Anita Borg Institute for Women and Technology

Audited Financial Statements

December 31, 2019

BPM

ANITA BORG INSTITUTE FOR WOMEN AND TECHNOLOGY

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BPM

10 Almaden Boulevard, Suite 1000, San Jose, CA 95113

Phone (408) 961-6300 **Fax** (408) 961-6324 **Email** bpm@bpmcpa.com **Web** bpmcpa.com

INDEPENDENT AUDITORS' REPORT

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

We have audited the accompanying financial statements of Anita Borg Institute for Women and Technology (the "Organization"), which comprise the statement of financial position as of December 31, 2019, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these 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 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 financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the 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 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 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 financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2019, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Correction of an Error
As discussed in Note 16 to the financial statements, certain balances pertaining to the year ended December 31, 2018 were restated to correct an error in consolidating the activity of Anita Borg Institute for Woman and Technology India due to lack of control or interest requiring consolidation. Our opinion is not modified with respect to that matter.

Change in Accounting Principle

As described in Note 2 to the financial statements, during the year ended December 31, 2019, the Organization adopted the requirements to the Financial Accounting Standards Board's ("FASB") Accounts Standards Update ("ASU") ASU 2014-09, *Revenue from Contracts with Customers* (Topic 606), ASU 2016-18, *Statement of Cash Flows: Restricted Cash* (Topic 230), and ASU 2018-08, *Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made* (Topic 958). Our opinion is not modified with respect to these matters.

BPM LLP

San Jose, California
July 16, 2020

Anita Borg Institute for Women and Technology

Statement of Financial Position

As of December 31, 2019

Assets

Current assets:		
Cash and cash equivalents	$	4,416,855
Restricted cash		37,640
Accounts receivable, net		2,411,478
Investments		9,006,272
Restricted investments		375,025
Beneficial interest in assets		2,500,027
Prepaid expenses and other current assets		1,140,480
Total current assets		19,887,777
Leasehold improvements, net		457,777
Equipment, net		127,453
Total assets	$	20,473,007

Liabilities and Net Assets

Current liabilities:		
Accounts payable	$	1,266,043
Accrued expenses		1,226,393
Deferred revenue		587,571
Deferred rent		726,773
Total current liabilities		3,806,780
Commitment and contingencies (Note 11)		
Net assets:		
Without donor restriction		16,103,562
With donor restriction		562,665
Total net assets		16,666,227
Total liabilities and net assets	$	20,473,007

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

Anita Borg Institute for Women and Technology

Statement of Activities

For the year ended December 31, 2019

	Without Donor Restrictions	With Donor Restrictions	Total
Support, revenue and gains:			
Public support:			
Sponsorships	$ 14,420,605	$ -	$ 14,420,605
Contributions	1,454,128	163,029	1,617,157
In-kind contributions	244,855	-	244,855
Donated sponsorships	2,146,548	-	2,146,548
Registration fees	17,354,625	-	17,354,625
Programs	9,714,603	-	9,714,603
Investment income, net	402,027	-	402,027
Other income	208,080	-	208,080
Net assets released from donor restrictions	2,249	(2,249)	-
Total support, revenue and gains	45,947,720	160,780	46,108,500
Expenses:			
Program services:			
Grace Hopper Conference	20,272,392	-	20,272,392
Other events	13,667,741	-	13,667,741
Support services:			
Management and general	9,070,409	-	9,070,409
Fund development	679,355	-	679,355
Total expenses	43,689,897	-	43,689,897
Change in net assets	2,257,823	160,780	2,418,603
Net assets, beginning of year, as previosuly stated	14,980,529	401,885	15,382,414
Prior period adjustment - correction of an error (Note 16)	(1,134,790)	-	(1,134,790)
Net assets, beginning of year, as restated	13,845,739	401,885	14,247,624
Net assets, end of year	$ 16,103,562	$ 562,665	$ 16,666,227

