Financial Statements

December 31, 2023 and 2022



Independent Auditors' Report

The Board of Directors
Eugene and Agnes E. Meyer Foundation

Opinion

We have audited the accompanying financial statements of the Eugene and Agnes E. Meyer Foundation (the "Foundation"), which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities, functional expenses and cash flows for the years then ended and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Foundation as of December 31, 2023 and 2022, and the change in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. 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 the Foundation's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

The Board of Directors Eugene and Agnes E. Meyer Foundation Page 2

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore 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 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 the Foundation's internal control.
 Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

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

October 15, 2024

PKF O'Connor Davies, LLP

Statements of Financial Position

	December 31			
	•	2023		2022
ASSETS		,		
Cash and cash equivalents	\$	864,416	\$	591,340
Accounts and interest receivable		80,083		3,225
Prepaid expenses and deposits		20,561		58,789
Prepaid federal excise tax		93,058		-
Investments - deferred compensation		521,730		394,247
Investments	2	23,044,805	2	209,253,726
Right of use asset - operating lease, net		163,079		405,741
Furniture, equipment, and leasehold improvements, net		29,232		15,205
		_	· <u> </u>	_
	\$ 2	24,816,964	\$ 2	210,722,273
			·	
LIABILITIES AND NET ASSETS				
Liabilities				
Accounts payable and accrued expenses	\$	235,315	\$	211,839
Grants payable, net	·	7,528,590	·	7,701,260
Federal excise tax payable		-		257,783
Deferred federal excise tax payable		1,466,648		1,112,864
Prepaid rental income		1,922		1,922
Deferred compensation		521,730		394,247
Lease liability, operating lease		166,098		410,257
Total Liabilities		9,920,303		10,090,172
Total Elabilitios		0,020,000		10,000,112
Net assets without donor restrictions	2	14,896,661	2	200,632,101
		, ,		, ,
	\$ 2	24,816,964	\$ 2	210,722,273

Statements of Activities

	Year Ended December 31			
	2023	2022		
INVESTMENT RETURN AND OTHER INCOME				
Investment Return				
Dividends and interest	\$ 1,448,711	\$ 1,206,760		
Net realized gain (loss) on sale of investments	4,782,933	(793,078)		
Unrealized gain (loss) on investments	25,475,241	(38,701,725)		
	31,706,885	(38,288,043)		
Less direct and indirect investment expenses	709,695	819,137		
Total Investment Return	30,997,190	(39,107,180)		
Other income	13,454	32,739		
Total Investment Return and Other Income	31,010,644	(39,074,441)		
EXPENSES				
Grant awards	12,421,188	15,827,410		
Direct charitable activities	2,842,138	2,291,083		
Operations and governance	1,359,815	986,397		
Tax provision (benefit)	122,943	(222,694)		
Total Expenses	16,746,084	18,882,196		
Change in Net Assets	14,264,560	(57,956,637)		
NET ASSETS WITHOUT DONOR RESTRICTIONS				
Beginning of year	200,632,101	258,588,738		
End of year	\$ 214,896,661	\$ 200,632,101		

Statement of Functional Expenses Year Ended December 31, 2023

Program Expenses

	-		=			
		Direct Charitable	Total Program	Operations and	Tax Provision	
			_	•		
	Grant Awards	Activities	Expenses	Governance	(Benefit)	Total
Grants, net of refunds of \$72,923	\$ 10,757,567	\$ -	\$ 10,757,567	\$ -	\$ -	\$ 10,757,567
Salaries and wages	-	1,321,350	1,321,350	653,652	-	1,975,002
Employee benefits and payroll taxes	-	342,823	342,823	169,587	-	512,410
Board/committee expenses	-	13,029	13,029	6,445	-	19,474
Consulting services	-	477,163	477,163	205,561	-	682,724
Fund for Black-led Change expenses	1,663,621	-	1,663,621	_	-	1,663,621
Travel	-	64,261	64,261	15,275	-	79,536
Meeting expense-program	-	60,567	60,567	29,961	-	90,528
Communications and postage	-	1,416	1,416	-	-	1,416
Insurance	-	28,734	28,734	14,214	-	42,948
Depreciation and amortization	-	9,025	9,025	4,464	-	13,489
Rent and utilities	-	158,949	158,949	78,630	-	237,579
Professional fees	-	167,786	167,786	84,617	-	252,403
Federal excise tax benefit	-	-	-	-	(230,841)	(230,841)
Deferred excise tax	-	-	-	-	353,784	353,784
Other office expenses		197,035	197,035	97,409		294,444
Total	\$ 12,421,188	\$ 2,842,138	\$ 15,263,326	\$ 1,359,815	\$ 122,943	\$ 16,746,084

