

Goodwill Industries of South Florida, Inc. and Subsidiary

Consolidated Financial Statements
Years Ended December 31, 2024 and 2023

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Goodwill Industries of South Florida, Inc. and Subsidiary

Consolidated Financial Statements
Years Ended December 31, 2024 and 2023

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Independent Auditor's Report

Board of Directors
Goodwill Industries of South Florida, Inc. and Subsidiary
Miami, Florida

Opinion

We have audited the consolidated financial statements of Goodwill Industries of South Florida, Inc. and Subsidiary (a nonprofit organization) (Goodwill), which comprise the consolidated statements of financial position as of December 31, 2024 and 2023, 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 present fairly, in all material respects, the financial position of Goodwill as of December 31, 2024 and 2023, and the results of its operations 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 *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are required to be independent of Goodwill 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 Goodwill's ability to continue as a going concern within one year after the date that the consolidated financial statements are issued or available to be issued.

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Auditor's 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 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 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 Goodwill's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Goodwill'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.

BDO USA, P.C.

May 29, 2025

Consolidated Financial Statements

Goodwill Industries of South Florida, Inc. and Subsidiary

Consolidated Statements of Financial Position

<i>December 31,</i>	2024	2023
Assets		
Cash and cash equivalents	\$ 8,462,975	\$ 7,164,291
Accounts and other receivables, net	8,667,194	18,121,533
Pledges receivable, net	463,589	-
Inventories, net	11,156,587	22,763,415
Prepaid expenses	2,384,134	1,410,651
Investments at fair value	5,853,922	5,266,155
Other assets	884,006	1,052,312
Goodwill, net	835,200	974,400
Property and equipment, net	47,220,244	35,017,961
Right-of-use assets, net - operating leases	37,752,499	47,192,870
Right-of-use assets, net - finance leases	2,994,799	274,050
Total Assets	\$ 126,675,149	\$ 139,237,638
Liabilities and Net Assets		
Liabilities		
Accounts payable	\$ 8,639,252	\$ 12,743,694
Accrued expenses and other liabilities	6,461,582	4,956,762
Deferred revenue	-	12,125,730
Long-term debt and line of credit	8,290,352	10,009,831
Lease liabilities - operating	42,057,006	52,161,551
Lease liabilities - finance	2,981,779	280,498
Total Liabilities	68,429,971	92,278,066
Commitments and Contingencies		
Net Assets		
Without donor restrictions	57,781,589	46,959,572
With donor restrictions	463,589	-
Total Net Assets	58,245,178	46,959,572
Total Liabilities and Net Assets	\$ 126,675,149	\$ 139,237,638

See accompanying notes to consolidated financial statements.

Goodwill Industries of South Florida, Inc. and Subsidiary

Consolidated Statement of Activities

	2024			2023		
	Restrictions	Restrictions	Total	Restrictions	Restrictions	Total
Revenues and Support						
Contributions:						
Sales of contributed non-financial assets	\$ 83,991,655	\$ -	\$ 83,991,655	\$ 82,980,185	\$ -	\$ 82,980,185
Contributions of non-financial assets - parking garage	11,023,766	-	11,023,766	-	-	-
Contributions - other, net	1,379,599	463,589	1,843,188	1,049,338	-	1,049,338
United Way allocation	355,840	-	355,840	333,079	-	333,079
Special events (net of costs of \$271,610 for the year ended December 31, 2024)	347,396	-	347,396	-	-	-
Total Contributions	97,098,256	463,589	97,561,845	84,362,602	-	84,362,602
New goods sales (net of cost of sales of \$2,930,762 and \$2,881,951 for the years ended December 31, 2024 and 2023, respectively)	1,666,751	-	1,666,751	1,389,409	-	1,389,409
Apparel manufacturing	55,972,668	-	55,972,668	51,073,617	-	51,073,617
Custodial contracts	14,300,352	-	14,300,352	13,563,007	-	13,563,007
Business services	8,779,208	-	8,779,208	10,384,175	-	10,384,175
Laundry services	15,670,186	-	15,670,186	13,821,254	-	13,821,254
Mission services	1,806,507	-	1,806,507	2,139,540	-	2,139,540
Miscellaneous income	-	-	-	1,136,062	-	1,136,062
Investment return, net	641,190	-	641,190	397,362	-	397,362
Total Revenues and Support	195,935,118	463,589	196,398,707	178,267,028	-	178,267,028
Expenses						
Program services:						
Donated and new goods operations	71,528,991	-	71,528,991	68,567,995	-	68,567,995
Apparel manufacturing	64,248,696	-	64,248,696	59,102,101	-	59,102,101
Custodial contracts	11,876,478	-	11,876,478	10,900,122	-	10,900,122
Business services	4,938,531	-	4,938,531	7,278,725	-	7,278,725
Laundry services	15,508,873	-	15,508,873	14,561,767	-	14,561,767
Mission services	6,341,570	-	6,341,570	5,702,544	-	5,702,544
Total Program Services	174,443,139	-	174,443,139	166,113,254	-	166,113,254
Supporting services						
Management and general	9,833,784	-	9,833,784	9,027,199	-	9,027,199
Fundraising	836,178	-	836,178	442,462	-	442,462
Total Expenses	185,113,101	-	185,113,101	175,582,915	-	175,582,915
Increase in Net Assets Without Donor Restrictions	10,822,017	463,589	11,285,606	2,684,113	-	2,684,113
Net Assets, beginning of year	46,959,572	-	46,959,572	44,275,459	-	44,275,459
Net Assets, end of year	\$ 57,781,589	\$ 463,589	\$ 58,245,178	\$ 46,959,572	\$ -	\$ 46,959,572

See accompanying notes to consolidated financial statements.

Goodwill Industries of South Florida, Inc. and Subsidiary
Consolidated Statement of Functional Expenses