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

ANITA BORG INSTITUTE FOR WOMEN AND TECHNOLOGY

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2019

	Program Services			Supporting Services			
	Grace Hopper Conference	Other Events	Total	Management and General	Fund Development	Total	Total
Event direct costs	$ 13,886,308	$ 4,154,355	$ 18,040,663	$ 166,160	$ 3,872	$ 170,032	$ 18,210,695
Employees and related benefits	3,474,908	5,098,919	8,573,827	4,568,045	423,023	4,991,068	13,564,895
Professional services	648,071	1,104,313	1,752,384	2,655,418	174,431	2,829,849	4,582,233
Grants	355,456	1,685,532	2,040,988	-	-	-	2,040,988
Travel	574,886	1,002,587	1,577,473	483,749	17,460	501,209	2,078,682
Office expenses	521,314	168,506	689,820	628,560	60,569	689,129	1,378,949
Advertising and promotion	464,965	295,213	760,178	48,053	-	48,053	808,231
Rent	195,682	145,735	341,417	465,199	-	465,199	806,616
Insurance	135,485	1,168	136,653	15,104	-	15,104	151,757
Depreciation and amortization	15,317	9,718	25,035	31,862	-	31,862	56,897
Currency exchange loss	-	1,695	1,695	8,259	-	8,259	9,954
Total	$ 20,272,392	$ 13,667,741	$ 33,940,133	$ 9,070,409	$ 679,355	$ 9,749,764	$ 43,689,897

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

ANITA BORG INSTITUTE FOR WOMEN AND TECHNOLOGY

STATEMENT OF CASH FLOWS

For the year ended December 31, 2019

Cash flows from operating activities:	
Change in net assets:	$ 2,418,603
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Net realized and unrealized gain from changes in fair value of investments and beneficial interest in assets	(266,405)
Depreciation and amortization	56,897
Increase in assets:	
Accounts receivable	(518,991)
Prepaid expenses and other assets	(930,347)
Increase (decrease) in liabilities:	
Accounts payable	989,043
Accrued expenses	380,448
Deferred revenue	(557,311)
Deferred rent	726,773
Net cash provided by operating activities	2,298,710
Cash flow from investing activities:	
Purchase of property and equipment	(553,101)
Purchase of investments	(155,622)
Net cash used in investing activities	(708,723)
Net increase in cash, cash equivalents and restricted cash	1,589,987
Cash, cash equivalents and restricted cash, beginning of the year, restated (Note 16)	2,864,508
Cash, cash equivalents and restricted cash, end of the year	$ 4,454,495
Summary of cash, cash equivalents, and restricted cash:	
Cash and cash equivalents	$ 4,416,855
Restricted cash	37,640
	$ 4,454,495
Supplemental noncash activities in cash flows:	
Transfer of beneficial interests to investments	$ 9,378,149

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

1. Organization

Anita Borg Institute for Women and Technology ("ABI" or the "Organization") 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.

The Organization delivers programs that are changing the world for women and for technology. The participants in the programs are an unusual mix of academic and industry professionals, and include many of the technology thought leaders of today. The 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.

The Organization fulfills its mission through hosting and delivering the Grace Hopper Conference US ("GHC") and the Grace Hopper Conference India ("GHCI") events, and through hosting and supporting other program services. Sources of revenue include contributions, qualified event sponsorships, registration and application fees, and grants from corporations, foundations, individuals, and government agencies.

The Organization had a previous relationship with Anita Borg Institute for Women and Technology India ("ABI India") to hold conferences in India. This relationship was terminated during the current year. The Organization continued to host the GHC event in India through a service agreement with an Indian non-governmental organization ("NGO"), an Indian non-profit organization, and the Charities Aid Foundation India ("CAF"). The agreement with CAF was executed on September 9, 2019 and expires December 31, 2020. Under the terms of the agreement, all revenue from GHCI in 2019 paid in Indian rupees would be received by CAF to pay the expenses for the event. All funds received shall be reported as income to and assets of CAF India in CAF India's financial statements and tax returns. Before the expiration of the agreement, the Organization may provide thirty days' written notice to CAF to transfer the residual funds from the GHCI 2019 event to another NGO that has a charitable purpose or social cause compatible with the Organization's. The GHCI 2019 revenue received by CAF is reported in the Organization's Statement of Activities as donated sponsorships, and a corresponding amount is included in other event direct costs (Program Services - Other) in the Statement of Functional Expenses.

2. Summary of Significant Accounting Policies

Basis of Presentation

The 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 financial statements.

Continued

2. Summary of Significant Accounting Policies, continued

Basis of Presentation, continued

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.

