Public Counsel

Financial Statements

August 31, 2022



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INDEPENDENT AUDITOR'S REPORT

Board of Directors Public Counsel Los Angeles, California

Opinion

We have audited the accompanying financial statements of Public Counsel (the "Organization"), which comprise the statement of financial position as of August 31, 2022, 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 Public Counsel as of August 31, 2022, 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.

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 Public Counsel 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 these 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 Public Counsel's 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, including omissions, 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 Public Counsel'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 Public Counsel'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.

Armanino^{LLP}

Los Angeles, California

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May 12, 2023

Public Counsel Statement of Financial Position August 31, 2022

ASSETS

Cash and cash equivalents Money market reserve funds Investments Grants and contributions receivable, net Accounts receivable Prepaid expenses Investments - quasi-endowments Property and equipment, net	\$ 6,433,276 1,004,836 9,001,361 3,024,551 1,707,895 331,743 3,764,933 5,436,169
Total assets	\$ 30,704,764
LIABILITIES AND NET ASSETS	
Liabilities Accounts payable and accrued expenses Rental assistance advance Deferred revenue Total liabilities Net assets	\$ 2,248,877 962,070 3,300,945 6,511,892
Without donor restrictions General Board-designated capital improvements and future operations reserve Unrestricted - board designated Investment in land and building, net Total without donor restrictions With donor restrictions Total net assets	 8,960,695 1,000,000 3,881,991 5,436,169 19,278,855 4,914,017 24,192,872
Total liabilities and net assets	\$ 30,704,764

Public Counsel Statement of Activities For the Year Ended August 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues, gains and other support	restrictions	restrictions	10141
Various grants and other contributions	\$ 2,535,362	\$ 5,144,461	\$ 7,679,823
Program service fees	3,363,030	-	3,363,030
Proceeds from fundraising events	1,550,400	10,000	1,560,400
Attorney fees	615,647	-	615,647
Attorney fees - pro bono donation	135,478	-	135,478
Contributions - quasi-endowments	141,389	-	141,389
State bar legal services trust fund		1,211,683	1,211,683
Equal access fund	84,406	1,989,767	2,074,173
Cy pres awards	510,919	-	510,919
Miscellaneous	69,469	-	69,469
Total revenues, gains and other support	9,006,100	8,355,911	17,362,011
Net assets released from restriction	7,629,886	(7,629,886)	
Total revenues, gains and other support	16,635,986	726,025	17,362,011
Functional expenses			
Program services	13,218,836	-	13,218,836
Support services			
Management and general	1,866,991	-	1,866,991
Fundraising	1,533,858	-	1,533,858
Total support services	3,400,849		3,400,849
Total functional expenses	16,619,685		16,619,685
Change in net assets from operations	16,301	726,025	742,326
Other income			
Investment loss, net	(1,037,670)		(1,037,670)
Total other income	(1,037,670)		(1,037,670)
Change in net assets	(1,021,369)	726,025	(295,344)
Net assets, beginning of year	20,300,224	4,187,992	24,488,216
Net assets, end of year	\$ 19,278,855	\$ 4,914,017	\$ 24,192,872

Public Counsel Statement of Functional Expenses For the Year Ended August 31, 2022

		Program services	Management and General	_ F	undraising		Total
Personnel expenses			 _		_	'	_
Salaries and wages	\$	9,978,727	\$ 1,047,397	\$	849,077	\$	11,875,201
Employee benefits		1,498,172	157,255		127,477		1,782,904
Payroll taxes		773,617	 81,200		65,826		920,643
Total personnel expenses	·	12,250,516	1,285,852		1,042,380		14,578,748
Bad debt		_	81,264		_		81,264
Board expenses		-	-		2,691		2,691
Continuing education		38,605	46,046		3,376		88,027
Depreciation		117,603	12,344		10,007		139,954
Dues and library		39,403	15,526		-		54,929
Fees/services		206,549	148,562		104,265		459,376
Insurance		95,919	10,069		8,162		114,150
Miscellaneous		4,464	72,393		245,627		322,484
Occupancy		283,645	29,771		24,135		337,551
Office		7,608	73,193		72,451		153,252
Professional fees		13,611	82,205		-		95,816
Program litigation		51,482	-		-		51,482
Public relations		26,676	200		19,950		46,826
Recruitment		26,895	7,973		770		35,638
Scholarships		32,500	-		-		32,500
Travel		23,360	 1,593		44		24,997
	\$	13,218,836	\$ 1,866,991	\$	1,533,858	\$	16,619,685