Year ended December 31, 2024

	Program Services						Supporting Services			
	Thrift	Apparel Manufacturing	Custodial Contracts	Business Services	Laundry Services	Mission Services	Total Program Expenses	Management and General	Fundraising	Total Expenses
Payroll and Related Costs										
Disabled wages	\$ 1,538,714	\$ 14,099,187	\$ 4,606,505	\$ 375,391	\$ 487,568	\$ 143,445	\$ 21,250,810	\$ 148,618	\$ 2,243	\$ 21,401,671
Non-disabled wages	33,506,788	14,356,364	3,417,001	752,754	5,309,566	3,840,838	61,183,311	4,278,818	397,763	65,859,892
Employee health and welfare benefits	607,041	423,122	21,158	26,098	144,656	176,013	1,398,088	126,712	22,176	1,546,976
Other payroll-related expenses	3,796,475	3,064,879	1,909,042	153,554	653,263	419,028	9,996,241	436,154	42,979	10,475,374
Total Payroll and Related Costs	39,449,018	31,943,552	9,953,706	1,307,797	6,595,053	4,579,324	93,828,450	4,990,302	465,161	99,283,913
Expenses										
Occupancy	20,093,817	1,348,998	394,443	904,193	1,200,230	179,974	24,121,655	240,737	13,745	24,376,137
Professional fees	1,902,396	1,583,061	335,843	525,053	1,536,408	280,120	6,162,881	2,340,052	280,834	8,783,767
Materials and supplies (office and commercial)	2,375,634	26,374,608	901,651	1,965,799	4,643,502	912,773	37,173,967	766,494	31,249	37,971,710
Telephone	738,166	146,692	59,100	13,359	19,636	51,908	1,028,861	342,735	905	1,372,501
Postage and freight	2,055,280	441,403	1,190	94,382	11,818	6,862	2,610,935	20,557	348	2,631,840
Equipment rental and maintenance	358,927	273,210	2,028	63,418	351,119	18,713	1,067,415	37,143	9,981	1,114,539
Printing and advertising	106,105	200,186	11,877	6,593	5,834	57,044	387,639	71,659	23,123	482,421
Travel	148,323	106,435	73,601	11,199	11,308	53,845	404,711	43,679	1,473	449,863
Fleet and transportation costs	1,476,868	37,052	51,637	19,590	501,120	22,700	2,108,967	13,326	240	2,122,533
Conferences and meetings	42,622	72,940	17,207	2,391	12,036	26,590	173,786	43,879	1,625	219,290
Special assistance to individuals	-	15,000	-	-	-	208	15,208	-	-	15,208
Membership dues	7,774	17,368	4,687	540	108	17,508	47,985	313,948	108	362,041
Awards and grants	502	670	199	15	931	907	3,224	7,556	3	10,783
Interest	81,987	180,540	3,416	5,694	213,143	21,180	505,960	35,686	1,139	542,785
Service charges and other	1,796,028	210,082	5,630	-	12,423	43,064	2,067,227	353,492	2,542	2,423,261
Total Expenses, before depreciation and amortization	70,633,447	62,951,797	11,816,215	4,920,023	15,114,669	6,272,720	171,708,871	9,621,245	832,476	182,162,592
Depreciation and amortization	895,544	1,296,899	60,263	18,508	394,204	68,850	2,734,268	212,539	3,702	2,950,509
Total Expenses	\$ 71,528,991	\$ 64,248,696	\$ 11,876,478	\$ 4,938,531	\$ 15,508,873	\$ 6,341,570	\$ 174,443,139	\$ 9,833,784	\$ 836,178	\$ 185,113,101

See accompanying notes to consolidated financial statements.

Goodwill Industries of South Florida, Inc. and Subsidiary
Consolidated Statement of Functional Expenses

Year ended December 31, 2023

	Program Services					Supporting Services		
	Thrift	Apparel Manufacturing	Custodial Contracts	Business Services	Laundry Services	Mission Services	Total Program Expenses	Management and General
Payroll and Related Costs								
Disabled wages	\$ 1,557,762	\$ 13,504,410	\$ 3,641,278	\$ 669,396	\$ 542,416	\$ 171,565	\$ 20,086,827	\$ 1,806
Non-disabled wages	32,446,254	13,208,328	3,422,833	1,258,660	4,815,216	3,390,967	58,542,258	209,889
Employee health and welfare benefits	546,135	402,144	18,207	8,101	135,064	118,556	1,228,207	104,281
Other payroll-related expenses	3,505,298	2,857,475	1,753,917	363,560	569,152	363,531	9,412,933	413,118
Total Payroll and Related Costs	38,055,449	29,972,357	8,836,235	2,299,717	6,061,848	4,044,619	89,270,225	238,091
Expenses								
Occupancy	19,016,386	1,267,200	426,860	783,427	1,274,771	193,794	22,962,438	233,131
Professional fees	1,597,424	1,603,037	431,924	896,912	1,271,900	260,471	6,061,668	112,645
Materials and supplies (office and commercial)	2,759,603	23,327,060	893,796	2,869,493	4,426,032	860,841	35,136,825	607,981
Telephone	864,915	280,126	93,361	18,069	47,147	69,662	1,373,280	195,713
Postage and freight	1,696,187	519,148	6,862	300,982	14,846	4,632	2,542,657	428
Equipment rental and maintenance	225,270	338,150	3,669	40,205	309,185	32,108	948,587	2,771
Printing and advertising	112,876	185,331	12,546	8,301	3,139	45,821	368,014	26,764
Travel	146,299	99,903	73,257	22,778	4,115	27,025	373,377	706
Fleet and transportation costs	1,581,071	28,780	65,413	13,558	450,713	9,164	2,148,699	5,755
Conferences and meetings	25,063	69,524	1,243	2,253	3,272	2,110	103,465	10,139
Special assistance to individuals	2,914	-	-	-	-	-	2,914	500
Membership dues	1,559	2,816	3,936	89	18	56,270	64,688	304,761
Awards and grants	2,800	2,901	354	416	192	340	7,003	1,573
Interest	102,357	225,396	4,265	7,108	221,797	26,442	587,365	44,554
Service charges and other	1,585,783	777	15	25	79,211	11,988	1,677,799	16
Total Expenses, before depreciation and amortization	67,775,956	57,922,506	10,853,736	7,263,333	14,168,186	5,645,287	163,629,004	8,790,284
Depreciation and amortization	792,039	1,179,595	46,386	15,392	393,581	57,257	2,484,250	236,915
Total Expenses	\$ 68,567,995	\$ 59,102,101	\$ 10,900,122	\$ 7,278,725	\$ 14,561,767	\$ 5,702,544	\$ 166,113,254	\$ 9,027,199
								\$ 442,462
								\$ 175,582,915

See accompanying notes to consolidated financial statements.

Goodwill Industries of South Florida, Inc. and Subsidiary

Consolidated Statements of Cash Flows

Year ended December 31,	2024	2023
Cash Flows from Operating Activities		
Change in net assets	\$ 11,285,606	\$ 2,684,113
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation and amortization	2,950,509	2,724,243
Accretion of discount on pledges receivable	36,411	-
Provision for obsolete inventory	101,178	-
Net unrealized and realized gain on investments	(467,473)	(318,740)
Change in non-cash contribution of (provided) used goods	(76,425)	161,170
Change in non-cash contribution of parking garage	(11,023,766)	-
Non-cash lease expense	11,587,256	11,364,315
Decrease (increase) in assets:		
Accounts and other receivables, net	9,454,339	(6,010,609)
Pledges receivable, net	(500,000)	-
Inventories	11,582,075	4,946,352
Prepaid expenses	(973,483)	(973,006)
Other assets	168,306	(13,220)
(Decrease) increase in liabilities:		
Accounts payable	(4,104,442)	2,293,452
Accrued expenses and other liabilities	1,504,820	36,921
Deferred revenue	(12,125,730)	(5,319,936)
Operating lease liabilities	(12,251,429)	(11,683,404)
Net Cash Provided by (Used in) Operating Activities	7,147,752	(108,349)
Cash Flows from Investing Activities		
Purchases of investments	(1,975,847)	(1,853,697)
Sale of investments	1,855,553	1,816,043
Purchases of property and equipment	(3,729,319)	(1,751,411)
Net Cash Used in Investing Activities	(3,849,613)	(1,789,065)
Cash Flows from Financing Activities		
Proceeds from long-term debt and line of credit	69,007,714	22,406,001
Payments on long-term debt and line of credit	(70,736,505)	(22,361,410)
Payments on obligations under finance leases	(270,664)	(261,311)
Net Cash Used in Financing Activities	(1,999,455)	(216,720)
Net Increase (Decrease) in Cash and Cash Equivalents	1,298,684	(2,114,134)
Cash and Cash Equivalents, beginning of year	7,164,291	9,278,425
Cash and Cash Equivalents, end of year	\$ 8,462,975	\$ 7,164,291
Supplemental Disclosure of Cash Flow Information		
Cash paid for interest	\$ 529,547	\$ 599,007
Supplemental Disclosure of Non-Cash Activities:		
Donation parking garage	\$ 11,023,766	\$ -
Right-of-use assets acquired under operating leases	2,146,885	7,138,392
Lease liabilities acquired under operating leases	(2,146,885)	(7,138,392)
Right-of-use assets acquired under finance leases	2,971,944	39,121
Lease liabilities acquired under finance leases	(2,971,944)	(39,121)
Vehicles acquired through notes payable	9,312	115,124

See accompanying notes to consolidated financial statements.

