ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2018 and 2017

ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
Anita Borg Institute for
Women & Technology and Affiliate
Belmont, California

We have audited the accompanying consolidated financial statements of Anita Borg Institute for Women & Technology and Affiliate (a nonprofit organization; the "Organization"), which comprise the consolidated statement of financial position as of December 31, 2018, and the related consolidated statements of activities, functional expenses, and cash flows for the year 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 financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit 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 auditors' 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 auditors consider 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, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the Organization as of December 31, 2018, and the changes in their net assets and their cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Prior Period Financial Statements

The consolidated financial statements of the Organization as of December 31, 2017 were audited by other auditors; whose report dated August 9, 2018 expressed an unmodified opinion on those statements.

Change in Accounting Principle

As described in Note 2 to the consolidated financial statements, during the year ended December 31, 2018, the Organization adopted the requirements of the Financial Accounting Standards Board's ("FASB") Accounting Standards Update ("ASU") No. 2016-14, *Not-for-Profit Entities* (Topic 958): *Presentation of Financial Statements of Not-for-Profit Entities*. Our opinion is not modified with respect to that matter.

BPM LLP

San Jose, California
July 22, 2019

ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

As of December 31, 2018 and 2017

	2018	2017
ASSETS		
Current assets:		
Cash and cash equivalents	$ 4,212,540	$ 1,196,907
Restricted cash	38,123	236,035
Contributions and accounts receivable	1,858,543	3,462,499
Beneficial interest in assets	11,094,033	7,075,612
Restricted beneficial interest in assets	365,264	-
Prepaid expenses	421,475	287,894
Total current assets	17,989,978	12,258,947
Equipment, net	89,026	54,175
Total assets	$ 18,079,004	$ 12,313,122
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	$ 262,039	$ 367,088
Accrued expenses	1,289,669	1,396,148
Deferred revenue	1,144,882	952,605
Total current liabilities	2,696,590	2,715,841
Net assets:		
Without donor restriction	14,980,529	9,361,590
With donor restriction	401,885	235,691
Total net assets	15,382,414	9,597,281
Total liabilities and net assets	$ 18,079,004	$ 12,313,122

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

ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED STATEMENT OF ACTIVITIES

For the year ended December 31, 2018

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue, gains and other support:			
Public support:			
Sponsorships	$ 12,131,212	$ -	$ 12,131,212
Contributions	880,228	176,279	1,056,507
In-kind contributions	234,234	-	234,234
Registration fees	14,138,239	-	14,138,239
Programs	8,571,638	-	8,571,638
Investment income	20,416	-	20,416
Other income	23,048	-	23,048
Net assets released from donor restrictions	10,085	(10,085)	-
Total revenue, gains and other support	36,009,100	166,194	36,175,294
Expenses:			
Program services	24,200,113	-	24,200,113
Supporting services:			
Management and general	5,769,905	-	5,769,905
Fund development	420,143	-	420,143
Total expenses	30,390,161	-	30,390,161
Change in net assets	5,618,939	166,194	5,785,133
Net assets, beginning of year	9,361,590	235,691	9,597,281
Net assets, end of year	$ 14,980,529	$ 401,885	$ 15,382,414

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

ANITA BORG INSTITUTE FOR
WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED STATEMENT OF ACTIVITIES

For the year ended December 31, 2017

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue, gains and other support:			
Public support:			
Sponsorships	$ 10,131,959	$ -	$ 10,131,959
Contributions	1,788,535	1,017	1,789,552
In-kind contributions	294,562	-	294,562
Registration fees	10,308,579	-	10,308,579
Programs	7,524,274	-	7,524,274
Investment income	72,298	-	72,298
Other income	5,908	-	5,908
Net assets released from donor restrictions	15,578	(15,578)	-
Total revenue, gains and other support	30,141,693	(14,561)	30,127,132
Expenses:			
Program services	21,563,907	-	21,563,907
Supporting services:			
Management and general	4,211,835	-	4,211,835
Fund development	849,499	-	849,499
Total expenses	26,625,241	-	26,625,241
Change in net assets	3,516,452	(14,561)	3,501,891
Net assets, beginning of year	5,845,138	250,252	6,095,390
Net assets, end of year	$ 9,361,590	$ 235,691	$ 9,597,281

ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2018

	Program Services	Supporting Services: Management and General	Supporting Services: Fund Development	Total
Event direct costs	$ 9,770,593	$ 122,504	$ -	$ 9,893,097
Leased employees and related benefits	7,472,882	2,512,882	395,747	10,381,511
Professional services	1,872,630	2,287,517	10,240	4,170,387
Grants	1,959,942	720	-	1,960,662
Travel	1,529,322	303,275	5,815	1,838,412
Office expenses	657,701	286,553	8,341	952,595
Advertising and promotions	705,325	74,325	-	779,650
Rent	81,820	95,447	-	177,267
Insurance	128,236	16,162	-	144,398
Depreciation	30,218	15,947	-	46,165
Currency exchange loss (gain)	(8,556)	54,573	-	46,017
Total	$ 24,200,113	$ 5,769,905	$ 420,143	$ 30,390,161

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

Anita Borg Institute for Women & Technology and Affiliate

Consolidated Statement of Functional Expenses

For the year ended December 31, 2017

	Program Services	Supporting Services: Management and General	Supporting Services: Fund Development	Total
Event direct costs	$ 8,249,258	$ 15,677	$ 11,688	$ 8,276,623
Leased employees and related benefits	6,656,945	2,647,871	388,354	9,693,170
Professional services	2,687,001	922,386	261,028	3,870,415
Grants	1,721,503	3,000	300	1,724,803
Travel	684,574	183,696	64,880	933,150
Office expenses	575,369	142,397	47,455	765,221
Advertising and promotion	891,108	164,941	57,406	1,113,455
Rent	23,123	106,000	8,185	137,308
Insurance	76,188	6,535	2,473	85,196
Depreciation	22,289	19,332	7,730	49,351
Currency exchange loss (gain)	(23,451)	-	-	(23,451)
Total	$ 21,563,907	$ 4,211,835	$ 849,499	$ 26,625,241

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

ANITA BORG INSTITUTE FOR WOMEN & TECHNOLOGY AND AFFILIATE

CONSOLIDATED STATEMENTS OF CASH FLOWS

For the years ended December 31, 2018 and 2017

	2018	2017
Cash flows from operating activities:		
Change in net assets:	$ 5,785,133	$ 3,501,891
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Net realized and unrealized loss (gain) from changes in fair value of beneficial interest in assets	64,466	(40,030)
Depreciation	46,165	49,351
Increase in restricted cash	197,912	3,444
(Increase) decrease in assets:		
Contributions and accounts receivable	1,603,956	(886,267)
Prepaid expenses	(133,581)	23,217
Increase (decrease) in liabilities:		
Accounts payable	(105,049)	(1,694,730)
Accrued expenses	(106,479)	524,110
Deferred revenue	192,277	370,237
Net cash provided by operating activities	7,544,800	1,851,223
Cash flow from investing activities:		
Purchase of property and equipment	(81,016)	(14,853)
Proceeds from sales of beneficial interest in assets	-	1,500,000
Purchase of beneficial interest in assets	(4,448,151)	(8,535,582)
Net cash used in investing activities	(4,529,167)	(7,050,435)
Net increase (decrease) in cash and cash equivalents	3,015,633	(5,199,212)
Cash and cash equivalents, beginning of the year	1,196,907	6,396,119
Cash and cash equivalents, end of the year	$ 4,212,540	$ 1,196,907

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

1. Organization

Anita Borg Institute for Women & Technology ("ABI USA") was founded in 1997 and is a nonprofit organization that provides platforms designed to ensure women's voices, ideas, and spirits will result in higher levels of technical innovation. On December 3, 2014, Anita Borg Institute for Women and Technology India ("ABI India") was incorporated under the government of India and is consolidated with ABI USA (collectively, the "Organization"). The Organization delivers programs that are changing the world for women and for technology. The participants in the Organization's programs are an unusual mix of academic and industry professionals, and include many of the technology thought leaders of today. The Organization's impact is significant on the lives and careers of women who work in the technology field and are affected by technology. The Organization's mission is to increase the impact of women on all aspects of technology, and to increase the positive impact of technology on the lives of the world's women.

The Organization works with academia to develop programs that change the way in which technology is taught, and with industry to develop programs that change product/technology development. These programs are designed to help industry, academia, and government recruit, retain, and develop women technology leaders. The Organization provides events, awards, and coverage that celebrates the women who change the face of technology and increase their visibility with others.

Sources of revenue include contributions, qualified event sponsorships, registration and application fees, and grants from corporations, foundations, individuals, and government agencies.

