

Military Spouse Jobs

Financial Statements
and Independent Auditor's Report

December 31, 2024 and 2023

Military Spouse Jobs

Financial Statements
December 31, 2024 and 2023

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Military Spouse Jobs

Opinion

We have audited the accompanying financial statements of Military Spouse Jobs (“the Organization”), which comprise the statement of financial position as of December 31, 2024; 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 the Organization as of December 31, 2024, 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 the Organization 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.

Other Matter

The financial statements of the Organization as of December 31, 2023, were audited by other auditors whose report, dated October 14, 2024, expressed an unmodified opinion on those statements.

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 Organization'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 the Organization's internal control. Accordingly, no such opinion is expressed.

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

- 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 Organization'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.

Handwritten signature in black ink that reads "Rogers + Company PLLC". The signature is written in a cursive, flowing style.

Vienna, Virginia
July 24, 2025

Military Spouse Jobs

Statements of Financial Position December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Cash	\$ 176,538	\$ 237,489
Investments	<u>1,241,805</u>	<u>1,284,425</u>
Total assets	<u>\$ 1,418,343</u>	<u>\$ 1,521,914</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	<u>\$ 172</u>	<u>\$ 21,231</u>
Total liabilities	<u>172</u>	<u>21,231</u>
Net Assets		
Without donor restrictions	502,339	725,153
With donor restrictions	<u>915,832</u>	<u>775,530</u>
Total net assets	<u>1,418,171</u>	<u>1,500,683</u>
Total liabilities and net assets	<u>\$ 1,418,343</u>	<u>\$ 1,521,914</u>

See accompanying notes.

Military Spouse Jobs

Statement of Activities
For the Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Contributions and grants	\$ 533	\$ 215,000	\$ 215,533
Investment income, net	57,380	-	57,380
Released from restrictions	74,698	(74,698)	-
Total revenue and support	132,611	140,302	272,913
Expenses			
Program services	312,401	-	312,401
Total program services	312,401	-	312,401
Supporting services:			
General and administrative	24,131	-	24,131
Fundraising	18,893	-	18,893
Total supporting services	43,024	-	43,024
Total expenses	355,425	-	355,425
Change in Net Assets	(222,814)	140,302	(82,512)
Net Assets, beginning of year	725,153	775,530	1,500,683
Net Assets, end of year	\$ 502,339	\$ 915,832	\$ 1,418,171

See accompanying notes.

Military Spouse Jobs

Statement of Activities
For the Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Contributions and grants	\$ 13,991	\$ 400,000	\$ 413,991
Investment income, net	45,616	-	45,616
Released from restrictions	82,351	(82,351)	-
Total revenue and support	141,958	317,649	459,607
Expenses			
Program services	341,318	-	341,318
Total program services	341,318	-	341,318
Supporting services:			
General and administrative	28,776	-	28,776
Fundraising	32,541	-	32,541
Total supporting services	61,317	-	61,317
Total expenses	402,635	-	402,635
Change in Net Assets	(260,677)	317,649	56,972
Net Assets, beginning of year	985,830	457,881	1,443,711
Net Assets, end of year	\$ 725,153	\$ 775,530	\$ 1,500,683

See accompanying notes.

Military Spouse Jobs

Statement of Functional Expenses
For the Year Ended December 31, 2024

	Program Services	Supporting Services			Total Expenses
		General and Administrative	Fundraising	Total Supporting Services	
Subcontract labor	\$ 250,425	\$ 11,896	\$ 7,926	\$ 19,822	\$ 270,247
Payroll expenses	60,525	8,910	10,967	19,877	80,402
Other expenses	755	3,295	-	3,295	4,050
Information technology	696	30	-	30	726
Total Expenses	\$ 312,401	\$ 24,131	\$ 18,893	\$ 43,024	\$ 355,425

See accompanying notes.

Military Spouse Jobs

Statement of Functional Expenses
For the Year Ended December 31, 2023

	Program Services	Supporting Services		Total Supporting Services	Total Expenses
		General and Administrative	Fundraising		
Subcontract labor	\$ 268,050	\$ 12,928	\$ 10,868	\$ 23,796	\$ 291,846
Payroll expenses	69,241	15,271	21,673	36,944	106,185
Other expenses	3,035	-	-	-	3,035
Information technology	992	23	-	23	1,015
Travel	-	554	-	554	554
Total Expenses	\$ 341,318	\$ 28,776	\$ 32,541	\$ 61,317	\$ 402,635

See accompanying notes.