Goodwill Industries of South Florida, Inc. and Subsidiary

Notes to Consolidated Financial Statements

1. Organization

Goodwill Industries of South Florida, Inc. is a not-for-profit organization established in 1959. Goodwill South Florida TEP, LLC (Goodwill TEP), a Florida limited liability company, was formed in December 2015 to operate for the benefit of its sole member, Goodwill Industries of South Florida, Inc. Goodwill TEP and Goodwill Industries of South Florida, Inc. are collectively referred to as “Goodwill” in the accompanying consolidated financial statements.

The purpose of Goodwill is to help people with disabilities and special needs make the transition to independence. Goodwill provides vocational rehabilitation, training, employment and placement to help people achieve employment and self-sufficiency. Goodwill operates numerous entrepreneurial activities such as collecting and selling donated materials, manufacturing and contracting services with the private and public sectors. These activities serve as tools for the training and employment of individuals with disabilities and special needs as well as providing revenues to support Goodwill’s mission.

Description of Programs

Thrift - Goodwill operates thrift stores and donation centers across Broward and Miami-Dade counties with more than 1,200 people in 35 stores and 52 donation centers. Of the workforce, 10% of employees have some type of disability. The donation centers receive over 1,500,000 donations annually.

Apparel Manufacturing - For over 25 years, Goodwill has manufactured military apparel. With a workforce of over 900 people, Goodwill produces caps, combat coats, shirts, combat trousers, dress slacks, and U.S. Interment flags. This significant work creates opportunities for people with disabilities.

Custodial Services - Goodwill’s custodial services offer groundskeeping, porter service, food attendant, cashiering, food preparation, and janitorial/custodial combined to employ over 200 people with significant disabilities. Goodwill’s customers include the majority of federal, state and local government entities and other agencies.

Business Services - Goodwill provides efficient warehousing and distribution services in South Florida. In addition to traditional warehousing services, Goodwill performs e-commerce fulfillment, kitting, integration, remanufacturing, assembly, and sustainable recycling/upcycling as part of a full-service logistics management solutions.

Laundry Services - Goodwill’s laundry operation was built to create more jobs in the community especially low-income areas. Operations include a state-of-the-art automated facility, energy-efficient and environmentally friendly equipment. Goodwill currently processes 24 million pounds of linen for a number of hospitals per year and employs 150 workers.

Mission Services - Goodwill serves individuals with disabilities, young adults transitioning out of the local school systems, refugees, re-entry, individuals who are homeless, veterans, and those facing other barriers to work. Goodwill delivers necessary job training, and paid part-time or full-time job following successful completion. Participants learn new and essential job related and social skills; make informed career choices; achieve higher levels of self-sufficiency; obtain competitive employment inside Goodwill or in the local market; and can provide for themselves and their families.

Goodwill Industries of South Florida, Inc. and Subsidiary

Notes to Consolidated Financial Statements

2. Summary of Significant Accounting Policies

Basis of Consolidation

The accompanying consolidated financial statements include the accounts of Goodwill Industries of South Florida, Inc. and the accounts of Goodwill TEP. All intercompany balances and transactions have been eliminated in consolidation.

Basis of Accounting and Presentation

The consolidated financial statements of Goodwill 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). Assets are presented in the consolidated statements of financial position according to their nearness of their conversion to cash and liabilities according to their nearness of their maturity and resulting use of cash.

Net assets and revenues, gains and losses are classified into two classes of net assets based on the existence or absence of donor-imposed restrictions. The two classes of net asset categories are as follows:

Net Assets Without Donor Restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of Goodwill. These net assets may be used at the discretion of Goodwill's management and the Board of Directors.

Net Assets With Donor Restrictions - Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of Goodwill or by the passage of time. Other donor restrictions are perpetual in nature, where the donor has stipulated the funds be maintained in perpetuity. Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the consolidated statements of activities.

Use of Estimates

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

Cash and Cash Equivalents

For purposes of reporting on the consolidated statements of cash flows, cash and cash equivalents include cash on hand, amounts due from banks and money market accounts with initial maturities of 90 days or less which are readily convertible into cash excluding amounts designated or restricted for long-term purposes.

Goodwill Industries of South Florida, Inc. and Subsidiary

Notes to Consolidated Financial Statements

Accounts and Other Receivables, Net

Accounts and other receivables are stated at the amount Goodwill expects to collect. Management monitors the collection status of its receivable balance on an ongoing basis. Goodwill recognizes an allowance for credit losses for financial assets carried at amortized cost to present the net amount expected to be collected as of the balance sheet date. Such allowance is based on the credit losses expected to arise over the life of the asset (contractual term) which includes consideration of prepayments and is based on our expectation.

Assets are written off when Goodwill determines that such financial assets are deemed uncollectible or based on regulatory requirements, whichever is earlier. Write-offs are recognized as a deduction from the allowance for credit losses. Expected recoveries of amounts previously written off, not to exceed the aggregate of the amount previously written off, are included in determining the necessary reserve at the balance sheet date. Goodwill evaluates receivables based on similar risk characteristics in estimating expected credit losses. Based on management's analysis, the allowance for credit losses is \$100,000 as of December 31, 2024 and 2023.

Pledges Receivable, Net

Pledges receivable are reported at net realizable value which approximates fair value and consists of amounts due from pledges. The allowance for doubtful accounts is Goodwill's best estimate of the amount of probable losses. Past due balances are reviewed individually for collectability. Account balances are charged off against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote. Pledges determined to be uncollectible during the year in which such pledges are received are shown as a reduction of contributions. Pledges determined to be uncollectible subsequent to the year in which such pledges are received are charged to the allowance for uncollectible pledges.

Unconditional promises to give that are expected to be collected within one year are recorded at their net realizable value. Unconditional promises to give that are expected to be collected in more than one year are discounted using a market rate of return and are recorded at net present value of the estimated future cash flows. Unconditional promises to give are recognized as revenues in the period received. Conditional promises to give are recognized as revenue in the period the conditions on which they depend are substantially met.

At December 31, 2024 the average discount rate was approximately 4%. Amortization of the discounts is included in contribution revenue. No pledges receivable was recorded as of December 31, 2023. The discount was approximately \$36,000 as of December 31, 2024. At December 31, 2024, pledges receivable, net are expected to be realized in the following periods:

Amounts due in:		
Less than one year	\$	100,000
One to four years		363,589
Total	\$	463,589

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Inventories

Inventories consist of contributed goods and merchandise purchased and used in Goodwill's store operations as well as its manufacturing process, including the production of aprons, flags, garrison caps, army combat uniforms, army combat pants, improved hot weather combat uniforms, and fleece jackets. Inventories also include purchased linens such as bed linens, patient gowns, lab coats and rags used in the laundry operation. Inventories, except for donated goods, are stated at the lower of cost (first-in, first-out basis) or net realizable value (NRV). Finished goods inventory includes the cost of materials. In addition, Goodwill records inventory for donated goods at estimated fair value, which is determined based on its future economic benefit.

The estimated value of donated goods inventory is based on actual sales in the subsequent month. Goodwill evaluates its inventory for slow moving or obsolete items annually and established a reserve of \$201,178 and \$100,000 as of December 31, 2024 and 2023, respectively.

