

**JUNIOR ACHIEVEMENT OF GREATER
WASHINGTON**

CONSOLIDATED FINANCIAL STATEMENTS

AND INDEPENDENT AUDITORS' REPORT

JUNE 30, 2025 AND 2024

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

CONSOLIDATED FINANCIAL STATEMENTS

JUNE 30, 2025 AND 2024

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CERTIFIED PUBLIC ACCOUNTANTS

Independent Auditors' Report

To the Board of Directors
Junior Achievement of Greater Washington
Washington, DC

Opinion

We have audited the accompanying consolidated financial statements of Junior Achievement of Greater Washington, which comprise the consolidated statement of financial position as of June 30, 2025, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Junior Achievement of Greater Washington as of June 30, 2025, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial statements section of our report. We are required to be independent of Junior Achievement of Greater Washington and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent Auditors' Report (Concluded)

Auditors' Responsibility

Our objectives are to obtain reasonable assurance about whether the consolidated 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 generally accepted auditing standards 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 consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated 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 consolidated 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 Junior Achievement of Greater Washington'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 consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Junior Achievement of Greater Washington'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.

Report on Summarized Comparative Information

We have previously audited Junior Achievement of Greater Washington's 2024 consolidated financial statements, and we expressed an unmodified audit opinion on those audited consolidated financial statements in our report dated November 4, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2024, is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.



November 7, 2025

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2025 AND 2024

ASSETS	<u>2025</u>	<u>2024</u>
CURRENT ASSETS:		
Cash	\$ 1,082,553	\$ 632,615
Investments	616,558	1,334,554
Grants and accounts receivable	1,069,974	2,310,935
Prepaid expenses	75,093	175,731
Total Current Assets	<u>\$ 2,844,178</u>	<u>\$ 4,453,835</u>
PROPERTY AND EQUIPMENT, at cost:		
Finance Park Building - Fairfax County	\$ 4,017,262	\$ 4,017,262
Finance Park Building - Prince George's County	3,240,742	3,240,742
Finance Park Building - Montgomery County	2,083,183	2,083,183
Equipment	990,306	950,959
Furniture	768,356	766,782
Total	<u>\$ 11,099,849</u>	<u>\$ 11,058,928</u>
Less, Accumulated depreciation	4,290,184	3,964,286
Property and Equipment, Net	<u>\$ 6,809,665</u>	<u>\$ 7,094,642</u>
OTHER ASSETS:		
Long term grants receivable, net discount of \$26,649 in 2025 and in \$20,816 in 2024	\$ 315,101	\$ 413,907
Right-of-use assets	1,021,080	368,991
Deposits	19,959	19,959
Total Other Assets	<u>\$ 1,356,140</u>	<u>\$ 802,857</u>
TOTAL ASSETS	<u><u>\$ 11,009,983</u></u>	<u><u>\$ 12,351,334</u></u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 105,377	\$ 268,012
Current portion of operating lease liabilities	118,192	233,147
Total Current Liabilities	<u>\$ 223,569</u>	<u>\$ 501,159</u>
LONG-TERM LIABILITIES:		
Operating lease liabilities	<u>\$ 972,109</u>	<u>\$ 163,888</u>
TOTAL LIABILITIES	<u>\$ 1,195,678</u>	<u>\$ 665,047</u>
NET ASSETS:		
Without donor restrictions	\$ 7,985,395	\$ 9,484,420
With donor restrictions	1,828,910	2,201,867
Total Net Assets	<u>\$ 9,814,305</u>	<u>\$ 11,686,287</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 11,009,983</u></u>	<u><u>\$ 12,351,334</u></u>

The accompanying notes are an integral part of these statements.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

CONSOLIDATED STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED JUNE 30, 2025

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2024)