The Organization fulfills their mission through their major output, the Grace Hopper Conference event, and related, the beneficiaries and members can receive other minor program services. The Organization considers the conferences and all other minor services provided as one program service.

2. Summary of Significant Accounting Policies

Principles of Consolidation

The consolidated financial statements include the accounts of ABI USA and ABI India (collectively, the "Organization"). ABI India was consolidated based on the management control and oversight for operations by ABI USA. The oversight and control includes the operating manager of ABI India who reports to the management team of ABI USA. All significant intercompany transactions and balances have been eliminated.

Basis of Presentation

The consolidated financial statements of the Organization have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

For financial statement purposes, all financial transactions are reported by class of net assets as prescribed for not-for-profit organizations by the Financial Accounting Standards Board ("FASB"). The following is a description of the classes of net assets included in the consolidated financial statements.

Net Assets without Donor Restrictions: Net assets without donor restrictions represent resources available to support the Organization's operations, including previously restricted donor net assets that became available for use by the Organization in accordance with the intentions of donors.

Continued

2. Summary of Significant Accounting Policies, continued

Basis of Presentation, continued

Net Assets with Donor Restrictions: Net assets subject to donor or grantor imposed restrictions. The Organization receives contributions, at times, that fall within this net asset category. These net assets have either time or purpose restrictions that are stipulated by the donor. When a restriction expires (that is, when a purpose restriction is accomplished or a time restriction is met), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported as net assets released from restrictions in the consolidated statement of activities and change in net assets.

Use of Estimates

The preparation of consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents

The Organization considers all highly liquid investments with an original maturity of three months or less and certificates of deposit with no early withdrawal penalty to be cash equivalents.

Restricted Cash

Restricted cash represents contributions received that are restricted for the Systers-Pass-It-On program.

Fair Value of Beneficial Interest in Assets

The Organization invests in diversified investment pools offered by Silicon Valley Community Foundation (the "Community Foundation"). The Community Foundation has the Organization's investment account under its management. However, the Organization signed a revocable agreement with the Community Foundation, which does not grant variance power and allows the Organization to ask for their funds at any time. The Organization's share of the pools is recorded as beneficial interest in assets. The beneficial interest in assets is stated at fair value. The fair value is based on the net asset value of the pooled assets and the Organization's ownership interest in the pools. Net asset values are evaluated by the Organization to determine if the values of these investments should be adjusted. Factors considered may include but are not limited to estimates of liquidation value prices of recent transactions in the same or similar funds, current performance, future expectations of the particular investment and changes in market outlook and the financing environment. Valuations are reviewed at least annually using a variety of qualitative factors to subjectively determine the most appropriate valuation methodologies.

Continued

2. Summary of Significant Accounting Policies, continued

Restricted Beneficial Interest in Assets

Restricted beneficial interest in assets represents funds that are restricted for the Thelma Estrin Endowment and the Telle Whitney Fund.

As of December 31, 2018, the Organization had donor restricted funds of $155,762 for the Telle Whitney Fund. The Telle Whitney Fund was established in 2017 and funded in 2018 to honor Telle Whitney's contributions to the Organization and to raise additional funding for strategic initiatives that will serve as an investment in the Organization's future. This flexible funding will give the Chief Executive Officer full discretion in providing timely support and investment where it is needed most, with a focus on high-priority initiatives that position the Organization for the future.

Equipment, Net

Equipment is carried at cost or, if donated, at the approximate fair value at the time of donation. Depreciation expense is based on the straight-line method over the estimated useful lives of the assets, currently three years for computer and related equipment. Expenditures for equipment in excess of $1,000 are capitalized. Maintenance and repairs are expensed when incurred.

Donated Services, Goods, and Facilities

Professional services donated by officers, directors, and other professionals are recorded at their estimated fair value as increases in revenues and increases in program or management services, as applicable. Donated materials are recorded at their estimated fair value as increases in revenues and increases in related expenses. Donated property, facilities, and other noncash donations are included as contributions at their estimated fair value as of the dates they are received.

Revenue Recognition

Contributions are recognized as revenue when they are received or unconditionally promised. Sponsorships are offered at different levels and classes for conferences and revenue is recognized when received if it is in the same year as the event. Similarly, program-related registration fees are collected for attendance for events and revenue is recognized in the same year as the event. Other income is recognized as revenue when it is earned. Deferred revenue consists of sponsorships and registration fees received for conferences or events to be held in the next year and is required to be refunded if the conference or event is cancelled. Also included in deferred revenue is the unrecognized portion of partnership income, a program-related revenue, that is recognized ratably over the 12-month term of the partnership agreement. As of December 31, 2018 and 2017, the Organization had not received conditional promises to give.

