WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2025 AND 2024



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WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
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INDEPENDENT AUDITORS' REPORT

Board of Directors
Washington Center for Equitable Growth, Inc.
Washington, D.C.

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Washington Center for Equitable Growth, Inc., (a nonprofit organization), which comprise the statements of financial position as of December 31, 2025 and 2024, 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 Washington Center for Equitable Growth, Inc. as of December 31, 2025 and 2024, 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.

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 Washington Center for Equitable Growth, Inc. 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 Washington Center for Equitable Growth, Inc.'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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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.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- 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 audit 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 Washington Center for Equitable Growth, Inc.'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 Washington Center for Equitable Growth, Inc.'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.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

North Bethesda, Maryland
September 1, 2026

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	$ 7,232,512	$ 8,386,184
Grants and Contributions Receivable - Current Portion	3,350,000	2,434,912
Accounts Receivable	40,479	19,881
Government Grant Receivable	-	553,088
Prepaid Expenses	90,713	46,708
Security Deposits	5,163	-
Total Current Assets	10,718,867	11,440,773
PROPERTY AND EQUIPMENT, at Cost		
Furniture and Equipment	79,291	395,067
Less: Accumulated Depreciation	(60,458)	(385,095)
Net Property and Equipment	18,833	9,972
GRANTS AND CONTRIBUTIONS RECEIVABLE, NONCURRENT PORTION	-	1,300,000
Total Assets	$ 10,737,700	$ 12,750,745
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable and Accrued Expenses	$ 358,127	$ 345,896
Grants Payable	428,878	603,580
Total Current Liabilities	787,005	949,476
NET ASSETS		
Without Donor Restrictions	6,150,406	855,512
Without Donor Restrictions - Board Designated	895,000	4,535,951
Total Net Assets Without Donor Restrictions	7,045,406	5,391,463
With Donor Restrictions	2,905,289	6,409,806
Total Net Assets	9,950,695	11,801,269
Total Liabilities and Net Assets	$ 10,737,700	$ 12,750,745

See accompanying Notes to Financial Statements.

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENT OF ACTIVITIES
DECEMBER 31, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Grants and Contributions	$ 1,994,000	$ 2,345,000	$ 4,339,000
Government Grants	-	-	-
Interest and Investment Income	237,693	-	237,693
Return of Grant Funds	75,000	-	75,000
Other Revenue	8,057	-	8,057
Net Assets Released from Restriction	5,849,517	(5,849,517)	-
Total Support and Revenue	8,164,267	(3,504,517)	4,659,750
EXPENSES			
Program Expenses	4,641,451	-	4,641,451
General and Administrative	1,485,677	-	1,485,677
Fundraising and Development	380,186	-	380,186
Total Expenses	6,507,314	-	6,507,314
Loss on Disposal of Fixed Assets	3,010	-	3,010
CHANGE IN NET ASSETS	1,653,943	(3,504,517)	(1,850,574)
Net Assets - Beginning of Year	5,391,463	6,409,806	11,801,269
NET ASSETS - END OF YEAR	$ 7,045,406	$ 2,905,289	$ 9,950,695

See accompanying Notes to Financial Statements.

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENT OF ACTIVITIES
DECEMBER 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Grants and Contributions	$ 3,295,000	$ 8,064,839	$ 11,359,839
Government Grants	553,088	-	553,088
Interest and Investment Income	49,237	-	49,237
Other Revenue	3,860	-	3,860
Net Assets Released from Restriction	4,752,267	(4,752,267)	-
Total Support and Revenue	8,653,452	3,312,572	11,966,024
EXPENSES			
Program Expenses	4,118,788	-	4,118,788
General and Administrative	2,213,597	-	2,213,597
Fundraising and Development	390,634	-	390,634
Total Expenses	6,723,019	-	6,723,019
CHANGE IN NET ASSETS	1,930,433	3,312,572	5,243,005
Net Assets - Beginning of Year	3,461,030	3,097,234	6,558,264
NET ASSETS - END OF YEAR	$ 5,391,463	$ 6,409,806	$ 11,801,269

See accompanying Notes to Financial Statements.