Statement of Functional Expenses Year Ended December 31, 2022

Program Expenses

		Direct	Total			
		Charitable	Program	Operations and	Tax Provision	
	Grant Awards	Activities	Expenses	Governance	(Benefit)	Total
Cranta not of refunds of \$57,000	\$ 14,352,398	\$ -	\$ 14,352,398	\$ -	\$ -	\$ 14,352,398
Grants, net of refunds of \$57,000	φ 14,302,390	*		·	5 -	
Salaries and wages	-	1,258,011	1,258,011	549,729	-	1,807,740
Employee benefits and payroll taxes	-	296,463	296,463	129,548	-	426,011
Board/committee expenses	-	6,581	6,581	287	-	6,868
Consulting services	-	207,793	207,793	90,802	-	298,595
Fund for Black-led Change expenses	1,475,012	-	1,475,012	-	-	1,475,012
Travel	-	18,050	18,050	6,820	-	24,870
Meeting expense-program	-	8,721	8,721	-	-	8,721
Communications and postage	-	12,183	12,183	-	-	12,183
Insurance	-	22,445	22,445	9,808	-	32,253
Depreciation and amortization	-	39,842	39,842	17,410	-	57,252
Rent and utilities	-	129,205	129,205	54,487	-	183,692
Professional fees	-	92,452	92,452	40,400	-	132,852
Federal excise tax	-	-	-	-	315,147	315,147
Deferred excise tax	-	-	-	-	(537,841)	(537,841)
Other office expenses		199,337	199,337	87,106		286,443
Total	\$ 15,827,410	\$ 2,291,083	\$ 18,118,493	\$ 986,397	\$ (222,694)	\$ 18,882,196

Statements of Cash Flows

	Year Ended December 31		
	2023	2022	
CASH FLOWS FROM OPERATING ACTIVITIES			
Change in net assets	\$ 14,264,560	\$ (57,956,637)	
Adjustments to reconcile change in net assets		,	
to net cash from operating activities			
Amortization of right of use asset - operating lease	242,662	240,381	
Depreciation and amortization	13,489	57,252	
Grant discount	(34,830)	168,377	
Realized (gain) loss on sale of investments	(4,782,933)	793,078	
Prepaid rental income	-	1,922	
Unrealized (gain) loss on investments	(25,475,241)	38,701,725	
Deferred federal excise tax	353,784	(537,841)	
Net changes in operating assets and liabilities	()	(5.45)	
Accounts and interest receivable	(76,858)	(219)	
Prepaid expenses and deposits	38,228	94,747	
Prepaid federal excise tax	(93,058)	-	
Accounts payable and accrued expenses	23,476	89,672	
Grants payable	(137,840)	3,173,246	
Lease payable	(244,159)	(235,865)	
Federal excise tax payable	(257,783)	91,868	
Net Cash From Operating Activities	(16,166,503)	(15,318,294)	
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of furniture and equipment	(27,516)	(7,200)	
Due from investment manager	-	121,019	
Purchase of investments	(43,314,347)	(29,719,626)	
Proceeds from sale of investments	59,781,442	39,433,858	
Net Cash From Investing Activities	16,439,579	9,828,051	
Net Change in Cash and Cash Equivalents	273,076	(5,490,243)	
CASH AND CASH EQUIVALENTS			
Beginning of year	591,340	6,081,583	
End of year	<u>\$ 864,416</u>	\$ 591,340	
SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION			
Federal excise taxes paid	\$ 120,000	\$ 72,857	

Notes to Financial Statements December 31, 2023 and 2022

1. Organization

The Eugene and Agnes E. Meyer Foundation (the "Foundation") was established in 1944. It is a private foundation engaged in making grants for charitable and educational purposes in response to the changing needs of the Washington, D.C. metropolitan community. The Foundation's capital was originally provided, and was later substantially augmented, by contributions from Mr. and Mrs. Eugene Meyer, from whom the Foundation takes its name.

