings and conferences	118,706	19,422	3,697	141,825
Office expenses	53,602	5,339	2,788	61,729
Non-capital purchases, equipment	21,269	2,142	1,106	24,517
Grant expense	235,616	-	-	235,616
Other	46,709	4,765	2,429	53,903
Depreciation and amortization (Notes 2D, 2J and 4)	57,652	5,808	2,998	66,458
	$ 10,818,198	$ 1,162,329	$ 573,073	$ 12,553,600

The accompanying notes are an integral part of these financial statements.

JUST CAPITAL FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	$ (2,164,933)	$ 278,054
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities		
Change in operating leases	(47,714)	(35,252)
Depreciation and amortization	47,616	66,458
	(2,165,031)	309,260
Changes in operating assets and liabilities:		
Decrease (Increase) in assets:		
Accounts receivable	(3,308)	164,205
Grants and contributions receivable	(128,685)	182,679
Prepaid expenses and other assets	603,857	(711,478)
Increase (Decrease) in liabilities:		
Accounts payable and accrued expenses	315,430	50,062
Grants payable	-	(164,000)
Deferred revenue	1,007	(31,981)
Net Cash Used in Operating Activities	(1,376,730)	(201,253)
NET DECREASE IN CASH	(1,376,730)	(201,253)
Cash - beginning of year	2,052,323	2,253,576
CASH - END OF YEAR	$ 675,593	$ 2,052,323

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 165,000 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. The Foundation leverages data, rankings, analysis, and programmatic support 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 – are recognized in partnership with CNBC and awarded our JUST Seal.

JUST Capital also has a number of programmatic initiatives, including the Worker Financial Wellness Initiative, which currently has 15 company members representing over 1 million workers, and asks companies to assess the financial health and security of their workforce.

JUST Capital also drives capital toward more just companies from conducting our JUST Alpha research to using platforms like a media partnership with CNBC to uplift leadership to building investable indexes and licensing our data. As of 2023, JUST Capital's partnerships with investment firms covered a total over $400 million in AUM across 8 different investment products. Our flagship index based on JUST Capital's proprietary research and rankings – the JUST U.S. Large Cap Diversified Index ("JULCD") – was licensed by Goldman Sachs Asset Management in 2018 to launch its first ever environmental, social, and governance (ESG) focused exchange-traded fund (ETF) – the JUST ETF. 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 well-being, beneficial products, the environment, strong communities, and more. The JUST Index has outperformed the Russell 1000 by 8.7% since inception through December 30, 2023. Our JUST 100 Index (JUONE), which tracks the top 100 companies in our Rankings of America's Most JUST Companies, has also outperformed the Russell 1000 by 4.06.% since inception through December 31, 2023.

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, purchase from, invest in, and work for companies that perform best on the issues they care about.

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 as of December 31, 2023 and 2022.

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. ***Cash***

The Foundation considers all highly liquid investments with original maturities of 90 days or less when acquired to be cash equivalents.

D. ***Property and Equipment***

Property and equipment is stated at cost less accumulated depreciation and amortization. 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.

E. ***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. 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 customer. As of December 31, 2023 and 2022, the Foundation determined that no allowance for doubtful accounts was necessary for accounts receivable.

The beginning and ending accounts receivable were as follows:

	12/31/2023	12/31/2022	01/01/2022
Account receivable, net	$ 74,865	$ 71,557	$ 235,762
Deferred revenue	$ 94,776	$ 93,769	$ 125,750

F. ***Donated Services***

Donated services are recognized in the accompanying financial statements if the services enhance or create non-financial assets or require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased, if not provided by donation.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Donated goods and services for the year ended December 31, 2023 consisted of the following:

Nonfinancial Asset	Amount	Usage in Programs/Activities	Donor-imposed Restrictions	Fair Value Techniques
Legal services	$ 394,177	Program services	No associated donor restriction	Based on current rates for similar legal services
Conference space	44,000	Program services	No associated donor restriction	Based on standard market rates
Total	$ 438,177			

Donated services for the year ended December 31, 2022 consisted of the following:

Nonfinancial Asset	Amount	Usage in Programs/Activities	Donor-imposed Restrictions	Fair Value Techniques
Legal services	$ 364,608	Program services	No associated donor restriction	Based on current rates for similar legal services
Conference space	54,650	Program services	No associated donor restriction	Based on standard market rates
Total	$ 419,258			

G. ***Grants and Contributions***

Grants and contributions are nonexchange transactions and are recognized at fair value when received or when an unconditional promise is received. As of December 31, 2023 and 2022, the Foundation had conditional grants amounting to $100,000 and $0, respectively. 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, 2023 and 2022 for grants receivable.

H. ***Grants Payable***

Grants payable are recorded as a liability and related expense when an unconditional promise to give has been made. Grants payable are expected to be paid within one year.

I. ***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.

J. ***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, 2023 and 2022.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

K. ***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 reporting period. Actual results could differ from those estimates.

L. ***Operating Leases***

The Foundation enters into operating leases as further described in Note 5. The Foundation assesses whether an arrangement qualifies as a lease at inception and only reassess its determination if the terms and conditions of the arrangement are changed. The Foundation has elected to apply the practical expedients that allow it to discount the lease liability to present value using a risk-free rate.

M. ***Recent Accounting Pronouncement***

The Foundation adopted Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 2016-13, *Current Expected Credit Loss ("CECL")* (Topic 326) for the year ended December 31, 2023. FASB issued new guidance on the measurement of CECL on financial instruments. The FASB has subsequently issued additional guidance amending certain aspects of the measurement of CECL. The new guidance has replaced the incurred loss methodology of recognizing credit losses on financial instruments with a methodology that estimates the expected credit loss on financial instruments and reflects the net amount expected to be collected on the financial instrument. For the Foundation, financial information for periods prior to the date of initial application has not been adjusted. There was no allowance for accounts receivable.