Net Assets with Donor Restrictions: Net assets with donor restrictions are those assets that have donor or grantor imposed restrictions that have not been satisfied as of the date of the financial statements. 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 statement of activities and change in net assets. If the restriction is fulfilled in the same fiscal year in which the contribution is received, the Organization classifies the asset as without donor restriction.

Use of Estimates

The preparation of 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 financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

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, 2019, the Organization held investments in excess of the SIPC insurance limits.

Cash, Cash Equivalents and Restricted Cash

For purposes of the statement of financial position and the statement of cash flows, cash and cash equivalents consist of cash and other highly liquid resources, such as investments in certificates of deposit and money market funds, with an original maturity of three months or less when purchased. Restricted cash represents contributions received that are restricted for the Systers-Pass-It-On program.

Accounts Receivable

Accounts receivable are recorded at the invoice amount and are not interest bearing. The Organization reviews accounts receivable on an ongoing basis to determine collectability. Balances that are determined to be uncollectible are written off against the allowance for doubtful accounts. The Organization recorded an allowance for doubtful accounts of $19,150 as of December 31, 2019.

Continued

2. Summary of Significant Accounting Policies, continued

Investments

The Organization carries investments in money market funds and a U.S. Treasury Bill with readily determinable fair values at fair value. The Organization reviews and evaluates investment values and methodologies provided by the fund managers. Investment income consists of interest and dividend income, and realized and unrealized gains or losses. Investment management fees are net against investment returns.

Investment securities are exposed to various risks, such as interest rate, market fluctuations and credit risks. Due to the level of risk associated with certain investments securities, it is at least reasonably possible that changes in risks in the near term would materially affect fair value and the amounts reported in the Statement of Financial Position and the Statement of Activities.

Restricted Investments

Restricted beneficial interest in assets represents funds that are restricted for the Thelma Estrin Endowment and the Telle Whitney Fund. For detail of the Thelma Estrin Endowment, refer to Note 9.

As of December 31, 2019, the Organization had donor restricted funds of $167,024 for the Telle Whitney Fund. The Telle Whitney Fund was established in 2017 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.

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.

Leasehold Improvements, Net

In April 2019, the Organization entered into an operating lease agreement for office space in Belmont, California, the new headquarters of the Organization. Included in the lease agreement is an allowance for tenant improvements of $1,252,200. As expenses are incurred for tenant improvements, the costs are recorded as leasehold improvement assets, and when placed in service, depreciated over the shorter of the useful life of the asset or the least term. As of December 31, 2019, $457,777 of tenant improvements were included in total assets, net of immaterial accumulated depreciation.

Continued

2. Summary of Significant Accounting Policies, continued

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 are capitalized for equipment in excess of $1,000. Maintenance and repairs are expensed when incurred.

Deferred Revenue

The Organization recognizes support and revenue on the accrual basis of accounting. As of December 31, 2019, the deferred revenue balance represents advance payments received from various customers to be applied to the next fiscal year. These amounts will be recognized when services are rendered.

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.

The Organization hosted GHCI 2019 by executing a service agreement with CAF. The GHCI 2019 revenue received by CAF is reported in the Organization's Statement of Activities as donated sponsorships, and a corresponding amount is included in other event direct costs (Program Services - Other) in the Statement of Functional Expenses.

Contributions

Contribution revenue is recognized when contributions are received or promised. All contributions are considered available for general operations unless specifically restricted by the donor.

The Organization reports contributions as donor restricted if such contributions are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or a purpose restriction is accomplished, donor restricted net assets are reclassified as without donor restricted net assets and reported as net assets released from restrictions.

Revenue Recognition

The Organization accounts for a contract with a customer when there is a legally enforceable contract, the rights of the parties are identified, the contract has commercial terms, and collectability of the contract consideration is probable. Revenue from contracts with customers is recognized when obligations have been satisfied, in an amount that reflects the consideration expected to be entitled to in exchange for those good or services. Amounts that are invoiced are recorded in accounts receivable and revenues or deferred revenues, depending on whether the revenue recognition criteria have been met. Customers are billed in advance, with payment terms of net 30 days. Revenue from contracts with customers is allocated between events and programs.

Continued

2. Summary of Significant Accounting Policies, continued

Revenue Recognition, continued

For events revenue, the Organization recognizes revenue for sponsorships, registrations and other conference products and services over the period of time which the event is held. The goods and services are specific to the event, and therefore the products and services are treated as a bundled performance obligation. The bundled performance obligation is satisfied simultaneously as sponsors and attendees consume goods and services during the event.