The Foundation is exempt from federal income taxes under Section 501(c)(3) and 509(a) of the Internal Revenue Code and has been further classified as a "private foundation." The Foundation is subject to an excise tax on its net investment income. Excise taxes consist of two components: current taxes based upon net investment income and deferred taxes which arise from the difference between the tax cost of the investments and the fair value of the investments.

2. Summary of Significant Accounting Policies

Basis of Presentation and Use of Estimates

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"), which 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. Accordingly, actual results could differ from those estimates.

Cash and Cash Equivalents

Cash and cash equivalents represent short-term investments with maturities of 90 days or less at the time of purchase. Cash and cash equivalents residing within the Foundation's investment portfolio are reported as investments.

Fair Value Measurements

The Foundation follows U.S. GAAP guidance on Fair Value Measurements which defines fair value and establishes a fair value hierarchy organized into three levels based upon the input assumptions used in pricing assets. Level 1 inputs have the highest reliability and are related to assets with unadjusted quoted prices in active markets. Level 2 inputs relate to assets with other than quoted prices in active markets which may include quoted prices for similar assets or liabilities or other inputs which can be corroborated by observable market data. Level 3 inputs are unobservable inputs and are used to the extent that observable inputs do not exist.

Pursuant to U.S. GAAP guidance, alternative investments where fair value is measured using the Net Asset Value ("NAV") per share as a practical expedient are not categorized within the fair value hierarchy.

Notes to Financial Statements December 31, 2023 and 2022

2. Summary of Significant Accounting Policies (continued)

Investment and Income Recognition

Investments, other than temporary cash investments, are carried at fair value. Temporary cash investments are valued at cost plus accrued interest. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Realized and unrealized gains and losses are included in the determination of the change in net assets.

Investment Expenses

Investment expenses on the statements of activities include those fees paid directly to the Foundation's investment advisors, custodians and direct internal expenses generated from the generation of investment income.

Investments Risks and Uncertainties

Alternative investments consist of non-traditional, not readily marketable investments, some of which may be structured as hedge funds and private equity funds. The underlying investments of such funds, whether invested in stock or other securities, are generally not currently traded in a public market and typically are subject to restrictions on resale. Values determined by investment managers of underlying securities that are thinly traded or not traded in an active market may be based on historical cost, appraisals, a review of the investees' financial results, financial condition and prospects, together with comparisons to similar companies for which quoted market prices are available or other estimates that require varying degrees of judgment.

Because of the inherent uncertainty of valuations, the estimated fair values may differ significantly from the values that would have been used had a ready market for such investments existed or had such investments been liquidated, and those differences could be material.

Furniture, Equipment, and Leasehold Improvements

Furniture and equipment are carried at cost. Depreciation is recorded using the straight-line method over the estimated useful lives of the assets, which range from 3 to 10 years. Leasehold improvements are amortized over the lesser of the life of the asset or the term of the lease. Physical assets acquired with costs in excess of \$1,000 and having a period of benefit in excess of one year are capitalized.

Notes to Financial Statements December 31, 2023 and 2022

2. Summary of Significant Accounting Policies (continued)

Leases

ROU asset represents the right to use an underlying asset for the lease term and lease liability represents the obligation to make lease payments arising from the lease. Operating lease ROU asset and liability are recognized at the lease commencement date based on the present value of lease payments over the lease term. The lease does not provide an implicit borrowing rate. The Foundation uses a risk-free rate based on the information available at the commencement date in determining the present value of lease payments. The operating lease ROU asset includes any lease payments made and excludes lease incentives. Lease terms may include options to extend the lease and when it is reasonably certain that the Foundation will exercise that option, such amounts are included in ROU assets and lease liabilities. Lease expense for lease payments is recognized on a straight-line basis over the lease term. The Foundation's lease agreement do not contain any material residual value guarantees or material restrictive covenants.

Grants

The Foundation recognizes grant expense upon award of the grant. Grant pledges for future years are recorded at fair value using a present value technique.

Deferred Compensation Plan

Funds held for the Foundation's Section 457(b) deferred compensation plan were previously included in the Foundation's investment accounts. Beginning in 2016, the Foundation elected to segregate the assets related to deferred compensation on the statements of financial position. At December 31, 2023 and 2022, the assets are comprised of mutual funds and are based on level 1 inputs.