Prepaid Expenses

Prepaid expenses consist primarily of prepaid insurance and other professional fees incurred in connection with Goodwill's stores and future projects. These costs are amortized over the period benefited.

Investments

Investments in equity securities with readily determinable fair values and all investments in debt securities are measured at fair value in the consolidated statements of financial position. Investment income or loss (including realized and unrealized gains and losses on investments, interest and dividends, net of fees) is included in the consolidated statements of activities as increases or decreases in net assets without donor restrictions unless income or loss is restricted by donor or law. Investments are held for long-term purposes.

Realized gains and losses are reported at date of disposition based on the difference between the net proceeds received and the purchased value of the investment sold. Unrealized gains and losses are reported for the change in fair value between reporting periods. Interest and dividend income is reported when earned. Investment income (loss) is reported net of investment fees which are recorded when incurred.

Goodwill, Net

Goodwill represents the excess of costs over fair value of assets of businesses acquired. Goodwill elected to amortize goodwill on a straight-line basis over a 10-year period and test for impairment annually if a triggering event occurs. Goodwill is evaluated at least annually, and more often when events indicate that an impairment exists. Such indicators could include but are not limited to (1) a significant adverse change in legal factors or in business climate, (2) unanticipated competition, or (3) an adverse action or assessment by a regulator. Goodwill assesses qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is less than its carrying amount, including its goodwill by comparing the fair value of the applicable reporting unit with its carrying value. The reporting unit includes the manufacturing operations. Goodwill estimates the fair values of its reporting units using discounted cash flows. If the carrying amount of a reporting unit exceeds the reporting unit's fair value, management records an impairment

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charge for the difference. No impairment losses were recorded during each of the years ended December 31, 2024 and 2023.

Property and Equipment, Net

Property and equipment are stated at cost or, if donated to Goodwill, at fair value at date of donation. If donors stipulate how long the assets must be used, the contributions are recorded as net assets with donor restrictions. In the absence of such stipulations, contributions of property and equipment are recorded as net assets without donor restrictions. Depreciation and amortization of property and equipment is computed on a straight-line basis over the estimated useful lives of the assets. Land is not depreciated or amortized. Goodwill's policy is to capitalize all individual expenditures for land, buildings and equipment which are at least \$5,000 and have a useful life greater than one year.

Maintenance and repair costs are expensed as incurred. Upon sale or retirement of land, buildings, and equipment, the cost and related accumulated depreciation are eliminated from the respective accounts and any resulting gain or loss is included in the consolidated statements of activities.

Estimated useful lives of property and equipment are as follows:

Asset Category	Life
Buildings and improvements	39 - 50 years
Equipment	5 - 15 years
Leasehold improvements	Shorter of useful life or lease term
Other improvements	10 years

Long-Lived Assets

Goodwill reviews its long-lived assets for possible impairment at least annually and more frequently if circumstances warrant. Impairment is determined to exist when estimated amounts recoverable through future cash flows from operations on an undiscounted basis are less than the long-lived asset carrying values. If a long-lived asset is determined to be impaired, it is written down to its estimated fair value to the extent that the carrying amount exceeds the fair value of the long-lived asset. No write-downs for impairment of long-lived assets were recorded during the years ended December 31, 2024 or 2023.

Leases

Goodwill accounts for lease transactions in accordance with Topic 842, leases (ASC 842), which requires an entity to recognize a right-of-use (ROU) asset and a lease liability for all leases. Lease ROU assets and lease liabilities are recognized at the present value of the future lease payments, generally for the base non-cancelable lease term, at the lease commencement date for each lease.

Goodwill leases stores, store fronts, land parcels, equipment and vehicles. At the inception of an arrangement, management determines if it contains a lease. At its inception, Goodwill determines whether an arrangement is or contains a lease, which includes classifying the lease as an operating or finance lease. An ROU asset and a lease obligation is recognized at the commencement date of the lease. The lease obligation is measured based on the present value of lease payments over the lease term and the ROU asset is measured as the present value of the lease obligation plus any lease

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prepayments less any lease incentives. Options to extend or terminate a lease are included in the lease term when reasonably certain they will be exercised. Goodwill elected to use the risk-free treasury rate commensurate with a term consistent with the underlying lease as the implicit interest rates are not readily determinable. Goodwill has lease agreements with both lease and non-lease components, which is accounted as a single lease component for all lease categories, where the non-lease component is fixed. The lease payments include any fixed payments as of the commencement date.

For variable lease payments linked to an index, Goodwill uses the index as of the commencement date to calculate the present value of the lease. Variable lease payments that do not depend on an index or a rate are excluded from the measurement of ROU assets and lease liabilities and are recognized in the period in which the event, activity, or circumstance in the lease agreement on which those payments are assessed occur. Variable lease payments related to Goodwill's operating leases include costs such as insurance and common area maintenance and are recognized in operating expenses in the consolidated statements of functional expenses in the period in which the obligation for those payments is incurred.

Goodwill has elected the short-term lease exemption for all lease categories. For leases with term of 12 months or less, no ROU asset or lease obligation are recorded and rent expense is recognized on a straight-line basis with any differences between cash payments and rent expense reflected as prepaid or deferred rent.

Goodwill applies a portfolio approach to certain equipment leases with similar equipment and matching lease terms as there is no financial impact from accounting for each piece of equipment as a separate lease component. For partial terminations, Goodwill has elected to remeasure the ROU asset based on the proportionate percentage change in the lease obligation with any difference recognized in the income statement as a gain or loss.

Goodwill monitors events or changes in circumstances that require a reassessment of a lease. When a reassessment results in the remeasurement of a lease liability, a corresponding adjustment is made to the carrying amount of the corresponding ROU asset unless doing so would reduce the carrying amount of the ROU asset to an amount less than zero. In that case, the amount of the adjustment that would result in a negative ROU asset balance is recorded in the captions "Equipment rental and maintenance" in the consolidated statement of functional expenses.

Revenue Recognition - Contributions

Transfers of cash or other assets or settlement of liabilities that are both voluntary and nonreciprocal are recognized as contributions. Contributions may either be conditional or unconditional. A contribution is considered conditional when the donor imposes both a barrier and a right of return. Conditional contributions are recognized as revenue on the date all donor-imposed barriers are overcome or explicitly waived by the donor. Barriers may include specific and measurable outcomes, limitations on the performance of an activity and other stipulations related to the contribution. A donor has a right of return of any assets transferred or a right of release of its obligation to transfer any assets in the event Goodwill fails to overcome one or more barriers. Assets received before the barrier is overcome are accounted for as refundable advances.

Unconditional contributions may or may not be subject to donor-imposed restrictions. Donor-imposed restrictions limit the use of the donated assets but are less specific than donor-imposed conditions. Contributions received and unconditional promises to give are measured at their fair values and are reported as an increase in net assets. Goodwill reports gifts of cash and

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other assets as restricted support if they are received with donor stipulations about the use of the donated assets, or if they are designated as support for future periods.

When a donor restriction expires, that is, when a stipulated time restriction ends, or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as "Net assets released from restrictions." Donor-restricted contributions whose restrictions are met in the same reporting period in which received are reported as net assets without donor restrictions.

Goodwill receives donations from several sources including private foundations and other donors. Donations are evaluated as to whether they qualify as exchange transactions or contributions as defined by U.S. GAAP. There were no conditional contributions or promises to give at December 31, 2024 and 2023.

