

FINANCIAL STATEMENTS

DECEMBER 31, 2020

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors National Center for Youth Law

Report on the Financial Statements

We have audited the accompanying financial statements of National Center for Youth Law (a nonprofit organization), which comprise the Statement of Financial Position as of December 31, 2020, and the related Statements of Activities, Functional Expenses, and Cash Flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility 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; this includes 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Center for Youth Law as of December 31, 2020, 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.

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INDEPENDENT AUDITORS' REPORT

continued

Other Matter

Report on Summarized Comparative Information

We have previously audited the National Center for Youth Law's 2019 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated April 27, 2020. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2019, is consistent, in all material respects, with the audited financial statements from which it has been

Oakland, California

Harrington Group

April 24, 2021

STATEMENT OF FINANCIAL POSITION

December 31, 2020

With comparative totals at December 31, 2019

	2020			2019
ASSETS				
Cash and cash equivalents (Note 2)	\$	3,245,412	\$	2,990,119
Accounts receivable		635,526		810,527
Grants receivable (Note 4)		5,743,570		5,250,750
Prepaid expenses		257,755		200,180
Deposits		86,809		85,809
Investments (Note 5)		6,730,082		3,659,860
Property and equipment (Note 6)		238,321		318,952
TOTAL ASSETS	\$	16,937,475	\$	13,316,197
LIABILITIES AND NET ASSETS				
LIABILITIES				
Accounts payable	\$	287,106	\$	242,491
Accrued payroll		203,168		215,524
Accrued vacation		628,527		442,389
Accrued liabilities other		149,634		168,726
Payroll protection program loan (Note 8)		1,399,800		
TOTAL LIABILITIES		2,668,235		1,069,130
NET ASSETS				
Without donor restrictions		6,096,633		3,320,641
With donor restrictions (Note 9)		8,172,607		8,926,426
TOTAL NET ASSETS		14,269,240		12,247,067
TOTAL LIABILITIES AND NET ASSETS	\$	16,937,475	\$	13,316,197

STATEMENT OF ACTIVITIES

For the year ended December 31, 2020 With comparative totals for the year ended December 31, 2019

Without Donor With Donor Restrictions Restrictions 2020 2019 REVENUE AND SUPPORT Foundation grants and contracts 1,853,907 7,205,007 9,058,914 11,110,241 In-kind support (Note 12) 7,483,705 7,483,705 4,444,642 2,342,640 Government grants and contracts 2,123,787 2,123,787 Attorneys fees 538,952 538,952 134,205 Contributions 297,487 297,487 180,222 Law firms and corporate giving 56,719 56,719 355,899 Restitution/Cy Pres settlements 1,774,895 1,774,895 74,832 Miscellaneous 20 20 5,210 7,958,826 Net assets released from restrictions (Note 9) (7,958,826) TOTAL REVENUE AND SUPPORT 22,088,298 (753,819)21,334,479 18,647,891 **EXPENSES** Program expenses 16,994,321 16,994,321 13,959,639 Management and general 1,739,589 1,739,589 1,086,623 Fundraising 682,982 682,982 515,941 TOTAL EXPENSES 19,416,892 19,416,892 15,562,203 CHANGE IN NET ASSETS BEFORE OTHER CHANGES (753,819) 2,671,406 1,917,587 3,085,688 OTHER CHANGES Interest and dividend income 32,844 32,844 35,908 Gain on investments 71,742 71,742 133,196 TOTAL OTHER CHANGES 104,586 104,586 169,104 **CHANGE IN NET ASSETS** 2,775,992 (753,819)2,022,173 3,254,792 NET ASSETS, BEGINNING OF YEAR 3,320,641 8,926,426 12,247,067 8,992,275 NET ASSETS, END OF YEAR

6,096,633

8,172,607

14,269,240

12,247,067

STATEMENT OF FUNCTIONAL EXPENSES For the year ended December 31, 2020 With comparative totals for the year ended December 31, 2019

