

**GENERATION: YOU EMPLOYED, INC.**

**CONSOLIDATED FINANCIAL STATEMENTS AND  
SUPPLEMENTAL INFORMATION**

DECEMBER 31, 2019



**GENERATION: YOU EMPLOYED, INC.**

**CONSOLIDATED FINANCIAL STATEMENTS AND  
SUPPLEMENTAL INFORMATION**

**YEARS ENDED DECEMBER 31, 2019 AND 2018**

**CONTENTS**

	<b>PAGE</b>
Report of Independent Auditors	1
Consolidated Statements of Financial Position	3
Consolidated Statements of Activities	4
Consolidated Statements of Functional Expenses	5
Consolidated Statements of Cash Flows	7
Notes to Consolidated Financial Statements	8
Supplemental Information	
Consolidating Statements of Financial Position	17
Consolidating Statements of Activities	19
Schedule of Revenue and Expenses - U.S. Activity	21



7501 WISCONSIN AVENUE | SUITE 1200 WEST  
BETHESDA, MD 20814  
202.331.9880 PHONE | 202.331.9890 FAX

## **REPORT OF INDEPENDENT AUDITORS**

Board of Directors  
Generation: You Employed, Inc.

We have audited the accompanying consolidated financial statements of Generation: You Employed, Inc. (GYE), which comprise the consolidated statements of financial position as of December 31, 2019 and 2018, and the related consolidated statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the consolidated financial statements.

### **Management's Responsibility 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.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We did not audit the financial statements of affiliates in Australia, Brazil, Hong Kong, India, Italy, Kenya, Mexico Singapore, Spain and the United Kingdom, which statements reflect total assets of \$5,070,377 and \$1,011,416, respectively, as of December 31, 2019 and 2018, and total revenues of \$6,241,935 and \$2,494,526, respectively, for the years then ended. Those statements were audited by other auditors, whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for these affiliates, is based solely on the reports of the other auditors. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, based on our audits and the reports of other auditors, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of Generation: You Employed, Inc. and its controlled entities as of December 31, 2019 and 2018, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### **Supplemental Information**

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplemental information is presented for purposes of additional analysis of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The supplemental information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplemental information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

*CaliberCPAGroup, PLLC*

Bethesda, MD  
September 11, 2020

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**

DECEMBER 31, 2019 AND 2018

	2019	2018
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 10,286,297	\$ 7,505,928
Short term investments	407,609	172,795
Accounts receivable	325,056	476,352
Grants and contributions receivable	6,895,047	4,479,709
Prepaid expenses and other assets	1,153,985	156,909
Total current assets	19,067,994	12,791,693
<b>NONCURRENT ASSETS</b>		
Grants and contributions receivable, net of current portion	3,791,261	2,823,182
Property and equipment, net	91,321	71,909
Total assets	\$ 22,950,576	\$ 15,686,784
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 1,235,121	\$ 599,152
Accrued expenses	1,011,308	533,658
Refundable advances	430,365	382,728
Total liabilities	2,676,794	1,515,538
<b>NET ASSETS</b>		
Without donor restrictions	2,943,155	302,377
With donor restrictions	17,330,627	13,868,869
Total net assets	20,273,782	14,171,246
Total liabilities and net assets	\$ 22,950,576	\$ 15,686,784

See accompanying notes to consolidated financial statements.

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATED STATEMENTS OF ACTIVITIES**

**YEARS ENDED DECEMBER 31, 2019 AND 2018**

	2019			2018		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
<b>REVENUE</b>						
Grants and contributions	\$ 10,801,722	\$ 14,228,094	\$ 25,029,816	\$ 2,646,406	\$ 5,773,452	\$ 8,419,858
Government grants	829,438	2,843,380	3,672,818	-	7,195,743	7,195,743
In-kind contributions	10,286,549	-	10,286,549	11,804,333	-	11,804,333
Other income	2,574,385	-	2,574,385	370,066	-	370,066
Net assets released from restrictions	<u>13,609,716</u>	<u>(13,609,716)</u>	<u>-</u>	<u>10,776,585</u>	<u>(10,776,585)</u>	<u>-</u>
Total revenue	<u>38,101,810</u>	<u>3,461,758</u>	<u>41,563,568</u>	<u>25,597,390</u>	<u>2,192,610</u>	<u>27,790,000</u>
<b>EXPENSES</b>						
Generation program						
Australia	540,825	-	540,825	-	-	-
Brazil	923,282	-	923,282	-	-	-
France	798,343	-	798,343	-	-	-
Hong Kong	445,670	-	445,670	-	-	-
India	1,305,414	-	1,305,414	-	-	-
Italy	561,700	-	561,700	-	-	-
Kenya	1,947,108	-	1,947,108	3,463,267	-	3,463,267
Mexico	1,556,888	-	1,556,888	1,835,525	-	1,835,525
Pakistan	244,382	-	244,382	-	-	-
Singapore	505,918	-	505,918	-	-	-
Spain	740,661	-	740,661	1,943,537	-	1,943,537
United Kingdom	1,760,537	-	1,760,537	-	-	-
United States	11,875,385	-	11,875,385	7,292,558	-	7,292,558
GYE Global	<u>8,529,929</u>	<u>-</u>	<u>8,529,929</u>	<u>7,227,943</u>	<u>-</u>	<u>7,227,943</u>
Total Generation program	31,736,042	-	31,736,042	21,762,830	-	21,762,830
Management and general	<u>3,724,990</u>	<u>-</u>	<u>3,724,990</u>	<u>3,646,335</u>	<u>-</u>	<u>3,646,335</u>
Total expenses	<u>35,461,032</u>	<u>-</u>	<u>35,461,032</u>	<u>25,409,165</u>	<u>-</u>	<u>25,409,165</u>
CHANGE IN NET ASSETS	2,640,778	3,461,758	6,102,536	188,225	2,192,610	2,380,835
<b>NET ASSETS</b>						
Beginning of year	<u>302,377</u>	<u>13,868,869</u>	<u>14,171,246</u>	<u>114,152</u>	<u>11,676,259</u>	<u>11,790,411</u>
End of year	<u>\$ 2,943,155</u>	<u>\$ 17,330,627</u>	<u>\$ 20,273,782</u>	<u>\$ 302,377</u>	<u>\$ 13,868,869</u>	<u>\$ 14,171,246</u>

See accompanying notes to consolidated financial statements.