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:

	2023	2022
Cash	$ 675,593	$ 2,052,323
Accounts receivable, net	74,865	71,557
Grants and contributions receivable	1,008,608	559,588
Total	$ 1,759,266	$ 2,683,468

NOTE 4 – PROPERTY AND EQUIPMENT

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

	2023	2022	Estimated Useful Lives
Website	$ 17,085	$ 17,085	15 years
Computers and networking equipment	16,205	16,205	5 years
Furniture and fixtures	151,038	151,038	7 years
Leasehold improvements	44,910	44,910	12 years
Total costs	229,238	229,238	
Less: accumulated depreciation and amortization	(207,098)	(199,482)	
Net book value	$ 22,140	$ 29,756	

Depreciation and amortization expense of property and equipment amounted to $7,616 and $26,458 for the years ended December 31, 2023 and 2022, respectively.

NOTE 5 – OPERATING LEASES

The Foundation leases a certain office space under a long-term non-cancelable operating lease agreement. The Foundation assesses whether an arrangement qualifies as a lease at inception and only reassesses its determination if the terms and conditions of the arrangement are changed and there were no such changes in lease terms and conditions during the current year.

As of December 31, 2023 and 2022, the right-of-use asset amounted to $1,727,954 and $2,146,467, respectively and the lease liability amounted to $2,015,652 and $2,481,879, respectively, on the accompanying statements of financial position.

The weighted-average discount rate is based on the risk-free rate. The Foundation has elected the option to use the risk-free rate determined by using a period comparable to the lease terms as the discount rate for leases where the implicit rate is not readily determinable.

The operating lease costs, included in occupancy for each of the years ended December 31, 2023 and 2022 was $518,596.

The following summarizes the weighted-average remaining lease term and weighted-average discount rate as of December 31, 2023:

Weighted average remaining lease term in years	
Operating leases	3.67
Weighted average discount rate	
Operating leases	4.5%

Minimum rental payments for years subsequent to December 31, 2023 are as follows:

Years ending December 31,	
2024	$ 579,052
2025	592,081
2026	605,403
2027	412,683
	2,189,219
Less: discount to present value	(173,567)
Lease liability	$ 2,015,652

NOTE 5 – OPERATING LEASES (Continued)

Cash paid for the operating lease amounted to $566,310 and $553,848 for the year ended December 31, 2023 and 2022.

NOTE 6 – CONCENTRATIONS

A. For the years ended December 31, 2023 and 2022, contributions from a Board member of the Foundation made up approximately 40% of total revenue.

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, 2023 and 2022, there was approximately $425,000 and $1,800,000, 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:

	2023	2022
Time restricted	$ 862,759	$ 558,904
Restricted for specific purposes	1,171,934	2,000,022
	$ 2,034,693	$ 2,558,926

Net assets released from restrictions amounted to $3,032,905 and $3,601,684 for the years ended December 31, 2023 and 2022, respectively.

NOTE 8 – GRANTS AND CONTRIBUTIONS RECEIVABLE

Grants and contributions receivable amounted to the following as of December 31:

	2023	2022
Due in less than one year	$ 1,008,608	$ 559,588
Due in one to five years	250,000	600,000
Less: discount to present value (at rates from 4.22%-4.73%)	(12,241)	(41,906)
	$ 1,246,367	$ 1,117,682

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, 2023 and 2022, contributions from the Foundation amounted to $233,715 and $205,506, respectively.

NOTE 10 – COMMITMENTS AND CONTINGENCIES

The Foundation believes it had no uncertain tax positions as of December 31, 2023 and 2022, in accordance with FASB Accounting Standards Codification ("ASC") Topic 740, "Income Taxes," which provides standards for establishing and classifying any tax provisions for uncertain tax positions.

NOTE 11 – DEFICIT

The Foundation incurred a loss of $(2,164,933) for the year ended December 31, 2023, resulting in an accumulated deficit without donor restrictions of $(537,560), assets with donor restrictions of $2,034,693 and total net assets of $1,497,133 as of December 31, 2023. The deficit of net assets without donor restrictions was primarily due to a combination of factors, including the contraction of the philanthropic market and unexpected non-renewals of grants and revenue, alongside operational expenditures that were less conservative than appropriate at the time. Despite this, the Foundation maintains a committed base of donors who have continued to support operations in 2024, thereby mitigating the impact of this deficit on operations. While the deficit in unrestricted funds was mitigated by utilizing positive net assets with donor restrictions, the Foundation remains committed to restoring the balance through targeted financial strategies. Throughout mid-2023 and into 2024, the Foundation has enacted several strategic measures, including a thorough financial assessment, implementation of new cash management processes, organizational restructuring, and the delineation of clear responsibilities among senior staff, all aimed at bolstering future financial viability. To this end, the Foundation has launched a diversified funding initiative with a focus on corporate revenue. A key component of this strategy is the exploration of programmatic revenue opportunities, particularly related to engagement aimed at fostering connections among industry leaders which leverage the Foundation's data-driven insights and facilitate meaningful actions towards more just business practice. Through these concerted efforts, the Foundation is confident in its ability to overcome the current financial deficit, build a more sustainable financial foundation, and continue its mission-driven work with increased effectiveness and impact.

NOTE 12 – SUBSEQUENT EVENTS

Management has evaluated, for potential recognition and disclosure, events subsequent to the date of the statement of financial position through August 16, 2024, the date the financial statements were available to be issued. See Note 11.