



DECATUR, GEORGIA

AUDITED FINANCIAL STATEMENTS

**FOR THE YEARS ENDED
DECEMBER 31, 2024 AND 2023**

STANDUP FOR KIDS, INC.
TABLE OF CONTENTS

	<u>PAGE</u>
INDEPENDENT AUDITOR'S REPORT	
STATEMENTS OF FINANCIAL POSITION	1
STATEMENTS OF ACTIVITIES AND NET ASSETS	2
STATEMENTS OF FUNCTIONAL EXPENSES	3-4
STATEMENTS OF CASH FLOWS	5
NOTES TO FINANCIAL STATEMENTS	6-11



Jones and Kolb
Certified Public Accountants
Atlanta, Georgia

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
StandUp for Kids, Inc.
Decatur, Georgia

Opinion

We have audited the accompanying financial statements of StandUp for Kids, Inc. (a nonprofit organization), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of StandUp for Kids, Inc. as of December 31, 2024 and 2023, 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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of StandUp for Kids, 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 StandUp for Kids, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's 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 auditor's 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 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 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 StandUp for Kids, 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 StandUp for Kids, 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.

Jones and Kolb

May 6, 2025

STANDUP FOR KIDS, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023

ASSETS

	<u>2024</u>	<u>2023</u>
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,779,691	\$ 1,442,354
Investments	2,126,033	1,932,237
Contributions receivable	116,348	96,355
Accounts receivable	167,906	165,334
Prepaid expenses	26,985	27,160
Right-of-use assets - current	<u>73,292</u>	<u>123,855</u>
Total current assets	4,290,255	3,787,295
PROPERTY AND EQUIPMENT, NET	461	1,182
DEPOSITS AND OTHER ASSETS	16,029	24,341
RIGHT-OF-USE ASSETS - LONG TERM	<u>-</u>	<u>73,293</u>
Total assets	<u><u>\$ 4,306,745</u></u>	<u><u>\$ 3,886,111</u></u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 19,855	\$ 36,493
Operating lease obligations - current	<u>75,781</u>	<u>126,024</u>
Total current liabilities	95,636	162,517
OPERATING LEASE OBLIGATIONS - LONG TERM	<u>-</u>	<u>75,782</u>
Total liabilities	<u>95,636</u>	<u>238,299</u>
NET ASSETS		
Without donor restrictions	4,078,313	3,565,512
With donor restrictions	<u>132,796</u>	<u>82,300</u>
Total net assets	<u>4,211,109</u>	<u>3,647,812</u>
Total liabilities and net assets	<u><u>\$ 4,306,745</u></u>	<u><u>\$ 3,886,111</u></u>

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

STANDUP FOR KIDS, INC.
STATEMENTS OF ACTIVITIES AND NET ASSETS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
REVENUE, SUPPORT AND NET ASSETS		
WITHOUT DONOR RESTRICTIONS		
Individual contributions	\$ 940,459	\$ 761,402
Foundation contributions	338,072	210,450
Business contributions	362,564	361,322
Federal, state, and municipal funding	773,390	824,283
Civic, religious and other contributions	373,109	304,307
In-kind contributions	529,972	413,562
Special events revenue	239,684	173,064
Investment earnings	206,731	225,531
Total revenue and support	3,763,981	3,273,921
NET ASSETS RELEASED FROM		
DONOR RESTRICTIONS	113,504	175,368
TOTAL REVENUE, SUPPORT AND NET ASSETS		
RELEASED FROM DONOR RESTRICTIONS	3,877,485	3,449,289
EXPENSES		
Program services	2,783,731	2,415,163
Management and general	223,561	201,624
Fundraising	230,391	207,012
Total functional expenses	3,237,683	2,823,799
Direct costs of special events	127,001	93,836
Total expenses	3,364,684	2,917,635
Change in net assets without donor restrictions	512,801	531,654
NET ASSETS WITH DONOR RESTRICTIONS		
Restricted contributions	164,000	107,500
Net assets released from donor restrictions	(113,504)	(175,368)
Change in net assets with donor restrictions	50,496	(67,868)
CHANGE IN NET ASSETS	563,297	463,786
NET ASSETS, BEGINNING OF YEAR	3,647,812	3,184,026
NET ASSETS, END OF YEAR	\$ 4,211,109	\$ 3,647,812

