

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION
YEARS ENDED DECEMBER 31, 2025 AND 2024



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**GENESYS WORKS AND SUBSIDIARIES
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INDEPENDENT AUDITORS' REPORT

Board of Directors
Genesys Works and Subsidiaries
Houston, Texas

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Genesys Works and Subsidiaries, which comprise the consolidated statements of financial position as of December 31, 2025 and 2024, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements referred to above present fairly, in all material respects, the financial position of Genesys Works and Subsidiaries as of December 31, 2025 and 2024, and the changes 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 (GAAS). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are required to be independent of Genesys Works and Subsidiaries 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 GAAS 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 consolidated financial statements.

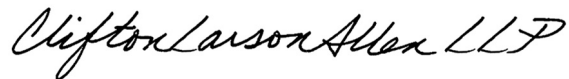
In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated 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 consolidated 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 Genesys Works and Subsidiaries' 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 consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Genesys Works and Subsidiaries' 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.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The site-specific statements of financial position and activities are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.



CliftonLarsonAllen LLP

Minneapolis, Minnesota
April 16, 2026

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 16,955,030	\$ 12,457,000
Investments	5,024,152	4,428,822
Accounts and Pledges Receivable, Net of Allowance of \$37,521 in 2025 and \$28,593 in 2024	3,751,542	3,805,379
Contributions Receivable	201,117	82,000
Prepaid Expenses and Other Assets	1,131,114	932,088
Total Current Assets	27,062,955	21,705,289
OTHER ASSETS		
Property and Equipment, Net	605,628	114,551
Right-of-Use Asset, Net	2,178,128	1,540,976
Total Other Assets	2,783,756	1,655,527
Total Assets	\$ 29,846,711	\$ 23,360,816
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 935,159	\$ 513,619
Accrued Wages and Benefits	967,094	889,556
Deferred Revenue	1,905,338	113,653
Lease Liabilities	2,292,863	1,867,288
Total Liabilities	6,100,454	3,384,116
NET ASSETS		
Without Donor Restrictions	22,468,084	18,494,826
With Donor Restrictions	1,278,173	1,481,874
Total Net Assets	23,746,257	19,976,700
Total Liabilities and Net Assets	\$ 29,846,711	\$ 23,360,816

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 12,487,063	\$ 2,086,597	\$ 14,573,660
In-Kind Contributions	470,576	-	470,576
Net Assets Released from Restrictions	2,348,691	(2,348,691)	-
Total Public Support	15,306,330	(262,094)	15,044,236
Revenues - Program Service Fees	19,183,234	-	19,183,234
Investment Income	868,241	58,393	926,634
Other Income	6,458,695	-	6,458,695
Total Public Support, Revenues, and Other	41,816,500	(203,701)	41,612,799
EXPENSES			
Student Program	24,135,558	-	24,135,558
Management and General	10,194,190	-	10,194,190
Fundraising	3,513,494	-	3,513,494
Total Expenses	37,843,242	-	37,843,242
CHANGE IN NET ASSETS	3,973,258	(203,701)	3,769,557
Net Assets - Beginning of Year	18,494,826	1,481,874	19,976,700
NET ASSETS - END OF YEAR	\$ 22,468,084	\$ 1,278,173	\$ 23,746,257

See accompanying Notes to Consolidated Financial Statements.

**GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2024**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 16,680,621	\$ 1,538,714	\$ 18,219,335
In-Kind Contributions	173,427	-	173,427
Net Assets Released from Restrictions	2,893,298	(2,893,298)	-
Total Public Support	19,747,346	(1,354,584)	18,392,762
Revenues - Program Service Fees	21,210,867	-	21,210,867
Investment Income	12,493	-	12,493
Other Income	755,325	-	755,325
Total Public Support, Revenues, and Other	41,726,031	(1,354,584)	40,371,447
EXPENSES			
Student Program	26,456,832	-	26,456,832
Management and General	5,563,597	-	5,563,597
Fundraising	3,196,587	-	3,196,587
Total Expenses	35,217,016	-	35,217,016
CHANGE IN NET ASSETS	6,509,015	(1,354,584)	5,154,431
Net Assets - Beginning of Year	11,985,811	2,836,458	14,822,269
NET ASSETS - END OF YEAR	\$ 18,494,826	\$ 1,481,874	\$ 19,976,700

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2025

	<u>Student Program</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Salaries, Benefits, and Taxes - Students	\$ 11,941,265	\$ -	\$ -	\$ 11,941,265
Salaries, Benefits, and Taxes - Staff	10,117,079	4,959,957	2,656,286	17,733,322
Other Expenses:				
Facilities Rent and Expenses	416,759	145,002	62,214	623,975
Professional Services	249,554	2,607,685	156,466	3,013,705
Technology and Communications	335,186	1,168,182	23,391	1,526,759
Transportation	318,770	25,761	2,079	346,610
Events/Celebrations	167,441	627,508	449,577	1,244,526
Other Miscellaneous Expenses	172,907	194,364	65,751	433,022
Professional Development	185,127	304,642	42,581	532,350
Marketing Expenses	32,911	32,583	7,045	72,539
Insurance	125,309	36,388	23,983	185,680
Supplies and Materials	59,447	17,051	8,035	84,533
Total Expenses by Function	<u>24,121,755</u>	<u>10,119,123</u>	<u>3,497,408</u>	<u>37,738,286</u>
Depreciation of Property and Equipment	<u>13,803</u>	<u>75,067</u>	<u>16,086</u>	<u>104,956</u>
Total Expenses Included in the Expense Section on the Consolidated Statement of Activities	<u>\$ 24,135,558</u>	<u>\$ 10,194,190</u>	<u>\$ 3,513,494</u>	<u>\$ 37,843,242</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2024