	2025			2024
	Without Donor Restrictions	With Donor Restrictions	Total	Total
REVENUES AND OTHER SUPPORT:				
Revenues:				
Contributions of cash and other financial assets:				
Corporate and other	\$ 1,420,381	\$ 400,000	\$ 1,820,381	\$ 2,231,734
Individual	93,937	-	93,937	384,828
Foundations	914,052	-	914,052	333,217
Contributions of nonfinancial assets	65,896	-	65,896	35,796
Net assets released from restrictions	489,391	(489,391)	-	-
Total Contributions	<u>\$ 2,983,657</u>	<u>\$ (89,391)</u>	<u>\$ 2,894,266</u>	<u>\$ 2,985,575</u>
Special events revenue	\$ 783,282	\$ 446,930	\$ 1,230,212	\$ 1,907,122
Special events - contributions of nonfinancial assets	30,000	-	30,000	61,200
Net assets released from restrictions	730,496	(730,496)	-	-
Less: Costs of direct benefit to donors	(632,571)	-	(632,571)	(756,653)
Net revenue from special events	<u>\$ 911,207</u>	<u>\$ (283,566)</u>	<u>\$ 627,641</u>	<u>\$ 1,211,669</u>
Total Revenues	<u>\$ 3,894,864</u>	<u>\$ (372,957)</u>	<u>\$ 3,521,907</u>	<u>\$ 4,197,244</u>
Other Support:				
Finance Park participation fees	\$ 1,001,039	\$ -	\$ 1,001,039	\$ 1,070,694
Investment income (net of fees)	62,476	-	62,476	101,665
Total Other Support	<u>\$ 1,063,515</u>	<u>\$ -</u>	<u>\$ 1,063,515</u>	<u>\$ 1,172,359</u>
Total Revenues and Other Support	<u>\$ 4,958,379</u>	<u>\$ (372,957)</u>	<u>\$ 4,585,422</u>	<u>\$ 5,369,603</u>
PROGRAM AND SUPPORTING SERVICES EXPENSES:				
Program Services	\$ 4,911,060	\$ -	\$ 4,911,060	\$ 5,617,813
Supporting Services:				
Management and general	\$ 1,297,334	\$ -	\$ 1,297,334	\$ 1,410,772
Fundraising	249,010	-	249,010	429,790
Total Supporting Services	<u>\$ 1,546,344</u>	<u>\$ -</u>	<u>\$ 1,546,344</u>	<u>\$ 1,840,562</u>
Total Expenses	<u>\$ 6,457,404</u>	<u>\$ -</u>	<u>\$ 6,457,404</u>	<u>\$ 7,458,375</u>
CHANGE IN NET ASSETS	<u>\$ (1,499,025)</u>	<u>\$ (372,957)</u>	<u>\$ (1,871,982)</u>	<u>\$ (2,088,772)</u>
NET ASSETS, BEGINNING OF YEAR	<u>9,484,420</u>	<u>2,201,867</u>	<u>11,686,287</u>	<u>13,775,059</u>
NET ASSETS, END OF YEAR	<u>\$ 7,985,395</u>	<u>\$ 1,828,910</u>	<u>\$ 9,814,305</u>	<u>\$ 11,686,287</u>

The accompanying notes are an integral part of this statement.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED JUNE 30, 2025
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2024)

	Program Services	Supporting Services		Total Expenses	
		Management and general	Fund- raising	2025	2024
Salaries	\$3,014,142	\$ 224,969	\$ 164,245	\$3,403,356	\$3,133,576
Payroll taxes	208,185	34,635	11,969	254,789	234,590
Employee benefits	326,393	59,129	19,564	405,086	382,871
Program materials	66,234	-	-	66,234	35,997
Awards and recognition	6,578	6,835	741	14,154	15,613
Insurance	6,756	37,475	-	44,231	51,037
Rent/lease expense	182,716	29,249	10,290	222,255	249,091
Travel	16,388	13,509	1,567	31,464	52,317
Telephone	28,203	26,535	-	54,738	59,448
Office supplies	27,154	3,268	-	30,422	27,947
Information technology	74,675	37,244	-	111,919	192,513
Postage and delivery	58	1,220	19	1,297	2,046
Staff conference and training	20,540	60,698	-	81,238	72,886
Communications and marketing	3,431	15,865	12,066	31,362	13,730
Maintenance	74,585	2,005	-	76,590	45,162
Miscellaneous	19,491	(9,678)	166	9,979	29,787
Depreciation	304,247	21,651	-	325,898	344,205
Dues and subscriptions	12,028	46,936	785	59,749	57,286
Printing	5,316	11,812	2,223	19,351	20,260
Service charges	182	13,604	6,529	20,315	19,135
Bad debts	-	41,884	-	41,884	-
Professional services	59,791	559,802	-	619,593	875,221
Meeting costs	12,092	14,275	3,221	29,588	34,771
Management fees (3DE)	164,438	-	-	164,438	232,675
Program and support fees to JA USA	277,437	44,412	15,625	337,474	570,268
JA Discovery Center Building disposition	-	-	-	-	705,943
Total Functional Expenses	\$4,911,060	\$1,297,334	\$ 249,010	\$6,457,404	\$7,458,375