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

**YEAR ENDED DECEMBER 31, 2019**

	Australia	Brazil	France	Hong Kong	India	Italy	Kenya	Mexico	Pakistan	Singapore	Spain	United Kingdom	United States	GYE Global	Total Programs	Management and General	Total
Salaries and fringe - direct	\$ 145,472	\$ 142,238	\$ 323,907	\$ 294,387	\$ 376,276	\$ 32,918	\$ 1,128,467	\$ 320,661	\$ 131,911	\$ 210,330	\$ 405,433	\$ 449,717	\$ 6,185,251	\$ 1,778,693	\$ 11,925,661	\$ 1,716,645	\$ 13,642,306
Salaries and fringe - in-kind	288,441	492,710	195,114	-	639,361	296,686	123,365	1,023,428	-	-	215,273	793,070	1,698,968	4,443,375	10,209,791	-	10,209,791
Direct subcontractor costs	25,862	112,266	254,669	20,653	10,690	163,831	90,333	45,922	22,405	97,606	216,580	128,758	1,553,811	968,667	3,712,053	-	4,479,213
Travel	19,370	9,577	6,692	18,456	72,396	1,340	118,306	8,947	5,167	25,092	39,589	61,654	408,035	273,811	1,068,412	767,160	1,292,316
Accounting and legal	20,588	3,982	7,565	6,867	15,734	16,819	15,543	8,048	14,474	10,254	25,248	37,152	32,500	53,513	268,287	302,858	571,145
Office expenses	2,659	9,100	6,152	29,309	26,184	6,613	274,594	6,362	927	1,711	5,129	17,820	307,071	214,839	908,470	400,082	1,308,552
Occupancy - direct	6,592	11,915	1,380	41,023	15,112	20,564	45,470	36,396	-	13,052	16,155	15,278	281,070	5,327	509,334	98,897	608,231
Occupancy - in-kind	-	-	-	-	-	-	-	-	-	-	-	63,662	-	-	63,662	13,097	76,759
Other expenses	2,563	105,671	2,160	18,113	120,421	176	41,860	61,241	69,498	140,403	(186,725)	103,528	36,478	790,844	1,306,231	141,325	1,447,556
Student related expenses	4,052	26,925	473	7,835	2,586	-	90,269	40,053	-	5,397	1,714	65,095	618,896	106	863,401	-	863,401
Recruitment	24,812	8,672	231	8,121	24,225	22,753	202	4,961	-	1,010	-	24,508	753,305	754	873,554	61,022	934,576
Depreciation	414	226	-	906	2,429	-	18,699	869	-	1,063	2,265	315	-	-	27,186	-	27,186
Total expenses	\$ 540,825	\$ 923,282	\$ 798,343	\$ 445,670	\$ 1,305,414	\$ 561,700	\$ 1,947,108	\$ 1,356,888	\$ 244,382	\$ 505,918	\$ 740,661	\$ 1,760,537	\$ 11,875,385	\$ 8,529,929	\$ 31,736,942	\$ 3,724,990	\$ 35,461,032

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

YEAR ENDED DECEMBER 31, 2018

	Generation					GYE Global	Total	Management and General	Total
	Kenya	Mexico	Spain	United States	-				
Salaries and fringe - direct	\$ 114,745	\$ 601,648	\$ 509,539	\$ 2,683,263	\$ -	\$ 3,909,195	\$ 1,721,329	\$ 5,630,524	
Salaries and fringe - in-kind	1,372,216	1,040,800	553,947	2,454,326	6,259,778	11,681,067	-	11,681,067	
Direct subcontractor costs	1,405,525	-	-	1,177,169	796,081	3,378,775	424,411	3,803,186	
Direct materials and other costs	457,615	51,703	865,312	711,015	55,631	2,141,276	288,059	2,429,335	
Travel	48,360	8,520	7,025	207,422	72,339	343,666	260,836	604,502	
Accounting and legal	5,407	23,010	-	2,500	37,870	68,787	523,736	592,523	
Office expenses	12,149	8,918	6,873	39,124	3,082	70,146	229,898	300,044	
Occupancy - direct	13,655	45,686	-	17,261	-	76,602	6,904	83,506	
Occupancy - in-kind	-	-	-	-	-	-	123,266	123,266	
Other expenses	-	40,227	-	363	3,162	43,752	38,906	82,658	
Student related expenses	18,921	4,672	-	115	-	23,708	-	23,708	
Consultants	-	10,341	-	-	-	10,341	28,990	39,331	
Depreciation	14,674	-	841	-	-	15,515	-	15,515	
Total expenses	<u>\$ 3,463,267</u>	<u>\$ 1,835,525</u>	<u>\$ 1,943,537</u>	<u>\$ 7,292,558</u>	<u>\$ 7,227,943</u>	<u>\$ 21,762,830</u>	<u>\$ 3,646,335</u>	<u>\$ 25,409,165</u>	

See accompanying notes to consolidated financial statements.



**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATED STATEMENTS OF CASH FLOWS**

YEARS ENDED DECEMBER 31, 2019 AND 2018

	2019	2018
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ 6,102,536	\$ 2,380,835
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	27,186	15,515
Changes in assets and liabilities		
Accounts receivable	151,296	338,527
Grants and contributions receivable	(3,383,417)	(1,199,741)
Prepaid expenses and other assets	(997,076)	(107,270)
Accounts payable	635,969	345,591
Accrued expenses	477,650	208,553
Refundable advances	47,637	175,037
	3,061,781	2,157,047
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchases of short term investments	(234,814)	(122,668)
Purchases of property and equipment	(46,598)	(7,973)
Net cash used for investing activities	(281,412)	(130,641)
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	2,780,369	2,026,406
<b>CASH AND CASH EQUIVALENTS</b>		
Beginning of year	7,505,928	5,479,522
End of year	\$ 10,286,297	\$ 7,505,928

See accompanying notes to consolidated financial statements.

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

YEARS ENDED DECEMBER 31, 2019 AND 2018

**NOTE 1. ORGANIZATION AND PROGRAM SERVICES**

Generation: You Employed, Inc. (Generation, or GYE) is an independent nonprofit organization founded by McKinsey & Company (McKinsey), built to develop innovative approaches to complex social challenges. GYE is exempt under Internal Revenue Code (IRC) Section 501(c)(3), and houses programs focusing on a single issue. These programs convene diverse partnerships to co-create new methodologies, and they apply McKinsey's analytical and management expertise to shape powerful cross-disciplinary approaches. GYE helps manage and implement solutions at speed and scale, and test and improve those solutions, so they can be shared and replicated.

Today, more than 75 million young adults are out of work, and three times as many are under employed. At the same time, 40 percent of employers say a skills shortage is leaving them with entry-level vacancies. GYE aims to close this gap through an ambitious program that accelerates learning, places disconnected young adults in jobs, and gives them the skills and support they need to achieve enduring personal and professional success.

Generation is a global nonprofit that rapidly trains and places disconnected people in careers. In its first five years, Generation has graduated 37,000+ learners across 150+ cities in 14 countries. The organization offers 27 professional programs, spanning tech, healthcare, customer service, and skilled trades. Over half of Generation's graduates are women, and approximately 40% have dependents. Generation's learners include unemployed or underemployed young adults as well as midcareer workers who are facing job loss due to automation and digitization or are returning to work after a hiatus. The global job attainment rate for Generation graduates within three months of program completion is 80%, and 70% of graduates remain employed six months later. In addition, graduates earn incomes that are 2 to 6 times what they were making previously-and collectively have earned more than \$300 million in salary.