	<u>Student Program</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Salaries, Benefits, and Taxes - Students	\$ 13,163,794	\$ -	\$ -	\$ 13,163,794
Salaries, Benefits, and Taxes - Staff	10,432,778	3,170,858	2,474,516	16,078,152
Other Expenses:				
Facilities Rent and Expenses	488,946	180,321	72,104	741,371
Professional Services	602,962	940,680	228,304	1,771,946
Technology and Communications	784,741	474,181	29,092	1,288,014
Transportation	278,750	24,804	3,882	307,436
Events/Celebrations	227,674	51,407	284,833	563,914
Other Miscellaneous Expenses	176,722	263,101	46,533	486,356
Professional Development	145,174	216,009	30,815	391,998
Marketing Expenses	41,983	6,172	16,781	64,936
Insurance	8,423	185,302	-	193,725
Supplies and Materials	65,684	10,232	5,814	81,730
Total Expenses by Function	<u>26,417,631</u>	<u>5,523,067</u>	<u>3,192,674</u>	<u>35,133,372</u>
Depreciation of Property and Equipment	<u>39,201</u>	<u>40,530</u>	<u>3,913</u>	<u>83,644</u>
Total Expenses Included in the Expense Section on the Consolidated Statement of Activities	<u>\$ 26,456,832</u>	<u>\$ 5,563,597</u>	<u>\$ 3,196,587</u>	<u>\$ 35,217,016</u>

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	\$ 3,769,557	\$ 5,154,431
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities:		
Depreciation and Amortization	104,956	83,644
Unrealized Gains (Losses)	(454,266)	12,493
Receipts of Restricted Contributions to be Held in Perpetuity	-	(7,246)
(Increase) Decrease in Assets:		
Accounts Receivable, Net	53,837	(434,571)
Contributions Receivable	(119,117)	505,500
Prepaid Expenses and Other Assets	(199,026)	(484,747)
Right-of-Use Asset, Net	(637,152)	514,218
Increase (Decrease) in Liabilities:		
Accounts Payable	421,540	181,914
Accrued Expenses and Other Payables	77,538	(241,129)
Lease Liabilities	425,575	(605,583)
Deferred Revenue	1,791,685	12,370
Net Cash Provided by Operating Activities	5,235,127	4,691,294
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of Investments	(314,632)	(4,441,315)
Sales of Investments	173,568	-
Purchases of Fixed Assets	(596,033)	-
Net Cash Used by Investing Activities	(737,097)	(4,441,315)
CASH FLOWS FROM FINANCING ACTIVITIES		
Receipts of Restricted Contributions to be Held in Perpetuity	-	7,246
CHANGE IN CASH AND CASH EQUIVALENTS	4,498,030	257,225
Cash and Cash Equivalents - Beginning of Year	12,457,000	12,199,775
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 16,955,030	\$ 12,457,000

See accompanying Notes to Consolidated Financial Statements.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES

Organization

Genesys Works is a Texas nonprofit corporation incorporated on April 7, 2002. Genesys Works is the sole member in the following subsidiaries: Genesys Works Twin Cities, which was formed April 7, 2009 as a Minnesota nonprofit corporation; Genesys Works Houston, which was formed December 21, 2009 as a Texas nonprofit corporation; and Genesys Works Chicago, which was formed December 21, 2009 as a Texas nonprofit corporation; Genesys Works also has sites in the Bay Area, National Capital Region, New York City, and Tulsa, which have been formed under the Genesys Works incorporation. Each of the subsidiaries have independent boards of directors and local leadership.

Genesys Works and Subsidiaries (hereafter referred to as Genesys, the Organization) provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.

Principles of Consolidation

The accompanying consolidated financial statements include the accounts of Genesys and its subsidiaries. All significant intercompany balances and transactions have been eliminated upon consolidation.

Financial Statement Presentation

The consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). Net assets, revenues, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net Assets Without Donor Restrictions – Net assets without donor restrictions are available for operations and are not limited by donor restrictions. The board of directors (board) may designate a portion of these net assets for specific purposes which makes them unavailable for use at management’s discretion. As of December 31, 2025 and 2024, the Organization did not have any funds designated by the board for specific purposes.

Net Assets With Donor Restrictions – Net assets with donor restrictions consist of assets whose use is limited by donor- or grantor-imposed time and/or purpose restrictions. Some restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor or grantor. Other restrictions are perpetual in nature, where the donor or grantor stipulates that resources be maintained in perpetuity.

All contributions are considered to be available for use without donor restrictions unless specifically restricted by the donor or by law. Amounts received that are designated for future periods or restricted by the donor for specific purposes are reported as with donor restrictions and increases those net asset classes. When a donor restriction expires, net assets with donor restrictions are reclassified to net assets without donor restriction and reported in the consolidated statements of activities as net assets released from restrictions.

**GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents

The Organization considers all cash and highly liquid investments with an initial maturity of three months or less, which are neither held for, nor restricted by donors for long-term purposes, to be cash and cash equivalents and available for current use. The organization keeps cash deposits at high-credit-quality institutes which, at times, may exceed federally insured limits. The Organization has not experienced any losses on such amounts.

Investments

Investments are recorded at fair value. Investment income, including gains and losses on investments, is recorded as increases or decreases in net assets without donor restrictions unless its use is limited by donor-imposed restrictions or law.