The Organization provides an allowance for doubtful accounts for contributions receivable that are determined to be uncollectible. The methodology for determining the allowance is based on prior years' experience and management's analysis. As of December 31, 2018 and 2017, an allowance for uncollectible contributions was not deemed necessary.

Continued

2. Summary of Significant Accounting Policies, continued

Functional Allocation of Expenses

The costs of providing the Organization's program and other activities have been summarized on a functional basis in the statement of functional expenses. The statement of functional expenses present natural classification detail of expenses by function. The major functional expense classifications are program services and supporting services. Program services include expenses that are directly related to providing services related to the careers of women who work in the technology field and direct supervision of program activities. Supporting services are all activities of the Organization other than program services. Supporting services consist of management and general, and fund development activities. Management and general includes expenses for general oversight and management of the Organization, recordkeeping, and budgeting. Fund development activities include conducting fundraising events, preparing and distributing fundraising materials, and solicitation of contributions from individuals and corporations.

Expenses are allocated directly to program services if they can be specifically identified with a program. Certain categories of expenses are attributable to more than one program or supporting function and are allocated on a reasonable basis that is consistently applied. Salaries, payroll taxes, benefits and workers' compensation insurance for organizational support groups such as Marketing, Information Technology, executive management, and related administrative support are allocated on the basis of estimates of time and effort.

Income Taxes

ABI USA is a not-for-profit organization that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and under Section 23701d of the California Revenue and Taxation Code. However, income from activities not related to its tax-exempt purpose may be subject to taxation as unrelated business income. ABI India is a not-for-profit organization registered under the Companies Act 2013, for promoting objects specified in clause (a) of sub – section (1) of Section 8 of the said Act.

U.S. GAAP requires the Organization to evaluate tax positions taken by the Organization and recognize a tax liability if the Organization has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable tax authority. The Organization has reviewed its tax positions for all open tax years and believes that it has appropriate support for the tax positions taken. Therefore, no liability has been recorded.

Concentration of Credit Risk

The Organization maintains its cash in bank accounts, which at times, may exceed federally insured limits. The deposits at the financial institution bear the credit risk associated with the institution. The Organization has not experienced any losses in such accounts. Management believes that the Organization is not exposed to any significant credit risk related to concentrations. The maximum loss on the investments would be the carrying amount in the financial statements, less amounts insured by the Securities Investor Protection Corporation ("SIPC"). As of December 31, 2018, the Organization held investments in excess of the SIPC insurance limits.

Continued

2. Summary of Significant Accounting Policies, continued

Concentrations

The Organization had a rebate receivable that accounts for 52% and 30% of the contributions and accounts receivable balance as of December 31, 2018 and 2017, respectively. The Organization had two additional contributors make up 14% and 11% of contributions and accounts receivable as of December 31, 2017.

Reclassification

Certain reclassification have been made to the prior year's consolidated balance sheet and statement of cash flows in order to conform to the current year presentation.

Change in Accounting Principles

During the year ended December 31, 2018, the Organization adopted the requirements of the FASB Accounting Standards Update ("ASU") No. 2016-14, *Not-for-Profit Entities* (Topic 958): *Presentation of Financial Statements of Not-for-Profit Entities* ("ASU 2016-14"), required for annual reporting periods beginning after December 15, 2017. This update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provide about expenses and investment return between not-for-profit entities. A key change required by ASU 2016-14 are the net asset classes used in these financial statements. Amounts previously reported as unrestricted net assets is now reported as net assets without donor restrictions and amounts previously reported as temporarily restricted net assets and permanently restricted net assets are now reported as net assets with donor restrictions. A footnote on liquidity and functional expenses has also been added. The Organization applied the new guidance retrospectively, with the exception of the liquidity and availability footnote, which is only required to be included in the first year of adoption.