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Principles of Consolidation** - The consolidated financial statements include the accounts of Generation: You Employed, Inc. (Global), and its controlled affiliates - Generation LLC (U.S.), Career Readiness Social Initiative Limited (Kenya), MSI Generation Servicios S.A. de C.V. (Mexico), Fundación Generation Spain (Spain), Generation Australia LTD (Australia), Associacao Generation Brasil (Brazil), Generation Plus Ton Empoli (France), Generation: You Employed (HK) LTD (Hong Kong), Generation India Foundation (India), Fondazione

## NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Generation Italy (Italy), Foundation for Youth Employment Pakistan (Pakistan), Generation: You Employed, Singapore LTD (Singapore) and Generation You Employed, UK (UK). Significant intra-entity transactions have been eliminated in consolidation, including subsidies, working capital loans, affiliate dues and share capitalizations.

**Basis of Accounting** - The accompanying consolidated financial statements have been prepared using the accrual method of accounting. Revenue is recognized when earned and expenses when the obligation is incurred.

**Financial Statement Presentation** - Financial statement presentation follows the recommendations of U.S. generally accepted accounting principles in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification, *Not-for-Profit Entities - Presentation of Financial Statements*. Under those principles, GYE is required to report information regarding its financial position and activities according to two classes of net assets - net assets without donor restrictions and net assets with donor restrictions.

**Income Taxes** - GYE is exempt from Federal income taxes as a public charity under Section 501(c)(3) of the IRC. GYE is not classified as a private foundation. Any income of GYE that is not related to exempt purposes of the organization, less any applicable deductions, is subject to federal and state taxes.

GYE accounts for income taxes in accordance with the Accounting Standards Codification (ASC) Topic *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's consolidated financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return.

GYE performed an evaluation of uncertain tax positions for the years ended December 31, 2019 and 2018, and determined that there were no matters that would require recognition in the consolidated financial statements or that may have an effect on its tax-exempt status. As of December 31, 2019, the statute of limitations for tax years 2016 through 2018 remains open with the U.S. federal jurisdiction. It is GYE's policy to recognize interest and/or penalties related to uncertain tax positions, if any, in unrelated business income tax expense.

**Use of Estimates** - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

**Investments** - Investments consist of amounts held in fixed deposit and treasury securities held by GYE's Kenyan and Pakistan affiliates and are reported at fair value, estimated based on actual cost. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date-basis. Interest income is recorded on the accrual basis.

## NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Dividends are recorded on the ex-dividend date. Such investments are exposed to various risks such as market and credit risk. Due to the level of risk associated with such investments and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risks in the near term would materially affect investment balances and the amounts reported in the consolidated financial statements.

Unrealized gains (losses) resulting from increases (decreases) in fair value of securities held as well as the net realized gains (losses) arising from sales of securities are included in investment income. Investment income is reported in the consolidated statements of activities net of all external and direct internal investment expenses.

**Accounts, Grants and Contributions Receivable** - Accounts, grants and contributions receivable are reported at net realizable value, or the amount GYE expects to collect. GYE's management periodically reviews the status of all receivable balances for collectability. As a result of these reviews, receivable balances deemed to be uncollectible are written-off. Management believes that the use of the direct write-off method approximates the results that would be presented if an allowance for bad debts had been recorded. Management believes the balances due as of December 31, 2019 and 2018 are fully collectible. There were no amounts written-off during the years ended December 31, 2019 and 2018.

**Refundable Advances** - Refundable advances consists of unexpended amounts received from grant agreements that are refundable if not spent in future periods. Such amounts will be recognized as revenue as related allowable expenses are incurred.

**Net Assets** - Net assets are reported in two distinct classes as follows:

*Net assets without donor restrictions* - These net assets are available to finance the general operations of GYE. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of GYE, the environment in which it operates, and the purposes specified in its organizing documents.

*Net assets with donor restrictions* - These net assets result from contributions and other inflows of assets, the use of which by GYE is limited by donor-imposed time or purpose restrictions that are either temporary or perpetual.

**Contributions** - Donor-restricted contributions are generally reported as increases in net assets with donor restrictions. When a restriction expires (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 consolidated statements of activities as net assets released from restrictions.

**In-kind Contributions** - GYE receives in-kind contributions, primarily in the form of donated salaries and occupancy costs. GYE's policy is to recognize contributed professional services if the services received create or enhance nonfinancial assets or require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. In-kind contributions have been recognized as revenue and related expense at estimated fair value.

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Functional Allocation of Expenses** - The costs of providing the various programs and supporting activities of the organization have been summarized on a functional basis in the statements of activities and functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort studies. Other common costs such as occupancy, depreciation and related infrastructure costs are also allocated based on employee time and effort studies.

**New Accounting Pronouncement Adopted** - During the year ended December 31, 2019, GYE adopted the provisions of Accounting Standards Update 2018-08, *Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made* (the Update). The Update provides a framework for determining whether a particular transaction is an exchange or a contribution, including how to evaluate whether a resource provider receives commensurate value in an exchange transaction, and guidance to assist entities in determining whether a contribution is either conditional or unconditional. The adoption of this Update did not have a material impact on GYE's consolidated financial statements.

**NOTE 3. LIQUIDITY AND AVAILABILITY OF FINANCIAL RESOURCES**

As part of GYE's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The following table represents the organization's financial assets available to meet cash needs for general expenditures within one year as of December 31, 2019 and 2018.

	<u>2019</u>	<u>2018</u>
Total assets at end of year	\$ 22,950,576	\$ 15,686,784
Less nonfinancial assets		
Prepaid expenses	(1,153,985)	(156,909)
Property and equipment, net	<u>(91,321)</u>	<u>(71,909)</u>
Total financial assets at end of year	21,705,270	15,457,966
Less amounts not available to meet general expenditures coming due within one year		
Amounts subject to donor time and purpose restrictions	<u>(17,330,627)</u>	<u>(13,868,869)</u>
Financial assets available to meet general expenditures within one year	<u>\$ 4,374,643</u>	<u>\$ 1,589,097</u>

#### NOTE 4. FAIR VALUE MEASUREMENTS

Investments consist of amounts held in fixed deposit and treasury securities held by GYE's Kenyan and Pakistan affiliates and are reported at fair value, estimated based on actual cost. In accordance with U.S. generally accepted accounting principles, the Organization uses the following prioritized input levels to measure investments carried at fair value. The input levels used for valuing investments are not necessarily an indication of risk.

Level 1 - Observable inputs that reflect quoted prices for identical assets or liabilities in active markets, such as stock quotes;

Level 2 - Includes inputs other than Level 1 inputs that are directly or indirectly observable in the marketplace, such as yield curves or other market data; and

Level 3 - Unobservable inputs which reflect the reporting entity's assessment of the assumptions that market participants would use in pricing the asset or liability including assumptions about risk, such as bid/ask spreads and liquidity discounts.