Program revenue is comprised of partner goods and services, and the top companies program. Partner obligations are for goods and services that occur throughout the terms of the partner agreement; over a period of 12 months. The Organization defers the revenue when it is received and recognizes revenue as obligations are satisfied throughout the term of the agreement. Top companies' customers participate in an annual benchmarking program that awards companies that are making the most progress to achieving equity for women technologists. Top companies' revenue is deferred and recognized at a point in time when the benchmarking report has been distributed to participants in the program.

The Organization's contracts do not include highly variable components. The timing of revenue recognition, billings and cash collections can result in billed accounts receivable, unbilled receivables (contract assets), and deferred revenues (contract liabilities). The Organization had no unbilled receivables for the year ended December 31, 2019. All of the Organization's performance obligations for the period ended December 31, 2019 were satisfied and recorded whether at a point in time or over a period-of-time in the same reporting period.

Concentrations

The Organization had a rebate receivable that accounted for 39% of accounts receivable as of December 31, 2019. The Organization had one donor who accounted for 19% of contribution revenue for the year ended December 31, 2019.

Grants

The Board of Trustees may delegate to management its authority to review and approve grants. Grants are recognized when the unconditional promise to give is approved. Conditional promises to give are recognized as grant expense in the period in which the recipient meets the terms of the condition, such as matching, naming or milestone requirements.

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 presents 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. Program expenses are allocated between GHC and other events. 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.

Continued

2. Summary of Significant Accounting Policies, continued

Functional Allocation of Expenses, continued

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

The Organization 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.

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.

Change in Accounting Principle

On January 1, 2019, the Organization adopted Accounting Standards Update ("ASU") No. 2014-09, *Revenue from Contracts with Customers* (Topic 606), using the modified retrospective approach. Under this method, the guidance is applied only to the most current period presented in the financial statements. Topic 606 outlines a single comprehensive revenue recognition model for revenue arising from contracts with customers and superseded most of the previous revenue recognition guidance, including industry-specific guidance. Under Topic 606, an entity recognizes revenue for the transfer of promised goods or services to customers in an amount that reflects the consideration for which the entity expects to be entitled in exchange for those goods or services. The adoption of Topic 606 had no significant impact to the Organization's net assets as of January 1, 2019, and no material impact to the Organization's revenue recognition policies as of and for the year ended December 31, 2019.

On January 1, 2019, the Organization adopted ASU 2016-18, *Statement of Cash Flows: Restricted Cash* (Topic 230). The amendment addresses 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.

Continued

2. Summary of Significant Accounting Policies, continued

Change in Accounting Principle, continued

On January 1, 2019, the Organization adopted ASU No. 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. The adoption of ASU 2018-08 had no significant impact to the Organization's contributions received as of and for the year ended December 31, 2019.

Recent Accounting Pronouncements

In February 2016, the FASB issued ASU 2016-02, *Leases*. The objective of the update is to increase transparency and comparability among organizations by recognizing lease assets and liabilities on the balance sheet for leases with a lease term of more than 12 months. In addition, the update will require additional disclosures regarding key information about leasing arrangements. Under existing guidance, operating leases are not recorded as lease assets and lease liabilities on the balance sheet. The update will be effective for fiscal years beginning after December 15, 2021, with early adoption permitted. The Organization is currently evaluating the impact of the adoption of this accounting guidance and the various subsequent amendments that were issued by the FASB on its 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. The Organization is currently evaluating the impact of adopting this new guidance on its 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, investments, beneficial interest in assets, and a line of credit.

Continued

3. Liquidity and Availability, continued

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, 2019, the Organization has financial assets available to meet cash needs for general expenditures within one year as follows:

Financial assets:		
Cash and cash equivalents	$	4,416,855
Accounts receivable, net		2,411,478
Investments		9,006,272
Beneficial interest in assets		2,500,027
Total financial assets available within one year		18,334,632
Line of credit		500,000
Total available funds	$	18,834,632

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.

The Organization's investments were in money market funds and a U.S. Treasury Bill, and are recorded at the quoted market prices as of December 31, 2019.

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 statement of financial position.

Continued

4. Fair Value Disclosures, continued

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.

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.