		Iuvenile		Child	**	ealth and	I	Education Civil		Legal			,	FosterEd		FosterEd		Other		Total Program	W.	magement			Total Exp		
		Juvenne Justice		Welfare		ormation	Rio	hts Alliance		Strategies	In	nmigration		Arizona		California		rogram		Expenses		d General	Fn	ndraising	2020		2019
	_	Justice	_	wenare		omadon	Rug	into ramanec		Strategies		mingration	_	Anzona		zamorma		logram		Expenses	an	u General		muraising	 2020	_	2017
Salaries	s	812,197	s	26,559	\$	802,115	s	295,793	S	779,059	s	887,808	ş	986,292	\$	1,233,504	s	-	s	5,823,327	s	942,820	s	477,970	\$ 7,244,117	s	6,613,937
Employee benefits		131,041		5,421		165,271		48,756		126,555		158,341		205,967		233,465		50		1,074,867		126,729		76,595	1,278,191		1,272,456
Payroll taxes		54,725		1,760		52,092		20,167		52,698		59,854		63,109		79,451		-		383,856		63,060		32,033	478,949		493,277
Total personnel costs		997,963		33,740		1,019,478		364,716		958,312		1,106,003		1,255,368		1,546,420		50		7,282,050		1,132,609		586,598	9,001,257		8,379,670
In-kind legal services (Note 12)		47,845		17,563		76,741		2,369,524		33,654		4,934,178				4,200				7,483,705					7,483,705		4,444,642
Travel		25,926		9,588		8,731		8,952		8,916		14,580		19,456		11,054		396		107,599		7,424		695	115,718		604,220
Occupancy		103,340		1,355		106,098		37,918		106,507		107,989		62,428		55,080				580,715		96,144		47,156	724,015		555,731
Fees for service		56,958		66,530		125,494		4,267		3,863		35,780		37,349		75,402		16,082		421,725		207,194		18,831	647,750		375,164
Grants		35,000				473,057												1,895		509,952					509,952		342,285
Office expenses		35,709		3,613		35,744		13,232		29,724		30,390		55,055		49,345		1,391		254,203		44,992		14,881	314,076		273,997
Information technology		15,424		1,110		15,140		6,135		10,244		19,624		57,360		39,788				164,825		89,589		5,804	260,218		228,488
Depreciation		9,270		469		8,610		1,231		7,189		10,678		5,042		3,574				46,063		68,838		5,809	120,710		134,283
Conferences and meetings		4,212		2,879		2,214		1,729		5,701		2,715		6,294		16,290		320		42,354		26,295		952	69,601		96,170
Insurance		2,737		85		3,267		969		2,432		3,178		4,589		5,582				22,839		32,460		1,468	56,767		52,376
Accounting		(5,742)				6,577				123										958		12,082			13,040		46,566
Dues, licenses, and service fees		4,754		18		3,416		659		9,688		46,276		1,299		1,375				67,485		10,868		722	79,075		22,078
Bank fees												5								5		10,073			10,078		5,853
Advertising and promotion														93		31				124				66	190		596
Legal																				-					-		84
Bad debt expense		7,343														2,376				9,719	_	1,021			 10,740		
TOTAL 2020 FUNCTIONAL EXPENSES	\$	1,340,739	\$	136,950	\$	1,884,567	\$	2,809,332	\$	1,176,353	\$	6,311,396	\$	1,504,333	\$	1,810,517	\$	20,134	\$	16,994,321	\$	1,739,589	\$	682,982	\$ 19,416,892		
TOTAL 2019 FUNCTIONAL EXPENSES	\$	1,530,383	\$	202,347	\$	1,279,710	S	436,781	s	1,899,726	s	4,089,179	\$	2,147,573	s	2,361,571	s	12,369	s	13,959,639	s	1,086,623	\$	515,941		s	15,562,203

STATEMENT OF CASH FLOWS

For the year ended December 31, 2020

With comparative totals for the year ended December 31, 2019

	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 2,022,173	\$ 3,254,792
Adjustments to reconcile change in net assets to net cash provided		
by operating activities:		
Depreciation	62,837	134,283
(Gain) on investments	(71,742)	(133,196)
Reinvested interest and dividends	(29,678)	(33,287)
(Increase) decrease in operating assets:		
Accounts receivable	175,001	(206,328)
Grants receivable	(492,820)	(1,161,260)
Prepaid expenses	(57,575)	(38,453)
Deposits	(1,000)	(59,577)
Increase (decrease) in operating liabilities:		
Accounts payable	44,615	13,635
Accrued payroll	(12,356)	49,525
Accrued vacation	186,138	21,020
Accrued liabilities other	(19,092)	4,023
NET CASH PROVIDED BY OPERATING ACTIVITIES	1,806,501	1,845,177
CASH FLOWS TO INVESTING ACTIVITIES:		
Sale of investments	5,342,776	3,600,418
Purchase of investments	(8,311,578)	(4,605,704)
Purchase of property and equipment	17,794	(267,832)
NET CASH (USED) BY INVESTING ACTIVITIES	(2,951,008)	(1,273,118)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from paycheck protection program loan	1,399,800	
NET CASH PROVIDED BY FINANCING ACTIVITIES	1,399,800	
NET INCREASE IN CASH AND CASH EQUIVALENTS	255,293	572,059
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	2,990,119	2,418,060
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 3,245,412	\$ 2,990,119

