

**HIRE HEROES USA, INC.**

**FINANCIAL STATEMENTS**  
**YEARS ENDED DECEMBER 31, 2025 AND 2024**

**With**  
**INDEPENDENT AUDITORS' REPORT**

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## 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 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 financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2025 and 2024, and the changes in its net assets and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America ("GAAP").

### **Basis for Opinion**

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

## **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  
May 9, 2026

**HIRE HEROES USA, INC.**  
**STATEMENTS OF FINANCIAL POSITION**  
**DECEMBER 31, 2025 AND 2024**

<b>ASSETS</b>		
	<b><u>2025</u></b>	<b><u>2024</u></b>
<b>Assets</b>		
Cash and cash equivalents	\$ 10,535,482	\$ 1,964,626
Restricted cash	200,000	-
Investments	7,413,232	10,580,556
Digital assets	7,997,792	-
Grants and contributions receivable, net	240,990	1,123,924
Prepaid expenses	278,197	328,966
Other assets	213,295	258,170
Right-of-use assets - operating leases	<u>394,011</u>	<u>532,212</u>
 Total Assets	 <u>\$ 27,272,999</u>	 <u>\$ 14,788,454</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts payable	\$ 19,110	\$ 68,168
Accrued expenses	579,932	326,586
Deferred revenue	1,643,088	2,317,257
Operating lease liabilities	<u>438,985</u>	<u>584,487</u>
Total Liabilities	<u>2,681,115</u>	<u>3,296,498</u>
 <b>Net Assets</b>		
Without donor restrictions	6,162,649	9,323,525
With donor restrictions	<u>18,429,235</u>	<u>2,168,431</u>
Total Net Assets	<u>24,591,884</u>	<u>11,491,956</u>
 Total Liabilities and Net Assets	 <u>\$ 27,272,999</u>	 <u>\$ 14,788,454</u>

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

**HIRE HEROES USA, INC.**  
**STATEMENTS OF ACTIVITIES**  
**YEAR ENDED DECEMBER 31, 2025 AND 2024**

	<b>2025</b>			<b>2024</b>		
	<b><u>Without Donor Restrictions</u></b>	<b><u>With Donor Restrictions</u></b>	<b><u>Total</u></b>	<b><u>Without Donor Restrictions</u></b>	<b><u>With Donor Restrictions</u></b>	<b><u>Total</u></b>
Contributions, Receipts and Other Support						
Contributions and grants	\$ 12,401,070	\$ 18,468,000	\$ 30,869,070	\$11,444,907	\$2,449,616	\$13,894,523
Contributed services and materials	1,855,976	-	1,855,976	2,611,740	-	2,611,740
Service revenues	556,622	-	556,622	490,332	-	490,332
Ancillary income	76,188	-	76,188	20,231	-	20,231
Investment income, net	401,709	-	401,709	580,569	-	580,569
Net assets released from restriction	<u>2,207,196</u>	<u>(2,207,196)</u>	<u>-</u>	<u>1,597,827</u>	<u>(1,597,827)</u>	<u>-</u>
	<u>17,498,761</u>	<u>16,260,804</u>	<u>33,759,565</u>	<u>16,745,606</u>	<u>851,789</u>	<u>17,597,395</u>
Expenses						
Program activities	16,095,988	-	16,095,988	15,736,921	-	15,736,921
Management and general	2,404,378	-	2,404,378	2,222,522	-	2,222,522
Fundraising	<u>2,159,271</u>	<u>-</u>	<u>2,159,271</u>	<u>2,194,852</u>	<u>-</u>	<u>2,194,852</u>
	<u>20,659,637</u>	<u>-</u>	<u>20,659,637</u>	<u>20,154,295</u>	<u>-</u>	<u>20,154,295</u>
Change in Net Assets	(3,160,876)	16,260,804	13,099,928	(3,408,689)	851,789	(2,556,900)
Net Assets, Beginning of Year	<u>9,323,525</u>	<u>2,168,431</u>	<u>11,491,956</u>	<u>12,732,214</u>	<u>1,316,642</u>	<u>14,048,856</u>
Net Assets, End of Year	<u>\$ 6,162,649</u>	<u>\$ 18,429,235</u>	<u>\$ 24,591,884</u>	<u>\$ 9,323,525</u>	<u>\$ 2,168,431</u>	<u>\$ 11,491,956</u>