Continued

4. Fair Value Disclosures, continued

Valuation Process, continued

The following tables summarize the balances of the Organization's assets in the statement of financial position as of December 31, 2019:

	Level 1	Level 2	Level 3	Total
Investments:				
Without donor restrictions	$ 9,006,272	$ -	$ -	$ 9,006,272
With donor restrictions for endowment for Thelma Estrin	208,000			208,000
With donor restrictions for the Telle Whitney Fund	167,025			167,025
	9,381,297	-	-	9,381,297
Beneficial interest in assets:				
Without donor restrictions			2,500,027	2,500,027
Total	$ 9,381,297	$ -	$ 2,500,027	$11,881,324

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 financial statements.

The change in the beneficial interest in assets for the year ended December 31, 2019 is summarized as follows:

Balance as of January 1, 2019	$11,459,297
Purchases	20,000
Investment inflows:	
Interest and dividends	213,486
Realized gains, net	50,044
Unrealized gains, net	213,271
Total investment inflows	476,801
Investment outflows:	
Expenses	(77,922)
Transfer of funds	(9,378,149)
Total investment outflow	(9,456,071)
Ending balance as of December 31, 2019	$ 2,500,027

Continued

5. Leasehold Improvements, Net

The Organization's leasehold improvements, net is comprised of the following as of December 31, 2019:

Leasehold improvements	$ 458,207
Less: accumulated amortization	(430)
Leasehold improvements, net	$ 457,777

Amortization expense for the year ended December 31, 2019 was $430.

6. Equipment, Net

The Organization's equipment, net is comprised of the following as of December 31, 2019:

Computer and related equipment	$ 468,845
Less: accumulated depreciation	(341,392)
Computer and related equipment, net	$ 127,453

Depreciation expense for the year ended December 31, 2019 was $56,467.

7. Deferred Revenue

The following table provides information about significant changes in deferred revenue for the year ended December 31, 2019:

Deferred revenue, beginning of year	$ 1,144,882
Increase in deferred revenue due to cash received during the period	2,493,246
Decrease in deferred revenue due to partnerships, top companies, and other services being provided	(3,050,557)
Deferred revenue, end of year	$ 587,571

8. 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% (4.75% as of December 31, 2019). The line of credit is evidenced by a Borrower's Amended and Restated Promissory Note ("Original Note") 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. The Organization did not draw on the line of credit for the year ended December 31, 2019. There was no interest expense, interest payable of outstanding principal balance as of and for the year ended December 31, 2019. The line was amended on March 27, 2020 (Note 17).

Continued

9. 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, 2019.

Changes in endowment net assets is as follows are of December 31, 2019:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	$ 1,502	$ 208,000	$ 209,502
Investment return, net	1,749	-	1,749
Endowment net assets, end of year	$ 3,251	$ 208,000	$ 211,251

10. Net Assets with Donor Restrictions

A restriction on the Organization's 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:

Thelma Estrin Endowment	$ 208,000
Telle Whitney Fund	167,025
Systers-Pass-It-On	37,640
Contribution - BRAID	150,000
Total	$ 562,665

Continued

10. Net Assets with Donor Restrictions, continued

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, 2019, comprise the following:

Purpose restrictions accomplished:	
Systers-Pass-It-On	$ 500
Thelma Estrin Endowment	1,749
Total	$ 2,249

11. Commitments and Contingencies

Hotel and Convention Center 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 lodging 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, 2019, the Organization estimates the potential loss for event cancellation fees as follows:

Year Ending December 31:	Hotel Cancellation Fees	Convention Center Cancellation	Total
2020	$ 2,932,546	$ 926,230	$ 3,858,776
2021	1,820,578	400,000	2,220,578
2022	862,249	493,358	1,355,607
2023	872,922	519,338	1,392,260
2024	675,344	575,120	1,250,464
	$ 7,163,639	$ 2,914,046	$ 10,077,685

11. Commitments and Contingencies, continued

Lease Payments

On April 11, 2019, the Organization entered into a lease agreement for its headquarters and future women's technology center. The lease is for 124 months or 10 years; a rent concession period was included in the lease from May 1, 2019 through December 31, 2019. As of December 31, 2019, future lease payments are as follows:

Year Ending December 31:	Total
2020	$ 1,021,795
2021	1,052,449
2022	1,084,023
2023	1,116,543
2024	1,150,040
Thereafter	5,840,127
	$ 11,264,977

Rent expense for the year ended December 31, 2019 was $754,531 per lease commitments, as well as in-kind use of facilities of $52,084 (Note 12). As of December 31, 2019, deferred rent was $726,773.