Presentation of Net Assets

Net assets are categorized as without donor restrictions and with donor restrictions.

Without donor restrictions - Resources that are fully available at the discretion of management and the Board of Directors (the Board), for use in activities within the Foundation's mission.

With donor restrictions - Funds that the Foundation may use in accordance with donor's restrictions for specific purposes or upon the passage of time or require the Foundation to maintain them in perpetuity.

All of the Foundation's net assets were without donor restriction as of December 31, 2023 and 2022.

Functional Allocation of Expenses

The costs of providing various programs and related supporting services have been summarized on a functional basis in the financial statements. Accordingly, certain costs, such as salaries and professional fees, have been allocated among programs and supporting services. The allocation of cost to the Foundation's activities is based on the percentage of time spent by employees on the various activities. Cost is calculated by applying the percentage of an employee's time spent on an activity to compensation, benefits and certain operating expenses.

Notes to Financial Statements December 31, 2023 and 2022

2. Summary of Significant Accounting Policies (continued)

Accounting for Uncertainty in Income Taxes

The Foundation's accounting policy is to provide liabilities for uncertain income tax positions when a liability is probable and estimable. Management is not aware of any violation of its tax status as a foundation exempt from income taxes. The Foundation is no longer subject to examinations by applicable taxing jurisdictions for periods prior to December 31, 2020.

Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which date is October 15, 2024.

3. Concentration of Credit Risk

The Foundation's cash, cash equivalents and investments are potentially exposed to concentrations of credit risk. The Foundation invests its cash and cash equivalents with quality financial institutions. The Foundation invests in common stocks, mutual funds, hedge funds, private equities, bonds and notes issued by financially strong entities and foreign governments. The Foundation routinely assesses the diversification and financial strength of its cash and investment portfolio. As a consequence, concentrations of credit risk are limited. Deposits held at financial institutions insured by the Federal Deposit Insurance Corporation ("FDIC") are insured up to \$250,000. Investment holdings at financial institutions insured by the Securities Investor Protection Corporation ("SIPC") are insured up to \$500,000 (\$250,000 for cash holdings). At times balances may exceed the FDIC and the SIPC limit.

4. Investments

The following are major categories of investments measured at fair value on a recurring basis at December 31, grouped by the fair value hierarchy, for those investments subject to categorization within such hierarchy.

2023								
Description		Investments Measured at Level 1 Level 2 NAV (*)				d at	Total	
Equities	\$	8,796,943	\$	-	\$	-	\$	8,796,943
Mutual Funds								
Real assets		4,590,615		-		-		4,590,615
Equity		10,369,742		-		-		10,369,742
Intermediate		20,350,796		-		-		20,350,796
Treasury funds		3,634,889		-		-		3,634,889
Municipal bonds		-		1,795,092		-		1,795,092
Corporate bonds		-		3,523,674		-		3,523,674
Hedge Funds								
Equities		-		-	65,814	,636		65,814,636
Event driven		-		=	5,089	,906		5,089,906
Open mandate		-		=	2,690	,922		2,690,922
Global long/short		-		-	61,346	,783		61,346,783
Private equities					33,060	,036		33,060,036
Total Investments at Fair Value	\$	47,742,985	\$	5,318,766	\$ 168,002	,283		221,064,034
Certificates of deposit, at cost plus interest								269,283
Cash held for investment, at cost							_	1,711,488
Total Investments							\$	223,044,805

Notes to Financial Statements December 31, 2023 and 2022

4. Investments (continued)

	2022					
			Investments			
			ľ	Measured at		
Description		Level 1		NAV (*)		Total
Equities	\$	8,607,913	\$	-	\$	8,607,913
Mutual Funds						
Real assets		5,441,289		-		5,441,289
Equity		8,969,451		-		8,969,451
Intermediate		12,153,270		-		12,153,270
Hedge Funds						
Equities		-		64,264,873		64,264,873
Event driven		-		6,044,990		6,044,990
Open mandate		_		2,694,375		2,694,375
Global long/short		-		53,974,908		53,974,908
Fixed income		-		8,622,265		8,622,265
Private equities		-		25,692,687		25,692,687
Commingled funds	_			12,006,191		12,006,191
Total Investments at Fair Value	\$	35,171,923	\$	173,300,289		208,472,212
Certificates of deposit, at cost plus interest						267,954
Cash held for investment, at cost						513,560
Total Investments					\$	209,253,726

(*) As discussed in Note 2, investments that are measured using the practical expedient are not classified within the fair value hierarchy.