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

**HIRE HEROES USA, INC.**  
**STATEMENTS OF FUNCTIONAL EXPENSES**  
**YEARS ENDED DECEMBER 31, 2025 AND 2024**

	2025				2024			
	<u>Program Activities</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>	<u>Program Activities</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Salaries, other compensation and benefits	\$ 11,465,483	\$ 1,596,460	\$ 1,451,327	\$ 14,513,270	\$ 11,136,109	\$ 1,691,560	\$ 1,268,671	\$ 14,096,340
Professional fees and services	945,630	372,865	197,132	1,515,627	941,089	118,340	235,358	1,294,787
Computer software	920,980	196,476	110,518	1,227,974	467,377	99,707	56,085	623,169
Marketing and communications	30,352	2,237	2,592	35,181	39,196	3,550	3,953	46,699
Marketing and communications - in-kind	1,527,989	112,639	130,487	1,771,115	1,843,055	197,158	412,179	2,452,392
Office expenses	437,996	41,528	28,293	507,817	465,837	44,856	30,206	540,899
Travel	317,986	33,483	7,460	358,929	383,667	40,399	9,001	433,067
Facilities	234,704	11,599	7,632	253,935	225,459	8,968	7,591	242,018
Development	160,587	17,348	10,086	188,021	124,630	13,517	7,548	145,695
Fundraising events	-	-	212,140	212,140	-	-	161,735	161,735
Program expenses	26,192	-	-	26,192	50,339	-	-	50,339
Professional development	15,727	1,334	731	17,792	45,146	3,830	2,100	51,076
Online store	12,362	1,309	873	14,544	6,017	637	425	7,079
Bad debt expense	-	17,100	-	17,100	-	-	-	-
	<u>\$ 16,095,988</u>	<u>\$ 2,404,378</u>	<u>\$ 2,159,271</u>	<u>\$ 20,659,637</u>	<u>\$ 15,727,921</u>	<u>\$ 2,222,522</u>	<u>\$ 2,194,852</u>	<u>\$ 20,145,295</u>

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

**HIRE HEROES USA, INC.**  
**STATEMENTS OF CASH FLOWS**  
**YEARS ENDED DECEMBER 31, 2025 AND 2024**

	<u>2025</u>	<u>2024</u>
Cash Flows from Operating Activities:		
Change in Net Assets	\$ 13,099,928	\$ (2,556,900)
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities:		
Unrealized and realized gains on investments	(432,676)	(576,449)
Operating lease expense	207,944	191,107
Operating lease payments	(215,245)	(196,484)
Contributed assets	(10,000,000)	(159,348)
Changes in assets and liabilities:		
Grants and contributions receivable	882,934	(272,365)
Prepaid expenses	50,769	(7,246)
Digital assets	2,002,208	-
Other assets	44,875	98,676
Accounts payable	(49,058)	21,136
Accrued expenses	253,346	(787,523)
Deferred revenue	(674,169)	97,371
	<u>5,170,856</u>	<u>(4,148,025)</u>
Net Cash Provided (Required) by Operating Activities		
Cash Flows From Investing Activities:		
Purchases of investments	(500,000)	-
Sales of investments	4,100,000	1,125,850
	<u>3,600,000</u>	<u>1,125,850</u>
Net Cash Provided by Investing Activities		
Net Change in Cash and Cash Equivalents	8,770,856	(3,022,175)
Cash and Cash Equivalents and Restricted Cash at Beginning of Year	<u>1,964,626</u>	<u>4,986,801</u>
Cash and Cash Equivalents and Restriced Cash at End of Year	<u>\$ 10,735,482</u>	<u>\$ 1,964,626</u>
<u>Reconciliation of Cash and Cash Equivalents to the Balance Sheet:</u>		
Cash and cash equivalents	\$ 10,535,482	\$ 1,964,626
Restricted cash	200,000	-
	<u>\$ 10,735,482</u>	<u>\$ 1,964,626</u>

Supplemental Disclosure of Non-Cash Operating Activities:

During 2025 and 2024, the Organization obtained right-of-use ("ROU") assets through operating leases of approximately \$51,000 and \$77,000, respectively.

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

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**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.

**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 expended 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, 2025 or 2024.

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.

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, investments, and all other financial instruments, including payables, approximate their fair value.

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

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.

Restricted Cash

At December 31, 2025, the Organization maintained approximately \$200,000 on deposit in a collateral account with Bank of America Merrill Lynch (“BAML”) in connection with the Organization’s commercial card program. Pursuant to the terms of the related agreement, the funds are contractually required to be maintained as collateral for the program and are not available for general operating purposes. Accordingly, the balance is presented as restricted cash on the statement of financial position. Restricted cash is included in cash and restricted cash for purposes of the statement of cash flows.

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.

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.

**HIRE HEROES USA, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2025 AND 2024**

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

Basis of Fair Value Measurement (Continued)

All of the Organization’s investments at fair value were classified as Level 1 at December 31, 2025 and 2024. Fair values for investments are determined by reference to quoted market prices and other relevant information generated by market transactions. Investments were comprised of the following at December 31:

	<u>2025</u>	<u>2024</u>
Money market funds	\$ 7,316,651	\$ 10,546,497
Equities and mutual funds	96,581	34,059
	<u>\$ 7,413,232</u>	<u>\$ 10,580,556</u>

Digital Assets

During 2025, the Organization received charitable contributions in the form of RLUSD stablecoin from Ripple Labs Inc. Digital assets are recorded at the fair value at the date of redemption or conversion to cash. The contributions are donor-restricted for specific programmatic purposes as outlined in the grant agreement. The Organization converted the RLUSD stablecoin to cash pursuant to a scheduled conversion plan and monitored liquidity, custodial, and regulatory risks associated with holding and converting digital assets. At December 31, 2025, the Organization held digital assets that were subsequently fully converted to cash.