Litigation

The Organization 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 financial position or results of operations. As of December 31, 2019, $100,000 of estimated settlement expenses are included in accrued expenses.

12. In-Kind Contributions

The Organization received the following in-kind contributions during the year ended December 31, 2019:

Sponsorships	$ 2,146,548
Professional services	192,771
Use of facilities	52,084
	$ 2,391,403

The Organization hosted GHCI for 2019 by executing a service agreement with CAF. Under the terms of the agreement, all revenue from GHCI paid in Indian rupees was received by CAF to pay the expenses for the event. The agreement requires all proceeds from GHCI to be reported as income and assets in CAF's financial statements and tax returns. Sponsorships includes revenue received by CAF in the amount of $1,720,234.

Continued

13. Related Parties

The Organization's Board members participate in fundraising and other events, as well as make contributions. For the year ended December 31, 2019, contributions from Board members were $ 49,225. The Organization has a policy that requires all Board members to read and sign a conflict of interest policy annually.

14. Bonus Plan

The Organization has a bonus 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 bonus 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 bonus plan, or any part thereof, at any time and for any reason. The amendment, suspension, or termination of the bonus 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 bonus plan. Amounts earned under the bonus plan for the year ended December 31, 2019 totaled $812,332, of which $432,880 was reflected in accrued expenses on the statement of financial position.

15. Retirement Plans

The Organization participates in the Anita Borg 403(b) Plan (the "Plan"), which is a retirement income account plan as defined in Section 403(b)(9) of the Code, and created in 2004. The 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 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 Plan on behalf of the participants. The Organization's contributions for the year ended December 31, 2019 totaled $293,844.

16. Error Correction

During 2019, the Organization terminated its relationship with the managing director of ABI India. In the prior year financial statements, consolidation was considered appropriate based on the understanding of common control and oversight between ABI and ABI India. Upon termination, it was determined that there was no common control over both entities and the previous consolidation was therefore not appropriate.

Continued

16. Error Correction, continued

During the year ended December 31, 2019, an adjustment was made to the beginning net asset balance to remove operations from ABI India that was improperly consolidated into the financial statements as of and for the year ended December 31, 2018. The correction resulted in a restatement of balances for the year ended December 31, 2018, as follows:

	Balance Previously Reported	Adjustment	Balance Corrected and Restated
Net assets, beginning of year (without donor restriction)	$ 14,980,529	$ (1,134,790)	$ 13,845,739
Cash, cash equivalents and restricted cash	$ 4,250,663	$ (1,386,155)	$ 2,864,508

17. Subsequent Events

In accordance with accounting standards affecting disclosures of subsequent events, the Organization evaluated subsequent events for recognition and disclosure through July 16, 2020, the date, which these financial statements were available to be issued. Management concluded that the following subsequent events could be or were material to the financial statements and have occurred; as such, they require recognition or disclosure:

403(b) Retirement Plan

On January 1, 2020, the Organization's 403(b) Retirement Plan (the "Plan") was amended for Safe Harbor Contributions. Employees expected to work more than 1,000 hour during the first 12 months of employment are eligible to make elective deferrals of compensation immediately upon hire date. After completing 1,000 hours of service in a 12-month period, the Plan participants are eligible to receive the Safe Harbor Matching Contributions of 4% made by the Organization. The Organization intends to be a safe harbor plan and if requirements are met, the Plan will be deemed to automatically pass certain Internal Revenue Service non-discrimination testing. One of the requirements is a minimum level of employer contributions to the Plan. There may be additional Safe Harbor Matching Contributions; the amount will be determined each year. The Organization may also make Non-Safe Harbor Matching Contributions, which are limited to 8% of the employees' deferred compensation; Non-Safe Harbor Matching Contributions are determined each year. Participants are immediately 100% vested in the elective deferrals and employer's matching contributions.