Public Counsel Statement of Cash Flows For the Year Ended August 31, 2022

Cash flows from operating activities	
Change in net assets	\$ (295,344)
Adjustments to reconcile change in net assets to net cash	,
provided by operating activities	
Depreciation and amortization	139,954
Realized gains/losses	(294,944)
Unrealized gains/losses	1,406,496
Changes in operating assets and liabilities	, ,
Grants and contributions receivable, net	930,918
Accounts receivable	(362,879)
Prepaid expenses	(122,026)
Accounts payable and accrued expenses	(400,536)
Deferred revenue	861,524
Rental assistance liability	(35,409)
Net cash provided by operating activities	1,827,754
Cash flows from investing activities	2 000 045
Proceeds from sales of investments	2,998,045
Purchases of investments	(5,084,329)
Purchases of property and equipment	 (658,941)
Net cash used in investing activities	 (2,745,225)
	(015 451)
Net decrease in cash and cash equivalents	(917,471)
Cash and cash equivalents, beginning of year	8,355,583
Cash and Cash equivalents, beginning of year	 0,333,303
Cash and cash equivalents, end of year	\$ 7,438,112
Cush and cush equivalents, end of year	<u> </u>
Cash and cash equivalents consisted of the following:	
Cash and cash equivalents	\$ 6,433,276
Money market reserve funds	1,004,836
•	, , ,
	\$ 7,438,112

1. NATURE OF OPERATIONS

Public Counsel ("the Organization") is the nation's largest public interest law firm specializing in delivering pro bono legal services to low-income communities. Founded in 1970, it is dedicated to advancing equal justice under law and addressing economic, racial and other inequities by delivering free legal and social services to the most vulnerable members of our community. In 2021, Public Counsel staff and over 3,000 volunteers provided legal services to 13,000 individuals and more than 500 nonprofit organizations and benefited millions of people through the Organization's class action lawsuits. The value of free legal services provided during calendar year 2021 (including services to clients by volunteers as well as free legal services provided to clients by the Organization's paid staff) is estimated at approximately \$107 million.

Public Counsel's work includes direct legal services in eight different practice areas for children, veterans, families struggling with poverty, immigrants and local nonprofits and small businesses; impact litigation over civil rights and other broad issues affecting our clients; and policy and legislative advocacy on behalf of communities in need. Public Counsel's practice areas are Children's Rights, Community Development, Consumer Rights, Homelessness Prevention, Immigrants' Rights, Veterans' Rights, Women & Girls' Rights and our impact litigation project, Opportunity Under Law.

Public Counsel is funded primarily through contributions from foundations, law firms and lawyers, corporations, businesses, individuals, and state and local governments. Some of these contributions are restricted by the donor with respect to their use.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Change in accounting principle

In September 2020, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2020-07, Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets, which provides for new presentation and disclosure requirements about contributed nonfinancial assets, including additional disclosure requirements for recognized contributed services. The Organization adopted ASU 2020-07 with a date of initial application of September 1, 2021, using the modified retrospective method. The adoption of ASU 2020-07 did not have a significant impact on the Organization's financial position, results of operations, or cash flows.

Financial statement presentation

The Organization reports information regarding its financial position and activities according to two classes of net assets: without donor restrictions and with donor restrictions. These include:

• Net assets without donor restrictions - Include contributions, fundraising, fees and other forms of revenue and expenditures without donor restrictions related to the general operations and fundraising efforts of the Organization. Also includes board restricted reserves to be used for capital improvements, purchases and future operations.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial statement presentation (continued)

- Board-designated quasi-endowments Includes funds designated by the Board of Directors to be used for scholarships and operations (Note 8).
- *Investment in land and building* Represents the investment in the land and building of its headquarters, net of accumulated depreciation.
- Net assets with donor restrictions Includes grants and contributions received that are restricted with respect to use by the donor or grantor or time restricted to the extent they will be collected and expended in the future. When the restrictions expire, these net assets are reclassified to unrestricted net assets.