Genesys Works' investments are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that those changes in the values of investments will occur in the near term and that such changes could be material to the amounts reported in the statements of financial position.

Accounts Receivable

Accounts receivable consists primarily of amounts owed to us by the private and public sector for services provided through our internship training program. Management determines the allowance for credit losses based on historical experience, current economic conditions, forward-looking information and management's evaluation of individual outstanding receivables. Accounts receivable are written off when deemed uncollectible, generally after a year.

Changes in the allowance for the years ended December 31 are as follows:

	2025	2024
Balance, Beginning of Year	\$ 28,593	\$ 77,199
Provisions	(43,945)	(63,469)
Write-Offs, Net of Recoveries	52,873	14,863
Balance, End of Year	\$ 37,521	\$ 28,593

For the years ended December 31, 2025 and 2024, 33% of receivables were from two vendors and 27% of receivables were from two vendor, respectively.

Contributions Receivable

The Organization records unconditional promises to give that are expected to be collected within one year at net realizable value. If material, discounts to present value are recorded for unconditional promises to give that are expected to be collected over periods in excess of one year. The present value discounts, if any, are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue and is reported within the asset class in which the contribution was originally reported.

**GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment

The Organization records property and equipment at acquisition cost or, if donated, at estimated fair value at the date of donation. The Organization has established a \$5,000 threshold amount for minimum capitalization. Depreciation and amortization is computed by the straight-line method over the following estimated useful lives:

Equipment	5 to 7 Years
Furniture and Fixtures	5 to 10 Years
Vehicles	5 Years
Software	5 Years
Leasehold Improvements	Remaining Term of Lease

When assets are sold or otherwise disposed of, the cost and related accumulated depreciation and amortization are removed from the accounts, and any remaining gain or loss is included in the consolidated statements of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets or do not meet the \$5,000 threshold are expensed currently.

Revenue Recognition

Program service fees represent amounts charged to customers based on established hourly billing rates for services provided by the students through our internship training program. Program service fees received in advance are deferred to the applicable period in which the related services are performed.

Contributions are recognized contributions when cash, securities or other assets, an unconditional promise to give, or notification of a beneficial interest is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

Conditional promises to give are those that contain a measurable performance obligation or other barrier, as well as a right of return, and are not recognized until the conditions on which they depend have been met. If funds are received in advance of the condition being met, they are recorded as deferred revenue and are recognized as revenue once the conditions have been met.

Consequently, at December 31, 2025 and 2024, contributions totaling \$-0- and \$25,000, respectively, have not been recognized in the accompanying consolidated statements of activities because the conditions on which they depend has not yet been met.

Contributed property and equipment is recorded at fair value at the date of donation and recognized as unrestricted support unless the donor specifies how the 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 donor-restricted support and absent explicit donor stipulations about how long those long-lived assets must be maintained, are released from donor restrictions when the donated or acquired long-lived assets are placed in service.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue Recognition (Continued)

Contributed services that meet the recognition requirements of U.S. GAAP are recorded at fair value.

Leases

Genesys determines if an arrangement is a lease at inception. Leases are reported on the consolidated statements of financial position as a right-of-use (ROU) asset and lease liability.

ROU assets represent Genesys' right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. Lease terms may include options to extend or terminate the lease when it is reasonably certain that Genesys will exercise that option. Lease expense for operating lease payments is recognized on a straight-line basis over the lease term. Genesys has elected to recognize payments for short-term leases with a lease term of 12 months or less as expense as incurred and these leases are not included as lease liabilities or right-of-use assets on the consolidated statements of financial position.

The individual lease contracts do not provide information about the discount rate implicit in the lease. Therefore, Genesys has elected to use a risk-free discount rate determined using a period comparable with that of the lease term for computing the present value of lease liability.

Genesys has elected not to separate nonlease components from lease components and instead accounts for each separate lease component and the nonlease component as a single lease component.

Functional Allocation of Expenses

The expenses of providing the program and activities have been summarized on a functional basis in the consolidated statements of activities. The consolidated statements of functional expenses present the natural classification detail of expenses by function. Certain expenses have been allocated among the program and supporting services benefited on a reasonable basis that is consistently applied. The expenses that are allocated include occupancy, depreciation, salaries and wages, benefits, payroll taxes, professional services, office expenses, information technology, insurance, and other, which are allocated based on estimates of time and effort.

Income Taxes

Genesys Works is a nonprofit corporation and has been recognized by the Internal Revenue Service (IRS) as exempt from federal income taxes pursuant to Section 501(c)(3) of the Internal Revenue Code (IRC). The subsidiaries of Genesys Works are recognized as tax exempt under the IRS group exemption number 5640. The Organization files two Return of Organization Exempt From Income Tax (Form 990) with the IRS – one return for Genesys Works and one group return for the subsidiaries.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 1 PRINCIPAL ACTIVITY AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Income Taxes (Continued)

All entities are subject to income tax on net income that is derived from business activities that are unrelated to their exempt purposes.

U.S. GAAP requires that management evaluate tax positions taken by Genesys and recognize a tax liability (or asset) if Genesys has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management has analyzed the tax positions taken by Genesys and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition or disclosure in the consolidated financial statements. Genesys is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Use of Estimates

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

Subsequent Events

Genesys has evaluated subsequent events through April 16, 2026, which is the date that consolidated financial statements were available to be issued.