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2025

	Program Services						
	Policy and Advocacy	Academic Programs	Communications and Marketing	Total Program Expenses	General and Administrative	Fundraising and Development	Total
Salaries	$ 902,553	$ 540,032	$ 782,622	$ 2,225,207	$ 749,597	$ 233,457	$ 3,208,261
Benefits	100,691	60,243	87,304	248,238	83,654	26,059	357,951
Payroll Taxes	77,641	45,220	66,492	189,353	43,193	18,882	251,428
Pension Plan Expenses	40,913	24,478	35,474	100,865	33,991	10,588	145,444
Contract Services	410,819	85,984	301,309	798,112	470,758	63,471	1,332,341
Grants	-	804,243	-	804,243	-	-	804,243
Commissions	12,000	6,500	-	18,500	-	-	18,500
Conference and Meetings	60,543	7,060	950	68,553	1,227	-	69,780
Membership and Subscriptions	4,214	869	9,535	14,618	26,736	2,559	43,913
Travel	16,482	14,935	6,232	37,649	6,543	5,698	49,890
Staff Development	4,351	-	4,124	8,475	15,111	465	24,051
Occupancy	41,552	24,860	36,027	102,439	34,521	10,754	147,714
Postage	-	-	-	-	173	-	173
Supplies	-	-	410	410	2,938	-	3,348
Printing	40	281	356	677	179	-	856
Bank Fees	-	-	-	-	94	-	94
Insurance	1,691	1,012	1,467	4,170	1,405	438	6,013
Depreciation	3,013	1,803	2,613	7,429	2,503	780	10,712
Catering and Food	4,143	-	313	4,456	9,577	6,075	20,108
Other Expenses	3,080	2,100	2,877	8,057	3,477	960	12,494
Total Expenses	$ 1,683,726	$ 1,619,620	$ 1,338,105	$ 4,641,451	$ 1,485,677	$ 380,186	$ 6,507,314

See accompanying Notes to Financial Statements.

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2024

	Program Services						
	Policy and Advocacy	Academic Programs	Communications and Marketing	Total Program Expenses	General and Administrative	Fundraising and Development	Total
Salaries	$ 644,354	$ 446,702	$ 656,755	$ 1,747,811	$ 1,261,685	$ 222,650	$ 3,232,146
Benefits	74,388	51,556	75,805	201,749	145,612	25,696	373,057
Payroll Taxes	55,561	37,908	56,557	150,026	83,685	14,768	248,479
Pension Plan Expenses	32,380	22,442	32,997	87,819	63,383	11,185	162,387
Contract Services	324,928	108,688	237,147	670,763	495,596	87,458	1,253,817
Grants	-	875,187	-	875,187	-	-	875,187
Commissions	-	25,500	-	25,500	-	-	25,500
Conference and Meetings	34,279	44,481	76,033	154,793	1,065	188	156,046
Membership and Subscriptions	3,622	414	22,468	26,504	39,059	6,893	72,456
Travel	15,998	17,309	4,030	37,337	5,821	1,027	44,185
Staff Development	1,731	600	20,375	22,706	11,645	2,055	36,406
Occupancy	29,282	20,295	29,840	79,417	57,318	10,115	146,850
Postage	-	-	-	-	557	98	655
Supplies	-	-	-	-	3,323	586	3,909
Printing	-	-	662	662	452	80	1,194
Bank Fees	-	-	-	-	32	6	38
Insurance	3,310	2,294	3,373	8,977	6,479	1,143	16,599
Depreciation	3,027	2,098	3,085	8,210	5,926	1,047	15,183
Catering and Food	5,586	2,415	12,766	20,767	12,857	2,269	35,893
Bad Debt	-	-	-	-	18,745	3,308	22,053
Other Expenses	200	160	200	560	357	62	979
Total Expenses	$ 1,228,646	$ 1,658,049	$ 1,232,093	$ 4,118,788	$ 2,213,597	$ 390,634	$ 6,723,019

See accompanying Notes to Financial Statements.