The accompanying notes are an integral part of this statement.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON
CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED JUNE 30, 2025 AND 2024

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES:		
Cash received from contributions and special events	\$ 6,399,389	\$ 5,746,340
Interest received	55,781	101,441
Cash paid to employees and vendors	(6,689,001)	(6,949,738)
Net Cash Used in Operating Activities	\$ (233,831)	\$ (1,101,957)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Investments, net	\$ 724,690	\$ (127,830)
Purchase of property and equipment	(40,921)	(413,958)
Net Cash Provided by (Used in) Investing Activities	\$ 683,769	\$ (541,788)
NET INCREASE (DECREASE) IN CASH	\$ 449,938	\$ (1,643,745)
CASH, BEGINNING OF YEAR	632,615	2,276,360
CASH, END OF YEAR	\$ 1,082,553	\$ 632,615
Supplemental Disclosures:		
Establishment of right-of-use assets	\$ 1,093,233	\$ -
Establishment of operating lease liabilities	\$ 1,075,598	\$ -

The accompanying notes are an integral part of these statements.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

JUNE 30, 2025 AND 2024

Note 1. Organization and Summary of Significant Accounting Policies:

Organization:

Junior Achievement of Greater Washington (Junior Achievement) is a nonprofit organization incorporated in the Commonwealth of Virginia. JANCA FP, LLC, JAGW PGFP, LLC, JAGW MCFP, LLC and JAGW DC, LLC are wholly owned subsidiaries of Junior Achievement to hold the Finance Park – Fairfax County, Finance Park – Prince George’s County, Finance Park – Montgomery County and the Washington DC JA Discovery Center, more fully described below in Notes 9 and 15. Junior Achievement, in partnership with educators and employers, prepares young people to thrive in a global economy by equipping them with the knowledge, skills, and most importantly , real-world experiences they need to create their own economic success.

Junior Achievement is affiliated with the national organization, JA USA, which provides branding, program materials and various support services to Junior Achievement of Greater Washington.

Basis of Presentation and Method of Accounting:

The accounting financial statement presentation follows the recommendations under the Not-for-Profit Entities Topic of the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 958. Under this ASC, Junior Achievement is required to report information regarding its financial position and activities according to two classes of net assets: net assets with donor restrictions and net assets without donor restrictions.

Junior Achievement's financial statements are prepared using the accrual method of accounting, whereby support and revenue are recognized in the year in which they are earned, and expenses are recognized in the year in which they are incurred.

Principles of Accounting:

The consolidated financial statements include the accounts of Junior Achievement, JANCA FP, LLC, JAGW PGFP, LLC, JAGW MCFP, LLC and JAGW DC, LLC. All significant inter-company accounts and transactions have been eliminated.

Comparative Information:

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with U.S. generally accepted accounting principles. Accordingly, such information should be read in conjunction with Junior Achievement's consolidated financial statements for the year ended June 30, 2024, from which the summarized information was derived.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 1. **Organization and Summary of Significant Accounting Policies: (Continued)**

Estimates:

The preparation of financial statements in conformity with U.S. generally accepted accounting principles 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:

Cash consists of checking and money market accounts. Junior Achievement maintains cash balances at banks located in the Washington, D.C. area. Junior Achievement's demand deposits with financial institutions may at times exceed federally insured limits. Junior Achievement has not experienced any losses in such accounts, and management believes Junior Achievement is not exposed to any significant credit risks.