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

STANDUP FOR KIDS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2024

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
Salaries and wages	\$ 1,290,990	\$ 124,790	\$ 129,295	\$ 1,545,075
Specific assistance	1,042,276	-	-	1,042,276
Occupancy	188,673	10,566	10,566	209,805
Fundraising related expenses	-	-	151,112	151,112
Payroll taxes and fees	102,841	12,780	9,721	125,342
Professional fees	72,117	44,184	256	116,557
Advertising and public relations	16,529	11,742	44,373	72,644
Office expense	14,384	3,002	9,580	26,966
Insurance	18,821	7,773	-	26,594
Communications	11,054	2,211	1,474	14,739
Miscellaneous	10,337	3,120	-	13,457
Conferences and meetings	9,740	2,597	649	12,986
Repairs and maintenance	3,119	347	-	3,466
Travel	1,602	200	200	2,002
Dues and subscriptions	707	141	94	942
Depreciation	541	108	72	721
Total expenses	2,783,731	223,561	357,392	3,364,684
Direct cost of special events	-	-	(127,001)	(127,001)
Total functional expenses	<u>\$ 2,783,731</u>	<u>\$ 223,561</u>	<u>\$ 230,391</u>	<u>\$ 3,237,683</u>

The accompanying notes to financial statements
are an integral part of this statement.

STANDUP FOR KIDS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2023

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
Salaries and wages	\$ 1,072,548	\$ 111,052	\$ 113,739	\$ 1,297,339
Specific assistance	868,731	-	-	868,731
Occupancy	246,020	13,461	71,434	330,915
Fundraising related expenses	-	-	56,934	56,934
Payroll taxes and fees	79,245	11,369	8,120	98,734
Professional fees	57,473	36,739	94	94,306
Advertising and public relations	13,967	8,428	40,457	62,852
Office expense	22,449	3,842	7,306	33,597
Insurance	17,402	6,468	-	23,870
Communications	12,347	2,469	1,646	16,462
Miscellaneous	5,994	4,241	26	10,261
Conferences and meetings	7,657	2,042	510	10,209
Repairs and maintenance	6,841	760	-	7,601
Travel	1,930	241	241	2,412
Dues and subscriptions	2,018	404	269	2,691
Depreciation	541	108	72	721
Total expenses	2,415,163	201,624	300,848	2,917,635
Direct cost of special events	-	-	(93,836)	(93,836)
Total functional expenses	<u>\$ 2,415,163</u>	<u>\$ 201,624</u>	<u>\$ 207,012</u>	<u>\$ 2,823,799</u>

The accompanying notes to financial statements
are an integral part of this statement.

STANDUP FOR KIDS, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 563,297	\$ 463,786
ADJUSTMENTS TO RECONCILE CHANGE IN NET ASSETS TO NET CASH AND CASH EQUIVALENTS PROVIDED BY OPERATING ACTIVITIES:		
Depreciation	721	721
Unrealized/realized gain on investments	(89,638)	(137,561)
Change in contributions receivable	(19,993)	(64,549)
Change in accounts receivable	(2,572)	(94)
Change in prepaid expenses	175	1,899
Change in right-of-use assets	123,856	134,015
Change in deposits and other assets	8,312	-
Change in accounts payable and accrued expenses	(16,638)	14,695
Change in operating lease obligations	(126,025)	(132,708)
Total adjustments	(121,802)	(183,582)
Net cash and cash equivalents provided by operating activities	441,495	280,204
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of investments	(507,278)	(346,736)
Proceeds from sale of investments	403,120	267,797
Net cash and cash equivalents used in investing activities	(104,158)	(78,939)
NET INCREASE IN CASH AND CASH EQUIVALENTS	337,337	201,265
CASH AND CASH EQUIVALENTS		
Beginning of year	1,442,354	1,241,089
End of year	\$ 1,779,691	\$ 1,442,354

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

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. StandUp for Kids, Inc. (the "Organization") was founded in 1990 to help care for homeless and at-risk youth by transitioning them from crisis to connection. With its national headquarters in Decatur, Georgia, the Organization is run almost entirely by volunteers, and has established fifteen programs in ten states plus the District of Columbia.

B. The Organization considers all highly liquid investments with maturities of three months or less when purchased to be cash equivalents. The Organization maintains cash deposits that at times may exceed the federal deposit insurance limit of \$250,000. Management believes it mitigates any risk by depositing cash with major financial institutions.

C. Contributions, including unconditional promises to give from private companies, foundations, and individuals, are recorded as revenue when the unconditional pledge is made. All contributions are available for unrestricted use unless specifically restricted by the donor. At December 31, 2024 and 2023, the Organization considered all contributions receivable to be fully collectible within a year; therefore, a reserve for contributions receivable has not been recorded.