A recap of the net asset reclassification driven by the adoption of ASU 2016-14 as of December 31, 2017 is as follows:

	ASU 2016-14 Classification		
Net Assets Classifications	Without Donor Restrictions	With Donor Restrictions	Total Net Assets
As previously presented:			
Unrestricted	$ 9,361,590	$ -	$ 9,361,590
Temporarily restricted	-	27,691	27,691
Permanently restricted	-	208,000	208,000
Net assets as previously presented	$ 9,361,590	$ 235,691	$ 9,597,281

2. Summary of Significant Accounting Policies, continued

Recent Account Pronouncements

In May 2014, as part of its ongoing efforts to assist in the convergence of U.S. GAAP and International Financial Reporting Standards ("IFRS"), the FASB issued ASU 2014-09, *Revenue from Contracts with Customers*. This standard affects all entities and industries for contracts with customers to transfer goods or services. The new standard eliminates current revenue recognition guidance and industry standards and replaces it with a principles-based 5-step framework. Revenue recognition will be focused on when promised goods or services are transferred to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods and services. Contracts with multiple elements will need to break out the separate revenue streams. The ASU provides alternative methods of initial adoption and will become effective for nonpublic companies for annual periods beginning after December 15, 2018.

The FASB has issued several updates to the standard which 1) defer the original effective date from January 1, 2018 to January 1, 2019, while allowing for early adoption as of January 1, 2018 (ASU 2015-14); 2) clarify the application of the principal versus agent guidance (ASU 2016-08); and 3) clarify the guidance on inconsequential and perfunctory promises and licensing (ASU 2016-10). Currently, the Organization is evaluating the impact of adopting this new guidance on its consolidated financial statements.

In February 2016, the FASB issued ASU 2016-02, *Leases*, which, along with subsequent amendments, modified lessee accounting guidance under Topic 840. This ASU requires the Organization to recognize on the balance sheet the assets and liabilities for the rights and obligations created by leases with terms of more than twelve months. This ASU also requires disclosures enabling the users of consolidated financial statements to understand the amount, timing and uncertainty of cash flows arising from leases. This new standard will become effective for annual periods beginning after December 15, 2019. The Organization is currently evaluating the impact of adopting this new guidance on its consolidated financial statements.

In November 2016, the FASB issued ASU 2016-18, *Statement of Cash Flows: Restricted Cash* (Topic 230). The amendment address diversity in practice that exists in the classification and presentation of changes in restricted cash on the statement of cash flows. The amendment requires that a statement of cash flow explain the change during the period in the total of cash, cash equivalents, and amounts generally described as restricted cash or restricted cash equivalents. As a result, amounts generally described as restricted cash and restricted cash equivalents should be included with cash and cash equivalents when reconciling the beginning-of-period and end-of-period total amounts shown on the statement of cash flows. The amendment is effective for fiscal years beginning after December 15, 2018, and interim periods within fiscal years beginning after December 15, 2019. Early adoption is permitted and the amendment should be applied using a retrospective transition method to each period presented. Currently, the Organization is evaluating the impact of adopting this new guidance on its consolidated financial statements.

Continued

2. Summary of Significant Accounting Policies, continued

Recent Account Pronouncements, continued

In June 2018, the FASB issued ASU 2018-08, *Not-for-Profit Entities* (Topic 958): *Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made.* The accounting for contributions has been modified to clarify distinguishing whether grants or contracts should be accounted for as non-reciprocal contributions, or as exchange transactions that follow revenue recognition accounting. For exchange transactions, the standard clarifies when each party directly receives commensurate value in the transaction, and how to deal with third party payers to a transaction. Additionally, the criteria for determining whether a contribution is conditional have been changed from a probability-based approach to one focused on barriers in an arrangement. For nonpublic entities, the ASU is effective for annual reporting periods beginning after December 15, 2018 for contributions received, and after December 15, 2019 for contributions made with early adoption permitted. Currently, the Organization is evaluating the impact of the adoption on its consolidated financial statements.

In August 2018, The FASB issued ASU 2018-13, *Fair Value Measurement* (Topic 820): *Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Measurement.* The amendment changes the disclosure requirements on fair value measurements by the removal, addition and modification of current requirements. The amendment has changes in unrealized gains and losses, the range and weighted average of significant unobservable inputs used to develop Level 3 fair value measurements, and the narrative description of measurement uncertainty. For all entities, amendments are effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. Early adoption is permitted. An entity is permitted to early adopt any removed or modified disclosures upon issuance of ASU No. 2018-13 and delay adoption of the additional disclosures until their effective date. Currently, the Organization is evaluating the impact of adopting this new guidance on its consolidated financial statements.

3. Liquidity and Availability

The Organization regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. The Organization has various sources of liquidity at its disposal, including cash and cash equivalents, contributions and accounts receivable, beneficial interest in assets, and a line of credit.