Grants and Accounts Receivable:

Junior Achievement provides for bad debts when, in the opinion of management, a specific account becomes uncollectible.

Property and Equipment:

Purchased furniture and equipment is recorded at cost. Donated furniture and equipment is recorded at its estimated fair market value. Depreciation is provided on a straight-line basis over the estimated useful lives of the respective assets, which is generally three to seven years. The Finance Park buildings are depreciated on a straight-line basis over a useful life of 35 - 39 years. Leasehold improvements are depreciated over the life of the lease. Junior Achievement capitalizes property and equipment purchases with a unit cost greater than \$1,000.

Similar assets with a related purpose acquired through bulk/aggregate acquisitions exceeding the capitalization threshold are capitalized at cost.

Income Taxes:

Junior Achievement is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and is also exempt from Virginia, Maryland and District of Columbia income taxes. In addition, the Internal Revenue Service has determined that Junior Achievement is not a private foundation within the meaning of Section 509(a) of the Code.

Junior Achievement believes that it has appropriate support for any income tax positions taken and, as such, does not have any uncertain income tax positions that are material to the financial statements.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 1. Organization and Summary of Significant Accounting Policies: (Continued)

Revenue Recognition:

Contributions of Cash and Other Financial Assets:

All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purposes are reported as net assets with donor restrictions. When a restriction expires or is satisfied, 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 restrictions.

Participation fees:

Finance Park participation fee revenue from Fairfax, Prince George's and Montgomery County Public Schools is recognized ratably over the school year based on the number of participating students. Finance Park participation fees received in advance are recorded as contract liabilities.

Participation fees associated with the Entrepreneurship Summit (Summit) are recognized at a point in time. Fees for the Summit received in advance are recorded as contract liabilities.

Contributions of Nonfinancial Assets:

For the years ended June 30, contributed nonfinancial assets recognized within the statement of activities included:

	<u>2025</u>	<u>2024</u>
Professional services – 3DE	\$ 2,108	\$ -
Professional services – Legal and accounting	42,807	35,796
Professional services – Special events	30,000	50,000
Professional services – Other	<u>20,981</u>	<u>11,200</u>
Total	<u>\$ 95,896</u>	<u>\$ 96,996</u>

Unless otherwise noted, contributed nonfinancial assets did not have any donor-imposed restrictions. Contributed professional services and are recorded at fair value based on current rates.

Volunteer Services:

No amounts have been reflected in the statements for volunteer services since no objective basis is available to measure the value of such services. Nevertheless, approximately 4,765 and 4,631 volunteers donated significant amounts of their time to Junior Achievement resulting in over 1,115,176 and 1,167,802 student contact hours during the years ended June 30, 2025 and 2024, respectively.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 1. Organization and Summary of Significant Accounting Policies: (Concluded)

Functional Expenses:

Junior Achievement allocates its expenses on a functional basis among its various programs and support services. Expenses that can be identified with a specific program or support service are allocated directly according to their natural expenditure classification. Salaries, payroll taxes and employee benefits are allocated based on an estimate of time and effort. Rent and program and support fees are allocated using that same estimate.

Leases:

In accordance with FASB ASC 842, *Leases*, Junior Achievement determines if an arrangement contains a lease at inception based on whether it has the right to control the asset during the contract period and other facts and circumstances. Under ASC 842, lessees are required to recognize right-of-use assets and lease liabilities on the statement of financial position for all leases with terms longer than twelve months. Leases are classified as either finance or operating, with the classification affecting the pattern of expense recognition in the statement of activities.

Note 2. Investments:

Investments are carried at fair value, based on quoted market prices.

FASB ASC 820 establishes a fair value hierarchy that prioritizes the inputs used to measure fair value into three broad categories: levels 1, 2 and 3. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets (level 1) and lowest priority to unobservable inputs (level 3).

In some cases, the inputs used to measure fair value might fall into different levels of the fair value hierarchy. The level in the fair value hierarchy that the assets or liability falls under is based on the lowest input level that is significant to the fair value measurement in its entirety. The fair value of Junior Achievement's investments is based on quoted market prices in active markets (level 1 inputs).