Military Spouse Jobs

Statements of Cash Flows For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Cash Flows from Operating Activities		
Change in net assets	\$ (82,512)	\$ 56,972
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Net realized and unrealized gain on investments	(8,807)	(18,851)
Change in operating assets and liabilities:		
(Decrease) increase in:		
Accounts payable and accrued expenses	<u>(21,059)</u>	<u>2,967</u>
Net cash (used in) provided by operating activities	<u>(112,378)</u>	<u>41,088</u>
Cash Flows from Investing Activities		
Purchases of investments	(1,858,573)	(447,128)
Proceeds from sale of investments	<u>1,910,000</u>	<u>-</u>
Net cash provided by (used in) investing activities	<u>51,427</u>	<u>(447,128)</u>
Net Decrease in Cash	(60,951)	(406,040)
Cash, beginning of year	<u>237,489</u>	<u>643,529</u>
Cash, end of year	<u><u>\$ 176,538</u></u>	<u><u>\$ 237,489</u></u>

See accompanying notes.

Military Spouse Jobs

Notes to Financial Statements
December 31, 2024 and 2023

1. Nature of Operations

Military Spouse Corporate Career Network, Inc., d/b/a Military Spouse Jobs (“the Organization”) is a nonprofit organization formed in 2004. The Organization provides no-cost employment readiness, vocational training, and one-on-one job placement services for military spouses and caregivers of war-wounded. The Organization operates with a user-friendly internet gateway available to job seekers and partnered employers. The Organization is supported through public grants, contributions, and investment income.

2. Summary of Significant Accounting Policies

Basis of Accounting and Presentation

The Organization’s financial statements and footnotes are prepared in accordance with generally accepted accounting principles in the United States of America. Net assets are reported based on the presence or absence of donor-imposed restrictions as follows:

- *Net Assets Without Donor Restrictions* – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.
- *Net Assets With Donor Restrictions* – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Investments

Investments are recorded at fair value based on quoted market prices. All realized and unrealized gains and losses, less investment fees, are reported as a component of net investment income in the accompanying statements of activities.

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Notes to Financial Statements
December 31, 2024 and 2023

2. Summary of Significant Accounting Policies (continued)

Revenue Recognition

Revenue Accounted for in Accordance with Contribution Accounting

Unconditional grants and contributions are recognized when 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 met. Amounts received prior to satisfaction of grant conditions are reported as refundable advances in the statements of financial position. The Organization reports gifts of cash and other assets as restricted support if they are received or promised with donor stipulations that limit the use of the donated funds to one of the Organization's programs or to a future year. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

Functional Allocation of Expenses

The costs of program and supporting services activities have been summarized on a functional basis in the accompanying statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Advertising Costs

Advertising costs are expensed as incurred. The Organization did not have any advertising costs for the years ended December 31, 2024 and 2023.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting practices requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

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Notes to Financial Statements
December 31, 2024 and 2023

2. Summary of Significant Accounting Policies (continued)

Reclassifications

Certain amounts in the 2023 financial statements have been reclassified to conform to the 2024 presentation. These reclassifications have no effect on the change in net assets previously reported.

Subsequent Events

In preparing these financial statements, the Organization has evaluated events and transactions for potential recognition or disclosure through July 24, 2025, the date the financial statements were available to be issued.

3. Liquidity and Availability

Financial assets available for general expenditures, that is, without donor or other restrictions limiting their use, within one year of the statements of financial position date, comprise the following at December 31:

	<u>2024</u>	<u>2023</u>
Cash	\$ 176,538	\$ 237,489
Short-term investments	<u>1,186,469</u>	<u>1,107,944</u>
Total financial assets	1,363,007	1,345,433
Less: donor-restricted funds	<u>(915,832)</u>	<u>(775,530)</u>
Total available for general expenditures	<u>\$ 447,175</u>	<u>\$ 569,903</u>

4. Concentrations of Credit Risk

Financial instruments that potentially subject the Organization to significant concentrations of credit risk consist of cash and investments. The Organization maintains cash deposit and transaction accounts, along with investments, with various financial institutions and these values, from time to time, exceed insurable limits under the Federal Deposit Insurance Corporation (FDIC) and Securities Investor Protection Corporation (SIPC). The Organization has not experienced any credit losses on its cash and investments to date as it relates to FDIC and SIPC insurance limits. Management periodically assesses the financial condition of these financial institutions and believes that the risk of any credit loss is minimal.

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Notes to Financial Statements
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5. Investments and Fair Value Measurements

The Organization follows Financial Accounting Standards Board Accounting Standards Codification 820, *Fair Value Measurements and Disclosures*, for its financial assets. This standard establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. Fair value measurement standards require an entity to maximize the use of observable inputs (such as quoted prices in active markets) and minimize the use of unobservable inputs (such as appraisals or other valuation techniques) to determine fair value. The categorization of a financial instrument within the hierarchy is based upon the pricing transparency of the instrument and does not necessarily correspond to the entity's perceived risk of that instrument.