NOTES TO FINANCIAL STATEMENTS

1. Organization

The National Center for Youth Law ("NCYL") is a law firm that advances justice by defending the rights of children and improving the systems impacting their lives. We focus on complex challenges that disproportionately impact children and communities of color and on solutions that require multiple public systems to change their policies, practices and culture. For almost five decades, we have led cross-sector campaigns that weave together research, public awareness, demonstration projects, policy advocacy, coalition building, technical assistance, and litigation, when necessary.

NCYL lead campaigns that change laws and regulations, redesign government services, and hold public agencies accountable for the wellbeing of children in their care. Current campaigns include:

- Working with youth who are in foster care, homeless, and involved in the youth justice system to ensure they receive the educational opportunities they need to graduate from high school with a full array of college and career opportunities
- Protecting the civil rights of students and ensuring schools are safe, empowering places for all children
- Ending the criminalization of survivors of child sex trafficking and ensuring they get the services they need to heal and lead healthy, productive lives
- Empowering youth in foster care to make decisions about their bodies and futures by ensuring access to reproductive health care
- Ensuring youth in foster care receive effective mental health services rather than harmful and unnecessary psychotropic medications
- Ending the incarceration of youth as adults, reducing the number of children involved in the youth justice system, and eliminating juvenile fines and fees
- Ending the unconstitutional detention and protecting the due process rights of children in federal immigration custody

Through our diverse campaigns, NCYL protects and advances the rights of children and youth by changing policy, practice, and culture within public agencies, improving communication between systems, and deepening collaboration between public systems and the communities they serve. We also support the advocacy efforts of public interest law firms by providing technical assistance to public interest attorneys. We have ensured that government agencies effectively serve children in their care by:

- Helping public agencies rethink and redesign their services
- Drafting and advocating for new laws and regulations that incentivize and fund public agencies to improve outcomes for children and youth
- Operating demonstration sites in which we work directly with children and families to launch and evaluate innovative services
- Raising public awareness through the media
- Bringing strategic lawsuits to catalyze and accelerate system change when necessary

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies

A summary of the significant accounting policies applied in the preparation of the accompanying financial statements is as follows:

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting.

Net Assets

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Without Donor Restrictions. Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

With Donor Restrictions. Net assets subject to donor-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.

Cash and Cash Equivalents

NCYL has defined cash and cash equivalents as cash in banks and money market accounts in securities institutions.

Accounts Receivable

Accounts receivable includes outstanding contracts receivable. No allowance for doubtful accounts has been provided as they are all deemed fully collectible.

Grants Receivable

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at fair value, which is measured as the present value of their future cash flows. Conditional promises to give are not included as support until the conditions are substantially met. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Concentration of Credit Risks

NCYL maintains cash and cash equivalents at high-credit quality financial institutions. At times, such balances may be in excess of the Federal Deposit Insurance Corporation insurance limit. NCYL has not incurred losses related to these deposits.

Investments

NCYL values its investments at fair value. Unrealized gains or losses (including investments bought, sold and held during the year) are reflected in the Statement of Activities as gain or loss on investments.

Fair Value Measurements

Generally accepted accounting principles provide guidance on how fair value should be determined when financial statement elements are required to be measured at fair value. Valuation techniques are ranked in three levels depending on the degree of objectivity of the inputs used with each level:

Level 1 inputs - quoted prices in active markets for identical assets

Level 2 inputs - quoted prices in active or inactive markets for the same or similar assets

Level 3 inputs - estimates using the best information available when there is little or no market

NCYL is required to measure certain investments, non-cash contributions, and revenues at fair value. The specific techniques used to measure fair value for these financial statement elements are described in the notes below that relate to each element.

Property and Equipment

Property and equipment are recorded at cost if purchased or at fair value at the date of donation if donated. Depreciation is computed on the straight-line basis over the estimated useful lives of the related assets. Maintenance and repair costs are charged to expense as incurred. Property and equipment are capitalized if the cost of an asset is greater than or equal to two thousand dollars and the useful life is greater than one year.

Donated Services

Contributions of donated non-cash assets are measured on a non-recurring basis and recorded at fair value in the period received. Contributions of donated services that create or enhance non-financial assets or that require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation, are recorded at fair value in the period received (see Note 10).