At June 30, 2025 and 2024, investments consisted of the following:

	<u>2025</u>	<u>2024</u>
Cash, CDs and money market funds	\$ 1,809	\$ 39,228
Mutual funds	614,749	1,292,654
Stocks	<u>-</u>	<u>2,672</u>
Total Investments	<u>\$ 616,558</u>	<u>\$ 1,334,554</u>

Unrealized and realized gains (losses) included in investment income in the statement of activities totaled \$6,694 and \$224 for the years ended June 30, 2025 and 2024, respectively.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 3. Net Assets with Donor Restrictions:

Net assets with donor restrictions consist of the following at June 30, 2025 and 2024:

	<u>2025</u>	<u>2024</u>
Finance Park – Fairfax County	\$ 338,283	\$ 237,242
Finance Park – Prince George’s County	565,000	444,166
Finance Park – Montgomery County	293,697	197,863
Entrepreneurship	-	1,100
Essay Competition	10,000	10,000
General support and other programs	5,000	119,000
3DE Program	25,000	235,000
Play4 JA	-	7,000
DC Impact	-	75,000
Hall of Fame	<u>591,930</u>	<u>875,496</u>
Total	<u>\$ 1,828,910</u>	<u>\$ 2,201,867</u>

Note 4. Net Assets Released from Restrictions:

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by time elapsing on the restrictions.

	<u>2025</u>	<u>2024</u>
Finance Park – Fairfax County	\$ 52,291	\$ 446,075
Finance Park – Prince George’s County	-	367,500
Finance Park – Montgomery County	-	113,905
Entrepreneurship	1,100	1,125
General support and other programs	119,000	70,000
3DE Program	235,000	50,000
Play4JA	7,000	-
DC Impact	<u>75,000</u>	<u>25,000</u>
Subtotal	<u>\$ 489,391</u>	<u>\$ 1,073,605</u>
Hall of Fame	<u>730,496</u>	<u>570,530</u>
Total	<u>\$ 1,219,887</u>	<u>\$ 1,644,135</u>

Note 5. Related Party Transactions:

Under the JA USA program and support fee structure, Junior Achievement pays 11.5% of gross revenue up to \$1 million; 9.5% of gross revenue in excess of \$1 million up to \$2 million; and 7.5% of gross revenue above \$2 million. For purposes of the June 30, 2025 and 2024 program and support fee calculations, gross revenue is the audited gross revenue from the years ended June 30, 2023 and 2022, respectively and does not include scholarship funding or Finance Park capital campaign receipts. During 2025 and 2024, Junior Achievement paid program and support fees totaling \$337,474 and \$570,268, respectively.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 5. **Related Party Transactions:** (Concluded)

Junior Achievement purchased program materials and various support services from JA USA, which totaled \$376,657 in 2025 and \$336,002 in 2024.

3DE Greater Washington, LLC, an affiliate of JA USA, was paid management fees of \$164,438 in 2025 and \$232,675 in 2024.

One of Junior Achievement's Board members is an officer of Interface Media Group (IMG). Junior Achievement incurred expenses totaling \$38,820 and \$239,182 for IMG during the years ended June 30, 2025 and 2024, respectively.

One of Junior Achievement's Board members is an officer of G.S. Proctor & Associates. Junior Achievement incurred lobbying expenses totaling \$28,000 and \$48,000, respectively for G.S. Proctor & Associates during the years ended June 30, 2025 and 2024.

One of Junior Achievement's Board members is an officer at Morgan Stanley, where Junior Achievement's investments are held.

One of Junior Achievement's Board members was compensated for management services totaling \$92,133 and \$33,929, respectively during the years ended June 30, 2025 and 2024.

Note 6. **Pension and Benefit Plans:**

Retirement Plan

JA USA implemented a Defined Contribution 401(k) plan for eligible employees beginning on July 1, 2019. An eligible employee must complete one year of service as defined in the plan and be 18 years old. Junior Achievement of Greater Washington makes a non-discretionary non-matching contribution to the plan on behalf of all eligible employees equal to 3% of their eligible pay. Employees are immediately 100% vested in the company's non-discretionary contributions to the plan. During the years ended June 30, 2025 and 2024, Junior Achievement contributed \$91,231 and \$85,201 to the plan.