Wogrammer

On December 23, 2019, an asset transfer agreement was signed with Wogrammer, an exempt organization established under the U.S. federal income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended. At closing, evidenced by the executed bill of sale on January 13, 2020, Wogrammer transferred its right, title and interest in the transferred assets, including $100,000 in cash and all rights to intangible assets. Intangible assets included published and unpublished works of authorship; logos, trademark, trade dress, business name, domain name and trade name rights and similar rights, trade secrets; and other rights that included administrative access, in social media and other online service accounts including but not limited to Facebook, Twitter, Instagram, MailChimp, Medium, and LinkedIn. The fair value of assets received will be recorded as a contribution and net assets without donor restriction.

Continued

17. Subsequent Events, continued

Equipment Finance Agreement

On February 1, 2020, the Organization executed an equipment finance agreement for audio and visual equipment in the Belmont, CA office. The agreement is for 36 months and has an original balance of $278,841. The monthly payments of $8,529 include principal and interest. Title to the equipment vested with the Organization upon acceptance of the equipment. The finance agreement is secured by the audio and visual equipment.

Anita Borg Women's Technology Programme Private Limited

On February 14, 2020, after extensive due diligence via a unanimous vote by the Organization's Board of Trustees, the Organization established a for-profit subsidiary incorporated under the Government of India Ministry of Corporate Affairs. The Indian subsidiary was registered pursuant to sub-section (2) of section 7 and sub-section (I) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014. A Tax Deduction Account Number has been obtained from the Income Tax Department of the Government of India. The subsidiary was established to further the mission of the Organization, which 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 will ultimately own 99.99% of the Indian subsidiary when the Board of Directorship has been established; currently the 99.99% ownership is held by a partner of an Indian consulting firm engaged by the Organization. India requires the ownership to be a minimum of two shareholders; one shareholder is required by law to be an Indian citizen. The remaining .01% is and will be held by a second partner of the consulting firm referred to above.

Reimbursement of Leasehold Improvements

On February 25, 2020, the Organization received a partial reimbursement of allowable tenant improvements for $475,320. The remaining allowance for tenant improvement is $776,880. When reimbursements are received from the landlord, for allowable tenant improvements, the funds are deferred and recognized as an adjustment of rent expense over the remaining term of the lease agreement.

Line of Credit

On February 26, 2020, the Organization made a draw on the line of credit for $500,000. The borrowing was further amended in March 2020 as noted below.

On March 27, 2020, an Amended and Restated Promissory Note ("Amended Note") was executed for $1,500,000, with a maturity date of March 3, 2021. The Amended Note supersedes and replaces the line of credit in its entirety. The interest rate is equal to the WSJ prime rate (Index), plus zero percent per annum rounded upward to the nearest one-eighth of one percentage point (0.125%). The interest rate shall be adjusted on the same date as adjustments announced in the Index. In the event of a default or the maturity of the Amended Note, interest on the unpaid principal balance shall accrue at 8% per annum. Interest is payable monthly beginning April 3, 2020, and continues through the maturity date.

Continued

17. Subsequent Events, continued

COVID-19 and Payroll Protection Program

Subsequent to year-end, COVID-19 has become a global pandemic and resulted in unprecedented actions by governments around the world to curtail the spread of the disease. These events have resulted in a high level of uncertainty and volatility in the financial markets, and have had an enormous impact on business and consumers in all sectors. The outcome and timeframe is highly unpredictable and, as such, the financial impact to operations cannot be estimated.

On April 20, 2020, the Organization successfully secured a $1,872,600 Small Business Association loan under the Payroll Protection Program to secure payroll expenses for otherwise furloughed employees impacted by government imposed shelter in place orders. Per the terms of the loan, the full amount will be forgiven as long as loan proceeds are used to cover payroll costs and other specified non-payroll costs. The Organization fully intends to comply with the terms in order to qualify for loan forgiveness. In the event the Organization is required to repay the loan, all payments are deferred for 6 months with accrued interest over this period. Amounts outstanding under the loan will bear a fixed interest rate of 1.00% per annum with a maturity date of 2 years from commencement date.

Hotel and Convention Center Cancellations

As noted in Note 11, the Organization regularly enters into agreements with hotels and convention centers for future Grace Hopper Celebration events. Subsequent to year end, the Organization notified certain convention centers and hotels of its plans to cancel events in 2020 due to limited capacity at certain venues as well as the recent pandemic related to COVID-19. The Organization is in process of negotiating the cancellation fees and/or extending contracts into future years. Total cancellation fees related to these events have not been finalized but are currently estimated to be up to $5,000,000.