Fair values of investments measured at fair value on a recurring basis are valued as follows at December 31, 2019:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Fixed deposit	\$ 206,508	\$ -	\$ 206,508	\$ -
Treasury bills	<u>201,101</u>	<u>-</u>	<u>201,101</u>	<u>-</u>
	<u>\$ 407,609</u>	<u>\$ -</u>	<u>\$ 407,609</u>	<u>\$ -</u>

Fair values of investments measured at fair value on a recurring basis are valued as follows at December 31, 2018:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Fixed deposit	\$ 83,392	\$ -	\$ 83,392	\$ -
Treasury bills	<u>89,403</u>	<u>-</u>	<u>89,403</u>	<u>-</u>
	<u>\$ 172,795</u>	<u>\$ -</u>	<u>\$ 172,795</u>	<u>\$ -</u>

**NOTE 5. GRANTS AND CONTRIBUTIONS RECEIVABLE**

Grants and contributions receivable as of December 31, 2019 and 2018 are due as follows:

	<u>2019</u>	<u>2018</u>
Amounts due in less than one year	\$ 6,895,047	\$ 4,479,709
Amounts due in two to five years	<u>3,791,261</u>	<u>2,823,182</u>
	10,686,308	7,302,891
Less: discount to net present value	<u>-</u>	<u>-</u>
Net grants and contributions receivable	<u>\$ 10,686,308</u>	<u>\$ 7,302,891</u>

Additionally, GYE has received conditional promises to give from McKinsey. McKinsey has made conditional promises to give of up to \$5,460,000 for the fiscal year ending December 31, 2020.

**NOTE 6. PROPERTY AND EQUIPMENT**

Furniture and equipment are capitalized and depreciated using the straight-line method over the estimated useful lives of the assets (3 - 5 years). Property and equipment and depreciation expense consisted of the following as of and for the year ended December 31, 2019:

	<u>Australia</u>	<u>Brazil</u>	<u>Hong Kong</u>	<u>India</u>	<u>Kenya</u>	<u>Mexico</u>	<u>Singapore</u>	<u>Spain</u>	<u>United Kingdom</u>	<u>Total</u>
Furniture and office equipment	\$ -	\$ -	\$ -	\$ 4,661	\$67,646	\$ 2,220	\$ -	\$ -	\$ -	\$ 74,527
Plant and machinery	-	-	-	1,495	-	-	-	-	-	1,495
Computer equipment	<u>3,022</u>	<u>4,078</u>	<u>2,719</u>	<u>11,578</u>	<u>34,144</u>	<u>2,144</u>	<u>5,456</u>	<u>7,946</u>	<u>5,742</u>	<u>76,829</u>
	3,022	4,078	2,719	17,734	101,790	4,364	5,456	7,946	5,742	152,851
Less accumulated depreciation	<u>(414)</u>	<u>(226)</u>	<u>(906)</u>	<u>(4,563)</u>	<u>(50,731)</u>	<u>(1,208)</u>	<u>(1,063)</u>	<u>(2,104)</u>	<u>(315)</u>	<u>(61,530)</u>
Net property and equipment	<u>\$ 2,608</u>	<u>\$ 3,852</u>	<u>\$ 1,813</u>	<u>\$ 13,171</u>	<u>\$ 51,059</u>	<u>\$ 3,156</u>	<u>\$ 4,393</u>	<u>\$ 5,842</u>	<u>\$ 5,427</u>	<u>\$ 91,321</u>
Depreciation expense	<u>\$ 414</u>	<u>\$ 226</u>	<u>\$ 906</u>	<u>\$ 2,429</u>	<u>\$ 18,699</u>	<u>\$ 869</u>	<u>\$ 1,063</u>	<u>\$ 2,265</u>	<u>\$ 315</u>	<u>\$ 27,186</u>

Property and equipment and depreciation expense consisted of the following as of and for the year ended December 31, 2018:

	<u>Kenya</u>	<u>Spain</u>	<u>Total</u>
Furniture and office equipment	\$ 66,385	\$ -	\$ 66,385
Computer equipment	<u>33,508</u>	<u>4,648</u>	<u>38,156</u>
	99,893	4,648	104,541
Less accumulated depreciation	<u>(31,436)</u>	<u>(1,196)</u>	<u>(32,632)</u>
Net property and equipment	<u>\$ 68,457</u>	<u>\$ 3,452</u>	<u>\$ 71,909</u>
Depreciation expense	<u>\$ 14,674</u>	<u>\$ 841</u>	<u>\$ 15,515</u>

**NOTE 7. NET ASSETS WITH DONOR RESTRICTIONS**

Activity in net assets with donor restrictions as of and for the year ended December 31, 2019 was as follows:

	Beginning of Year	Restricted Contributions	Released from Restrictions	End of Year
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
Purpose restricted - governments				
DOL / ETA	\$ -	\$ 1,681,376	\$ (1,681,376)	\$ -
First Coast	-	432,567	(432,567)	-
SIDA	4,587,900		(1,110,340)	3,477,560
USAID	-	729,437	(729,437)	-
	<u>4,587,900</u>	<u>2,843,380</u>	<u>(3,953,720)</u>	<u>3,477,560</u>
Purpose restricted - foundation and other				
Bill & Melinda Gates Foundation	1,338,307	135,088	(1,135,716)	337,679
Boys and Girls Clubs of Puerto Rico	116,866	-	(63,163)	53,703
Verizon Foundation	-	1,800,000	(121,842)	1,678,158
Metlife	-	1,312,500	(323)	1,312,177
Delaware Community Foundation	7,269	-	(7,269)	-
IKEA Foundation	-	8,000,000	(1,584,439)	6,415,561
Citi Foundation	-	150,000	(38,111)	111,889
Annie E. Casey Foundation	-	75,000	(38,172)	36,828
M&T Charitable Foundation	10,000	-	-	10,000
Stand Together Foundation	-	30,000	-	30,000
Rockefeller Foundation	1,316,056	-	(880,426)	435,630
Schultz Family Foundation	-	500,000	(137,766)	362,234
Starbucks Foundation	100,000	-	(33,319)	66,681
The Ralph C. Wilson Foundation	73,378	-	(73,378)	-
Tides Foundation	2,530,925	1,555,506	(1,883,890)	2,202,541
United Way for Southeastern Michigan	16,799	-	(16,799)	-
United Way of Northeast Florida, Inc.	129,786	130,000	(139,557)	120,229
United Way World Wide	-	40,000	(10,000)	30,000
Wal-Mart	3,641,583	500,000	(3,491,826)	649,757
	<u>9,280,969</u>	<u>14,228,094</u>	<u>(9,655,996)</u>	<u>13,853,067</u>
	<u>\$ 13,868,869</u>	<u>\$ 17,071,474</u>	<u>\$ (13,609,716)</u>	<u>\$ 17,330,627</u>



**NOTE 7. NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED)**

Activity in net assets with donor restrictions as of and for the year ended December 31, 2018 was as follows:

	Beginning of Year	Restricted Contributions	Released from Restrictions	End of Year
Time restricted	\$ 4,000,000	\$ -	\$ (4,000,000)	\$ -
Purpose restricted - governments				
DOL / ETA	-	115,453	(115,453)	-
First Coast	-	580,675	(580,675)	-
SIDA	-	4,587,900	-	4,587,900
USAID	-	1,911,715	(1,911,715)	-
	<u>-</u>	<u>7,195,743</u>	<u>(2,607,843)</u>	<u>4,587,900</u>
Purpose restricted - foundation and other				
Bill & Melinda Gates Foundation	-	1,364,830	(26,523)	1,338,307
Boys and Girls Clubs of Puerto Rico	-	142,500	(25,634)	116,866
Cadia	12,000	-	(12,000)	-
DC DOES	144,264	140,000	(284,264)	-
Delaware Community Foundation	-	25,000	(17,731)	7,269
Goodwill of North Georgia	24,100	-	(24,100)	-
Greater Houston Partnership	43,387	-	(43,387)	-
Krishna Institute	1,380	-	(1,380)	-
Longwood Foundation	111,643	-	(111,643)	-
M&T Charitable Foundation	-	10,000	-	10,000
Nando's	-	48,500	(48,500)	-
PSDF	-	76,521	(76,521)	-
Rockefeller Foundation	800,000	700,000	(183,944)	1,316,056
SSG	-	318,068	(318,068)	-
Starbucks Foundation	-	100,000	-	100,000
State of DE	15,750	-	(15,750)	-
The Ralph C. Wilson Foundation	-	85,000	(11,622)	73,378
Tides Foundation	-	2,560,533	(29,608)	2,530,925
Umsizi Fund	22,400	-	(22,400)	-
United Way for Southeastern Michigan	-	40,000	(23,201)	16,799
United Way of Northeast Florida, Inc.	-	130,000	(214)	129,786
University of Alabama - Birmingham	-	32,500	(32,500)	-
Wal-Mart	6,501,335	-	(2,859,752)	3,641,583
	<u>7,676,259</u>	<u>5,773,452</u>	<u>(4,168,742)</u>	<u>9,280,969</u>
	<u>\$ 11,676,259</u>	<u>\$ 12,969,195</u>	<u>\$ (10,776,585)</u>	<u>\$ 13,868,869</u>

**NOTE 8. RELATED PARTIES**

McKinsey employees provide certain programmatic as well as general and management services to GYE which are reported as in-kind contributions. The total fair value of these services for the years ended December 31, 2019 and 2018, was \$10,209,790 and \$11,681,067, respectively.

McKinsey also provides office space in Washington, D.C. to GYE which is reported as an in-kind contribution. The fair value of this office space for the years ended December 31, 2019 and 2018 was \$13,097 and \$123,266, respectively.

During the years ended December 31, 2019 and 2018, GYE paid for certain salaries and administrative expenses of McKinsey.org, another non-profit organization founded by McKinsey, totaling \$29,115 and \$245,398, respectively. At December 31, 2019 and 2018, the balance due from McKinsey.org totaled \$18,601 and \$95,909, respectively. These amounts will be reimbursed by McKinsey.

**NOTE 9. RETIREMENT PLAN**

**Defined Contribution Plan** - GYE maintains a qualified profit-sharing plan under Section 403(b) of the Internal Revenue Code for employees who have completed two months of service and have attained age 21. GYE made contributions to the plan of \$291,134 and \$165,863 during the years ended December 31, 2019 and 2018, respectively.

**NOTE 10. CONCENTRATIONS**

GYE maintains its cash and cash equivalents with a single financial institution. Deposits are entirely insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per depositor. At December 31, 2019, GYE had uninsured cash balances of approximately \$5,426,000. Additionally, GYE held cash in foreign banks totaling approximately \$3,350,000 in U.S. dollars. Management regularly monitors the financial institutions, together with its cash balances, to reduce any potential risk.

**NOTE 11. SUBSEQUENT EVENTS**

Subsequent to year-end, U.S. and global business and financial markets have been severely impacted by the Coronavirus pandemic. The potential impacts on GYE's financial condition and activities cannot be determined at this time. All subsequent events have been evaluated through September 11, 2020, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no other material event or transaction which would require an additional adjustment to, or disclosure in, the accompanying consolidated financial statements.

## **SUPPLEMENTAL INFORMATION**

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2019

	Australia	Brazil	France	Hong Kong	India	Italy	Kenya	Mexico	Pakistan	Singapore	Spain	United Kingdom	U.S. LLC	GYE Global	Subtotal	Eliminations	Consolidated Total
<b>ASSETS</b>																	
<b>CURRENT ASSETS</b>																	
Cash	\$ 173,370	\$ 294,115	\$ 74,170	\$ 106,821	\$ 272,024	\$ 893,849	\$ 393,681	\$ 428,499	\$ 14,940	\$ 1,870	\$ 223,703	\$ 472,691	\$ 383,412	\$ 6,553,152	\$ 10,286,297	\$ -	\$ 10,286,297
Accounts receivable	-	-	-	2,118	48,155	207,971	2,396	-	-	-	44,732	-	1,083	310,944	617,399	(292,343)	325,056
Grants and contributions receivable	-	-	-	-	-	-	23,361	-	23,361	-	-	157,458	66,623	6,439,605	6,895,047	-	6,895,047
Short term investments	-	-	-	-	-	-	286,078	-	121,531	-	-	-	-	-	407,609	-	407,609
Due from countries	-	-	-	-	-	-	-	-	-	-	-	-	-	2,086,424	2,086,424	(2,086,424)	-
Prepaid expenses and other assets	4,794	2,352	-	19,407	32,366	-	15,160	843,185	-	3,851	-	48,410	164,920	19,540	1,153,985	-	1,153,985
	178,164	296,467	74,170	128,346	352,545	1,101,820	697,315	1,271,684	367,832	5,721	268,435	678,559	616,038	15,409,665	21,446,761	(2,378,767)	19,067,994
<b>NON CURRENT ASSETS</b>																	
Grants and contributions receivable, net of current portion	-	-	-	1,813	13,171	-	-	3,156	-	-	5,842	5,427	-	3,791,261	3,791,261	-	3,791,261
Property, plant and equipment, net	2,608	3,852	-	-	-	-	51,059	-	-	4,393	-	-	-	91,521	91,521	-	91,521
<b>Total assets</b>	<b>\$ 180,772</b>	<b>\$ 300,319</b>	<b>\$ 74,170</b>	<b>\$ 130,159</b>	<b>\$ 365,716</b>	<b>\$ 1,101,820</b>	<b>\$ 748,374</b>	<b>\$ 1,274,840</b>	<b>\$ 367,832</b>	<b>\$ 10,114</b>	<b>\$ 274,277</b>	<b>\$ 683,986</b>	<b>\$ 616,038</b>	<b>\$ 19,200,926</b>	<b>\$ 25,329,343</b>	<b>\$ (2,378,767)</b>	<b>\$ 22,950,576</b>
<b>LIABILITIES AND NET ASSETS</b>																	
<b>CURRENT LIABILITIES</b>																	
Accounts payable	\$ 131,852	\$ -	\$ -	\$ -	\$ 23,146	\$ 76,448	\$ 144,936	\$ 79,021	\$ 2,099	\$ 12,219	\$ 74,243	\$ 29,330	\$ 410,195	\$ 491,475	\$ 1,474,964	\$ (239,843)	\$ 1,235,121
Accrued expenses	33,588	25,212	-	56,968	-	-	(32,401)	-	14,440	105,477	54,335	348,056	262,623	195,510	1,063,808	(52,500)	1,011,308
Refundable advances	-	-	-	43,676	-	-	386,689	-	-	-	-	-	-	-	430,365	-	430,365
Due to GYE Global	(5,507)	-	69,338	-	325,967	284,626	155,209	247,676	151,163	227,490	107,353	10,638	512,471	-	2,086,424	(2,086,424)	-
<b>Total liabilities</b>	<b>159,933</b>	<b>25,212</b>	<b>69,338</b>	<b>100,644</b>	<b>349,113</b>	<b>361,074</b>	<b>654,433</b>	<b>326,697</b>	<b>167,702</b>	<b>345,186</b>	<b>235,931</b>	<b>388,024</b>	<b>1,185,289</b>	<b>686,985</b>	<b>5,055,561</b>	<b>(2,378,767)</b>	<b>2,676,794</b>
<b>NET ASSETS</b>																	
Without donor restrictions	20,839	275,107	4,832	29,515	16,603	740,746	93,941	948,143	200,130	(335,072)	38,346	295,962	(569,251)	1,183,314	2,943,155	-	2,943,155
With donor restrictions	-	-	-	-	-	-	-	-	-	-	-	-	-	17,330,627	17,330,627	-	17,330,627
<b>Total net assets</b>	<b>20,839</b>	<b>275,107</b>	<b>4,832</b>	<b>29,515</b>	<b>16,603</b>	<b>740,746</b>	<b>93,941</b>	<b>948,143</b>	<b>200,130</b>	<b>(335,072)</b>	<b>38,346</b>	<b>295,962</b>	<b>(569,251)</b>	<b>18,513,941</b>	<b>20,273,782</b>	<b>-</b>	<b>20,273,782</b>
<b>Total liabilities and net assets</b>	<b>\$ 180,772</b>	<b>\$ 300,319</b>	<b>\$ 74,170</b>	<b>\$ 130,159</b>	<b>\$ 365,716</b>	<b>\$ 1,101,820</b>	<b>\$ 748,374</b>	<b>\$ 1,274,840</b>	<b>\$ 367,832</b>	<b>\$ 10,114</b>	<b>\$ 274,277</b>	<b>\$ 683,986</b>	<b>\$ 616,038</b>	<b>\$ 19,200,926</b>	<b>\$ 25,329,343</b>	<b>\$ (2,378,767)</b>	<b>\$ 22,950,576</b>

