HIRE HEROES USA, INC.

FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2023

with
INDEPENDENT AUDITORS' REPORT

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SMITH+HOWARD PC

INDEPENDENT AUDITORS' REPORT

Board of Directors of
Hire Heroes USA, Inc.

Opinion

We have audited the accompanying financial statements of Hire Heroes USA, Inc. (the "Organization") (a nonprofit organization), which comprise the statement of financial position as of December 31, 2023, and the related 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 financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2023, and the changes in its net assets and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization 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 opinion.

Responsibilities of Management for the Financial Statements

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

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

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 can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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Auditors' Responsibilities for the Audit of the Financial Statements (Continued)

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 the Organization's internal control. Accordingly, no such opinion is expressed.

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

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization'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.

Smith and Howard PC

Atlanta, GA
April 24, 2024

HIRE HEROES USA, INC.
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2023

ASSETS

Assets	
Cash and cash equivalents	$ 4,986,801
Investments	11,129,957
Grants and contributions receivable, net	851,559
Prepaid expenses	321,720
Other assets	197,498
Right-of-use assets - operating leases	619,135
Total Assets	$ 18,106,670

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	$ 47,032
Accrued expenses	1,114,109
Deferred revenue	2,219,886
Operating lease liabilities	676,787
Total Liabilities	4,057,814
Net Assets	
Without donor restrictions	12,732,214
With donor restrictions	1,316,642
Total Net Assets	14,048,856
Total Liabilities and Net Assets	$ 18,106,670

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

HIRE HEROES USA, INC.
STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Contributions, Receipts and Other Support			
Contributions and grants	$ 12,832,596	$ 1,595,000	$ 14,427,596
Contributed services and materials	420,128	-	420,128
Service revenues	589,825	-	589,825
Ancillary income	670,702	-	670,702
Investment income, net	538,326	-	538,326
Net assets released from restriction	1,297,028	(1,297,028)	-
	16,348,605	297,972	16,646,577
Expenses			
Program activities	12,245,208	-	12,245,208
Management and general	2,000,312	-	2,000,312
Fundraising	1,960,418	-	1,960,418
	16,205,938	-	16,205,938
Change in Net Assets	142,667	297,972	440,639
Net Assets, Beginning of Year	12,589,547	1,018,670	13,608,217
Net Assets, End of Year	$ 12,732,214	$ 1,316,642	$ 14,048,856

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

HIRE HEROES USA, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2023

	Program Activities	Management and General	Fundraising	Total
Salaries, other compensation and benefits	$ 10,120,647	$ 1,557,023	$ 1,297,519	$ 12,975,189
Professional fees and services	330,305	229,418	222,995	782,718
Computer software	470,899	100,458	56,508	627,865
Office expenses	430,947	41,051	48,644	520,642
Travel	339,439	35,742	7,963	383,144
Events	-	-	232,352	232,352
Facilities	198,835	8,079	6,733	213,647
Marketing and communications	166,559	13,777	14,738	195,074
Development	92,570	10,052	5,541	108,163
Bad debt expense	-	-	64,825	64,825
Professional development	53,966	4,578	2,510	61,054
Program expenses	39,771	-	-	39,771
Online store	1,270	134	90	1,494
	$ 12,245,208	$ 2,000,312	$ 1,960,418	$ 16,205,938

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

HIRE HEROES USA, INC.
STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2023

Cash Flows from Operating Activities:	
Change in Net Assets	$ 440,639
Adjustments to Reconcile Change in Net Assets	
Assets to Net Cash Required by Operating Activities:	
Investment income, net	(538,326)
Bad debts	64,825
Operating lease expense	191,197
Operating lease payments	(175,206)
Changes in assets and liabilities:	
Grants and contributions receivable	80,345
Prepaid expenses	20,671
Other assets	(156,500)
Accounts payable	(22,937)
Accrued expenses	(432,486)
Deferred revenue	(604,330)
Net Cash Required by Operating Activities	(1,132,108)
Cash Flows From Investing Activities:	
Sales of investments	62,140
Purchases of investments	(485,307)
Net Cash Required by Investing Activities	(423,167)
Net Decrease in Cash and Cash Equivalents	(1,555,275)
Cash and Cash Equivalents at Beginning of Year	6,542,076
Cash and Cash Equivalent at End of Year	$ 4,986,801

Supplemental Disclosure of Non-Cash Operating Activities:

During 2023, the Organization obtained right-of-use assets through operating leases approximating $120,000.

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

NOTE 1 – NATURE OF ORGANIZATION

Hire Heroes USA, Inc. (the "Organization") is a mission-focused, 501(c)(3) not-for-profit organization incorporated in the State of Missouri on September 27, 1990 originally as Health Careers Foundation. The Organization formally changed its name on April 19, 2010.