NOTE 2 LIQUIDITY AND AVAILABILITY

The following table reflects financial assets at December 31, 2025 and 2024, reduced by amounts not anticipated to be available for general expenditure within one year of the consolidated statement of financial position date. Financial assets are considered unavailable when illiquid or they are not convertible to cash within one year. Financial assets are available for general expenditure if they do not have donor or other restrictions limiting their use.

	2025	2024
Financial Assets Available Within One Year:		
Cash and Cash Equivalents	\$ 16,955,030	\$ 12,457,000
Accounts Receivable	3,751,542	3,805,379
Contributions Receivable	201,117	82,000
Total With Donor Restrictions	20,907,689	16,344,379
Amounts Unavailable for General Expenditure		
Within One Year:		
Restricted by Donors	(1,278,173)	(1,481,874)
Total Financial Assets Available to Meet Cash		
Needs for General Expenditures Within One Year	\$ 19,629,516	\$ 14,862,505

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 2 LIQUIDITY AND AVAILABILITY (CONTINUED)

As part of our liquidity management plan, The Organization invest cash through a daily sweep program with our financial institution, which sweeps a portion of our available cash in our bank accounts into overnight money market mutual fund investments. These short-term investment earnings are deposited to the accounts monthly.

As more fully described in Note 8, The Organization has committed lines of credit totaling \$1,200,000, which The Organization can draw upon in the event of an unanticipated liquidity level. At December 31, 2025 and 2024, these lines of credit had \$1,200,000 available to be drawn.

NOTE 3 FAIR VALUE MEASUREMENTS

Fair value is defined as the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair values of the financial instruments shown in the following table as of December 31, 2025 and 2024, represent the amounts that would be received to sell those assets or that would be paid to transfer those liabilities in an orderly transaction between market participants at that date. Those fair value measurements maximize the use of observable inputs. However, in situations where this is little, if any, market activity for the asset or liability at the measurement date, the fair value measurement reflects the Organization's own judgments about the assumptions that market participants would use in pricing the asset or liability. Those judgments are developed by the Organization based on the best information available in the circumstances, including expected cash flows and appropriately risk-adjusted discount rates, and available observable and unobservable inputs.

Fair Value Hierarchy

The following table presents the fair value hierarchy of assets that are measured at fair value on a recurring basis at December 31:

<u>December 31, 2025</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Cash</u>	<u>Total</u>
Assets:					
Investments:					
Mutual Funds	\$ 2,796,153	\$ -	\$ -	\$ -	\$ 2,796,153
Exchange-Traded Funds	2,219,775	-	-	-	2,219,775
Cash	-	-	-	8,224	8,224
Total Investments	<u>5,015,928</u>	<u>-</u>	<u>-</u>	<u>8,224</u>	<u>5,024,152</u>
Total Assets	<u>\$ 5,015,928</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 8,224</u>	<u>\$ 5,024,152</u>
<u>December 31, 2024</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Cash</u>	<u>Total</u>
Assets:					
Investments:					
Mutual Funds	\$ 1,015,828	\$ -	\$ -	\$ -	\$ 1,015,828
Exchange-Traded Funds	3,071,824	-	-	-	3,071,824
Cash	-	-	-	341,170	341,170
Total Investments	<u>4,087,652</u>	<u>-</u>	<u>-</u>	<u>341,170</u>	<u>4,428,822</u>
Total Assets	<u>\$ 4,087,652</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 341,170</u>	<u>\$ 4,428,822</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 4 CONTRIBUTIONS RECEIVABLE

Contributions receivable at December 31 are estimated to be collected as follows:

	<u>2025</u>	<u>2024</u>
Contributions and Grants Receivable:		
Within One Year	\$ 201,117	\$ 82,000

NOTE 5 PROPERTY AND EQUIPMENT

Property and equipment at December 31 consist of the following:

	<u>2025</u>	<u>2024</u>
Equipment	\$ 300,308	\$ 300,308
Furniture and Fixtures	216,153	216,153
Vehicles	27,218	27,218
Software	690,738	277,784
Leasehold Improvements	1,128,242	1,128,242
Total	<u>2,362,659</u>	<u>1,949,705</u>
Less: Accumulated Depreciation and Amortization	<u>(1,757,031)</u>	<u>(1,835,154)</u>
Property and Equipment, Net	<u>\$ 605,628</u>	<u>\$ 114,551</u>

Depreciation and amortization expense for the years ended December 31, 2025 and 2024 was \$104,956 and \$83,643, respectively.

NOTE 6 NET ASSETS WITH DONOR RESTRICTIONS

At December 31, net assets with donor restrictions were available for the following:

	<u>2025</u>	<u>2024</u>
Subject to Expenditure for Specified Purpose:		
Internship Training Program	\$ 5,500	\$ 92,134
Site Growth	-	81,996
Computers and Training Materials	275,000	-
Enablement Hub	-	349,165
Technology Infrastructure, Partner Engagement, Data Reporting	191,500	110,573
Student Success Fund	198,740	195,427
Total	<u>670,740</u>	<u>829,295</u>
Subject to Expenditure for Time:		
Time Restricted Contributions	195,000	287,000
Endowment Earnings Subject to Endowment Spending		
Policy and Appropriations:	60,408	13,554
Endowment Held in Perpetuity - General Operations	352,025	352,025
Total	<u>412,433</u>	<u>365,579</u>
Total Net Assets With Donor Restrictions	<u>\$ 1,278,173</u>	<u>\$ 1,481,874</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 7 ENDOWMENTS

The endowment consists of donor-restricted funds established to provide for the long-term support of Genesys and its programs.