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2018

	France	Kenya	Mexico	Spain	U.S. LLC	GYE Global	Subtotal	Eliminations	Consolidated Total
<b>CURRENT ASSETS</b>									
Cash	\$ 84,200	\$ 221,341	\$ 121,555	\$ 21,555	\$ 1,060,907	\$ 5,996,370	\$ 7,505,928	\$ -	\$ 7,505,928
Accounts receivable	-	-	-	384,580	91,517	255	476,352	-	476,352
Grants and contributions receivable	-	-	-	-	-	4,479,709	4,479,709	-	4,479,709
Short term investments	-	172,795	-	-	-	-	172,795	-	172,795
Due from countries	-	-	-	-	-	2,262,974	2,262,974	(2,262,974)	-
Prepaid expenses and other assets	-	17,681	-	-	8,055	131,173	156,909	-	156,909
	84,200	411,817	121,555	406,135	1,160,479	12,870,481	15,054,667	(2,262,974)	12,791,693
<b>NON CURRENT ASSETS</b>									
Grants and contributions receivable, net of current portion	-	-	-	-	-	2,823,182	2,823,182	-	2,823,182
Property, plant and equipment, net	-	68,457	-	3,452	-	-	71,909	-	71,909
	-	68,457	-	3,452	-	-	71,909	-	71,909
<b>Total assets</b>	<u>\$ 84,200</u>	<u>\$ 480,274</u>	<u>\$ 121,555</u>	<u>\$ 409,587</u>	<u>\$ 1,160,479</u>	<u>\$ 15,693,663</u>	<u>\$ 17,949,758</u>	<u>\$ (2,262,974)</u>	<u>\$ 15,686,784</u>
<b>LIABILITIES AND NET ASSETS</b>									
<b>CURRENT LIABILITIES</b>									
Accounts payable	\$ -	\$ -	\$ -	\$ 104,795	\$ 60,496	\$ 433,861	\$ 599,152	\$ -	\$ 599,152
Accrued expenses	-	40,854	-	65,898	6,373	420,533	533,658	-	533,658
Refundable advances	-	382,728	-	-	-	-	382,728	-	382,728
Due to GYE Global	84,200	804,556	121,523	355,925	896,770	-	2,262,974	(2,262,974)	-
<b>Total liabilities</b>	<u>84,200</u>	<u>1,228,138</u>	<u>121,523</u>	<u>526,618</u>	<u>963,639</u>	<u>854,394</u>	<u>3,778,512</u>	<u>(2,262,974)</u>	<u>1,515,538</u>
<b>NET ASSETS</b>									
Without donor restriction	-	(747,864)	32	(117,031)	196,840	970,400	302,377	-	302,377
With donor restriction	-	-	-	-	-	13,868,869	13,868,869	-	13,868,869
	-	(747,864)	32	(117,031)	196,840	14,839,269	14,171,246	-	14,171,246
<b>Total liabilities and net assets</b>	<u>\$ 84,200</u>	<u>\$ 480,274</u>	<u>\$ 121,555</u>	<u>\$ 409,587</u>	<u>\$ 1,160,479</u>	<u>\$ 15,693,663</u>	<u>\$ 17,949,758</u>	<u>\$ (2,262,974)</u>	<u>\$ 15,686,784</u>

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATING STATEMENT OF ACTIVITIES**