D. Accounts receivable, net of allowances for credit losses, are recorded at the amounts of cash estimated as realizable. The Organization provides reserves for credit losses when specific accounts are deemed uncollectible. Accounts receivable balances are considered delinquent based on age and how recently payments have been received. At December 31, 2024 and 2023, the Organization considered all accounts receivable to be fully collectible within a year; therefore, a reserve for accounts receivable has not been recorded.

E. Property and equipment over \$1,000 is stated at cost when purchased; or if donated, at the fair market value on the date of donation. Depreciation is calculated using the straight-line method over the estimated useful life of the asset, which ranges from three to seven years. Additions and replacements are charged to the property accounts, while repairs and maintenance are charged to expenses as incurred.

Property and equipment, which consists of computer equipment, furniture, and leasehold improvements, is reported in the Statements of Financial Position net of accumulated depreciation, which was \$45,660 and \$44,939 as of December 31, 2024 and 2023, respectively. Depreciation expense was \$721 for each of the years ended December 31, 2024 and 2023.

F. The Organization prepares its financial statements in accordance with U.S. generally accepted accounting principles ("GAAP"). The preparation of financial statements in conformity with GAAP 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 reported period. Actual results could differ from those estimates.

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

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

Net assets without donor restrictions – These net assets are available for use in general operations and are not subject to donor or grantor restrictions.

Net assets with donor restrictions – These net assets are subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature; for example, restrictions that may or will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature; for example, stipulating that those resources be maintained in perpetuity. The donors of these assets permit the Organization to use all of the income earned on related investments for general or specific purposes. More specifically, items included in net assets with donor restrictions are gifts for which restrictions have not been met.

When restrictions expire (that is, when a stipulated time restriction ends, or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statements of Activities and Net Assets as "net assets released from donor restrictions."

H. A portion of the Organization's revenue is derived from cost-reimbursable contracts, which are conditioned upon certain performance requirements and the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has incurred expenditures in compliance with specific contract provisions. The Organization has several cost-reimbursable contracts from various municipalities that have not been recorded as revenue because qualifying expenditures have not yet been incurred.

I. The Organization records donated services as in-kind contribution revenue and expense if the services create or enhance a non-financial asset, or the services would (1) need to be purchased by the Organization if not provided by contribution, (2) require specialized skills, and (3) are provided by individuals with those skills. Donated materials, office space and services are reflected as contributions in the accompanying statements at their estimated value at date of receipt. Donated materials primarily consist of clothing, food, hygiene products and space rental.

The Organization receives donated services from a variety of unpaid volunteers assisting the Organization with the administration of its programs. No amounts have been recorded in the financial statements for those services since they do not meet the criteria for recognition under GAAP.

J. The costs of providing the Organization's various programs and other activities have been summarized on a functional basis in the Statements of Activities and Net Assets. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The expenses that are allocated include depreciation, office expenses and occupancy, which are

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

allocated on a square-footage basis, as well as salaries and benefits, which are allocated on the basis of estimated time and effort.

K. The Organization is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. Income generated from activities unrelated to the Organization's exempt purpose is subject to tax. The Organization did not have any unrelated business income for the years ended December 31, 2024 and 2023.

L. Subsequent events have been evaluated by management through May 6, 2025, the date these financial statements were available to be issued.

2. LIQUIDITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the Statement of Financial Position date, comprise the following as of December 31:

	<u>2024</u>	<u>2023</u>
Cash and cash equivalents	\$ 1,779,691	\$ 1,442,354
Investments	2,126,033	1,932,237
Contributions receivable	<u>116,348</u>	<u>96,355</u>
 Total financial assets	 4,022,072	 3,470,946
 Less amounts unavailable for general expenditure:		
Net assets with donor restrictions	<u>132,796</u>	<u>82,300</u>
 Financial assets available for general expenditures	 <u><u>\$ 3,889,276</u></u>	 <u><u>\$ 3,388,646</u></u>

The Organization has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

3. FAIR VALUE OF INVESTMENT SECURITIES

U.S. generally accepted accounting principles establish a framework for measuring fair value. That framework provides for a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to the unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

Level 2: Inputs to valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and, inputs that are derived principally from, or corroborated by, observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

As of December 31, 2024 and 2023, the only assets or liabilities that are measured at fair value on a recurring basis are investments. The Organization's investments consist of mutual funds and exchange traded funds which are valued at the closing price reported on the active market on which the individual securities are traded. Such investments are classified within Level 1 of the valuation hierarchy.