Interpretation of Relevant Law

Genesys has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment fund absent explicit donor stipulations to the contrary. As a result of this interpretation, The Organization retains in perpetuity (a) the original value of initial and subsequent gift amounts donated to the Endowment and (b) any accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by us in a manner consistent with the standard of prudence prescribed by UPMIFA. The Organization considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of Genesys and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of Genesys
- The investment policies of Genesys

Endowment net asset composition by type and changes in endowment net assets are as follows for the years ending December 31:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Balance as of January 1, 2025	\$ -	\$ 365,579	\$ 365,579
Investment Income	-	46,854	46,854
Cash Additions to Endowment Fund	-	-	-
Pledge Additions to Endowment Fund	-	-	-
Appropriations of Endowment Assets for Expenditure	-	-	-
Balance as of December 31, 2025	<u>\$ -</u>	<u>\$ 412,433</u>	<u>\$ 412,433</u>
Balance as of January 1, 2024	\$ -	\$ 355,189	\$ 355,189
Investment Income	-	3,144	3,144
Cash Additions to Endowment Fund	-	7,246	7,246
Pledge Additions to Endowment Fund	-	-	-
Appropriations of Endowment Assets for Expenditure	-	-	-
Balance as of December 31, 2024	<u>\$ -</u>	<u>\$ 365,579</u>	<u>\$ 365,579</u>

**GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 7 ENDOWMENTS (CONTINUED)

Interpretation of Relevant Law (Continued)

The following is a summary of endowment funds subject to Uniform Prudent Management of Institutional Funds Act of 2006 (UPMIFA) for the years ended December 31:

	2025		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Funds - Donor-Restricted	\$ -	\$ 412,433	\$ 412,433
	2024		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Funds - Donor-Restricted	\$ -	\$ 365,579	\$ 365,579

From time to time, the fair market value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires Genesys to retain as a fund of perpetual duration. At December 31, 2025 and 2024, there were no underwater funds.

Investment Objectives and Strategies

The Endowment Fund is invested with the objective of preserving the long-term, real purchasing power of assets in the Fund while providing a relatively predictable and growing stream of annual distributions to support Genesys' programs.

Spending Policy

Subject to the specific intent of a donor expressed in writing in a gift instrument, Genesys may appropriate for expenditure so much of the Fund as Genesys determines is prudent for the uses, benefits, purposes, and duration for which the Fund is established. As of December 31, 2025, the Organization is currently in the process of developing a spending policy.

NOTE 8 EMPLOYEE BENEFIT PLAN

The Organization sponsors a tax-deferred profit-sharing plan qualified under IRC Section 403(b) covering substantially all full-time employees. Employee contributions are voluntary and may not exceed the limit allowed by the IRS. The Organization matches 50% of the amount contributed by the employee, up to 6% of the employee's base salary. During the years ended December 31, 2025 and 2024, The Organization matched employee voluntary contributions, resulting in contributions to the plan of \$215,510 and \$177,677, respectively.

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 9 LINES OF CREDIT

Genesys Works has separate lines of credit of \$400,000 for Genesys Works Bay Area, Genesys Works Chicago, and Genesys Works. The final availability date for these lines of credit may be determined by the bank at any time, at which time any amounts outstanding under the lines of credit convert to a term note. The Genesys Works Bay Area line of credit is guaranteed by Genesys Works and bears interest at the LIBOR Rate plus 3.12%, payable monthly. As of December 31, 2025 and 2024, the outstanding balance on the line of credit was \$-0-.

NOTE 10 RIGHT-OF-USE ASSET AND LIABILITY

Genesys leases office space under noncancelable lease agreements that expire through the year 2033. Under the terms of the agreement, Genesys is committed to annual rental adjusted for defined escalations.

The following table provides Genesys' right-of-use assets and lease liability for the years ended December 31:

	<u>2025</u>	<u>2024</u>
Right-of -Use Assets:		
Operating Leases	\$ 2,178,128	\$ 1,540,976
Total	<u>\$ 2,178,128</u>	<u>\$ 1,540,976</u>
Lease Liabilities:		
Current:		
Operating Leases	\$ 475,327	\$ 608,126
Noncurrent:		
Operating Leases	1,817,536	1,259,162
Total	<u>\$ 2,292,863</u>	<u>\$ 1,867,288</u>

The following tables provides quantitative information concerning Genesys' leases for years ended December 31:

	<u>2025</u>	<u>2024</u>
Amortization of Right-of-Use Assets	\$ -	\$ 2,823
Interest on Lease Liabilities	\$ -	\$ 4
Operating Lease Costs	\$ 570,364	\$ 592,667
Other Information:		
Operating Cash Flows from Finance Leases	\$ -	\$ 4
Operating Cash Flows from Operating Leases	\$ 647,569	\$ 616,255
Financing Cash Flows from Finance Leases	\$ -	\$ 2,854
Weighted-Average Remaining Lease Term	5.7 Years	4.7 Years
Weighted-Average Discount Rate	0.6%	0.5%

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 10 RIGHT-OF-USE ASSET AND LIABILITY (CONTINUED)

A maturity analysis of annual undiscounted cash flows for lease liability as of December 31, 2025 is as follows:

<u>Year Ending December 31,</u>	<u>Operating Leases</u>
2026	\$ 487,507
2027	495,314
2028	339,065
2029	269,485
2030	275,041
Thereafter	462,636
Total Lease Payments	<u>2,329,048</u>
Less: Interest	(36,185)
Present Value of Lease Liabilities	<u>\$ 2,292,863</u>

