LINK UNLIMITED SCHOLARS

FINANCIAL STATEMENTS

For the Year Ended June 30, 2024

(With summarized comparative information for June 30, 2023)

LINK UNLIMITED SCHOLARS

Annual Financial Report

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Independent Auditor's Report

To the Board of Directors of LINK Unlimited Scholars Chicago, IL

Opinion

We have audited the accompanying financial statements of LINK Unlimited Scholars (a nonprofit organization), which comprise the statement of financial position as of June 30, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of LINK Unlimited Scholars as of June 30, 2024, and the changes in net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of LINK Unlimited Scholars and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about LINK Unlimited Scholars' ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements. In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit
 procedures that are appropriate in the circumstances, but not for the purpose of expressing an
 opinion on the effectiveness of LINK Unlimited Scholars' internal control. Accordingly, no
 such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about LINK Unlimited Scholars' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

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We have previously audited LINK Unlimited Scholars 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated November 16, 2023. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.

March 5, 2025

Chicago, IL

LINK UNLIMITED SCHOLARS STATEMENT OF FINANCIAL POSITION June 30, 2024 (with comparative totals for 2023)

	2024	2023
<u>Assets</u>		
Current Assets		
Cash and equivalents	\$ 590,820	\$ 340,023
Investments	72,965	69,436
Contributions receivable, net	562,937	976,685
Prepaid expenses	8,639	7,327
Total current assets	1,235,361	1,393,471
Property and Equipment		
Land	100,000	100,000
Building	1,625,903	1,625,903
Furniture and equipment	16,210	16,210
Leasehold improvements	163,150	163,150
Total property and equipment	1,905,263	1,905,263
Less accumulated depreciation and amortization	(1,300,386)	(1,210,728)
Net property and equipment	604,877	694,535
Other Assets		
Contributions receivable - long term, net	663,561	396,701
Total Assets	\$ 2,503,799	\$ 2,484,707
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 145,370	\$ 89,793
Accrued expenses	9,538	15,348
Deferred revenue	198,978	188,021
Total Liabilities	353,886	293,162
Net Assets		
Without donor restrictions		
Undesignated	977,413	694,045
Board designated	50,000	205,000
With donor restrictions	1,122,500	1,292,500
Total net assets	2,149,913	2,191,545
Total Liabilities and Net Assets	\$ 2,503,799	\$ 2,484,707

See independent auditor's report and notes to financial statements.

LINK UNLIMITED SCHOLARS STATEMENT OF ACTIVITIES

For the Year Ended June 30, 2024 (with summarized totals for 2023)

	Without Donor Restrictions	With Donor Restrictions	2024 Total	2023 Total
Public Support and Revenue				
Contributions	\$ 1,431,055	\$ 707,500	\$ 2,138,555	\$ 2,075,893
Government grants	130,723	-	130,723	339,277
In-kind	5,678	-	5,678	-
Investment income	3,279	-	3,279	2,696
Miscellaneous	33,522		33,522	3,431
	1,604,257	707,500	2,311,757	2,421,297
Special Events				
Contributions	39,642	-	39,642	138,714
Ticket sales	207,545	-	207,545	25,950
Auction/raffle	6,728	-	6,728	6,650
Less cost of direct benefits to donors	(43,393)		(43,393)	(43,131)
Net revenues from special events	210,522		210,522	128,183
Net assets released from restrictions -				
satisfaction of program restriction	877,500	(877,500)		
Total public support and revenue	2,692,279	(170,000)	2,522,279	2,549,480
Expenses				
Program services	1,725,105	-	1,725,105	2,216,292
Management and general	458,031	-	458,031	500,412
Fundraising	380,775		380,775	474,110
Total expenses	2,563,911	<u>-</u>	2,563,911	3,190,814
Change in net assets	128,368	(170,000)	(41,632)	(641,334)
Net assets, beginning of year	899,045	1,292,500	2,191,545	2,832,879
Net assets, end of year	\$ 1,027,413	\$ 1,122,500	\$ 2,149,913	\$ 2,191,545