Income tax status

Public Counsel is a nonprofit public benefit corporation organized under the laws of California thus is exempt from federal and state income taxes under Internal Revenue Code ("IRC") Section 501(c)(3) and corresponding state provisions.

Use of estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities and the reported revenues and expenses. Actual results could differ from these estimates.

Cash and cash equivalents

The Organization considers all highly-liquid financial instruments purchased with an original maturity of three months or less to be cash equivalents, except cash and money market balances included with investments.

Concentrations

The Organization's bank balances generally exceed FDIC-insured limits. The Organization has not experienced and does not anticipate any losses related to these balances.

For the year ended August 31, 2022, three contracts comprised 28%, 23%, and 10%, respectively, of accounts receivable as of August 31, 2022. For the year ended August 31, 2022, 3 contributors comprised 34%, 31% and 17% of grants and contributions receivable, respectively.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investments

Investments, managed by the Board of Directors' Investment Committee, are stated at fair value. Donated investments are recorded at fair value on the date donated. Unrealized gains and losses are recognized in the aggregate by investment. Realized gains and losses are computed and recognized using the first-in, first-out method. Money market balances held within brokerage accounts are included with investments in the statement of financial position.

Grants and contributions receivable

Grants and contributions receivable consist of unconditional promises to give to the Organization. Management has established an allowance for potentially uncollectible grants and contributions based on its history of collections (see Note 4).

Accounts receivable

Accounts receivable are unsecured and the Organization is at-risk to the extent that such amounts become uncollectible. Management anticipates it will collect 100% of its accounts receivable balance; thus, no allowance for doubtful accounts has been established.

Property and equipment

Purchases of property and equipment are stated at original cost. Donated items are recorded at fair value when received. Depreciation and amortization on both purchased and donated items are recorded using the straight-line basis over the estimated useful lives, ranging from 3 to 40 years.

Normal repairs and maintenance are expensed as incurred, whereas significant charges which materially increase values or extend useful lives are capitalized and depreciated over the estimated useful lives of the related assets.

Impairment of long-lived assets

Management reviews each asset or asset group for impairment whenever events or circumstances indicate the carrying value of an asset or asset group may not be recoverable, but at least annually. No impairment provision was recorded by the Organization during the year.

Deferred revenue

Deferred revenue consists of funds received for programs and fellowships that had not yet been earned as of August 31, 2022.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Rental assistance advance

In April 2021, the Organization received \$1,000,000 designated to help fund eligible households facing eviction. The Organization acts as an intermediary and up to \$75,000 may be used to cover administration expenses. As of August 31, 2022, the remaining amount designated for rental assistance totaled \$962,070 and is included in the accompanying statement of financial position as a liability.

Revenue and expense recognition

Grants and contributions consist of donations from foundations, law firms and lawyers, corporations, businesses, individuals, and state and local governments. Grants and contributions are generally recognized when pledged or paid to the Organization by the donor. Contributions are not recognized as revenue until all donor-imposed conditions have been substantially met.

Occasionally, the Organization receives program service fees in advance of performing the services. These amounts are recorded as deferred revenue on the statement of financial position. Revenue is recognized as performance obligations have been met, or when services have been performed.

Expenses are recorded when the Organization has incurred a commitment to the supplier of goods or services once such goods or services have actually been received. Under nonprofit accounting standards, there may not always be a matching of expenses and grant revenues, particularly in the case of multi-year pledges. In accordance with donors' restrictions, the Organization will expend future efforts (and corresponding expenses) that will not be reported in the same accounting period as the recognized revenues.

Cy pres awards

The Organization cannot control whether it receives cy pres awards or the amount of the awards. During the fiscal year ended August 31, 2022, the Organization received cy pres awards totaling \$510,919.

Donated services

During calendar year 2021, the Organization provided total pro bono legal services (including services to clients by volunteers as well as free legal services provided to clients by the Organization's paid staff) with fair values estimated by management as follows:

Services of volunteer attorneys, law students, paralegals and others who
provided approximately 72,000 hours to client
Services provided by paid staff at the Organization

\$ 42,204,629 64,338,598

\$ 106,543,227

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Donated services (continued)

No amounts are included in the accompanying financial statements for the fair value of these legal services provided to clients of the Organization.