NOTE 11 CONTRACT REVENUE, ASSETS, AND LIABILITIES

	<u>2025</u>	<u>2024</u>
Revenue Recognized Over Time:		
Alumni Services	\$ 6,417,657	\$ 6,633,914
IT Services	12,765,577	14,671,667
Net of Accounts Receivable Processing Fees	-	(94,714)
Total Revenue Recognized Over Time	<u>\$ 19,183,234</u>	<u>\$ 21,210,867</u>

	<u>2025</u>	<u>2024</u>	<u>2023</u>
Accounts Receivable:			
Intern and Participant Services Provided	<u>\$ 3,751,542</u>	<u>\$ 3,805,379</u>	<u>\$ 3,370,808</u>
Total Accounts Receivable	<u>\$ 3,751,542</u>	<u>\$ 3,805,379</u>	<u>\$ 3,370,808</u>
Deferred Revenue:			
Prepayments in Advance of Earned Services Performed	<u>134,035</u>	<u>113,653</u>	<u>183,369</u>
Total Deferred Revenue	<u>\$ 134,035</u>	<u>\$ 113,653</u>	<u>\$ 183,369</u>

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 12 RELATED PARTY TRANSACTIONS

Throughout the year, The Organization will receive gifts from related parties, including employees, board members, and organizations related to these individuals. During the years ended

December 31, 2025 and 2024, The Organization received \$425,964 and \$353,105, respectively, in gifts from related individuals and related entities.

As of December 31, 2025 and 2024, \$1,419 and \$8,678, respectively, in reimbursements were owed to employees.

As of December 31, Genesys Works National had the following net amounts due from its subsidiaries:

	2025	2024
Genesys Works Twin Cities	\$ 1,018,947	\$ -
Genesys Works Bay Area	-	120,381
Total Due from National	\$ 1,018,947	\$ 120,381

As of December 31, Genesys Works National had the following net amounts due to its subsidiaries:

	2025	2024
Genesys Works Houston	\$ 99,382	\$ 10,189
Genesys Works Chicago	63,658	2,229
Genesys Works Twin Cities	-	130,024
Genesys Works National Capital Region	-	370,536
Genesys Works New York City	-	107,695
Total Due to National	\$ 163,040	\$ 620,673

These intercompany amounts are eliminated upon consolidation.

NOTE 13 IN-KIND CONTRIBUTIONS

Genesys records in-kind contributions at fair market value at the date of donation. In-kind contributions consist of the following for the years ended December 31:

	2025	2024
Rent and Occupancy Provided	\$ 34,215	\$ 25,400
Legal Services	73,348	143,027
Professional Services	363,013	-
Consulting	-	5,000
Total In-Kind Revenue	\$ 470,576	\$ 173,427

GENESYS WORKS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 13 IN-KIND CONTRIBUTIONS (CONTINUED)

All donated services and assets were utilized by Genesys' programs and supporting services. There were no donor-imposed restrictions associated with the donated services and assets. Donated software and equipment is valued at the estimated fair value to purchase similar items. Donated legal and consulting services are valued at the estimated fair value based on normal market hourly rates of providing similar services. The Organization received contributed intern wages that are reported using current rates for similar services.

Genesys receives use of donated facilities for its program operations and supporting services. In-kind contribution revenue and a corresponding expense is recognized in an amount approximating the estimated fair value at the time of the donation. Fair value is estimated using the average price per square foot of similar rental listings. The contributed rent expense is allocated based on percentage of time and effort of staff members.

NOTE 14 EMPLOYEE RETENTION CREDIT

During the years ended December 31, 2025 and 2024, the organization received and recorded an Employee Retention Credit (ERC) of \$5,140,763 of principal payments plus \$1,332,242 of interest and \$-0- for both principal and interest, respectively, part of federal COVID-19 relief for employers, on eligible employee wages for calendar years 2020-2021. This credit is included in Other Income on the statements of activities and is recognized when all conditions are fulfilled or there is reasonable assurance they will be fulfilled.

Eligibility and conditions for the ERC program may be audited by the Internal Revenue Service. The amount of liability, if any, from potential noncompliance cannot be determined with certainty; management is of the opinion that any audit will not have a material adverse impact on the Organization's financial position.

NOTE 15 LEGAL MATTERS

The Organization is subject to various legal proceedings and claims that arise in the ordinary course of its operations. In the opinion of management, the outcome of any such matters, either individually or in the aggregate, will not have a material adverse effect on the Organization's financial position, changes in net assets, or cash flows.

The Organization accrues a liability for legal contingencies when management, after consultation with legal counsel, believes that it is probable that a liability has been incurred and the amount of the loss can be reasonably estimated. As of December 31, 2025, management is not aware of any pending or threatened litigation that would require recognition or disclosure beyond that reflected in the accompanying financial statements.

**GENESYS WORKS
CHICAGO
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	2025	2024
ASSETS		
Cash and Cash Equivalents	\$ 1,040,446	\$ 219,835
Accounts Receivable, Net	347,351	133,039
Contributions Receivable	53,000	297,609
Prepaid Expenses and Other Assets	10,073	83,952
Property and Equipment, Net	9,597	15,658
Right-of-Use Asset, Net	1,037,936	140,129
Total Assets	\$ 2,498,403	\$ 890,222
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 5,021	\$ 7,327
Accrued Wages and Benefits	163,853	190,797
Lease Liability	941,278	129,241
Total Liabilities	1,110,152	327,365
NET ASSETS		
Without Donor Restrictions	1,338,251	562,857
With Donor Restrictions	50,000	-
Total Net Assets	1,388,251	562,857
Total Liabilities and Net Assets	\$ 2,498,403	\$ 890,222