For purposes of analyzing resources available to meet general expenditures over a twelve-month period, the Organization considers all expenditures related to its ongoing activities. As of December 31, 2018, the Organization has financial assets available to meet cash needs for general expenditures within one year as follows:

Cash and cash equivalents	$ 4,212,540
Contributions and accounts receivable	1,858,543
Beneficial interest in assets	11,094,033
Total financial assets available within one year	17,165,116
Line of credit	500,000
Total available funds	$ 17,665,116

Continued

4. Fair Value Disclosures

Fair value is defined as 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. A framework for measuring fair value prioritizes the use of observable market-based inputs over the use of unobservable inputs when measuring fair value. An investment's categorization is based on the lowest level of input that is significant to the fair value of measurement.

The three-level hierarchy for fair value measurements is defined as follows:

Level 1 – Quoted market prices (observable inputs) in active markets for identical assets or liabilities that the entity has the ability to access at the measurement date. Example: listed securities.

Level 2 – Observable inputs other than quoted prices included in Level 1 for the asset or liability, either directly or indirectly. Fair value is determined through the use of models or other valuation methodologies. Example: thinly traded securities.

Level 3 – Unobservable inputs for the asset or liability that are not corroborated by market data, and reflect the entity's assumptions for pricing the asset or liability. Example: private equity funds.

The Organization's beneficial interest in assets represents its investment in diversified investment pools offered by the Community Foundation. The pools consist of various investments including, but not limited to, cash, public and private equities, global bonds, real assets, and hedge funds. Investments are exposed to various risks such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investments, it is reasonably possible that changes in value of investment securities will occur in the near term and such changes could materially affect the Organization's accounts balance and the amounts reported in the consolidated statements of financial position.

The Organization's beneficial interest in assets is held in Investment Pools which each have their own allocation guidelines. The Community Fund has the following guidelines for each of their Investment Pools:

Long-Term Growth - For funds seeking maximum growth. Appropriate for funds distributing less than 7% annually or that portion of a fund that can tolerate volatility and will remain invested for at least seven years to realize growth opportunities.

Social Impact - For funds seeking maximum growth from companies with strong financial and social records. Appropriate for that portion of a fund that can tolerate volatility and will remain invested for at least seven years to realize growth.

Balanced - For funds seeking more moderate levels of growth and risk. Appropriate for funds distributing over 7% annually or that portion of a fund that will remain invested for at least three years to realize return objectives.

Short-Term - For funds seeking above money market returns and can tolerate some volatility. Appropriate for funds or that portion of a fund to be distributed in one to two years.

Capital Preservation - For funds seeking stability, or the portion of a fund to be distributed within one year.

Continued

4. Fair Value Disclosures, continued

The Organization holds their beneficial interest in assets without donor restrictions in the following pools: Balanced 5%, Capital Preservation 50%, Long-Term Growth 5% and Short-Term 40%. The Organization holds 100% of their beneficial interest in assets in the Capital Preservation pool for both the Endowment and Telle Whitney Fund.

Valuation Process

Finance and investment staff determine fair value measurement policies and procedures for assets and liabilities under the supervision of the Board of Trustees. The Organization establishes fair value measurement policies and procedures for assets and liabilities. Valuation methodologies are consistent with the market, income, and cost approaches. Unobservable inputs used in fair value measurements are evaluated and adjusted on an annual basis, or as necessary based on current market conditions and other third-party information. In determining the reasonableness of the methodology, the Organization evaluates a variety of factors, including a review of existing agreements, economic conditions, industry, and market developments.

The valuation of the beneficial interest in assets is determined based on the value of the pooled assets and the Organization's ownership interest in the pools. Management reviews information about the pools on a quarterly basis and evaluates its appropriate percentage to the overall investment portfolio. The Community Foundation estimates the fair value of investments by obtaining pricing and valuations using prices from their custodian bank and its pricing vendors, quarterly and audited financial statements from managers of private equity and hedge funds, and thorough initial and ongoing due diligence and monitoring by its investment consultant, staff and investment committee. The Organization's policy is to recognize transfer in and transfers out at the beginning of the period in which the event or change in circumstances occurred.