The Organization empowers U.S. military members, veterans and spouses to succeed in the civilian workforce. As a 501(c)(3) not-for-profit organization, the Organization's services are provided at no cost to the beneficiaries. The Organization relies almost exclusively on public and private donations to support its work.

In 2015, the Organization began receiving funding for a peer reviewed study called the Independence Project. The purpose of the study is to pioneer alternatives to dependence for Veterans with disabilities. For internal financial reporting purposes, the Organization considers the Independence Project a separate division.

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 ("GAAP").

Basis of Presentation

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

Net Assets Without Donor Restrictions – Net assets that are not subject to donor-imposed restrictions and may be expanded for any purpose in performing the primary objective of the Organization. These net assets may be used at the discretion of management and the board of directors.

Net Assets With Donor Restrictions – Net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that such resources be maintained in perpetuity. There were no donor restricted net assets of a perpetual nature at December 31, 2023.

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the amounts reported and disclosed in these financial statements. Actual results may differ from these estimates.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Adoption of New Accounting Policy

Effective January 1, 2023, the Organization adopted Accounting Standards Update ("ASU") *2016-13, Financial Instruments – Credit Losses*. This ASU introduces a "current expected credit loss" ("CECL") model which requires all expected credit losses for financial instruments held at the reporting date to be based on historical experience, current conditions, and reasonable supportable forecasts. The CECL model replaces the existing incurred loss method and is applicable to the measurement of credit losses of financial assets. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing an entity's exposure to credit risk and the measurement of credit losses. Financial assets held by the Company subject to the guidance in Accounting Standards Codification ("ASC") 326, *Financial Instruments – Credit Losses*, were grants and contributions receivable. The impact of this ASU adoption was not material to the financial statements and primarily resulted in enhanced financial statement disclosures.

Financial Instruments

The financial instruments shown as assets and liabilities in the statements of financial position are traditional in nature. The carrying value of cash and cash equivalents and all other financial instruments, including payables, approximate their fair value.

Cash and Cash Equivalents

The Organization considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents.

Investments

The Organization's investments are stated at fair market value. The Organization has investments in money market, equity, and mutual funds for which fair value is determined based on quoted market prices. Investment returns of the Organization include interest and dividends and realized and unrealized gains and losses and are recorded as increases or decreases in without donor restricted net assets unless use is subject to explicit donor stipulations. Investments are exposed to various risks, such as interest rate risk, market risk and credit risk.

Money market funds	$ 11,113,945
Equities and mutual funds	16,012
	$ 11,129,957

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair Values Measured on Recurring Basis

The FASB establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs in which little or no market data exists (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Basis of Fair Value Measurement

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical assets or liabilities;

Level 2 – Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly;

Level 3 – Prices or valuations that require inputs that are both significant to the fair value measurement and the unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

All of the Organization's investments at fair value were classified as Level 1 at December 31, 2023. Fair values for investments are determined by reference to quoted market prices and other relevant information generated by market transactions.

Revenue Recognition

Contributions and Grants

Contributions and grants (including unconditional promises to give, i.e., pledges) are recognized as revenue in the year they are received or pledged, with allowances provided for pledges estimated to be uncollectible. Unconditional pledges that are expected to be collected within one year are recorded at net realizable value. Unconditional pledges that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts on unconditional pledges is included in contributions in the accompanying statement of activities and changes in net assets. Conditional pledges, 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 met. Management routinely monitors the collectability of grants and contributions receivable and has recorded an allowance for doubtful accounts of approximately $61,000 at December 31. 2023.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenue Recognition (Continued)

Contributions and Grants (Continued)

The Organization recognizes contributions and grants as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor-imposed restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and presented in the accompanying statement of activities as net assets released from restrictions.

A portion of the Organization's revenue is derived from contracts and grants, which are conditioned upon certain performance requirements and/ or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has met targeted goals and/or incurred expenditures in compliance with specific contract or grant provisions. Amounts received prior to achieving these targeted goals and/or incurring qualifying expenditures are reported as deferred revenue in the accompanying statement of financial position. At January 1, 2023, deferred revenue totaled $2,824,216.

Service Revenues

Service revenues are comprised of various job placement and training and education services for veterans, veterans' family members, and various employers. Revenues for the services are recognized at a point in time, once the service has been completed and the Organization's performance obligation fulfilled.

Contributed Services and Materials

The Organization receives services, equipment and other nonfinancial items without payment or compensation. Donated goods and services are recognized as contributions if the services (a) create or enhance non-financial assets or (b) require specialized skills, are performed by people with those skills and would otherwise be purchased by the Organization.