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Functional Allocation of Expenses

Costs of providing NCYL's programs and other activities have been presented in the Statement of Functional Expenses. During the year, such costs are accumulated into separate groupings as either direct or indirect. Indirect or shared costs are allocated among program and support services by a method that best measures the relative degree of benefit. NCYL uses the proportion of time spent on each program to allocate indirect costs.

Income Taxes

NCYL is exempt from taxation under Internal Revenue Code Section 501(c)(3) and California Revenue and Taxation Code Section 23701d.

Generally accepted accounting principles provide accounting and disclosure guidance about positions taken by an organization in its tax returns that might be uncertain. Management has considered its tax positions and believes that all of the positions taken by NCYL in its federal and state exempt organization tax returns are more likely than not to be sustained upon examination. NCYL's returns are subject to examination by federal and state taxing authorities, generally for three and four years, respectively, after they are filed.

Revenue and Revenue Recognition

NCYL recognizes contributions when cash, securities or other assets; an unconditional promise to give; or a 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 met.

A portion of NCYL's revenue is derived from cost-reimbursable federal and state contracts and grants, which are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when NCYL has incurred expenditures in compliance with specific contract or grant provisions.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of assets, liabilities, revenues, and expenses as of the date and for the period presented. Actual results could differ from those estimates.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Comparative Totals

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with NCYL's financial statements for the year ended December 31, 2019, from which the summarized information was derived.

Subsequent Events

Management has evaluated subsequent events through April 24, 2021, the date which the financial statements were available for issue. No events or transactions have occurred during this period that appear to require recognition or disclosure in the financial statements.

3. Liquidity and Availability of Resources

NCYL regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. NCYL has various sources of liquidity at its disposal, including cash and cash equivalents, and marketable debt and equity securities.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, NCYL considers all expenditures related to its ongoing activities and the pattern of income from grants and contracts receivable, fundraising, and investments. The Finance Committee of the Board of Trustees meets twice a year to review all financial aspects of the organization and reviews investment results, assesses risk, and makes recommendations for changes as needed.

In addition to financial assets available to meet general expenditures over the next 12 months, NCYL operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources.

As of December 31, 2020, the following financial assets could readily be made available within one year of the statement of financial position date to meet general expenditures:

Cash and cash equivalents	\$ 3,245,413
Accounts receivable, net	635,526
Grants and contracts receivable	4,289,096
Investments	6,730,082
	14,900,117
Less: donor restricted funds	<u>7,958,826</u>
Financial assets available	<u>\$ 6,941,291</u>

NOTES TO FINANCIAL STATEMENTS

4. Grants Receivable

Grants receivable are recorded as support when committed unless designated otherwise. All grants are valued at their estimated fair value and are deemed fully collectible. Accordingly, no allowance for uncollectible receivables has been recorded as of December 31, 2020. Unamortized discount on multi-year grants receivable is immaterial and has not been recorded. Total grants receivable at December 31, 2020 of \$5,743,570 is expected to be collected as follows:

Year ending December 31,

2021	\$3,653,570
2022	1,390,000
2023	700,000
	\$5,743,57 0

5. Investments

Investments at December 31, 2020 consist of the following:

Bonds	\$6,727,738
Equities	<u>2,344</u>
	\$6,730,082

6. Property and Equipment

Property and equipment at December 31, 2020 consist of the following:

Developed software	\$ 394,259
Furniture and equipment	199,262
Leasehold improvement	<u>130,144</u>
	723,665
Less: accumulated depreciation	<u>(485,344</u>)
	<u>\$ 238,321</u>

Depreciation expense during the year ended December 31, 2020 was \$62,837.

7. Line of Credit

NCYL has a secured revolving line of credit with a bank, in the amount of \$500,000 due December 22, 2020, bearing an interest rate of 4.50%. There was no outstanding balance at December 31, 2020.

NOTES TO FINANCIAL STATEMENTS

8. Paycheck Protection Plan Loan

On April 29, 2020, NCYL received loan proceeds in the amount of \$1,399,800 under the Paycheck Protection Program ("PPP"). The PPP, established as part of the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"), provides for loans for qualifying businesses for amounts up to 2.5 times of the average monthly payroll expenses of the qualifying business. The loans and accrued interest are eligible for forgiveness for a covered period up to twenty-four weeks, as long as the borrower uses the loan proceeds for eligible purposes (which includes payroll, benefits, rent and utilities) and maintains its full-time staff equivalency levels. The amount for the loan forgiveness will be reduced if the borrower terminates employees or reduces salaries during the covered period.