LINK UNLIMITED SCHOLARS
STATEMENT OF FUNCTIONAL EXPENSES

For the Year Ended June 30, 2024 (with summarized totals for 2023)

				2024	2023
	Program	Management		Total	Total
	Services	and General	_ Fundraising_	Expense	Expense
Functional Expenses					
Salaries	\$ 832,522	\$ 217,736	\$ 230,545	\$ 1,280,803	\$ 1,525,019
Payroll taxes and fringe benefits	145,967	38,175	40,422	224,564	259,964
Total salaries, taxes and fringe benefits	978,489	255,911	270,967	1,505,367	1,784,983
Tuition	284,106	-	-	284,106	360,680
Program supplies	177,918	-	-	177,918	320,560
Event supplies	-	-	19,694	19,694	20,463
Utilities	15,901	4,159	4,403	24,463	29,355
Professional fees	103,685	129,304	40,017	273,006	337,875
Insurance	11,216	2,933	3,106	17,255	17,006
Office expense	4,432	1,159	1,227	6,818	5,446
Bank and credit card fees	13,596	3,556	3,765	20,917	13,541
Marketing and promotion	1,362	356	377	2,095	8,733
Travel and meetings	9,146	2,391	2,533	14,070	15,816
Equipment and maintenance	36,652	9,586	10,150	56,388	76,383
Staff development	6,139	1,605	1,700	9,444	2,654
Dues and subscriptions	13,111	3,428	3,631	20,170	16,671
Postage and shipping	-	454	-	454	792
Printing and copying	3,937	1,030	1,090	6,057	5,554
Telephone	6,189	1,619	1,714	9,522	17,981
Miscellaneous	948	248	262	1,458	26,228
Depreciation and amortization	58,278	15,242	16,139	89,659	100,855
Bad debt		25,050		25,050	29,238
Total other expenses	746,616	202,120	109,808	1,058,544	1,405,831
Total Expenses	\$ 1,725,105	\$ 458,031	\$ 380,775	\$ 2,563,911	\$ 3,190,814

See independent auditor's report and notes to financial statements.

LINK UNLIMITED SCHOLARS STATEMENT OF CASH FLOWS

For the Year Ended June 30, 2024 (with summarized totals for 2023)

	2024		2023	
Cash Flows from Operating Activities				
Change in net assets	\$	(41,632)	\$	(641,334)
Adjustments to reconcile change in net assets to net				
cash provided by (used in) operating activities:				
Depreciation and amortization		89,659		100,855
Change in assets - (increase) decrease				
Contributions receivable, net		146,889		289,207
Prepaid expenses		(1,312)		2,753
Change in liabilities - increase (decrease)				
Accounts payable		55,577		(108,767)
Accrued expenses		(5,810)		1,473
Deferred revenue		10,957		21,717
Net cash provided by (used in) operating activities		254,328		(334,096)
Cash Flows from Investing Activities				
Purchases of fixed assets		-		(41,990)
Purchases of investments		(3,041)		(2,320)
Unrealized gain/(loss) of investments		(490)		_
Net cash used in investing activities		(3,531)		(44,310)
Net increase (decrease) in cash and equivalents		250,797		(378,406)
Cash and equivalents, beginning of year		340,023		718,429
Cash and equivalents, end of year	\$	590,820	\$	340,023

Note 1 – Nature of Operations and Summary of Significant Accounting Policies

Organization

LINK Unlimited Scholars ("LINK" or the "Organization") is an Illinois nonprofit charitable corporation established in 1966. LINK is Chicago's only scholarship, college access & success, and career and leadership development organization exclusively serving Black youth. Since 1966, LINK has supported more than 5,000 Scholars and serves 300+ middle, high school and collegiate Scholars annually, vastly improving college graduation rates and access to success. The mission of LINK Unlimited Scholars is to connect Black students with resources and opportunities that strengthen the necessary skills to succeed as they advance to, through and beyond college. LINK Scholars are outpacing their peers and graduating college at three times the national average for Black students (60% vs 21%).