WASHINGTON CENTER FOR EQUITABLE GROWTH, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	$ (1,850,574)	$ 5,243,005
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Depreciation and Amortization	10,712	15,183
Bad Debt Expense	-	22,053
Loss on Disposal of Fixed Assets	3,010	-
(Increase) Decrease in Operating Assets:		
Grants and Contributions Receivable	384,912	(3,552,364)
Accounts Receivable	(20,598)	(17,366)
Government Grant Receivable	553,088	(553,088)
Prepaid Expenses	(44,005)	15,258
Security Deposits	(5,163)	-
Increase (Decrease) in Operating Liabilities:		
Accounts Payable and Accrued Expenses	12,231	(37,158)
Grants Payable	(174,702)	(1,720)
Net Cash Provided (Used) by Operating Activities	(1,131,089)	1,133,803
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of Furniture and Equipment	(22,583)	-
Net Cash Used by Financing Activities	(22,583)	-
CHANGE IN CASH AND CASH EQUIVALENTS	(1,153,672)	1,133,803
Cash and Cash Equivalents - Beginning of Year	8,386,184	7,252,381
CASH AND CASH EQUIVALENTS - END OF YEAR	$ 7,232,512	$ 8,386,184

See accompanying Notes to Financial Statements.

NOTE 1 ORGANIZATION AND NATURE OF ACTIVITIES

Washington Center for Equitable Growth, Inc. (Equitable Growth) is a nonprofit research and grant-making organization dedicated to advancing evidence-backed ideas and policies that promote strong, stable, and broad-based economic growth. The overall focus is on determining how economic inequality affects economic growth and stability and what policymakers should do about it.

Equitable Growth aims to build a bridge between the academic and policy communities to research and analyze the effects of inequality on U.S. economic growth and present those findings to policymakers so they can create a more inclusive economy through evidence-based policy.

Specifically, to address this economic and societal challenge, we:

- Support new academic research and bring scholars together to exchange ideas and improve our understanding of whether and how inequality affects economic growth and stability;

- Build a strong bridge between academics and policymakers to ensure that research on equitable growth and inequality is relevant, accessible, and informative to the policymaking process; and

- Use engagement and communications to elevate high-quality, evidence-backed ideas that help inspire new policies for promoting broad-based economic growth.

Since 2014, we have distributed over $11.4 million to over 500 grantees at various U.S. colleges and universities studying how inequality affects economic growth. Our grantees work to build a strong research base that provides evidence to decision-makers seeking to address pressing economic issues in the United States, informing the policy debate in Washington and in statehouses across the country. The preceding grant information is unaudited and is provided for informational purposes only.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Basis of Presentation

Equitable Growth is required to report information regarding its financial position and activities according to two classes of net assets:

Net Assets Without Donor Restrictions – Net assets without donor restrictions represent the expendable net assets that are available for support of Equitable Growth.

Net Assets With Donor Restrictions – Net assets with donor restrictions are subject to donor-imposed stipulations that may or will be met by actions of Equitable Growth and/or the passage of time and those that are subject to donor-imposed stipulations that Equitable Growth maintain them permanently.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities 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.

Cash and Cash Equivalents

Cash accounts consist entirely of cash in checking accounts. Cash equivalents are short-term, highly liquid investments that are both (a) readily convertible to known amounts of cash and (b) so near to their maturity (generally within three months) that they present no significant risk of change in value.