The unforgiven portion of the PPP loan is payable over five years at an interest rate of 1% with a deferral period for loan payments of either (1) the date that U.S. Small Business Association remits the borrower's loan forgiveness, 10 months after the end of the borrower's loan forgiveness covered period.

9. Net Assets With Donor Restrictions

Net assets with donor restrictions as of December 31, 2020 consist of the following:

FosterEd – California	\$1,841,618
Capacity Building	1,750,000
Reproductive Health	1,227,343
Immigration	1,065,882
Child Trafficking	623,333
Fine and Fees	552,500
ECRA	468,074
CA Youth Justice	430,208
Legal Advocacy	126,358
FosterEd – Arizona	82,291
Fiza Fellowship	5,000
	<u>\$8,172,607</u>

For the year ended December 31, 2020, net assets with donor restrictions released from purpose restrictions were \$7,958,826.

NOTES TO FINANCIAL STATEMENTS

10. Fair Value Measurements

The table below presents the balances of assets measured at fair value at December 31, 2020 on a recurring basis:

	Level 1	Level 2	Level 3	Total
Equity funds				
Large value	\$ 1,334	\$ -	\$ -	\$ 1,334
Large core	<u>1,010</u>			<u> 1,010</u>
Total equity funds	2,344	_	_	<u>2,344</u>
Bonds				
Government	4,664,508			4,664,508
Short-term bond	1,548,369			1,548,369
Intermediate-term bond	<u>514,861</u>			<u>514,861</u>
Total bond funds	6,727,738			<u>6,727,738</u>
Total exchange traded funds	\$6,730,082	<u>\$ -</u>	\$ -	<u>\$6,730,082</u>

The fair value of exchange traded funds and equities are measured on a recurring basis using quoted prices for identical assets in active markets (Level 1 inputs).

The table below presents transactions measured at fair value on a non-recurring basis during the year ended December 31, 2020:

	Lev	<u>el 1</u>	Leve	el 2	Level 3	<u>Total</u>
Grants commitments – new Donated services	\$	-	\$ 7 . 483	- 3 705	\$5,743,570	\$ 5,743,570 7,483,705
Donated services	\$		\$7,483	3,70 <u>5</u>	<u>\$5,743,570</u>	\$13,227,275

The fair value of donated services has been measured on a non-recurring basis using quoted prices for similar assets in inactive markets (Level 2 inputs).

The fair value of grants commitments – new has been measured on a non-recurring basis using the value provided by the grantor at the date commitment and based on evaluating the credit worthiness of the grantor (Level 3 inputs).

NOTES TO FINANCIAL STATEMENTS

11. Commitments and Contingencies

Grant Awards

Grant awards require the fulfillment of certain conditions as set forth in the instrument of grant. Failure to fulfill the conditions could result in the return of the funds to the grantors. NCYL deems this contingency remote since by accepting the grants and their terms, it has accommodated the objectives of NCYL to the provisions of the grants. NCYL's management is of the opinion that NCYL has complied with the terms of all grants.

Obligations Under Operating Leases

NCYL leases five offices and a copier under operating lease. The lease term for the main Oakland office extends to February 28, 2025. Future minimum payments, by year and in the aggregate, under this lease with initial or remaining terms of one year or more, consist of the following:

Year ending December 31,	
2021	\$ 677,229
2022	633,545
2023	602,898
2024	620,985
Thereafter	104,002
	<u>\$2,638,659</u>

Rent expense under the operating lease for the year ended December 31, 2020 was \$724,016.

Impact of COVID-19 Virus

Following the California and local "Safer-at-Home" orders, NCYL has been conducting business activities as usual with consideration of social distancing and remote work opportunities. The long-term impact of the COVID-19 virus on NCYL cannot be foreseen at this time and is not reflected in these financial statements.

NOTES TO FINANCIAL STATEMENTS

12. In-kind Support

NCYL partners with outside attorneys and law firms to litigate cases on behalf of its clients. The pro bono firms donate the time of their attorneys and staff in addition to paying for out of pocket expenses associated with investigations and litigation. Additionally, NCYL had volunteer law clerks. Total amount of in-kind support for the year ended December 31, 2020 was \$7,483,705.

Legal fees	\$7,121,810
Legal Expenses	227,378
Law Clerks	<u>134,517</u>
	\$7,483,7 05

13. Employee Benefit Plan

NCYL has a 403(b) employee benefit plan available to all eligible employees. Employees may contribute any whole percentage of annual compensation provided that it does not exceed maximum amounts as permitted by law. NCYL made a non-matching contribution of 4% of employee's earnings during the year ended December 31, 2020. Employer contributions under this plan for the year ended December 31, 2020 were \$280,007.