**YEAR ENDED DECEMBER 31, 2019**

	Australia	Brazil	France	Hong Kong	India	Italy	Kenya	Mexico	Pakistan	Singapore	Spain	United Kingdom	U.S. LLC	GYE Global	Subtotal	Eliminations	Consolidated Total
<b>REVENUE WITHOUT DONOR RESTRICTIONS</b>																	
Grants and contributions	\$ 69,849	\$ 400,944	\$ -	\$ 492,153	\$ 143,404	\$ 635,962	\$ 169,540	\$ 587,348	\$ 432,113	\$ -	\$ 524,485	\$ 860,656	\$ 176,726	\$ 6,527,810	\$ 11,020,990	\$ (219,268)	\$ 10,801,722
Government grants	302,971	-	-	10,679	-	-	96,352	-	-	222,928	127,308	793,070	-	69,200	829,438	-	829,438
In-kind contributions	-	-	-	-	-	-	-	-	-	-	-	856,732	-	10,222,887	11,079,619	(793,070)	10,286,549
Other income	-	41,076	4,832	7,792	18,074	187,257	137,713	419,977	12,404	-	81,203	268,814	156,725	2,134,306	3,470,173	(895,788)	2,574,385
Net assets released	-	-	-	-	-	-	-	-	-	-	-	-	-	13,609,716	13,609,716	-	13,609,716
<b>Total revenue</b>	<b>372,820</b>	<b>442,020</b>	<b>4,832</b>	<b>510,624</b>	<b>161,478</b>	<b>823,219</b>	<b>403,605</b>	<b>1,007,325</b>	<b>444,517</b>	<b>222,928</b>	<b>732,996</b>	<b>1,986,202</b>	<b>333,451</b>	<b>32,563,919</b>	<b>40,009,936</b>	<b>(1,908,126)</b>	<b>38,101,810</b>
<b>EXPENSES</b>																	
Salaries and fringe - direct	172,596	75,397	323,906	294,387	403,524	32,917	1,279,541	1,007,365	131,913	377,893	639,621	469,059	6,055,835	11,192,897	22,456,851	(8,814,545)	13,642,306
Salaries and fringe - in-kind	-	-	-	-	-	-	-	-	-	-	-	793,070	-	10,229,790	11,002,860	(793,070)	10,209,790
Direct subcontractor costs	25,862	57,537	254,669	20,205	9,118	133,353	102,188	59,656	22,406	97,606	338,598	133,214	1,436,359	4,561,114	7,251,885	(2,652,675)	4,599,210
Travel	19,193	1,079	6,692	18,455	74,081	1,340	118,478	9,930	5,168	48,257	39,589	61,634	392,602	1,108,419	1,904,917	(61,102)	1,293,889
Consultants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounting and legal	21,266	1,159	7,565	6,867	15,734	16,819	15,543	23,660	14,475	10,254	25,248	37,152	32,500	395,445	623,687	(52,541)	571,146
Office expenses	2,659	370	6,152	33,513	26,552	6,613	274,593	6,313	70,415	3,677	5,143	17,820	306,589	1,111,626	1,872,035	(477,718)	1,394,317
Recruitment	10,825	3,532	231	8,121	24,225	-	202	3,469	-	1,010	-	24,508	733,305	899,863	1,729,291	(794,715)	934,576
Student related expenses	4,052	12,282	473	7,835	2,585	-	90,269	40,160	-	5,397	1,714	65,095	619,076	666,593	(652,129)	863,402	
Occupancy - direct	6,592	8,433	1,380	41,023	13,101	20,565	45,470	41,415	-	17,654	16,155	15,278	289,125	478,879	995,070	(388,847)	606,223
Occupancy - in-kind	-	-	-	906	-	-	-	-	-	-	-	63,662	-	13,097	76,759	-	76,759
Depreciation	414	226	-	-	2,429	-	18,699	869	-	1,063	2,265	315	-	27,186	27,186	-	27,186
Miscellaneous	124,101	6,898	2,161	49,797	1,224,434	176	41,859	61,102	10	194,714	55,952	103,528	36,638	1,683,282	2,482,652	(1,240,424)	1,242,228
<b>Total expenses</b>	<b>387,560</b>	<b>166,913</b>	<b>603,229</b>	<b>481,109</b>	<b>693,783</b>	<b>211,783</b>	<b>1,986,842</b>	<b>1,253,939</b>	<b>244,387</b>	<b>757,525</b>	<b>1,124,285</b>	<b>1,784,335</b>	<b>9,922,029</b>	<b>32,321,005</b>	<b>51,938,724</b>	<b>(16,477,692)</b>	<b>35,461,032</b>
<b>CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	<b>(14,740)</b>	<b>275,107</b>	<b>(598,397)</b>	<b>29,515</b>	<b>(532,305)</b>	<b>611,436</b>	<b>(1,583,237)</b>	<b>(246,614)</b>	<b>200,130</b>	<b>(534,597)</b>	<b>(391,289)</b>	<b>201,867</b>	<b>(9,588,578)</b>	<b>242,914</b>	<b>(11,928,788)</b>	<b>14,569,566</b>	<b>2,640,778</b>
<b>REVENUE WITH DONOR RESTRICTIONS</b>																	
Grants and contributions	35,579	-	603,229	-	548,908	129,310	2,425,042	1,194,725	-	199,525	546,666	94,095	8,822,487	14,198,094	28,797,660	(14,569,566)	14,228,094
Government grants	-	-	-	-	-	-	-	-	-	-	-	2,843,380	-	2,843,380	2,843,380	-	2,843,380
Net assets released	-	-	-	-	-	-	-	-	-	-	-	-	-	(13,609,716)	(13,609,716)	-	(13,609,716)
<b>CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS</b>	<b>35,579</b>	<b>-</b>	<b>603,229</b>	<b>-</b>	<b>548,908</b>	<b>129,310</b>	<b>2,425,042</b>	<b>1,194,725</b>	<b>-</b>	<b>199,525</b>	<b>546,666</b>	<b>94,095</b>	<b>8,822,487</b>	<b>3,431,758</b>	<b>18,031,324</b>	<b>(14,569,566)</b>	<b>3,461,758</b>
<b>CHANGE IN NET ASSETS</b>	<b>20,839</b>	<b>275,107</b>	<b>4,832</b>	<b>29,515</b>	<b>16,603</b>	<b>740,746</b>	<b>841,805</b>	<b>948,111</b>	<b>200,130</b>	<b>(335,072)</b>	<b>155,377</b>	<b>295,962</b>	<b>(766,091)</b>	<b>3,674,672</b>	<b>6,102,536</b>	<b>-</b>	<b>6,102,536</b>
<b>NET ASSETS (DEFICIT)</b>																	
Beginning of year	-	-	-	-	-	-	(747,864)	32	-	-	(117,031)	-	196,840	14,839,269	14,171,246	-	14,171,246
End of year	\$ 20,839	\$ 275,107	\$ 4,832	\$ 29,515	\$ 16,603	\$ 740,746	\$ 93,941	\$ 948,143	\$ 200,130	\$ (335,072)	\$ 38,346	\$ 295,962	\$ (569,251)	\$ 18,513,941	\$ 20,273,782	\$ -	\$ 20,273,782

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**CONSOLIDATING STATEMENT OF ACTIVITIES**