Health and Welfare Benefits

Junior Achievement has a self-funded medical, dental and other benefits plan covering its full-time employees, their beneficiaries, and covered dependents. The plan is accounted for like a multi-employer plan. Premiums are paid into the plan for each participant by Junior Achievement. All the assets and liabilities of the plan are held in the Junior Achievement USA Health and Welfare Benefits Trust (Benefits Trust). Accordingly, no balances or transactions of the Benefits Trust are recorded in Junior Achievement's consolidated financial statements.

Junior Achievement also offers health care benefits to retired personnel. This creates an implicit rate subsidy, which is considered to be a postretirement benefit. Management of Junior Achievement does not believe the implicit rate subsidy amount to be material to Junior Achievement, especially since the plan is a multi-employer plan. Accordingly, no balances or transactions of the Postretirement Benefits Plan are recorded in Junior Achievement's consolidated financial statements.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 6. Pension and Benefit Plans: (Concluded)

Tax Deferred Annuity Plan

Junior Achievement has a 403(b) tax deferred annuity plan. The plan allows employee contributions pursuant to salary reduction agreements. Junior Achievement does not contribute to this plan. Due to the establishment of the 401(k) plan noted above, Junior Achievement plans to terminate the 403(b) plan during the year ending June 30, 2026.

Note 7. Commitments:

Junior Achievement renewed a five-year agreement with 3DE Greater Washington, LLC for program management fees. Fees incurred under this agreement totaled \$164,438 and \$243,800 for the years ended June 30, 2025 and 2024, respectively.

Note 8. Leases:

Junior Achievement leases its office space under an operating lease through February 2031. In accordance with ASC 842 Junior Achievement recognized right of use assets totaling \$1,093,233 and lease liabilities totaling \$1,075,598.

Lease liabilities consist of the following for fiscal years ending June 30:

2026		\$	160,479
2027			218,720
2028			224,188
2029			229,792
2030			235,537
Thereafter			<u>159,620</u>
Total undiscounted liabilities		\$	1,228,336
Less, imputed interest 4.08%			<u>(138,035)</u>
Total		\$	<u>1,090,301</u>

Note 9. Capstone Facilities:

Fairfax County

In concert with Fairfax County Public Schools, and with the support of the local business community, Junior Achievement constructed a state-of-the-art 20,000 square foot facility – *Junior Achievement Finance Park* – at the Frost-Woodson Campus in Fairfax Virginia. Designed to deliver high-tech, high-touch educational experiences to more than 14,000 middle school students each year, *Junior Achievement Finance Park* provides students with the ability to build financial skills for life.

Under its 15 year agreement with Fairfax County Public Schools (County), the County retains its rights to the land and JANCA FP, LLC owns the Finance Park building. The agreement also contains four 5-year extensions. The original cost of the Finance Park building and equipment was approximately \$4,500,000. The Fairfax County Finance Park opened in October 2010. Junior Achievement enacted the first of four extension clauses representing an additional 5-year term in December 2023.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 9. Capstone Facilities: (Concluded)

Prince George's County

During the fall of 2015 Junior Achievement completed construction of a Finance Park in Prince George's County, Maryland. Under its 15-year agreement with the Prince George's County Board of Education (Board), the Board retains its rights to the land and JAGW PGFP, LLC owns the Finance Park building. The agreement also contains four 5-year extensions. The facility is approximately 13,500 square feet and the cost of the Finance Park building and equipment was approximately \$3,600,000. The Prince George's County Finance Park opened in September 2015.

Montgomery County

During the fall of 2018, Junior Achievement completed construction of a Finance Park in Montgomery County, Maryland. JAGW MCFP, LLC is leasing a portion of Thomas Edison High School of Technology (approximately 25,150 square feet) from the Montgomery County Board of Education with an initial term of 10 years. The agreement also contains five 5-year extensions. The Montgomery County Finance Park opened in October 2018.