Basis of Accounting

The financial statements of the Organization have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities in accordance with the accounting principles generally accepted in the United States of America ("GAAP").

Basis of Presentation

As required by the generally accepted accounting principles for Not-for-Profit accounting, the Organization is required to report information regarding its financial position and activities according to two classes:

<u>Without donor restrictions</u> – Net assets that are not subject to donor-imposed restrictions. Such gifts include gifts without restrictions, including restricted gifts whose donor-imposed restrictions were met during the year. Board designated are funds established by the Board of Directors and represent net assets without donor restrictions which have been set aside to be used for future expenditures to expand LINK's mission through the scholars program.

<u>With donor restrictions</u> – Net assets subject to donor-imposed restrictions which will be met either by actions of the Organization or the passage of time. Items that affect this net asset category are gifts for which donor-imposed restrictions have not been met in the year of receipt. Restrictions that have been met on net assets with donor restrictions are reported as net assets released from restrictions. If a restriction is fulfilled in the same time period in which the contribution is received, the Organization reports the support as without donor restrictions.

Income Tax Status

LINK Unlimited Scholars was granted an exemption from federal income tax by the Internal Revenue Service pursuant to the provisions of Internal Revenue Code Section 501(c)(3). LINK qualifies for the charitable contribution deduction under Section 170(b)(1)(A)(vi) and has been classified as an organization that is not a private foundation under Section 509(a)(1). The tax-exempt purpose of LINK and the nature in which it operates is described above. Management believes LINK operates in compliance with its tax-exempt purpose. Thus, no provision for income tax has been provided for in the financial statements.

Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)

Income Tax Status (cont.)

LINK has adopted the requirements for accounting for uncertain tax positions and management has determined that LINK was not required to record a liability related to uncertain tax positions as of June 30, 2024.

LINK's annual information and income tax returns filed with the federal and state governments are subject to examination generally for three years after they are filed. All filings are current.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America 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 the revenues, expenses, gains, losses and other changes in net assets during the year. Actual results could differ from those estimates.

Cash and Equivalents

Cash and cash equivalents consist of deposits in federally and privately insured (Securities Investment Protection Corporation (SIPC) accounts. At times, balances may be in excess of the Federal Deposit Insurance Corporation (FDIC) insurance limit.

For purposes of the statement of cash flows, LINK considers all highly liquid debt instruments, if any, purchased or donated with an original maturity or anticipated liquidation of three months or less to be cash equivalents. No cash was paid for taxes or interest during the year ended June 30, 2024.

Investments

Investments are carried at fair value. Realized and unrealized gains and losses are reflected in the statement of activities. Investment income is reflected in the statement of activities as with or with restrictions based on the existence and nature of any donor restrictions. Investments are presented in Statement of Activities net of investment fees. For the year ended June 30, 2024, no investment fees were paid.

Property and Equipment

Expenditures for land, building, property and equipment, and items which substantially increase the useful lives of existing assets, are capitalized at cost. LINK capitalizes all expenditures and contributions of computers and equipment over \$500. All other assets are capitalized if the value exceeds \$1,000. Any donated property and equipment are recorded at their estimated fair value when received. Depreciation is computed on the straight-line method at rates designed to depreciate the costs of assets over their estimated useful lives ranging from 3 to 25 years.

Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)

Support and Revenue

LINK reports gifts of cash and other assets as restricted support if they 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 purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

LINK reports gifts of land, buildings, and equipment as net assets without donor restricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations regarding how long those long-lived assets must be maintained, LINK reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service. During the year ending June 30, 2024 no such gifts of land, buildings, or equipment were received.

LINK recognizes contract revenue at an amount that reflects consideration to which the Organization expects to be entitled to in exchange for transferring goods or services to a customer. LINK is not currently engaged if this type of contract, which is based on performance reporting. All contracts recognize revenue in accordance with ASU No. 2014-09.

For performance reporting contracts, a customer pays the agreed upon amounts after the completion and submission of specified deliverables in the contract. For these contracts, the Organization will allocate the transaction price of the contract to the specific performance obligations based on the contract. The Organization recognizes revenue when the performance obligations are met and delivered to the customer. The Organization had no contracts during 2024 that were performance reporting contracts. There are no contract assets or liabilities.