The following tables summarize the balances of the Organization's assets in the consolidated statements of financial position as of December 31:

	As of December 31, 2018			
	Level 1	Level 2	Level 3	Total
Beneficial interest in assets:				
Without donor restrictions	$ -	$ -	$ 11,094,033	$ 11,094,033
With donor restrictions for endowment	-	-	209,502	209,502
With donor restrictions for the Telle Whitney Fund	-	-	155,762	155,762
Total	$ -	$ -	$ 11,459,297	$ 11,459,297

	As of December 31, 2017			
	Level 1	Level 2	Level 3	Total
Beneficial interest in assets:				
Without donor restrictions	$ -	$ -	$ 7,075,612	$ 7,075,612
Total	$ -	$ -	$ 7,075,612	$ 7,075,612

Continued

4. Fair Value Disclosures, continued

Valuation Process, continued

While the Organization believes its valuation methods are appropriate and consistent with those used by other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date. These estimated values may differ significantly from the values that would have been used had a readily available market for such investments existed, or had such investments been liquidated, and these differences could be material to the consolidated financial statements.

Investment income from these investments for the years ended December 31, 2018 and 2017 is summarized as follows:

Beginning balance as of January 1, 2017	$ -
Purchases	7,004,289
Investment income:	
Interest and dividends	59,588
Realized gains (losses) - net	58,566
Unrealized gains (losses) - net	(18,536)
Expense	(28,295)
Total investment income	71,323
Balance as of December 31, 2017	7,075,612
Purchases	4,363,486
Investment income:	
Interest and dividends	143,407
Realized gains (losses) - net	27,678
Unrealized gains (losses) - net	(92,144)
Expense	(58,742)
Total investment income	20,199
Ending balance as of December 31, 2018	$ 11,459,297

5. Equipment, Net

The Organization's equipment, net is comprised of the following as of December 31:

	2018	2017
Computer and related equipment	$ 373,950	$ 292,934
Less: accumulated depreciation	(284,924)	(238,759)
Total	$ 89,026	$ 54,175

Depreciation expense for the years ended December 31, 2018 and 2017 was $46,165 and $49,351, respectively.

Continued

6. Line of Credit

The Organization has a loan agreement with a bank for a revolving line of credit with an authorized limit of $500,000. The outstanding principal bears interest at the prime rate plus 0% points per annum rounded upward to the nearest one-eighth of one percentage point or 0.125% (5.50% as of December 31, 2018). The line of credit is evidenced by a Borrower's Amended and Restated Promissory Noted dated February 13, 2017. A Renewal Agreement was executed for the same terms and conditions with a maturity date of March 3, 2020. The line of credit is secured by the Organization's bank accounts, equipment, and accounts receivable. There was no outstanding balance on the line of credit as of December 31, 2018 and 2017, respectively.

There was no interest relating to the above loan for the years ended December 31, 2018 and 2017.

7. Endowment

The Organization's endowment consists of one individual fund established for scholarships to the Grace Hopper Celebration of Women in Computing Conference. The net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The Organization has interpreted the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. For accounting and reporting purposes, the Organization classifies as net assets with restrictions (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) the permanent endowment made in accordance with the direction of the applicable donor gift instrument. Also included in net assets with donor restrictions is accumulated appreciation on donor restricted endowment funds, which are available for expenditure by the Organization in a manner consistent with the standards of prudence, prescribed by UPMIFA.

The Organization currently holds the endowment funds with a beneficial interest account until it is able to establish investment and spending policies for the endowment assets. From time-to-time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Organization to retain as funds of perpetual duration. When donor endowment deficits exist, they are classified as a reduction of net assets with restrictions. There were no such deficiencies as of December 31, 2018 or 2017.

As of December 31, 2018 and 2017, the balance in donor restricted endowment funds was $208,000.

Changes in endowment net assets is as follows for the years ended December 31:

	2018		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	$ 486	$ 208,000	$ 208,486
Investment return, net	1,016	-	1,016
Endowment net assets, end of year	$ 1,502	$ 208,000	$ 209,502

Continued

7. Endowment, continued

	2017		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	$ -	$ 208,000	$ 208,000
Investment return, net	486	-	486
Endowment net assets, end of year	$ 486	$ 208,000	$ 208,486

8. Net Assets with Donor Restrictions

A restriction on the Organization use of the assets contributed results either from a donor's explicit stipulation or from circumstances surrounding the receipt of the contribution that make clear the donor's implicit restriction on use.