Contributed Nonfinancial Assets

Contributed nonfinancial assets are recorded as revenue and expense in the accompanying consolidated statements of activities at their estimated fair value. Donated services are recorded if such services enhance a nonfinancial asset or require specialized skills that would need to be purchased. No amounts have been reflected in the consolidated financial statements for donated services which did not; (a) create or enhance non-financial assets or (b) require specialized skills provided by individuals possessing such skills and which would have been purchased if not provided by donation. Contributions of non-financial assets are recorded based on the fair value determined by sale of the contributed non-financial assets at stores and online. For the year ended December 31, 2024, Goodwill received a parking garage as a donation from the City of Miami Dade. Goodwill recognized an in-kind contribution of nonfinancial asset. This support is reflected in the consolidated statement of activities during the year ended December 31, 2024, in the amount of approximately \$11,000,000 (Note 18).

Revenue Recognition - Exchange Transactions

Reciprocal transfers in which each party receives and sacrifices goods or services with approximate commensurate value are recognized as exchange transactions and are accounted for under ASC Topic 606, *Revenue from Contracts with Customers*.

Goodwill applies Topic 606 to exchange transactions in which it receives consideration for products or services offered. Under U.S. GAAP, these arrangements are exchange transactions between Goodwill and the customers participating in Goodwill's programs or using their services.

The following is a description of key revenue streams within the scope of Topic 606. Goodwill provides services to customers which have related performance obligations that Goodwill completes in order to recognize revenue. Goodwill's revenues are generally recognized either immediately upon the completion of the service or over time as Goodwill performs the services. Any services performed over time generally require that Goodwill render services each period and therefore Goodwill measure progress in completing these services based upon the passage of time.

The major operating departments are donated and new goods operation, apparel manufacturing, custodial contracts, business services, laundry services and mission services. All operating revenues are recognized when the transaction occurs or over time on a pro-rata basis as the products or services are provided and are reported at the amount that reflects the consideration to which

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Goodwill expects to be entitled in exchange for providing products or services to their customers. Fees collected in advance for these products or services where the performance obligation is not met at the end of the reporting period are recognized as deferred revenue.

Deferred Revenue

As of December 31, 2024, no deferred revenue has been recorded. As of December 31, 2023 deferred revenue associated with revenue from contracts subject to Topic 606 was \$12,125,730. Goodwill evaluates whether they are a principal or agent for its business services contracts and recognizes the revenue and expenses related to their 3PL business services on a net basis.

Apparel Manufacturing

Goodwill manufactures military apparel. Apparel manufacturing revenue consist of products manufactured for a fixed or determinable fee based on contractual terms. Manufacturing revenue is recorded over time using the output method when units are produced. Goodwill does not offer price concessions or discounts. Goodwill is generally not contractually obligated to accept returns, except for defective products. Based on management's analysis of historical returns, it has been determined that an estimate is not necessary.

Donated and New Goods Sales

Donated and new goods sales consist of sales of donated and purchased items, which are recorded at the point of sale, at stores and online. The price is fixed and determinable as each item is labeled with a selling price. The performance obligation is met at a point in time when the customer takes possession of the items after payment has been received. Goodwill offers upfront sales discounts, which are recognized at the point of sale. Sales discounts and cost of sales are netted with sales on the consolidated statements of activities.

Custodial Contracts, Business Services, Laundry Services and Mission Services

Program services are supported by fee for service grants related to training and/or other service contracts for custodial, laundry and other business services. Revenues are recorded as related expenditures are incurred and services are performed over time under the provisions of the agreements. Revenue for training contracts that require certain performance standards to be met by the participants is recognized as performance obligations are met, which approximately matches the expenses incurred in the program. The output method is applied as the training or service is delivered.

Goodwill receives grant funds from various social and governmental agencies. The amounts received under these grants are designated for specific purposes by the granting agencies. For reciprocal arrangements, grant revenue is recognized when the allowable costs as defined by the individual grants are incurred and/or the unit of service has been performed. Goodwill records advances at the start of each grant as a liability. For non-reciprocal arrangements, in which the granting agency has not received a direct benefit in exchange for the resources provided, revenue is only recognized when certain conditions are met such as compliance requirements established by the terms of each agreement. Goodwill records refundable advances when amounts are received in advance to the compliance conditions being met.

Goodwill's reciprocal revenue sources shown in disaggregated form are as follows:

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<i>Year ended December 31,</i>	2024	2023
New goods sales, net	\$ 1,666,751	\$ 1,389,409
Apparel manufacturing	55,972,668	51,073,617
Custodial contracts	14,300,352	13,563,007
Business services	8,779,208	10,384,175
Laundry services	15,670,186	13,821,254
Mission services	1,806,507	2,139,540
	\$ 98,195,672	\$ 92,371,002

Functional Allocation of Expenses

The costs of providing services have been allocated on a functional basis among thrift operations, apparel manufacturing, custodial contracts, business services, laundry services, mission services, management and general and fundraising expenses. Allocations are generally made on a specific identification basis by program activity and supporting services benefited. Direct costs for materials and labor used in the apparel manufacturing program are included in “materials and supplies” and “payroll and related costs” in the consolidated statement of functional expenses as these expenses are part of the general mission of the organization. Expenses such as occupancy, depreciation and amortization, equipment rental and maintenance, interest and telephone are allocated to the program centers, donated and new goods operations, apparel manufacturing, custodial contracts, business services, laundry services, and mission services, based on square footage. Personnel expenses are allocated on the basis of estimated time and effort.

Taxes Collected from Customers and Remitted to Governmental Authorities

Goodwill records taxes collected from customers, which are directly imposed on a transaction with that customer, on a net basis. That is, in instances in which Goodwill acts as a collection agent for a taxing authority by collecting taxes that are the responsibility of the customer, Goodwill records the amount collected as a liability and relieves such liability upon remittance to the taxing authority without impacting revenues or expenses.

Shipping and Handling Costs

Shipping and handling costs of approximately \$2,632,000 and \$2,555,000 are included in program services within “Postage and freight” in the consolidated statements of functional expenses for the years ended December 31, 2024 and 2023, respectively. Shipping and handling are considered activities to fulfill the transfer of products to customers and are not separate performance obligations.

Income Taxes

Goodwill Industries of South Florida, Inc. is registered with the Internal Revenue Service (IRS) as a non-profit organization under Internal Revenue Code Section 501(c)(3) and, accordingly, is exempt from federal income taxes, except for any taxes which may arise from unrelated business income and from state income taxes under similar provisions of the Florida Statutes. Goodwill TEP is a Florida limited liability company and has as its sole member, Goodwill Industries of South Florida, Inc. Goodwill TEP is a disregarded entity for tax purposes. Management believes there is no unrelated business income.

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Collectively, Goodwill identifies and evaluates uncertain tax positions, if any, and recognizes the impact of uncertain tax positions for which there is a less than more-likely than-not probability of the position being upheld when reviewed by the relevant taxing authority. Such positions are deemed to be unrecognized tax benefits and a corresponding liability is established on the consolidated statements of financial position. Goodwill has not recognized a liability for uncertain tax positions. If there were an unrecognized tax benefit, Goodwill would recognize interest accrued related to unrecognized tax benefits in interest expenses and penalties in operating expenses.

The U.S. Federal jurisdiction and the State of Florida jurisdiction are the major tax jurisdictions where Goodwill files income tax returns. Goodwill's tax years subject to examination by the Internal Revenue Service generally remain open for the three years from the date of filing.

3. Liquidity Management and Availability of Resources

Goodwill maintains a policy of structuring its financial assets to be available as general expenditures, liabilities and other obligations come due.

In managing its liquidity needs, Goodwill monitors and maintains a cash float to cover general operating expenditures as well as establish a strict budget. Goodwill also has a line-of-credit available with borrowing capacity of up to \$6,000,000, which can be used to meet general expenditures within a year (Note 11).