Government Grants

A portion of the Organization's revenue is derived from federal and state contracts and grants, which are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has incurred expenditures in compliance with specific contract or grant provisions. The Organization has not recorded any amount in refundable advances from government agencies at June 30, 2024.

Donated Services

Contributions of services are required to be recognized if the services received (a) create or enhance non-financial assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. During the year ending June 30, 2024 LINK did not receive any donated services meeting the above criteria.

Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)

However, a number of volunteers, including the Board of Directors, have made significant contributions of time to LINK's programs and support functions, but the value of this contributed time does not meet the above criteria for recognition of contributed services contained per Generally Accepted Accounting Principles.

In-Kind Contributions

In addition to receiving cash contributions, LINK may receive in-kind contributions from various donors. It is the policy of LINK to record the estimated fair market value of certain in-kind donations as an expense in its financial statements, and similarly increase donation revenue by a like amount. During the year ended June 30, 2024 LINK received \$5,678 in goods and materials.

Contributions Receivable

Contributions receivable represent amounts promised by sponsor benefactors reflecting unconditional promises to give for student tuition, net of allowance for doubtful accounts. The allowance is evaluated by management based on existing economic conditions and the historical relationships with the sponsors. Accounts are written off when management deems contributions uncollectible. An allowance for doubtful accounts of \$10,000 was deemed necessary as of June 30, 2024.

Contributions are recorded at fair value and recognized as revenue and receivables in the period in which the pledge is made. LINK will not recognize a conditional promise to receive until the conditions which the promise depends are substantially met.

LINK receives contributions from various sources. Contributions made consist of sponsors, benefactors, individuals, foundations, and corporations that make pledges which are to be paid overtime. Every year, management reviews its outstanding receivables to ensure collectability. When it has been determined that the receivable will not be collected, management recognizes a loss associated with the receivable. For the year ended June 30, 2024, bad debt expense was \$25,050.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the Statement of Activities and the Statement of Functional Expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Directly identifiable expenses are charged to the specific program or supporting service. Expenses related to more than one function are allocated to program expenses and supporting services as the basis of periodic time and expense reviews made by management.

Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)

Subsequent Events

Accounting principles generally accepted in the United States of America establish general standards of accounting for, and disclosure of, events that occur after the balance sheet date but before financial statements are issued or are available to be issued. LINK has evaluated subsequent events through March 5, 2025, which is the date the financial statements were available to be issued. No subsequent events have been identified that are required to be disclosed as of that date.

Adoption of New Accounting Standard

On July 1, 2023, the Organization adopted FASB Accounting Standards Update 2016-13 Financial Instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments, which replaced the incurred loss methodology with an expected loss methodology that is referred to as the current expected credit loss (CECL) methodology. The measurement of expected credit losses under the CECL methodology is applicable to financial assets measured at amortized cost, including accounts receivable. There was no material impact on the Organization's results of operations or financial condition upon adoption of the new standard.

Note 2 – Financial Assets and Liquidity Resources

The Organization monitors the availability of resources required to meet its operating needs and other contractual commitments. For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Organization considers all expenditures related to its ongoing activities as well as the conduct of services undertaken to support those activities to be general expenditures.

As of June 30, 2024, financial assets and liquidity resources available within one year for general expenditure, such as operating expenses, were as follows:

Financial assets at year-end		
Cash and equivalents	\$ 590,	820
Investments	72,	965
Contributions receivable	1,226,	498
Total financial asset, at year-end	1,890,	283
Less amounts not available to be used within one year:		
Restricted by donor with time restrictions (long-term)	(663,	561)
Designated by board of directors	(50,	(000
Restricted by donor with purpose restrictions	(75,	000)
Financial assets available to meet cash need for general		
expenditures within one year	\$ 1,101,	722

Note 2 – Financial Assets and Liquidity Resources (cont.)