Note 10. Program Materials Credit Line:

Junior Achievement has a \$125,000 credit line with JA USA to be used for the purchase of program materials. The line has an interest rate of 12% on unpaid balances exceeding 30 days old. Junior Achievement typically pays within 30 days. As of June 30, 2025 and 2024, \$0 was outstanding under this arrangement.

Note 11. Major Donor and Long Term Grants Receivable:

Junior Achievement has received a number of multi-year grants from various sources to be used to support the operations of the three Finance Parks.

Long term grants receivable at June 30, 2025 and 2024 have been discounted to present value using a 6 percent rate. At June 30, grants and accounts receivable consist of the following:

	<u>2025</u>	<u>2024</u>
Due within one year	\$ 1,069,974	\$ 2,310,935
Due within one to five years, net of discount	<u>315,101</u>	<u>413,907</u>
Total	<u>\$ 1,385,075</u>	<u>\$ 2,724,842</u>

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

JUNE 30, 2025 AND 2024

Note 12. **Risks and Uncertainties:**

Junior Achievement invests in various investment securities, which are exposed to risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and such changes could have a material effect on the amounts reported in the financial statements.

Note 13. **Liquidity and Availability of Financial Assets:**

The following reflects Junior Achievement's financial assets as of June 30, 2025 reduced by amounts not available for general use because of contractual or donor-imposed restrictions.

Financial assets at year-end	\$ 2,769,085
Donor restricted	<u>(1,828,910)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 940,175</u>

Junior Achievement has a policy to structure its financial assets to be available throughout the year as general expenditures become due.

Note 14. **Exponential Tomorrows:**

The Junior Achievement Board of Directors adopted Exponential Tomorrows as a strategy designed for educational transformation. The theme of Exponential Tomorrows, access = opportunity, addresses future readiness challenges as set forth by school system leaders. Focused on Junior Achievement experiential learning centers and curriculum models that connect learning to real-world complexities; the selected experiences focus on multi-dimensional competencies which build transferable skills and provide broad career exposure to enable students to more confidently manage their professional aspirations. Diving deep on Junior Achievement of Greater Washington's strategic alignment with Prince George's County Public Schools and the nascent partnership with the District of Columbia Public Schools Exponential Tomorrows calls for the following priorities:

Priority 1 – The JA Discovery Center is a cutting-edge experience that provides a connected and immersive educational pathway for middle and high school students in the District of Columbia. The Discovery Center offers laddered programs with increasing rigor of concepts and competencies. The JA Discovery Center includes JA BizTown for 5th graders, JA Finance Park for 7th graders, and an Innovation Lab for high school students.

Priority 2 – High school reimaged through the unique curricular model of 3DE. 3DE is the transformational re-engineering of the traditional high school educational experience. Students are immersed in real-world business cases and practice life competencies like collaboration, critical thinking, and self-direction, preparing them for every dimension of life and work. Junior Achievement of Greater Washington is an advanced pilot site for 3DE.

JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (CONCLUDED)

JUNE 30, 2025 AND 2024

Note 14. **Exponential Tomorrows:** (Concluded)

Priority 3 – A continuation of our regional growth; strengthening our foundational school system partnerships in Fairfax and Montgomery counties, through expanded innovation and operational capacity.

Note 15. **JA Discovery Center, District of Columbia:**

In partnership with District of Columbia Public Schools, JA transitioned from a fixed-location Discovery Center to a scalable, adaptable model that better responds to the evolving education landscape.

Junior Achievement of Greater Washington's top priority is to drive student success and expand opportunities for DC youth. To better achieve this, JA is making a transformative shift from a fixed Discovery Center to a flexible, scalable model designed to enhance impact, accessibility, and reach.

This flexible model enables JA to adapt quickly to post-pandemic shifts, meeting DC youth where they are—faster and more efficiently. It offers a cost-effective solution that increases access and fosters community connection.

Nationally and locally, this adaptable Discovery Center model has proven successful and is now a preferred approach within the JA USA network, known for its flexibility and effectiveness in achieving strong outcomes.

Note 16. **Subsequent Events:**

Management has evaluated subsequent events through November 7, 2025, the date the financial statements were available to be issued.