Goodwill's financial assets available within one year of the consolidated statement of financial position date for general expenditures are as follows:

	2024	2023
Cash and cash equivalents	\$ 8,462,975	\$ 7,164,291
Accounts and other receivables, net	8,667,194	18,121,533
Pledges receivable, net	463,589	-
Investments	5,853,922	5,266,155
Total Financial Assets	23,447,680	30,551,979
Less: amounts unavailable to management without Board approval		
Designated fund - advancement fund	6,323,283	5,055,107
Quasi-endowment fund	560,000	460,000
Cash restricted by donor for time	363,589	-
Total Board Designated	7,246,872	5,515,107
Total Financial Assets Available to Management for General Expenditures Within One Year	\$ 16,200,808	\$ 25,036,872

Goodwill has approximately \$11,157,000 and \$22,763,000 of inventory at December 31, 2024 and 2023, respectively, which is excluded from the financial assets listed above because the inventory does not meet the definition of a financial asset. However, Goodwill expects to sell the inventory and have the proceeds available for its general expenditures within the next year.

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4. Accounts and Other Receivables, Net

Accounts and other receivables, net consists of the following:

<i>December 31,</i>	2024	2023
Federal government	\$ 3,880,074	\$ 11,198,507
State government	840,484	938,494
Commercial	4,046,636	6,084,532
	8,767,194	18,221,533
Less: allowance for credit losses	(100,000)	(100,000)
	\$ 8,667,194	\$ 18,121,533

There was no credit loss expense for the years ended December 31, 2024 and 2023.

5. Fair Value Measurements and Investments

The FASB established a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy are described as follows:

- *Level 1* - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that Goodwill have the ability to access.
- *Level 2* - Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets.
 - Quoted prices for identical or similar assets or liabilities in inactive markets.
 - Inputs other than quoted prices that are observable for the asset or liability.
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- *Level 3* - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024.

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Equities - Valued at the closing price reported in the active market in which the individual securities are traded.

Fixed Income Funds - Includes investments in corporate bonds and are valued based on the closing price reported in the active market in which the securities are traded.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although Goodwill believes the valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The values assigned to certain investments are based upon currently available information and do not necessarily represent amounts that may ultimately be realized.

The following table represents Goodwill's investments measured at fair value on a recurring basis for each of the fair value hierarchy levels:

December 31, 2024

Description	Total	Level 1	Level 2	Level 3
Assets				
Cash	\$ 278,236	\$ 278,236	\$ -	\$ -
Equities:				
Consumer	87,756	87,756	-	-
Energy	331,109	331,109	-	-
Financial services	336,797	336,797	-	-
Healthcare	292,629	292,629	-	-
Industrials	221,543	221,543	-	-
Technology	694,023	694,023	-	-
Real estate	22,656	22,656	-	-
Utilities	90,350	90,350	-	-
Corporate bonds	3,498,823	-	3,498,823	-
	\$ 5,853,922	\$ 2,355,099	\$ 3,498,823	\$ -

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December 31, 2023

Description	Total	Level 1	Level 2	Level 3
Assets				
Cash	\$ 404,550	\$ 404,550	\$ -	\$ -
Equities:				
Consumer	145,638	145,638	-	-
Energy	68,251	68,251	-	-
Financial services	286,316	286,316	-	-
Healthcare	531,688	531,688	-	-
Industrials	153,675	153,675	-	-
Technology	416,748	416,748	-	-
Utilities	6,640	6,640	-	-
Corporate bonds	3,252,649	-	3,252,649	-
	\$ 5,266,155	\$ 2,013,506	\$ 3,252,649	\$ -

The carrying amounts of Goodwill's financial instruments, including cash and cash equivalents, accounts receivable and accounts payable and accrued expenses are carried at historical cost basis, which approximates their fair value because of the short-term nature of these instruments. The fair value of Goodwill's operating lease liabilities, long-term debt and line of credit are estimated based on current rates that would be available for debt of similar terms, which is not significantly different from their stated values.

Investment return, net consists of the following:

Year ended December 31,	2024	2023
Dividend and interest	\$ 173,717	\$ 78,623
Net realized and unrealized gain	474,542	323,990
Investment fees	(7,069)	(5,251)
	\$ 641,190	\$ 397,362

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6. Inventories, Net

Inventories, net consist of the following:

<i>December 31,</i>	2024	2023
Raw materials	\$ 4,143,810	\$ 4,107,853
Work-in-progress	1,467,239	1,678,535
Finished goods	541,447	11,689,057
Supplies	59,152	52,951
Apparel Manufacturing	6,211,648	17,528,396
Donated goods	4,461,338	4,361,147
New goods	434,779	723,872
Linen	250,000	250,000
	11,357,765	22,863,415
Inventory reserve	(201,178)	(100,000)
	\$ 11,156,587	\$ 22,763,415

7. Other Assets

Other assets consist of the following:

<i>December 31,</i>	2024	2023
Security deposits	\$ 334,006	\$ 230,702
Note receivable	-	271,610
Split-dollar insurance plan	550,000	550,000
	\$ 884,006	\$ 1,052,312

Split-dollar Insurance Plan

In 2003, the Board of Directors of Goodwill approved a split-dollar life insurance plan to provide retirement income to the former President and CEO of Goodwill. The retirement income arrangement was provided for his services of over twenty years in the absence of an adequate retirement plan available through standard arrangements. The split-dollar arrangement provides for the periodic premiums required under the life insurance contract which are treated as a series of loans secured by the life insurance policy.

The former President and CEO of Goodwill (the insured) owns the insurance policy. Goodwill (the employer) reflects an asset for its secured interest equal to the total of all premiums paid on behalf of the insured which totaled \$550,000 as of December 31, 2024 and 2023. The face value of the life insurance policy is \$1,800,000. The repayment of the premiums will be made from death benefits on the insured. The loans are collateralized by the life insurance policy for which the net cash surrender value of the policy at December 31, 2024 and 2023 was \$1,641,544 and \$1,393,538, respectively.

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In the event that the insured voluntarily terminates his participation in the plan, the insured is to repay the employer the cumulative premiums plus accumulated interest at the applicable federal rate through the date the premiums were funded.

The repayment will be accomplished first through the cash surrender value of the insurance policy and the remaining portion will be paid in cash from the insured. The plan meets IRS applicable requirements and is considered a common practice among non-profit organizations in order to retain valuable executives.

Although the plan is expected to be for an indefinite period of time, the employer also retains the right to terminate the plan, provided that the policy continues in effect in accordance with its terms, and as such, termination by the employer will not accelerate the recovery of the cumulative premiums made. The planned periodic annual premium is \$50,984. Failure to pay a planned periodic premium will not, in itself, cause the policy to terminate so long as the excess amounts funded over the periodic annual premium in previous years cover the annual premium required under the policy for any particular year not funded. The employer has no obligation to make any premium payments for the plan.

8. Goodwill, Net

Goodwill, net represents the excess of the purchase price over the fair values of the net assets of the businesses acquired. Goodwill acquired two companies on May 13, 2003 and May 15, 2003. The companies were purchased for a total of \$2,500,000.

The transactions were accounted for in accordance with ASC 805, *Business Combinations* and the consideration paid exceeded the fair value of identifiable net assets acquired by \$1,392,000, which was recorded as goodwill. Goodwill recorded \$139,200 in amortization expense for each of the years ended December 31, 2024 and 2023.