One of the investments held at December 31, 2023 and 2022 made up 21% and 20% of the Foundation's investment portfolio, respectively.

Information regarding investments valued at NAV using the practical expedient at December 31, 2023 are as follows:

		Unfunded		Redemption
	Fair Value	Commitments	Redemption Frequency	Notice Period
Hedge Funds				
Equities (see "a" below)	\$ 65,814,636	\$ -	Daily-Quarterly	30 - 60 Days
Event driven (see "b" below)	5,089,906	-	Quarterly-N/A	44 Days - N/A
Open mandate (see "c" below)	2,690,922	-	Monthly-N/A	90 Days - N/A
Global long/short (see "d" below)	61,346,783	-	Quarterly-Annually	30 -180 Days
Private equities (see "e" below)	33,060,036	25,210,510	N/A	N/A
	\$ 168,002,283	\$ 25,210,510		

- (a) This class includes funds that invest predominantly in long-only, diversified equity securities seeking to outperform reference equity market benchmarks in the US and overseas.
- (b) This category includes funds that invest in a broad array of strategies seeking to exploit security mispricing caused by mergers and acquisitions, spin-offs, tracking stocks, accounting write-offs, reorganizations, bankruptcies, share buybacks and special dividends. Certain investments in this category cannot be redeemed at the Foundation's discretion.

Notes to Financial Statements December 31, 2023 and 2022

4. Investments (continued)

- (c) This category includes funds that invest in multi-strategy portfolios that have a broad mandate and employ an opportunistic investment approach, shifting capital across asset classes and strategies depending on their profitability. These funds may vary their allocations dramatically across strategies over time and may invest heavily in a certain strategy or not at all depending on the opportunity set at that time. Certain investments in this category cannot be redeemed at the Foundation's discretion.
- (d) This class includes funds with portfolios consisting of a core group of long stock positions with short sales of stock and stock indices in global equity markets. These funds vary in their use of short-selling and leverage.
- (e) This category includes private equity investments. These are long term investments that cannot be redeemed at the discretion of the Foundation. Instead, distributions are received through the liquidation of the underlying assets of the funds. Management has estimated that the underlying assets of the Funds will be liquidated over the next 7 to 10 years.

5. Liquidity and Availability of Financial Assets

The Foundation's financial assets and resources available to meet cash needs for general expenditures within one year of the date of the statement of financial position were as follows for December 31:

	2023			2022
Financial Assets:				
Cash and cash equivalents	\$	864,416	\$	591,340
Accounts and interest receivable		80,083		3,225
Investments		223,044,805		209,253,726
Total Financial Assets		223,989,304	2	209,848,291
Less: Illiquid investments		33,150,081		26,803,313
Financial Assets Available to Meet General Expenditures Over the Next Twelve Months	\$	190,839,223	<u>\$ 1</u>	83,044,978

As part of the Foundation's liquidity management strategy, the Foundation structures its financial assets to be available as its grant payments and other general liabilities come due. The withdrawals are adjusted based on the grants to be disbursed and other factors affecting available cash such as capital calls on investments, investment income and capital distributions, general operating expenses, program costs and other factors affecting available cash. The Foundation also maintains a line of credit of \$1,500,000 with a bank that can be drawn upon as needed during the year. It is the Foundation's policy to repay any borrowings in full by the end of the year.

Notes to Financial Statements December 31, 2023 and 2022

6. Furniture, Equipment, and Leasehold Improvements

Furniture, equipment, and leasehold improvements consists of the following as of December 31:

	2023	2022
Leasehold improvements and furniture Computer equipment	\$ 324,851 613,828	\$ 324,851 586,312
Less: accumulated depreciation and amortization	938,679 909,447 \$ 29,232	911,163 895,958 \$ 15,205

Depreciation and amortization expense amounted to \$13,489 and \$57,252 for the years ended December 31, 2023 and 2022, respectively.