Accounts, Grants, and Contributions Receivable

Accounts, grants, and contributions receivable are stated at the amount management expects to collect from balances outstanding at year-end. Annually, management determines if an allowance for doubtful accounts or credit losses is necessary based upon review of outstanding receivables, historical collection information, and existing economic conditions. Accounts deemed uncollectible are charged off based on specific circumstances of the parties involved. Management believes all receivables are fully collectible and no provision for allowance for doubtful accounts or credit losses is deemed necessary. See note 14 for additional disclosure regarding the government grant receivable.

Grants Payable

Grants are recorded by the Equitable Growth upon notification to the grantee. It is the Equitable Growth's intent that amounts reflected as grants payable in the accompanying statement of financial position will be fulfilled within one year.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment

Equitable Growth capitalizes all expenditures for property and equipment in excess of $500 and having a useful life of greater than one year. Purchased property and equipment is capitalized at cost and depreciated using the straight-line method over the estimated useful lives of the related assets, generally over 3 to 10 years. Leasehold improvements are stated at cost and are amortized using the straight-line method over the shorter of their estimated useful lives or the lease term. Donated property and equipment is capitalized at the estimated fair value at the date of donation. Expenditures for repairs and maintenance are charged to expense as incurred. For assets sold or otherwise disposed of, the cost and related accumulated depreciation are removed from the accounts, and any resulting gain or loss is reflected in income for the period.

Revenue Recognition

Equitable Growth recognizes contributions when cash or an unconditional promise to give is received. Contributions received are recorded as “without donor restrictions” or “with donor restrictions” depending on the existence or nature of any donor restrictions. Donor-restricted revenue is reported as an increase in net assets with donor restrictions. When a restriction expires (i.e., when a purpose restriction is accomplished or a time restriction is met), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restriction. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met. Other revenue includes various sources of revenue that is recognized when the performance obligations are substantially met.

Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities. Salaries and benefits are allocated among program and supporting services based on time and effort. The following expenses are also allocated among program and supporting services based on time and effort percentages: telephone, technology fees, equipment rental and maintenance, depreciation, office insurance, and occupancy expenses. Some general and administrative expenses are also allocated directly to program grants each month or annually, depending upon what the grant budget allows for these expenses, along with the duration of the grant period that remains.

Reclassification

Certain reclassifications of amounts previously reported have been made to the accompanying financial statements to maintain consistency between periods presented. The reclassifications had no impact on previously reported net assets.

Subsequent Events

In preparing these financial statements, Equitable Growth has evaluated events and transactions for potential recognition or disclosure through September 1, 2026, which is the date the financial statements were available to be issued.

NOTE 3 INCOME TAXES

Equitable Growth is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Equitable Growth is subject to tax on any unrelated business income that it may generate. Equitable Growth has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2025 and 2024. Equitable Growth is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Equitable Growth's federal and state income tax returns are subject to examination by the Internal Revenue Service and state tax authorities, generally for a period of three years after the returns are filed.

NOTE 4 CHANGE IN ACCOUNTING ESTIMATE

During the year ended December 31, 2025, Equitable Growth revised its estimate of certain employees' time and effort among program services, management and general, and fundraising functions. The revised allocation methodology is based on updated analyses of employee time and effort and other information available to management. Consistent with the guidance for changes in accounting estimates, the effect of the revision has been recognized prospectively in the accompanying financial statements. The change affected the amounts reported within functional expense categories but did not affect total expenses, the change in net assets, or net assets.

NOTE 5 GRANTS AND CONTRIBUTIONS RECEIVABLE

As of December 31, 2025 and 2024, grants and contributions receivable were as follows:

	2025	2024
Receivable in Less Than One Year	$ 3,350,000	$ 2,434,912
Receivable in One to Five Years	-	1,300,000
Total	$ 3,350,000	$ 3,734,912

NOTE 6 CONDITIONAL CONTRIBUTIONS RECEIVABLE

As of December 31, 2025, Equitable Growth did not have any conditional contributions receivable. As of December 31, 2024, Equitable Growth had contributions receivable whose donor conditions were not met as of year-end and, accordingly revenue was not recognized totaling $75,000. The conditions related to this contribution were met in 2025 and the revenue is recognized at year-end.