Net assets with donor restrictions consisted of the following as of December 31:

	2018	2017
Thelma Estrin Endowment	$ 208,000	$ 208,000
Telle Whitney Fund	155,762	-
Systers-Pass-It-On	38,123	27,691
Total	$ 401,885	$ 235,691

Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose or by circumstances surrounding the receipt of the contribution that make clear the donor's implicit restriction on use as of December 31, 2018 and 2017 comprise the following:

	2018	2017
Purpose restrictions accomplished:		
Systers Pass-It-On	$ 10,085	$ 15,578

9. Commitments and Contingencies

Hotel Commitments

The Organization regularly enters into agreements with hotels and convention centers for future Grace Hopper Celebration events. Contracts are signed up to five years in advance in order to secure facilities and housing for future conferences. These contracts impose cancellation fees that create a potential future liability for the Organization in the event of an unexcused cancellation. The Organization believes a loss from cancellation fees is more than remote but less than reasonably possible. As of December 31, 2018, the Organization estimates the potential loss for event cancellation fees as follows:

Year Ending December 31:	Hotel Cancellation Fee	Convention Center Cancellation Fees	Total
2019	$ 2,116,480	$ 926,230	$ 3,042,710
2020	1,459,132	926,230	2,385,362
2021	1,600,378	250,000	1,850,378
2022	754,724	493,358	1,248,082
2023	779,114	519,338	1,298,452
	$ 6,709,828	$ 3,115,156	$ 9,824,984

Litigation

The Company is engaged in other various legal actions arising in the ordinary course of business and it is the opinion of management that the ultimate resolutions will not have a material effect on its consolidated financial position or results of operations.

10. In-Kind Contributions

The Organization received the following in-kind contributions during the years ended December 31:

	2018	2017
Free use of facilities (rent)	$ 125,001	$ 112,250
Donated services	109,233	182,312
Total	$ 234,234	$ 294,562

11. Related Parties

The Organization's Board members participate in fundraising and other events, as well as make contributions. For the years ended December 31, 2018 and 2017, contributions from Board members was $46,160 and $114,455, respectively. The Organization has a policy that requires all Board members to read and sign a conflict of interest policy annually.

Continued

12. Bonus Plan

The Organization has a bonus plan (the "Plan") to recognize the contributions that certain employees make to the Organization by way of their judgment, initiative and efforts, all of which contribute to the continued success of the Organization. Participation in the Plan is in the sole discretion of the Board and shall be determined on an award period by award period basis. Each actual award shall be paid solely from the general assets of the Organization. The Organization, by action of the Board, in its sole discretion, may amend or terminate the Plan, or any part thereof, at any time and for any reason. The amendment, suspension, or termination of the Plan shall not, without the consent of the participant, alter or impair any rights or obligations under any actual award theretofore earned by such participant. No award may be granted during any period of suspension or after termination of the Plan. Amounts earned under the bonus plan for the years ended December 31, 2018 and 2017 were $852,091 and $1,145,619, respectively, of which $428,745 and $831,725, respectively, was reflected in accrued expenses on the consolidated statements of financial position.

13. Retirement Plans

The Organization participates in the Anita Borg 403(b) Plan (the "Retirement Plan"), which is a retirement income account plan as defined in Section 403(b)(9) of the Code, and created in 2017. The Retirement Plan is a not-for-profit, tax-deferred, defined contribution plan organized and operated for the purpose of providing retirement benefits for employees of the Organization. Participation is available to all eligible employees who have completed 500 hours of service beginning with their date of hire, and are at least 21 years of age. As a defined contribution plan, the Retirement Plan has no unfunded benefit obligations.

In accordance with the Retirement Plan, contributions are a percentage of the participating employees' salaries. The Organization provides a matching contribution and may, at its discretion, elect to make an additional year-end contribution to the Retirement Plan on behalf of the participants. The Organization's contributions for the years ended December 31, 2018 and 2017 were $297,454 and $236,166, respectively.

14. Subsequent Events

On April 11, 2019, the Organization entered into a 10-year lease agreement with a term beginning May 1, 2019 for office space in Belmont, California, for the new headquarters of the Organization. The Organization will early adopt ASU 2016-02, *Leases*, based on the FASB's guidelines, and is in the process of evaluating the impact of the guidance on its December 31, 2019 consolidated financial statements.

In July 2019, the Chief Executive Officer of ABI India resigned. ABI USA is in the process of consulting with its legal counsel on the impact of the resignation to India's operations.

The Organization evaluated subsequent events for recognition and disclosure through July 22, 2019, the date which these consolidated financial statements were available to be issued. Management concluded that other than above, no material subsequent events have occurred since December 31, 2018 that require recognition or disclosure in these consolidated financial statements.