7. Grants Payable

The Foundation has entered into grant commitments with certain organizations. Payments to these organizations at December 31, are to be made as follows:

2023	2022
\$ 4,767,500	\$ 4,075,000
2,900,000	3,800,000
7,667,500	7,875,000
138,910	173,740
\$ 7,528,590	\$ 7,701,260
	2,900,000 7,667,500 138,910

To reflect the time value of money, grants payable beyond one year as of December 31, 2023 and 2022 were discounted to the present value ranging from 4.41% and 4.79%.

8. Taxes

The Foundation is a private foundation as defined in section 509(a) of the Internal Revenue Code. The Foundation is subject to a Federal excise tax of 1.39% on its net investment income, as defined, for tax purposes. In addition, the Foundation provides for deferred federal excise tax. Deferred taxes principally arise from differences between the cost and fair value of investments where aggregate fair value exceeds cost and are calculated using a 1.39% rate at December 31, 2023 and 2022.

9. Related Party Transactions

Grants were paid to certain organizations with which certain Foundation directors are associated. During 2023 and 2022 grants paid to such organizations were \$1,359,580 and \$1,245,000, respectively. In keeping with Foundation policy, directors associated with applicant organizations recuse themselves from the related grant making decisions.

Notes to Financial Statements December 31, 2023 and 2022

10. Retirement Benefits and Deferred Compensation

The Foundation funds a defined contribution pension plan for its eligible full-time employees and qualifying part-time employees. Employees are eligible after six months of employment. From the month of eligibility, the Foundation annually contributes ten percent of employees' earnings to the plan. Plan expense was \$188,061 and \$159,583 in 2023 and 2022, respectively.

In addition, the Foundation provides a 457(b) deferred compensation plan that is limited to key employees. The Foundation adopted the plan as an unfunded, nonqualified deferred compensation plan. The Foundation's contribution to the 457(b) plan was \$42,500 and \$36,420 in 2023 and 2022, respectively. As of December 31, 2023 and 2022, the 457(b) plan liability was \$521,730 and \$394,247, respectively, which is reflected in the statements of financial position. The Foundation has set aside certain investments to fund this obligation.

11. Contingencies

From time to time, the Foundation is involved in legal actions. The Foundation believes the liabilities, if any, that may result from such actions will not have a materially adverse effect on the Foundation's position.

12. Lease Commitments

In February 2021, the Foundation entered into a agreement for office space in Wahsington, D.C for the period beginning July 13, 2021 and ending August 31, 2024. The lease agreement requires additional payments to cover operating expenses. The Foundation records rental expense on a straight-line when there are material step-ups in rent amounts. Rental expense which includes related utilities was \$250,083 and \$193,122 for the years ended December 31, 2023 and 2022, respectively. Rent expense totaling \$12,504 and \$9,430 for the years ended December 31, 2023 and 2022, respectively, were included in direct investment expenses on the statements of activities.

At December 31, 2023 and 2022, the Foundation has an operating lease liability of \$166,098 and \$410,257, respectively. The average interest rate used in calculating the lease liability was approximately 0.95%. The weighted-average remaining lease term in years for operating leases as of December 31, 2023 and 2022 was 0.67 and 1.67, respectively. For the years ended December 31, 2023 and 2022, cash paid for amounts included in the measurement of the lease liability from the operating lease included in operating cash flows amounted to \$244,159 and \$235,865, respectively.

	2023		 2022		
Right of use - operating lease asset	\$	646,122	\$ 646,122		
Less accumulated amortization		(483,043)	 (240,381)		
	\$	163,079	\$ 405,741		

As of December 31, 2023 future minimum annual rental payments are as follows:

2024	\$ 166,557
Less: present value discount	 (459)
	\$ 166,098

Notes to Financial Statements December 31, 2023 and 2022

13. Rental Income

The Foundation sublets its excess space to the Hill-Snowdon Foundation. Hill-Snowdon Foundation's sublease with the Foundation ended on August 31, 2023.

14. Line of Credit

On December 19, 2018 the Foundation obtained an unsecured line of credit of \$1,500,000 which expires on December 18, 2024. The line has an interest rate of 1 month SOFR plus 1.80%. There were no amounts drawn upon or outstanding under the line as of December 31, 2023 and 2022.

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