NOTE 7 PROPERTY AND EQUIPMENT

Property and equipment consists of the following as of December 31, 2025:

	2025	2024
Furniture and Equipment	$ 79,291	$ 395,067
Less: Accumulated Depreciation	(60,458)	(385,095)
Total	$ 18,833	$ 9,972

For the year ended December 31, 2025 and 2024, depreciation expense totaled $10,712 and $15,183, respectively.

NOTE 8 NET ASSETS WITHOUT DONOR RESTRICTIONS – BOARD DESIGNATED

During the years ended December 31, 2025 and 2024, the Board designated portions of net assets without donor restrictions to support future year operating expenses and a general operating reserve fund. The purpose of the operating reserve fund being to increase operating reserves on an annual basis until the Board approves the use of these funds for operating expenses or another purpose.

Net assets without donor restrictions that have Board designations for the years ended December 31, 2025 and 2024 are as follows:

	2025	2024
Future Year Operating Expenses	$ 895,000	$ 895,000
General Operating Reserve Fund	-	3,640,951
Total	$ 895,000	$ 4,535,951

During 2025 the Board undesignated $3,640,951 of the General Operating Reserve Fund to support the general expenditures of Equitable Growth. During 2024 the Board designated $1,345,000 to the funds noted in order to cover projected operational expenses for future years.

NOTE 9 NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions as of December 31, 2025, were subject to restrictions as follows:

	Time Restrictions		
	2026	2027	Total
Purpose Restricted			
General Support	$ 1,550,000	$ 500,000	$ 2,050,000
Understanding New Frames of Economic Inequality	333,333	-	333,333
Care Economy and Tax Cuts and Jobs Act	312,500	-	312,500
The Impact of Technology on Society	133,625	-	133,625
Fiscal Sponsorship	67,498	-	67,498
Understanding the Impact of IRA Investments	8,333	-	8,333
Total	$ 2,405,289	$ 500,000	$ 2,905,289

Net assets released from restriction during 2025 of $5,849,517, related to the satisfaction of time and purpose restrictions.

Net assets with donor restrictions as of December 31, 2024, were subject to restrictions as follows:

	Time Restrictions		
	2025	2026-2027	Total
Purpose Restricted			
General Support	$ 3,750,000	$ 1,050,000	$ 4,800,000
Understanding New Frames of Economic Inequality	400,000	-	400,000
Care Economy and Tax Cuts and Jobs Act	375,000	312,500	687,500
The Impact of Technology on Society	270,208	229,167	499,375
Artificial Intelligence	22,931	-	22,931
Total	$ 4,818,139	$ 1,591,667	$ 6,409,806

Net assets released from restriction during 2024 of $4,752,267, related to the satisfaction of time and purpose restrictions.

NOTE 10 OPERATING LEASES

In November 2022, Equitable Growth entered into a one year lease for office space commencing December 1, 2022. The lease terms are fixed basic rent with the option of leasing additional workspace at an additional monthly cost. During 2024, the lease was renewed through December 31, 2025. This lease is exempt from ASC 842, Leases under the short-term lease exemption.

NOTE 10 OPERATING LEASES (CONTINUED)

Rent expense under the lease agreement for the years ended December 31, 2025 and 2024, was $128,000 and $128,000, respectively.

During 2025, Equitable Growth entered into a one-year lease for office space commencing January 1, 2026. The lease terms are fixed basic rent with the option of leasing additional workspace at an additional monthly cost. The future minimum lease payments required under the short-term lease as of December 31, 2025 are $41,304. This lease is exempt from ASC 842, Leases under the short-term lease exemption.