Investments consist of the following at December 31:

	<u>2024</u>	<u>2023</u>
Mutual funds	\$ 2,108,358	\$ 1,888,459
Exchange traded funds	<u>17,675</u>	<u>43,778</u>
Total investments	<u>\$ 2,126,033</u>	<u>\$ 1,932,237</u>

Investment earnings consist of the following at December 31:

	<u>2024</u>	<u>2023</u>
Dividend and interest income	\$ 137,224	\$ 103,398
Unrealized gain	55,766	147,977
Realized gain (loss)	33,872	(10,416)
Investment fees	<u>(20,131)</u>	<u>(15,428)</u>
Investment earnings	<u>\$ 206,731</u>	<u>\$ 225,531</u>

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

4. RIGHT-OF-USE ASSETS AND OPERATING LEASE OBLIGATIONS

The Organization has two non-cancelable leases for outreach centers. The leases will mature between August 2025 to September 2025. Upon adoption of ASU No. 2016-02, right-of-use assets ("ROU") and operating lease obligations were recorded at the present value of future payments using the risk-free rates of 0.42% to 4.12%. The ROU are amortized over the life of the leases and the amortized amount is considered rent expense. Rent expense also includes additional amounts to cover related operating expenses and storage space.

Total rent expense under the lease agreements was \$135,003 and \$144,308 for the years ended December 31, 2024 and 2023, respectively. ROU at December 31, 2024 and 2023 were \$73,292 and \$197,148, respectively. Operating lease obligations at December 31, 2024 and 2023 were \$75,781 and \$201,806, respectively.

Future minimum rental payments for the Organization are as follows at December 31:

<u>Year</u>	<u>Amount</u>	<u>Discount</u>	<u>Lease Obligation</u>
2025	\$ 77,022	\$ (1,241)	\$ 75,781

The Organization had other leases with terms of less than one year for outreach centers. Rent expense under these leases was approximately \$64,000 and \$109,000 for the years ended December 31, 2024 and 2023, respectively.

5. NET ASSETS WITH DONOR RESTRICTIONS

Changes to net assets with donor restrictions are as follows:

	<u>December 31, 2023</u>	<u>Additions</u>	<u>Released from Restrictions</u>	<u>December 31, 2024</u>
Subject to expenditure for specified purpose:				
Kid services	\$ 24,663	\$ 57,500	\$ (46,549)	\$ 35,614
Housing support	57,637	44,500	(60,916)	41,221
Mentoring and education	-	62,000	(6,039)	55,961
	<u>\$ 82,300</u>	<u>\$ 164,000</u>	<u>\$ (113,504)</u>	<u>\$ 132,796</u>

STANDUP FOR KIDS, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	<u>December 31,</u> <u>2022</u>	<u>Additions</u>	<u>Released from</u> <u>Restrictions</u>	<u>December 31,</u> <u>2023</u>
Subject to expenditure for specified purpose:				
Kid services	\$ 51,450	\$ 40,000	\$ (66,787)	\$ 24,663
Housing support	42,008	67,500	(51,871)	57,637
Mentoring and education	56,710	-	(56,710)	-
	<u>\$ 150,168</u>	<u>\$ 107,500</u>	<u>\$ (175,368)</u>	<u>\$ 82,300</u>

6. IN-KIND CONTRIBUTIONS

In-kind contributions received consisted of the following for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Clothes and household items	\$ 202,376	\$ 79,068
Food	86,182	69,498
Housing support	250	5,992
Hygiene products	15,271	23,387
Other miscellaneous items	87,715	98,144
Services	96,827	79,500
Special event support	41,351	57,973
Total in-kind contributions	<u>\$ 529,972</u>	<u>\$ 413,562</u>

The Organization's in-kind contributions were valued using estimated average prices of identical or similar services or products using pricing data of similar services or products under a "like-kind" methodology, considering the utility of the services and goods at the time of the contribution. No in-kind contributions were restricted. The Organization does not sell gifts-in-kind and only uses the goods and services for its own program or supporting service activities. Approximately 86% and 14% of in-kind contributions were used for program and supporting services, respectively, for the year ended December 31, 2024. Approximately 80% and 20% of in-kind contributions were used for program and supporting services, respectively, for the year ended December 31, 2023.

7. RETIREMENT PLAN

The Organization established a 401(k)-retirement plan (the "Plan") for all eligible employees in 2019. Employees may elect to contribute up to 100% of their compensation to the Plan up to the limit allowed by federal law. The Organization currently does not match any employee contributions.