The inputs used in measuring fair value are categorized into three levels. Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and liabilities and have the highest priority. Level 2 is based upon observable inputs other than quoted market prices, and Level 3 is based on unobservable inputs. The Organization recognizes transfers between levels in the fair value hierarchy at the end of the reporting period.

In general, and where applicable, the Organization uses quoted prices in active markets for identical assets to determine fair value. This pricing methodology applies to Level 1 investments. The Organization also invests in certificates of deposit and U.S. government securities, which are valued based on quoted prices for instruments that are identical or similar in markets that are not active and for which all significant inputs are observable, either directly or indirectly, in active markets. As such, these assets are classified as Level 2.

The following table presents the Organization's fair value hierarchy for those investments measured on a recurring basis at December 31, 2024:

	Level 1	Level 2	Level 3	Total
Money market funds	\$ 370,935	\$ -	\$ -	\$ 370,935
Fixed income:				
U.S. government securities	-	591,283	-	591,283
Certificates of deposit	-	279,587	-	279,587
Total investments	\$ 370,935	\$ 870,870	\$ -	\$ 1,241,805

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5. Investments and Fair Value Measurements (continued)

The following table presents the Organization's fair value hierarchy for those investments measured on a recurring basis at December 31, 2023:

	Level 1	Level 2	Level 3	Total
Money market funds	\$ 200,000	\$ -	\$ -	\$ 200,000
Fixed income:				
U.S. government securities	-	148,875	-	148,875
Certificates of deposit	-	935,550	-	935,550
Total investments	\$ 200,000	\$ 1,084,425	\$ -	\$ 1,284,425

The following table presents net investment income for the years ended December 31:

	2024	2023
Interest and dividends	\$ 49,346	\$ 26,765
Realized and unrealized gain	8,807	18,851
Less: investment fees	(773)	-
Total investment income, net	\$ 57,380	\$ 45,616

6. Net Assets With Donor Restrictions

Net assets with donor restrictions were restricted for the following purposes at December 31:

	2024	2023
Purpose restricted:		
Boeing WWRP	\$ 330,185	\$ 338,781
Prudential	321,612	264,030
VetJobs	98,000	-
USAA	88,426	90,118
Wells Fargo	77,609	82,601
Total net assets with donor restrictions	\$ 915,832	\$ 775,530

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6. Net Assets With Donor Restrictions (continued)

The Organization receives restricted grant funding from various donors to support its mission of providing career placement services to veterans and military spouses. The nature and purpose of each fund group is summarized below:

- *Boeing WWRP* – grant awarded to support initiatives aimed at closing the skills gap and promoting workforce re-entry among women, with a focus on veterans and military spouses.
- *Prudential* – grant provided in support of the Organization’s overall mission and charitable programs, including services that assist veterans in obtaining meaningful employment.
- *VetJobs* – grant awarded to support the veteran job placement services.
- *USAA* – grant awarded to further the Organization’s charitable purpose, including its full range of services aimed at placing veterans into long-term, sustainable careers.
- *Wells Fargo* – grant designated for the Veterans on Track program, which aligns with the Organization’s mission by offering targeted employment support services to veterans.

7. Related Party Transactions

The Organization shares common corporate officers and directors with VetJobs, Inc., an affiliated nonprofit organization with a similar mission and programmatic focus. During the years ended December 31, 2024 and 2023, the Organization received contributions from VetJobs totaling \$98,000 and \$150,000, respectively.

In addition, the Organization shares a corporate officer with DK Consulting, LLC and DLK Consulting, LLC, which provide subcontracted labor services to the Organization. For the years ended December 31, 2024 and 2023, DLK Consulting, LLC received nonemployee compensation totaling \$46,335 and \$40,260, respectively. DK Consulting, LLC received nonemployee compensation totaling \$53,225 and \$67,700 for the years ended December 31, 2024 and 2023, respectively.

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Notes to Financial Statements
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8. Functionalized Expenses

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. Where feasible, the Organization allocates its expenses directly to specific functions. The expenses that are allocated indirectly include salaries and benefits, which are allocated on the basis of estimates of time and effort.

9. Income Taxes

The Organization is recognized as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and is exempt from income taxes except for taxes on unrelated business activities. No provision for income taxes has been made as there were no net unrelated business activities during the years ended December 31, 2024 and 2023.

Management has evaluated the Organization's tax positions and concluded that there are no uncertain tax positions that qualify for either recognition or disclosure in the accompanying financial statements.