NOTE 11 RETIREMENT PLAN

Equitable Growth maintains a Section 401(k) Plan to provide retirement benefits for its employees effective January 1, 2016. The Plan covers substantially all full-time employees meeting certain eligibility requirements.

Employees may contribute a portion of their annual compensation to the Plan, subject to a maximum annual amount as set periodically by the Internal Revenue Service. Equitable Growth contributes to the Plan for each employee without requiring the employee to make a contribution after meeting certain eligibility requirements. Equitable Growth specifically contributes to each eligible employee via a Safe Harbor contribution equal to 3% of the employee's salary, and a profit share contribution equal to 2.5% of the employee's salary.

The Safe Harbor contribution is vested immediately upon plan eligibility and the profit share is on a two-year vesting cliff based on the employee's date of hire.

Equitable Growth's retirement plan contribution for the years ended December 31, 2025 and 2024 was $145,444 and $162,387, respectively.

NOTE 12 UNION LABOR AGREEMENT

In July 2019, Equitable Growth recognized a certain group of employees within a Union, Local 70 of the International Federation of Professional and Technical Employees, as the collective bargaining representative of Equitable Growth's employees. The employees covered by the Union include full-time and regular part-time (i.e., working at least 75% of full time schedule) employees. This, however, excludes interns, temporary employees, organizational leadership, and confidential employees and guards as defined by the National Labor Relations Act. The Union will act as a collective bargaining agent for the employees covered under the agreement for purposes of negotiating and executing a collective bargaining agreement covering wages, hours, and working conditions as defined by the National Labor Relations Act. A collective bargaining agreement between Equitable Growth and the Union was signed in mid-August 2021 for the period through mid-August 2024. An updated agreement was signed in mid-August 2024 for the period through mid-August 2027.

NOTE 13 CONCENTRATIONS

Equitable Growth maintains its cash and cash equivalents with one financial institution. Deposits are insured by the Federal Deposit Insurance Corporation (FDIC) up to $250,000 per depositor. As of December 31, 2025, the Foundation had uninsured cash balances totaling $6,982,512. Management regularly monitors the financial institutions and its cash balances to minimize any potential risk.

For the year ended December 31, 2025, Equitable Growth received contributions from four donors representing approximately 88% of contribution revenue. For the year ended December 31, 2024, Equitable Growth received contributions from three donors representing approximately 68% of contribution revenue. Equitable Growth has strong reason to believe that the relationships with the majority of these funders will continue for the foreseeable future. Equitable Growth also plans to continue diversifying its funder base.

NOTE 14 LIQUIDITY AND AVAILABILITY

As of December 31, 2025 and 2024, the following financial assets could readily be made available within one year of the statements of financial position date to meet general expenditures:

	2025	2024
Cash and Cash Equivalents	$ 7,232,512	$ 8,386,184
Grants and Contributions Receivable - Current Portion	3,350,000	2,434,912
Accounts Receivable	40,479	19,881
Government Grant Receivable	-	553,088
Less:		
Net Assets Without Donor Restrictions - Board Designated	895,000	4,535,951
Net Assets With Donor Restrictions	2,905,289	6,409,806
Total	$ 6,822,702	$ 448,308

As part of Equitable Growth's liquidity management, the organization holds its assets in a cash account and money market funds. Equitable Growth's board of directors, at its discretion, can undesignate the balance of Board designated net assets so that the organization can meet obligations for general expenditures.

NOTE 15 CARES ACT – EMPLOYEE RETENTION CREDIT

Government grant receivable represents amounts due for Employee Retention Credit refunds. Under the provisions of the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act") signed into law on March 27, 2020, and the subsequent extension of the CARES Act, Equitable Growth was eligible for a refundable employee retention credit subject to certain criteria. Equitable Growth recognized $553,088 for the employee retention credit during 2024 as a non-exchange conditional contribution. Management recognized the conditions and barriers as met when the filing was made in January of 2024. Equitable Growth received the credit in May and June 2025.



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