The Organization moderately relies on donor restricted resources but with a significant portion of those net assets with donor restriction available in future periods. In addition to financial assets available to meet general expenditures over the next 12 months, the Organization operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor restricted resources.

Note 3 – Fair Value Measurements and Investments

Generally Accepted Accounting Principles defines fair value as the price that would be received for an asset or paid to transfer a liability in an orderly transaction between market participants on a determined measurement date.

Generally accepted accounting principles establish a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The standard describes three levels of inputs that may be used to measure fair value:

- Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3: Significant unobservable inputs that reflect a reporting entity's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In many cases, a valuation technique used to measure fair value includes inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The fair value of debt and equity investments that are readily marketable are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs) or by quoted market prices of similar securities with similar due dates or matrix pricing. This is a mathematical technique widely used in the industry to value debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on securities' relationship to other benchmark quoted securities (Level 2 inputs). Valuations for assets and liabilities that are derived from other valuation methodologies, including option pricing models, discounted cash flow models and similar techniques, and not based on market exchange, dealer, or broker traded transactions (Level 3 inputs). Level 3 valuations incorporate certain assumptions and projections in determining the fair value assigned to such assets or liabilities.

Note 3 – Fair Value Measurements and Investments (cont.)

The following table summarizes the valuation of the Organization's financial assets measured and recorded at fair value on a recurring basis at June 30, 2024:

	I	Level 1	Level 2		Level 3	
Money Market	\$	72,965	\$	_	\$	-

Following is a description of the valuation methodologies used for assets measured at fair value.

Money Market: Money market funds are measured and recorded at fair value on the Organization's balance sheet and are considered level 1 valuation securities.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Note 4 – Contingencies and Commitments

LINK administers scholarships, which stipulates that selected students will be awarded four-year scholarships, with subsequent annual awards conditional upon maintaining adequate academic status and eligible college prep institution.

Note 5 – Contributions Receivable

Contributions receivables at June 30, 2024 are short and long-term commitments from various donors without restriction as to purpose but with donor restriction until received in future periods. At June 30, 2024 total net short-term contribution receivables were \$562,937 while total net long-term contribution receivables were \$663,561. Contributions receivable with due dates extending beyond one year are discounted using Treasury bill rates at 4.52% annual rate of interest at June 30, 2024.

Note 5 – Contributions Receivable (cont.)

At June 30, 2024, the Organization had promised funds of:

Total contributions receivable	\$ 1,264,937
Less discount to present value	(28,439)
Less allowance for doubtful accounts	(10,000)
Net contributions receivable	\$ 1,226,498
Amounts due in:	
Less than one year	\$ 562,937
One to five years	663,561
Total contributions receivable	\$ 1,226,498

Note 6 – Net Assets With Donor Restrictions

Net assets with donor restrictions for the year ended June 30, 2024 are as follows:

Future periods	\$ 1,047,500
Scholarships	75,000
Total net assets with donor restrictions	\$ 1,122,500

Note 7 – Special Events and Deferred Revenue

LINK typically hosts various fundraising events during the fiscal year. During the year ended June 30, 2024, the Organization received \$198,978 related to event sponsorships for fiscal year 2025. This amount has been recorded as deferred revenue as of June 30, 2024 and will be recognized as special event revenue when the event occurs.

Note 8 – Concentration of Revenue

Two donors accounted for approximately 12% of total revenues for the year ended June 30, 2024. Three donors accounted for approximately 43% of total receivables as of June 30, 2024. This donor's pledge is to be received over the next three years. Total receivables will be reduced annually as pledge payments are made over the three years. The Organization expects it to be paid in full.

Note 9 – Employee Benefit Plan

LINK has a defined contribution benefit plan. The plan conforms to the provisions of section 401k of the Internal Revenue Code and covers employees from date of hire. The LINK Unlimited Scholars 401k plan provides a matching contribution of 100% of deferrals up to 3% of compensation and then 50% of deferrals on 3.1% to 5% of compensation. LINK made contributions to the plan in the amount of \$30,148 for the year ended June 30, 2024.