<u>Functional expenses</u>

The Organization allocates its expenses on a functional basis among its various programs and support services. Expenses that can be identified with a specific program or support service are allocated directly according to their natural expenditure classification. Other expenses that are common to several functions are allocated accordingly.

Endowments

Net assets associated with endowment funds, including funds designated by the Board of Directors to function as quasi-endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

Subsequent events

The Organization has evaluated events subsequent to August 31, 2022, to assess the need for potential recognition or disclosure in the financial statements. Such events were evaluated through May 12, 2023, the date the financial statements were available to be issued. Based upon this evaluation, it was determined no subsequent events occurred that require recognition or additional disclosure in the financial statements.

3. INVESTMENTS

The Organization reports its investments at fair value among three categories of price inputs available. These categories of inputs are quoted prices in active markets for identical assets (Level 1); significant other observable inputs (Level 2); and significant unobservable inputs (Level 3).

3. INVESTMENTS (continued)

The following table sets forth by level, within the fair value hierarchy, the Organization's assets at fair value as of August 31, 2022:

	 Level 1		Level 2		Level 3		Fair Value	
California Community Foundation ("CCF")	\$	\$	5,399,982	\$	-	\$	5,399,982	
Mutual funds Fixed income funds Stocks	856,105 4,860,061 1,650,146		-		-		856,105 4,860,061 1,650,146	
SIOCKS	\$ 7,366,312	\$	5,399,982	\$		\$	1,030,140	

Public Counsel's Board of Directors has authorized an investment to be managed by the California Community Foundation ("CCF"), an IRC Section 501(c)(3) California mutual benefit corporation. Under an agreement with CCF, the investment principal and any accrued interest are payable to the Organization upon the request of the Executive Committee acting on behalf of the Board of Directors. The fair value of the investments managed by CCF deemed to be Level 2 has been determined using the net asset values reported on the valuation statements provided by the investment managers of CCF.

Activity in the investments in marketable securities during the year was as follows:

Balance, beginning of year	\$	11,791,563
Purchases of investments		5,084,829
Sales of investments		(2,998,046)
Realized gains		294,444
Unrealized losses		(1,406,496)
	<u>\$</u>	12,766,294
Investment earnings (losses) consisted of the following:		
Dividends and interest income	\$	106,052
Realized gains	·	294,444
Unrealized losses		(1,406,496)
Investment fees		(31,670)
	<u>\$</u>	(1,037,670)

4. GRANTS AND CONTRIBUTIONS RECEIVABLE

Grants and contributions receivable consists of the following:

Due in less than one year Due in one to five years	\$ 1,234,045 1,820,506
Allowance for potentially uncollectible contributions	 3,054,551 (30,000)
	\$ 3,024,551

5. PROPERTY AND EQUIPMENT

Property and equipment consists of the following:

T 1 1	Ф	0.064.001
Land and improvements	\$	2,864,021
Building and improvements		4,101,632
Office equipment		591,029
		7,556,682
Accumulated depreciation and amortization		(2,120,513)
	\$	5,436,169

6. LINE OF CREDIT

Public Counsel maintains a \$950,000 unsecured operating revolving line of credit with a bank through June 2023, at which time any outstanding principal and interest are due. Interest is payable monthly at the bank's prime rate (5.5% at August 31, 2022) plus 0.50%. There was no balance outstanding under this line as of August 31, 2022.

7. QUASI-ENDOWMENTS

The Organization's Board of Directors has designated a portion of its net assets without donor restrictions as quasi-endowments. The Board established campaigns for quasi-endowments for which the Organization is soliciting funds from donors with the understanding that the Board retains the authority to utilize the corpus if needed. Accordingly, these are considered quasi-endowments without donor restrictions on the contributions. At the end of fiscal year 2020, the 50th Anniversary Campaign for the Future quasi-endowment was initiated to generate investment earnings to help sustain the Organization for another 50 years. By the end of fiscal year 2022, the Campaign for the Future quasi-endowment grew to \$1,918,727. As the Board is prioritizing the accumulation of the corpus, the earnings are being reinvested.