**YEAR ENDED DECEMBER 31, 2018**

	France	Kenya	Mexico	Spain	U.S. LLC	GYE Global	Subtotal	Eliminations	Consolidated Total
<b>REVENUE</b>									
Grants and contributions	\$ -	\$ 294,115	\$ 373,333	\$ 1,215,025	\$ 153,282	\$ 1,271,775	\$ 3,307,530	\$ (661,124)	\$ 2,646,406
Government grants	-	-	389,356	-	-	-	389,356	(389,356)	-
In-kind contributions	-	-	-	-	-	11,804,333	11,804,333	-	11,804,333
Other income	-	182,469	-	40,228	147,150	219	370,066	-	370,066
Net assets released from restriction	-	-	-	-	-	10,776,585	10,776,585	-	10,776,585
Total revenue	-	476,584	762,689	1,255,253	300,432	23,852,912	26,647,870	(1,050,480)	25,597,390
<b>EXPENSES</b>									
Salaries and fringe - direct	-	114,745	603,905	509,539	-	4,404,593	5,632,782	-	5,632,782
Salaries and fringe - in-kind	-	-	-	-	-	11,681,067	11,681,067	-	11,681,067
Direct subcontractor costs	-	1,067,219	27,454	889,176	26,349	5,198,551	7,208,749	(973,599)	6,235,150
Travel	-	31,093	732	-	63,426	570,045	665,296	(63,426)	601,870
Consultants	-	-	10,341	-	-	6,205	16,546	-	16,546
Accounting and legal	-	5,407	23,009	-	2,500	564,107	595,023	(2,500)	592,523
Office expenses	-	8,731	8,918	6,873	2,784	271,669	298,975	(2,785)	296,190
Recruitment	-	-	-	-	363	-	363	-	363
Student related expenses	-	18,921	2,414	-	115	115	21,565	(115)	21,450
Occupancy - direct	-	13,655	45,686	-	8,055	24,165	91,561	(8,055)	83,506
Occupancy - in-kind	-	-	-	-	-	123,266	123,266	-	123,266
Depreciation	-	14,674	-	841	-	-	15,515	-	15,515
Miscellaneous	-	-	40,230	-	-	68,707	108,937	-	108,937
Total expenses	-	1,274,445	762,689	1,406,429	103,592	22,912,490	26,459,645	(1,050,480)	25,409,165
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	-	(797,861)	-	(151,176)	196,840	940,422	188,225	-	188,225
<b>TEMPORARY RESTRICTED ACTIVITIES</b>									
Grants and contributions	-	-	-	-	-	5,773,452	5,773,452	-	5,773,452
Government grants	-	-	-	-	-	7,195,743	7,195,743	-	7,195,743
Net assets released from restriction	-	-	-	-	-	(10,776,585)	(10,776,585)	-	(10,776,585)
CHANGE IN NET ASSETS WITH TEMPORARY DONOR RESTRICTIONS	-	-	-	-	-	2,192,610	2,192,610	-	2,192,610
CHANGE IN NET ASSETS	-	(797,861)	-	(151,176)	196,840	3,133,032	2,380,835	-	2,380,835
<b>NET ASSETS (DEFICIT)</b>									
Beginning of year	-	49,997	32	34,145	-	11,706,237	11,790,411	-	11,790,411
End of year	\$ -	\$ (747,864)	\$ 32	\$ (117,031)	\$ 196,840	\$ 14,839,269	\$ 14,171,246	\$ -	\$ 14,171,246

**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**SCHEDULE OF REVENUE AND EXPENSES - U.S. ACTIVITY**

YEAR ENDED DECEMBER 31, 2019

	Global			U.S. LLC			Total	Eliminations	Total
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total			
<b>REVENUE</b>									
Grants and contributions	\$ 256,646	\$ 1,530,088	\$ 1,786,734	\$ 6,214,485	\$ 146,866	\$ 6,361,351	\$ (6,145,136)	2,002,949	
Government grants	2,183,143	-	2,183,143	2,206,106	-	2,206,106	(2,206,106)	2,183,143	
In-kind contributions	1,698,968	-	1,698,968	-	-	-	-	1,698,968	
Other income (loss)	184,900	-	184,900	588,481	-	588,481	(438,081)	335,300	
Net assets released from restriction	6,002,339	(6,002,339)	-	63,163	(63,163)	-	-	-	
Total revenue	<u>10,325,996</u>	<u>(4,472,251)</u>	<u>5,853,745</u>	<u>9,072,235</u>	<u>83,703</u>	<u>9,155,938</u>	<u>(8,789,323)</u>	<u>6,220,360</u>	
<b>EXPENSES</b>									
Salaries and fringe - direct	5,363,024	-	5,363,024	6,055,835	-	6,055,835	(5,233,607)	6,185,252	
Salaries and fringe - in-kind	1,698,968	-	1,698,968	-	-	-	-	1,698,968	
Direct subcontractor costs	1,506,517	-	1,506,517	1,436,359	-	1,436,359	(1,388,765)	1,554,111	
Travel	383,871	-	383,871	392,602	-	392,602	(368,437)	408,036	
Accounting and legal	-	-	-	32,500	-	32,500	-	32,500	
Office expenses	204,320	-	204,320	306,589	-	306,589	(206,145)	304,764	
Occupancy	265,837	-	265,837	289,125	-	289,125	(271,448)	283,514	
Other expenses	782,702	-	782,702	789,943	-	789,943	(759,541)	813,104	
Student related expenses	537,443	-	537,443	619,076	-	619,076	(561,380)	595,139	
Total expenses	<u>10,742,682</u>	<u>-</u>	<u>10,742,682</u>	<u>9,922,029</u>	<u>-</u>	<u>9,922,029</u>	<u>(8,789,323)</u>	<u>11,875,388</u>	
CHANGE IN NET ASSETS	(416,686)	(4,472,251)	(4,888,937)	(849,794)	83,703	(766,091)	-	(5,655,028)	
<b>NET ASSETS (DEFICIT)</b>									
Beginning of year	(263,169)	6,623,178	6,360,009	196,840	-	196,840	-	6,556,849	
End of year	<u>\$ (679,855)</u>	<u>\$ 2,150,927</u>	<u>\$ 1,471,072</u>	<u>\$ (652,954)</u>	<u>\$ 83,703</u>	<u>\$ (569,251)</u>	<u>\$ -</u>	<u>\$ 901,821</u>	



**GENERATION: YOU EMPLOYED, INC.  
AND AFFILIATES**

**SCHEDULE OF REVENUE AND EXPENSES - U.S. ACTIVITY**

YEAR ENDED DECEMBER 31, 2018

	Gibbal			U.S. LLC			Eliminations	Total
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total		
<b>REVENUE</b>								
Grants and contributions	\$ 448,488	\$ 2,818,330	\$ 3,266,818	\$ 153,282	\$ -	\$ 153,282	\$ (103,229)	\$ 3,316,871
Less amounts for non-U.S. expenses	-	(112,463)	(112,463)	-	-	-	-	(112,463)
Available for U.S. expenses	448,488	2,705,867	3,154,355	153,282	-	153,282	(103,229)	3,204,408
Government grants	696,128	-	696,128	-	-	-	-	696,128
In-kind contributions	2,454,326	-	2,454,326	-	-	-	-	2,454,326
Other income (loss)	500	-	500	147,150	-	147,150	-	147,650
Net assets released from restriction	3,401,422	(3,401,422)	-	-	-	-	-	-
Total revenue	7,000,864	(695,555)	6,305,309	300,432	-	300,432	(103,229)	6,502,512
<b>EXPENSES</b>								
Salaries and fringe - direct	2,683,263	-	2,683,263	-	-	-	-	2,683,263
Salaries and fringe - in-kind	2,454,326	-	2,454,326	-	-	-	-	2,454,326
Direct subcontractor costs	1,177,169	-	1,177,169	-	-	-	-	1,177,169
Direct materials and other costs	711,015	-	711,015	26,349	-	26,349	(26,349)	711,015
Travel	207,422	-	207,422	63,426	-	63,426	(63,426)	207,422
Accounting and legal	2,500	-	2,500	2,500	-	2,500	(2,500)	2,500
Office expenses	39,124	-	39,124	2,784	-	2,784	(2,784)	39,124
Occupancy	17,261	-	17,261	8,055	-	8,055	(8,055)	17,261
Other expenses	-	-	-	363	-	363	-	363
Student related expenses	115	-	115	115	-	115	(115)	115
Total expenses	7,292,195	-	7,292,195	103,592	-	103,592	(103,229)	7,292,558
CHANGE IN NET ASSETS	\$ (291,331)	\$ (695,555)	\$ (986,886)	\$ 196,840	\$ -	\$ 196,840	\$ -	\$ (790,046)