Volunteers provide a significant amount of services to the Organization throughout the year that are not recognized as contributions since the recognition criteria under this standard were not met.

During 2023, the majority of in-kind support related to web advertising services received at no cost to the Organization and are valued using pricing that would have been charged if not donated by the vendor.

Functional Expenses

The costs of providing the Organization's various programs and other activities are tracked on a functional basis. Expenses are charged directly to program, management and general or fundraising based on a combination of specific identification and allocation by management. Accordingly, certain costs have been allocated between program and supporting services benefited.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Risk and Uncertainties

The Organization's financial instruments that are exposed to concentrations of credit risk consist primarily of cash and cash equivalents, investments, and contributions and grants receivable. The Organization places its cash and cash equivalents and investments with high quality credit institutions. The Organization's cash balances, at times, may be in excess of federally insured limits. Management continually monitors receivable balances and believes that its exposure to receivables credit risk is limited. If liquidity issues arise in the global credit and capital markets, it is at least reasonably possible that these changes in risks could materially affect the amounts reported in the accompanying financial statements.

Income Taxes

The Organization. is a not-for-profit organization which is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income taxes is reflected in the accompanying financial statements.

The Organization annually evaluates all federal and state income tax positions. This process includes an analysis of whether these income tax positions the Organization takes meet the definition of an uncertain tax position under the Income Taxes ("Topic 740") of the FASB's Accounting Standards Codification. The Organization does not believe it has any uncertain tax positions as of December 31, 2023.

In the normal course of business, the Organization is subject to examination by the federal and state taxing authorities. In general, the Organization is no longer subject to tax examinations for tax years ending before December 31, 2020.

NOTE 3 – LINE OF CREDIT

The Organization has a line of credit agreement with a financial institution which allows for maximum borrowings of $4,000,000. Borrowings bear interest at the Bloomberg Short-Term Bank Yield ("BSBY") daily floating rate plus 2.15% (an effective rate of 7.59% at December 31, 2023) and mature on May 31, 2024, at which time the line of credit will be evaluated for renewal. There were no outstanding borrowings at December 31, 2023. The line of credit agreement contains certain covenants restricting additional borrowings and loans and maintaining certain financial liquidity ratios. The Organization was in compliance with all covenants as of December 31, 2023.

NOTE 4 – RETIREMENT PLAN

The Organization provides a 401(k) plan for its eligible employees. The Organization matches employee contributions at 100% up to the first 4% of their annual earnings. The plan stipulates that the Organization has discretion to discontinue matching contributions at any time. Contributions for the year ended December 31, 2023 was approximately $237,000.

NOTE 5 – NET ASSETS

Net assets with donor restrictions were as follows at December 31, 2023:

Skills-based learning and employment program	$	312,295
Advancing equity		210,062
Women veterans program		716,678
Career readiness		41,782
Other		35,825
	$	1,316,642

NOTE 6 – LEASE COMMITMENTS

The Organization leases office space in multiple locations under non-cancellable operating leases that mature at various dates through March 2028 and has recorded ROU assets and liabilities which represents the present value of future lease payments using the risk free rate of return that corresponds to the lease length.

At December 31, 2023, the Organization's operating lease liability was comprised of the following:

Gross operating lease liabilities	$	727,801
Less: present value discount		(51,014)
Present value of operating lease liabilities	$	676,787

The schedule below summarizes the future minimum annual lease payments for all leases for the years ending December 31:

2024	$	169,094
2025		174,076
2026		179,212
2027		184,360
2028		21,059
	$	727,801

At December 31, 2023, the weighted average remaining lease term was 4.11 years and the weighted average discount rate was 3.44%.

NOTE 7 – AVAILABILITY AND LIQUIDITY

The following represents the Organization's financial assets at December 31, 2023, reduced by amounts not available for expenditure within one year.

Cash and cash equivalents	$ 4,986,801
Investments	11,129,957
Grants and contributions receivable, net	851,559
Total financial assets	16,968,317
Less those unavailable for general expenditures within one year due to:	
Donor imposed restrictions	(1,316,642)
Financial assets available to meet cash needs for general expenditures within one year	$ 15,651,675

The Organization has a policy to structure its financial assets to be available as its general expenditures, liabilities and other obligations come due. As part of liquidity management, the Organization monitors the status and collectability of grants and contributions receivable. Grants and contributions are solicited on a regular basis to increase support and revenue. Additionally, the Organization can draw upon its line of credit discussed in Note 3 if to finance short term working capital needs.

NOTE 8 – SUBSEQUENT EVENTS

The Organization has evaluated subsequent events through April 24, 2024, the date the financial statements were available to be issued.