Goodwill, net consists of the following:

<i>December 31,</i>	2024		2023	
Goodwill	\$	1,392,000	\$	1,392,000
Accumulated amortization		(556,800)		(417,600)
	\$	835,200	\$	974,400

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9. Property and Equipment, Net

Property and equipment, net consists of the following:

<i>December 31,</i>	2024	2023
Land	\$ 4,582,013	\$ 4,582,013
Buildings and improvements	43,904,061	30,259,064
Equipment	41,214,434	40,399,510
Leasehold improvements	7,537,365	7,234,889
Other improvements	395,276	395,276
	97,633,149	82,870,752
Less: accumulated depreciation and amortization	(50,412,905)	(47,852,791)
	\$ 47,220,244	\$ 35,017,961

Total depreciation and amortization expense of property and equipment for the years ended December 31, 2024 and 2023 was approximately \$2,560,000 and \$2,322,000, respectively.

In 2024 the City of Miami donated a parking garage and incidental storage, and offices to Goodwill with a value of approximately \$11,000,000, which is included in buildings and improvements (Note 15).

10. Accrued Expenses and Other Liabilities

Accrued expenses and other liabilities consists of the following:

<i>December 31,</i>	2024	2023
Accrued payroll	\$ 2,581,134	\$ 1,718,018
Reserve for worker's compensation (Note 20)	864,648	986,325
Sales tax payable	481,325	471,168
Retirement plan employer match (Note 19)	837,423	724,681
Deferred compensation (Note 21)	323,085	248,085
Other liabilities	1,373,967	808,485
	\$ 6,461,582	\$ 4,956,762

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11. Long-Term Debt and Line of Credit

Long-term debt and line of credit consists of the following:

<i>December 31,</i>	2024	2023
Revolving line-of-credit with maximum borrowings of \$6,000,000 with a balloon payment due September 22, 2025, with interest due monthly. Interest rate is based on the Wall Street Journal Prime Rate plus 0.5% (8% and 9% at December 31, 2024 and 2023, respectively). The line is collateralized by accounts receivable and inventory. The line-of-credit has no outstanding balance as of December 31, 2024.	\$ -	\$ 1,300,380
Promissory note (new market tax credit financing - A Loan), with interest due monthly at 3% plus SOFR (7.34% and 8.36% as of December 31, 2024 and 2023, respectively), maturing on June 30, 2025. The note is collateralized by specific laundry related property.	2,436,705	2,627,822
Industrial Development Revenue Bonds issued by the Miami-Dade County Industrial Development Authority on December 17, 2010 (Series 2010) with monthly principal and interest payments at variable rates determined on a monthly basis, maturing on December 1, 2030. Bonds are collateralized by properties and equipment (Note 9). The interest rate was 7.46% and 7.56% at December 31, 2024 and 2023, respectively (See Note 12 for further discussion of bond transactions).	5,051,479	5,974,032
Various vehicle notes with maturity dates from July 31, 2027 to October 10, 2029. Interest rates range from 6.60% to 22.49%.	75,890	107,597
Financing arrangement with a financial institution for apparel manufacturing equipment on October 23, 2024. This arrangement requires monthly principal and interest payments at a 5.37% annual rate, maturing on October 22, 2029.	671,118	-
Promissory note to acquire safety equipment, with monthly principal and interest payments at a 9.20% annual rate, maturing on May 1, 2029.	55,160	-
	\$ 8,290,352	\$ 10,009,831

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The future minimum principal payments under long-term debt as of December 31, 2024 are as follows:

Years ending December 31,

2025	\$	3,579,954
2026		1,091,406
2027		1,116,199
2028		1,141,726
2029		776,196
Thereafter		584,871
	\$	8,290,352

In 2013, Goodwill completed New Market Tax Credit (NMTC) financings related to the purchase and construction of expanded facilities. The NMTC program is administered by the United States Treasury and is designed to encourage capital investment and business operations within distressed or highly distressed census tracts. The NMTC transactions provide for favorable financing typical of this type of tax credits-based deals.

The NMTCs are subject to 100% recapture for a period of seven years as described in the Internal Revenue Code. Goodwill must comply with various regulation and contractual provisions that apply to NMTC arrangements. Noncompliance could result in projected tax benefits not being realized, and therefore require Goodwill to indemnify the tax credit investors for any loss or recapture of NMTCs. The B loan was acquired at the end of the 7-year period in 2020 and a gain recognized.

The A loan was refinanced during the year ended December 31, 2023 to extend the maturity date to 2025 and update the interest rate from 3.75% fixed to Secured Overnight Financing Rate (SOFR) plus 3%. Management plans to refinance the loan upon the maturity date.

The bank loan agreements contain financial covenants that require Goodwill to maintain certain key financial ratios, including a minimum fixed charge coverage ratio of 1.10 on a quarterly basis. Goodwill was in compliance with the financial covenants as of December 31, 2024.

12. Bond Transactions

On May 13, 2003, the Miami-Dade County Industrial Development Authority (IDA) issued Industrial Development Revenue Bonds (Goodwill Industries of South Florida, Inc. Project) Series 2003 in the amount of \$9,400,000. In December 17, 2010, Goodwill retired the 2003 Bond Series and a new 2010 Bond Series was issued with a par amount of \$17,480,000 and a maturity date of December 1, 2030. The proceeds were used to refinance the Series 2003, refinance several existing loans that were used to purchase facilities, inventory and equipment, and pay swap termination fees. The collateral for the bond includes facilities located at 2121 NW 21st Street, 2111 NW 22nd Avenue, 461 Palm Avenue, 24311 South Dixie Highway, 2104 W. Commercial Blvd., 550 E. Oakland Park Blvd and equipment located in the main facility.

The financing consists of tax-exempt bank qualified bonds and taxable bank loans. The tax-exempt bank qualified loans are broken down into two series. Series 2010A has a principal amount of \$7,000,000 and Series 2010B has a principal amount of \$7,044,600 and the total principal due under Series 2010A and 2010 B was \$5,051,478 and \$5,974,032, respectively, as of December 31, 2024 and 2023 (Note 11). Both series have a variable interest rate equal to 69% of one-month LIBOR plus 2.10%

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which was 7.46% and 7.56% at December 31, 2024 and 2023, respectively. Principal payments for both series started on August 1, 2015 and have a maturity date of December 1, 2030. The principal balance fully amortizes to zero at final maturity and monthly principal and interest payments vary as the interest rate varies. The bank has the option, with a required one-year notice, to an interest rate reset at June 30, 2016 and on June 30 of each fifth year thereafter.

13. Lease Obligations

Goodwill leases stores, store fronts and land parcels under noncancelable agreements, which are accounted for as operating leases. Goodwill also leases equipment and vehicles under noncancelable agreements that were classified as finance leases. Any new leases after the adoption date were assessed for lease classification. The leases expire at various dates through 2034, some with renewal options available. The exercise of these renewal options is at the sole discretion of Goodwill, and only lease options that Goodwill believes are reasonably certain to exercise are included in the measurement of the lease assets and liabilities. Goodwill included the option to renew for one store lease. The facility leases provide for the payment by Goodwill of the property taxes and are subject to yearly increases, not to exceed 5%, based on the consumer price index and is included as variable lease expense. Lease expense for leases less than 12 months was \$1,037,987 and \$733,714 for the years ended December 31, 2024 and 2023, respectively, and is included in "Occupancy" in the consolidated statement of functional expenses.