7. QUASI-ENDOWMENTS (continued)

Earnings from the Morgan and Helen Chu Scholarship Fund have been designated by the Board to be used for scholarships; earnings from the Irell & Manella Chair Fund have not been designated to be used for any specified programs but are available to be used for operations; earnings from the Campaign for the Future and the Helen and Morgan Chu CEO Distinguished Chair Fund quasi-endowments have not been designated to be used for any specified programs but are available to be used for operations.

Quasi-endowments consist of the following:

Quasi-Endowment		
Morgan and Helen Chu Scholarship Fund	\$	423,444
Irell & Manella Chair Fund		604,699
Campaign for the Future		1,918,727
Helen and Morgan Chu CEO Distinguished Chair Fund		935,121
		3,881,991
	\$	3,881,991
	Ψ	5,001,771

Return objectives and risk parameters

The Organization has adopted investment and spending policies for some quasi-endowment assets that attempt to provide a predictable stream of funding while seeking to maintain the purchasing power of the quasi-endowment assets. Under this policy, as approved by the Executive Committee of the Board of Directors, the quasi-endowment assets are invested in a manner that is intended to assume a moderate level of investment risk and to provide an annual rate of return of approximately 5% plus inflation. Actual returns in any given year may vary from this amount. As the Helen and Morgan Chu CEO Distinguished Chair Fund quasi-endowment is new, a policy is being developed for adoption.

7. QUASI-ENDOWMENTS (continued)

Spending policy and how investment objectives relate to spending policy

The Organization's various quasi-endowment funds have differing spending policies. With regard to the Irell & Manella Chair Fund quasi-endowment, the Organization appropriates for distribution each year up to 3 percent of its fair value, depending on the investment return for the year. There is no established spending rate for the Campaign for the Future and Morgan and Helen Chu Scholarship Fund quasi-endowments. The Organization uses no more than the earnings and contributions for each year. As indicated above, the policy for the Helen and Morgan Chu CEO Distinguished Chair Fund quasi-endowment is currently in development and no spending will occur until the policy is adopted. In establishing its policies, the Organization considers the long-term expected return on its quasi-endowments. Accordingly, over the long-term, the Organization expects the current spending policies to allow its quasi-endowments to grow at an annual rate equal to or greater than inflation. This is consistent with the Organization's objective to maintain the purchasing power of the quasi-endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through investment return.

Quasi-endowment net asset composition

Quasi-endowment net asset composition by type of fund are as follows:

	Without Donor Restrictions		Vith Donor Restrictions	Total
Board-designated quasi-endowment funds	\$	3,881,991	\$ 	\$ 3,881,991

Without Donor

Changes in quasi-endowment net assets during the year is as follows:

	Without Donor Restrictions: Chu Scholarship Fund		Without Donor Restrictions: Irell & Manella Chair Fund		Without Donor Restrictions: Campaign for the Future		Restrictions: Helen and Morgan Chu CEO Distinguished Chair Fund		Total	
Balance, beginning of year	\$	407,764	\$	702,463	\$	1,804,830	\$	1,030,407	\$	3,945,464
Contributions Time-restricted		100,000		5,850		35,539		-		141,389
contributions collected		_		_		298,433		_		298,433
Net investment losses		(84,320)		(103,614)		(220,075)		(95,286)		(503,295)
Balance, end of year	\$	423,444	\$	604,699	\$	1,918,727	\$	935,121	\$	3,881,991

8. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions during the year are as follows:

	Balance at September 1,		Donor Restricted		Net Assets Released from			Balance at August 31,
		2021	_	Revenue		Restriction	_	2022
Community Development Consumer Rights & Economic	\$	282,306	\$	1,497,751	\$	(1,131,643)	\$	648,414
Justice		1,144,597		1,402,929		(1,330,014)		1,217,512
Children's Rights		341,292		2,656,411		(1,756,835)		1,240,868
Center for Veterans'						,		
Advancement		58,974		140,812		(153,120)		46,666
Homelessness Prevention		10,185		390,217		(400,402)		-
Immigrants' Rights		380,022		834,422		(838,090)		376,354
Opportunity Under Law		5,708		684,024		(689,732)		-
Statewide Education Rights		36,737		210,345		-		247,082
Women & Girls Rights		469,364		10,000		(479,364)		-
Administration		50,500		514,000		(554,325)		10,175
Development		246,738		15,000		(6,900)		254,838
Fellowships/Scholarship Fund		612,108		_		(90,000)	_	522,108
		3,638,531		8,355,911		(7,430,425)		4,564,017
Time restricted		549,461		<u> </u>		(199,461)		350,000
	\$	4,187,992	\$	8,355,911	\$	(7,629,886)	\$	4,914,017

Grants and contributions receivable total \$3,024,551 (see Note 4) and, with the exception of \$350,000 that is unrestricted, the amounts have been grouped with the corresponding program service activities listed above in accordance with donors' purpose restrictions. In order for these restrictions to be released, there will be future efforts (and therefore expenses) that will not be reported in the same accounting period as the recognized revenues. As a result, Public Counsel anticipates it will incur program expenses in the years ending August 31, 2022 through 2023, for the related grant and contribution revenue which has been recognized during the year ended August 31, 2022. Donor-restricted net assets included in "Time Restricted" consist of pledges receivable for which no purpose restriction exists.

9. RETIREMENT PLAN

The Organization has an IRC Section 403(b) plan (the "Plan") which covers all eligible employees. During 2021, Employees may contribute up to \$19,500 (up to \$26,000 for individuals 50 or more years old) per year to the Plan, but in 2022 employees' contributions increased to \$20,500 (up to \$27,000 for individuals 50 or more years old) per year to the Plan and are fully vested in the employee contributions. The Plan also allows discretionary employer contributions. Discretionary employer contributions totaled \$488,897 for the year, of which \$454,132 was accrued as of August 31, 2022.

10. COMMITMENTS AND CONTINGENCIES

The expenditure of grants and contributions received by the Organization are governed by terms in grant agreements or by donor-imposed terms. The Organization is required to spend the funds in conformity with the terms in those agreements, to request modification of the terms where necessary, or to request extensions on any deadlines to comply with those terms. Some grant agreements require that grants or contributions not spent by the Organization in conformity with the terms of the grant or contribution, or with any agreed-upon modification or extension, be returned to the contributor. Management anticipates the likelihood of needing to return funds recognized as expenditures to be remote.

Operating leases

The Organization leases various office equipment and office space for periods ranging through November 2026. Rent expense for the year ended August 31, 2022 was \$76,251.

The scheduled minimum lease payments under the lease terms are as follows:

Year ending August 31,

2023	\$ 66,112
2024	66,112
2025	55,743
2026	3,895
2027	974
	\$ 192,836

Collective bargaining election

On May 16, 2019, the administrative and non-supervisory employees of the Organization voted to be represented by the American Federation of State, County and Municipal Employees (AFSCME). In June 2021, a collective bargaining agreement was signed for a three-year term from October 1, 2020 to September 30, 2023, resulting in increases to salaries and other benefits for employees.

11. LIQUIDITY AND AVAILABILITY OF FUNDS

Assets available to meet cash needs for general expenditures within one year, without contractual or donor restrictions as of August 31, 2022, consist of the following:

Cash and cash equivalents	\$	6,433,276
Money market reserve funds		1,004,836
Investments		12,766,294
Accounts receivable		1,707,895
		21,912,301
Net assets with donor restrictions less time restrictions (Note 8)		(4,564,017)
Capital improvements and future operations reserve		(1,918,114)
Quasi-endowments (Note 7)		(3,881,991)
	¢	11 549 170
	<u> </u>	11,548,179

Net assets with donor restrictions totaling \$4,564,017 are reserved for specific purposes and are not available for general expenditures within one year. The Organization's Board of Directors has (1) segregated a portion of its net assets without donor restrictions into a reserve fund to be used for capital improvements, purchases and future operations, and (2) designated another portion of its net assets without donor restrictions as quasi-endowments. These board designations could be drawn upon if the board approves that action. The Organization also maintains a \$950,000 unsecured operating revolving line of credit of which there was no balance outstanding at August 31, 2022.