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 has deemed all accounts to be collectible as of December 31, 2025 and 2024. 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.

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

Revenue Recognition (Continued)

*Contributions and Grants (Continued)*

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, 2024, deferred revenue totaled \$2,219,886.

*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 2025 and 2024, the majority of in-kind support related to marketing and advertising services provided at no cost to the Organization, including social media advertising and promotional support, 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. Significant expenses are allocated based on multiple factors, including an actual percentage of time spent in each functional area. Other allocable expenses including depreciation are allocated across functional areas based on direct expense by functional category as a percentage of total direct expenses.

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**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, restricted cash, investments, and contributions and grants receivable. The Organization places its cash and cash equivalents, restricted cash, and investments with high quality credit institutions. The Organization's cash balances, at times, may be in excess of federally insured limits. The Organization also holds certain digital assets, which are subject to unique risks, including technological vulnerabilities, regulatory uncertainties, and potential volatility in market values. 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, 2025 or 2024.

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, 2022.

**NOTE 3 – LINE OF CREDIT**

The Organization had a line of credit agreement with a financial institution which allows for maximum borrowings of \$4,000,000. The line of credit matured on May 31, 2025. There were no outstanding borrowings under the line of credit at the time of expiration, and the Organization did not renew the facility.

**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, 2025 and 2024, were approximately \$285,000 and \$269,000, respectively.

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**NOTE 5 – NET ASSETS**

Net assets with donor restrictions were as follows at December 31, 2025:

	<u><b>2025</b></u>	<u><b>2024</b></u>
Skills-based learning and employment program	\$ 369,310	\$ 797,636
Capacity building	7,093,894	-
Pacific northwest field team	741,350	1,142,030
Junior enlisted program	161,000	-
Ripple Labs Inc. (Note 8)	10,000,000	-
Other	63,681	228,765
	<u>\$ 18,429,235</u>	<u>\$ 2,168,431</u>

**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 represent the present value of future lease payments using the risk-free rate of return that corresponds to the lease length.

At December 31, 2025 and 2024, the Organization's operating lease liabilities were comprised of the following:

	<u><b>2025</b></u>	<u><b>2024</b></u>
Gross operating lease liabilities	\$ 454,677	\$ 615,203
Less: present value discount	<u>(15,692)</u>	<u>(30,716)</u>
Present value of operating lease liabilities	<u>\$ 438,985</u>	<u>\$ 584,487</u>

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

2026	\$ 226,269
2027	203,320
2028	<u>25,088</u>
	<u>\$ 454,677</u>

At December 31, 2025, the weighted average remaining lease term was 2.05 years, and the weighted average discount rate was 3.57%.

**HIRE HEROES USA, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2025 AND 2024**

**NOTE 7 – AVAILABILITY AND LIQUIDITY**

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

	<u>2025</u>	<u>2024</u>
Cash and cash equivalents	\$ 10,735,482	\$ 1,964,626
Restricted cash	200,000	-
Investments	7,413,232	10,580,556
Grants and contributions receivable, net	240,990	1,123,924
Digital assets	<u>7,997,792</u>	<u>-</u>
Total financial assets	26,387,496	13,669,106
Less those unavailable for general expenditures within one year due to:		
Donor imposed restrictions	(18,429,235)	(2,168,431)
Contractual restrictions	<u>(200,000)</u>	<u>-</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 7,758,261</u>	<u>\$ 11,500,675</u>

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.

**NOTE 8 – CRYPTOCURRENCY CONTRIBUTION**

During 2025, the Organization received approximately \$10,000,000 in charitable contributions from Ripple Labs Inc., paid in RLUSD stablecoin and recorded at its fair value on the date received. The funds are restricted to support FinTech career pathways, grants for veteran-owned businesses, and branded collaborations that elevate veteran employment and community impact as outlined in the grant agreement. The funds may also be used for other general operating and programmatic purposes of the Organization, consistent with its mission and applicable donor guidelines. The Organization is converting the RLUSD to cash according to a schedule running from late 2025 through March 2026. The Organization monitors liquidity, custodial, and regulatory considerations associated with holding and converting digital assets. As of the date of this report, all RLUSD stable coin has been converted to cash.

**NOTE 9 – SUBSEQUENT EVENTS**

The Organization has evaluated subsequent events through May 9, 2026, the date the financial statements were available to be issued.