**GENESYS WORKS
CHICAGO
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2025
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,112,172	\$ 200,000	\$ 1,312,172
Net Assets Released from Restrictions	150,000	(150,000)	-
Total Public Support	<u>1,262,172</u>	<u>50,000</u>	<u>1,312,172</u>
Revenues - Program Service Fees	2,808,532	-	2,808,532
Other Income	923,376	-	923,376
Total Public Support, Revenues, and Other	<u>4,994,080</u>	<u>50,000</u>	<u>5,044,080</u>
EXPENSES			
Student Program	3,174,451	-	3,174,451
Management and General	536,690	-	536,690
Fundraising	507,545	-	507,545
Total Expenses	<u>4,218,686</u>	<u>-</u>	<u>4,218,686</u>
CHANGE IN NET ASSETS	775,394	50,000	825,394
Net Assets - Beginning of Year	<u>562,857</u>	<u>-</u>	<u>562,857</u>
NET ASSETS - END OF YEAR	<u><u>\$ 1,338,251</u></u>	<u><u>\$ 50,000</u></u>	<u><u>\$ 1,388,251</u></u>

**GENESYS WORKS
CHICAGO
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,117,552	\$ 139,200	\$ 1,256,752
Net Assets Released from Restrictions	159,200	(159,200)	-
Total Public Support	1,276,752	(20,000)	1,256,752
Revenues - Program Service Fees	3,296,475	-	3,296,475
Other Income	13,246	-	13,246
Total Public Support, Revenues, and Other	4,586,473	(20,000)	4,566,473
EXPENSES			
Student Program	3,963,684	-	3,963,684
Management and General	413,228	-	413,228
Fundraising	245,455	-	245,455
Total Expenses	4,622,367	-	4,622,367
CHANGE IN NET ASSETS	(35,894)	(20,000)	(55,894)
Net Assets - Beginning of Year	598,751	20,000	618,751
NET ASSETS - END OF YEAR	\$ 562,857	\$ -	\$ 562,857

**GENESYS WORKS
HOUSTON
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	2025	2024
ASSETS		
Cash and Cash Equivalents	\$ 3,158,190	\$ 2,503,363
Accounts Receivable, Net	546,993	570,324
Contributions Receivable	75,771	5,000
Prepaid Expenses and Other Assets	450	119,938
Property and Equipment, Net	-	11,568
Right-of-Use Asset, Net	645,490	751,327
	\$ 4,426,894	\$ 3,961,520
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 51,696	\$ 40,367
Accrued Wages and Benefits	241,217	255,014
Deferred Revenue	80,823	21,922
Lease Liability	810,774	935,201
Total Liabilities	1,184,510	1,252,504
NET ASSETS		
Without Donor Restrictions	3,052,384	2,709,016
With Donor Restrictions	190,000	-
Total Net Assets	3,242,384	2,709,016
Total Liabilities and Net Assets	\$ 4,426,894	\$ 3,961,520

**GENESYS WORKS
HOUSTON
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2025
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	1,604,226	\$ 405,000	\$ 2,009,226
Net Assets Released from Restrictions	215,000	(215,000)	-
Total Public Support	1,819,226	190,000	2,009,226
Revenues - Program Service Fees	4,015,214	-	4,015,214
Other Income	1,229,845	-	1,229,845
Total Public Support, Revenues, and Other	7,064,285	190,000	7,254,285
EXPENSES			
Student Program	5,301,311	-	5,301,311
Management and General	634,825	-	634,825
Fundraising	784,781	-	784,781
Total Expenses	6,720,917	-	6,720,917
CHANGE IN NET ASSETS	343,368	190,000	533,368
Net Assets - Beginning of Year	2,709,016	-	2,709,016
NET ASSETS - END OF YEAR	\$ 3,052,384	\$ 190,000	\$ 3,242,384

**GENESYS WORKS
HOUSTON
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,592,090	\$ 25,000	\$ 1,617,090
Net Assets Released from Restrictions	290,000	(290,000)	-
Total Public Support	<u>1,882,090</u>	<u>(265,000)</u>	<u>1,617,090</u>
Revenues - Program Service Fees	3,895,379	-	3,895,379
Other Income	127,357	-	127,357
Total Public Support, Revenues, and Other	<u>5,904,826</u>	<u>(265,000)</u>	<u>5,639,826</u>
EXPENSES			
Student Program	5,162,877	-	5,162,877
Management and General	596,854	-	596,854
Fundraising	460,396	-	460,396
Total Expenses	<u>6,220,127</u>	<u>-</u>	<u>6,220,127</u>
CHANGE IN NET ASSETS	(315,301)	(265,000)	(580,301)
Net Assets - Beginning of Year	<u>3,024,317</u>	<u>265,000</u>	<u>3,289,317</u>
NET ASSETS - END OF YEAR	<u><u>\$ 2,709,016</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 2,709,016</u></u>

**GENESYS WORKS
TWIN CITIES
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	2025	2024
ASSETS		
Cash and Cash Equivalents	\$ 3,609,805	\$ 1,580,075
Accounts Receivable, Net	3,026,507	1,894,106
Prepaid Expenses and Other Assets	318,207	54,232
Right-of-Use Asset, Net	174,634	248,770
Total Assets	\$ 7,129,153	\$ 3,777,183
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 277,536	\$ 22,548
Accrued Wages and Benefits	249,409	470,826
Deferred Revenue	1,351,285	20,759
Paycheck Protection Program Note Payable - See Note 10	-	-
Total Liabilities	2,080,363	798,765
NET ASSETS		
Without Donor Restrictions	4,973,790	2,727,981
With Donor Restrictions	75,000	250,437
Total Net Assets	5,048,790	2,978,418
Total Liabilities and Net Assets	\$ 7,129,153	\$ 3,777,183

**GENESYS WORKS
TWIN CITIES
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2025
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,255,626	\$ 65,268	\$ 1,320,894
Net Assets Released from Restrictions	240,705	(240,705)	-
Total Public Support	1,496,331	(175,437)	1,320,894
Revenues - Program Service Fees	7,790,142	-	7,790,142
Other Income	3,269,260	-	3,269,260
Total Public Support, Revenues, and Other	12,555,733	(175,437)	12,380,296
EXPENSES			
Student Program	8,476,707	-	8,476,707
Management and General	1,184,211	-	1,184,211
Fundraising	649,006	-	649,006
Total Expenses	10,309,924	-	10,309,924
CHANGE IN NET ASSETS	2,245,809	(175,437)	2,070,372
Net Assets - Beginning of Year	2,727,981	250,437	2,978,418
NET ASSETS - END OF YEAR	\$ 4,973,790	\$ 75,000	\$ 5,048,790

**GENESYS WORKS
TWIN CITIES
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 1,035,238	\$ 144,147	\$ 1,179,385
Net Assets Released from Restrictions	359,575	(359,575)	-
Total Public Support	<u>1,394,813</u>	<u>(215,428)</u>	<u>1,179,385</u>
Revenues - Program Service Fees	9,292,247	-	9,292,247
Other Income	87,200	-	87,200
Total Public Support, Revenues, and Other	<u>10,774,260</u>	<u>(215,428)</u>	<u>10,558,832</u>
EXPENSES			
Student Program	9,862,846	-	9,862,846
Management and General	905,623	-	905,623
Fundraising	369,330	-	369,330
Total Expenses	<u>11,137,799</u>	<u>-</u>	<u>11,137,799</u>
CHANGE IN NET ASSETS	(363,539)	(215,428)	(578,967)
Net Assets - Beginning of Year	<u>3,091,520</u>	<u>465,865</u>	<u>3,557,385</u>
NET ASSETS - END OF YEAR	<u><u>\$ 2,727,981</u></u>	<u><u>\$ 250,437</u></u>	<u><u>\$ 2,978,418</u></u>

**GENESYS WORKS
NATIONAL
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	2025	2024
ASSETS		
Cash and Cash Equivalents	\$ 9,146,589	\$ 8,153,727
Investments	5,024,152	\$ 4,428,822
Accounts Receivable, Net	861,879	\$ 910,301
Contributions Receivable	72,346	\$ 77,000
Prepaid Expenses and Other Assets	(101,168)	\$ 2,711,025
Property and Equipment, Net	596,032	\$ 87,325
Right-of-Use Asset, Net	320,068	\$ 400,750
	\$ 15,919,898	\$ 16,768,950
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 600,906	\$ 452,066
Accrued Wages and Benefits	913,482	\$ 2,008,228
Lease Liability	338,678	\$ 582,248
Total Liabilities	1,853,066	3,042,542
NET ASSETS		
Without Donor Restrictions	13,103,659	12,512,424
With Donor Restrictions	963,173	1,213,984
Total Net Assets	14,066,832	13,726,408
Total Liabilities and Net Assets	\$ 15,919,898	\$ 16,768,950

**GENESYS WORKS
NATIONAL
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2025
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 9,657,822	\$ 1,474,722	\$ 11,132,544
In-Kind Contributions	470,576	-	470,576
Net Assets Released from Restrictions	1,742,986	(1,742,986)	-
Total Public Support	11,871,384	(268,264)	11,603,120
Revenues - Program Service Fees	8,021,674	-	8,021,674
Other Loss	719,325	-	719,325
Total Public Support, Revenues, and Other	20,612,383	(268,264)	20,344,119
EXPENSES			
Student Program	9,317,013	-	9,317,013
Management and General	8,493,888	-	8,493,888
Fundraising	2,192,794	-	2,192,794
Total Expenses	20,003,695	-	20,003,695
CHANGE IN NET ASSETS	608,688	(268,264)	340,424
Net Assets - Beginning of Year	12,494,971	1,231,437	13,726,408
NET ASSETS - END OF YEAR	\$ 13,103,659	\$ 963,173	\$ 14,066,832

**GENESYS WORKS
NATIONAL
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024
(SEE INDEPENDENT AUDITORS' REPORT)**

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT, REVENUES, AND OTHER			
Public Support:			
General Public	\$ 13,284,417	\$ 1,230,367	\$ 14,514,784
In-Kind Contributions	\$ 173,427	-	173,427
Net Assets Released from Restrictions	2,084,523	(2,084,523)	-
Total Public Support	15,542,367	(854,156)	14,688,211
Revenues - Program Service Fees	9,036,194	-	9,036,194
Other Loss	461,338	-	461,338
Total Public Support, Revenues, and Other	25,039,899	(854,156)	24,185,743
EXPENSES			
Student Program	9,972,454	-	9,972,454
Management and General	5,722,019	-	5,722,019
Fundraising	2,121,407	-	2,121,407
Total Expenses	17,815,880	-	17,815,880
CHANGE IN NET ASSETS	7,224,019	(854,156)	6,369,863
Net Assets - Beginning of Year	5,270,952	2,085,593	7,356,545
NET ASSETS - END OF YEAR	\$ 12,494,971	\$ 1,231,437	\$ 13,726,408



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