The components of total lease cost associated with the Goodwill's leases are as follows:

<i>Year ended December 31,</i>	2024	2023
Operating fixed lease expense	\$ 12,486,803	\$ 12,530,397
Variable lease expense	4,830,411	4,405,206
Total Operating Lease Expense (a)	\$ 17,317,214	\$ 16,935,603
Amortization of right-of-use assets (b)	\$ 251,195	\$ 263,155
Interest on lease liabilities	26,468	15,560
Total Finance Lease Expense	\$ 277,663	\$ 278,715

- (a) Expenses are classified within occupancy expenses in the consolidated statements of functional expenses.
- (b) Expenses are classified within depreciation and amortization expenses in the consolidated statements of functional expenses.

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The following includes supplemental information related to the Goodwill's leases:

<i>December 31,</i>	2024	2023
Right-of-use assets acquired under operating leases	\$ 2,146,885	\$ 7,138,392
Right-of-use assets acquired under finance leases	2,971,944	39,121
Cash paid for amounts included in the measurement of lease liabilities:		
Net cash flows for operating activities	\$ 13,153,977	\$ 12,857,072
Net cash flows from finance leases	297,132	276,871
Weighted average remaining lease term - operating	4.7 years	5.3 years
Weighted average remaining lease term - finance	6.3 years	1.6 years
Weighted average discount rate - operating	2.14%	1.89%
Weighted average discount rate - finance	3.59%	3.84%

Aggregate remaining maturities of lease liabilities as of December 31, 2024, are as follows:

<i>Years ending December, 31</i>	Operating	Finance
2025	\$ 12,037,223	\$ 605,442
2026	10,777,369	515,297
2027	7,895,718	508,860
2028	5,650,669	505,490
2029	2,745,141	505,490
Thereafter	4,933,371	687,199
Total Lease Payments	44,039,491	3,327,778
Minus: imputed interest	(1,982,485)	(345,999)
Total	\$ 42,057,006	\$ 2,981,779

14. Net Assets

Net assets without donor restrictions consist of the following:

<i>Year ended December 31,</i>	2024	2023
Undesignated	\$ 50,898,306	\$ 41,444,465
Board designated funds:		
Designated fund	6,323,283	5,055,107
Quasi-endowment fund	560,000	460,000
Total Board Designated	6,883,283	5,515,107
	\$ 57,781,589	\$ 46,959,572

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Net assets with donor restrictions consist of the following:

<i>Year ended December 31,</i>	2024	2023
Restricted by donors with specific time restrictions:		
General programs	\$ 463,589	\$ -
	\$ 463,589	\$ -

Net assets without donor restrictions are used to support the operating activities of Goodwill. Of these funds, the Board of Directors designated \$6,883,283 and \$5,515,107 at December 31, 2024 and 2023, respectively, for the following:

Undesignated - Operating assets used to cover administrative costs and support services.

Designated - Goodwill advancement fund - a designated fund to advance the long-term mission of Goodwill and specific initiatives.

Quasi-endowment - Goodwill endowment fund - a board endowment held in perpetuity for operations with an internal spending policy of up to 5% annually. The internal spending policy is established and maintained by the Board.

15. Business Lease

During October 2004, Goodwill (Landlord) entered into a business lease agreement with the City of Miami (the City, Tenant), where the City used the land owned by Goodwill, and the building built on it with monies from the City, for a municipal parking garage and incidental storage and office uses related to such garage operations. The parking garage was operated, managed and administered by the Tenant in substantially the same manner as all other off-street parking facilities belonging to the City of Miami Department of Off-Street Parking. The lease was for 20 years for \$1 per year. Landlord has exclusive use of one hundred fifty (150) parking spaces, for parking only, at no rental charge. Upon the termination of the lease, the Tenant agrees that it will peacefully surrender and deliver the premises to Goodwill. The lease ended in June 2024, and the Tenant surrendered and delivered the premises to Goodwill. Goodwill recorded a non-monetary donation of this building for approximately \$11,000,000 as of December 31, 2024 (Note 9 and 18).

16. Endowment

Goodwill's endowment consists of a special fund established to aid the mission of training, employment and job placement for people with disabilities. The endowment may include donor restricted and board designated endowment funds. As required by U.S. GAAP, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions. As of December 31, 2024 and 2023, there were no donor restricted endowments. See Note 14 for discussion of board designated endowment.

The State of Florida adopted the Florida Uniform Prudent Management of Institutional Funds Act (FUPMIFA). Goodwill has interpreted the FUPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds, absent explicit donor stipulations to the contrary. As a result of this interpretation, Goodwill classifies its net assets with donor restrictions (a) the original value of gifts donated to the restricted endowment, (b) the

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original value of subsequent gifts to the restricted endowment and (c) accumulations to the donor restricted endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the endowment fund that is not classified in net assets with donor restrictions is classified as net assets without donor restrictions when those amounts are appropriated for expenditure by Goodwill in a manner consistent with the standard of prudence prescribed by FUPMIFA.

In accordance with the FUPMIFA, Goodwill considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) The duration and preservation of the fund.
- (2) The purposes of Goodwill and the donor-restricted endowment fund.
- (3) General economic conditions.
- (4) The possible effect of inflation and deflation.
- (5) The expected total return from income and the appreciation of investments.
- (6) Other resources of Goodwill.
- (7) The investment policies of Goodwill.

Summary of endowment net assets:

December 31, 2024

	Without Donor Restrictions
Board designated	\$ 560,000
Total Endowment Net Assets	\$ 560,000

Changes in endowment net assets:

Year ended December 31, 2024

	Without Donor Restrictions
Endowment Net Assets, beginning	\$ 460,000
Contributions	100,000
Endowment Net Assets, ending	\$ 560,000

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Summary of endowment net assets:

December 31, 2023

	Without Donor Restrictions
Board designated	\$ 460,000
Total Endowment Net Assets	\$ 460,000

Changes in endowment net assets:

Year ended December 31, 2023

	Without Donor Restrictions
Endowment Net Assets, beginning	\$ 360,000
Contributions	100,000
Endowment Net Assets, ending	\$ 460,000

Summary of endowment assets:

<i>December 31,</i>	2024	2023
Cash	\$ 560,000	\$ 460,000
Total Endowment Assets	\$ 560,000	\$ 460,000

Return Objectives and Risk Parameters

Goodwill has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Goodwill expects its endowment funds, over time, to provide a rate of return in excess of the principal. Actual returns in any given year may vary.

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, Goodwill relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends).

Spending Policy and How the Investment Objectives Relate to Spending Policy

Goodwill employs a total return endowment spending policy that establishes the amount of endowment investment return that is available to support current needs and restricted purposes. Goodwill has an endowment variable spending policy up to 5% annually based on the 3-year average of fair market value at the board's discretion, which provides for steady growth in annual spending. In establishing this policy, Goodwill considered the long-term expected return on its endowment. Accordingly, over the long term, Goodwill expects to maintain the purchasing power of the

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endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and investment return.

17. Mission Services Revenue

Mission services revenue consisted of the following:

<i>Year ended December 31,</i>	2024	2023
Federal and State contracts	\$ 1,213,794	\$ 1,353,390
The School Board of Broward County	12,308	-
Miami-Dade and Broward County general contracts	895	89,359
Other	579,510	696,791
	\$ 1,806,507	\$ 2,139,540

18. Contributions of Nonfinancial Assets

Contributed nonfinancial assets were as follows:

Nonfinancial Asset	Revenue Recognized in the Year Ended December 31,		Utilization in Programs/ Activities	Donor Restrictions	Valuation Techniques/Inputs
	2024	2023			
Apparel and commodities	\$83,991,655	\$ 82,980,185	Donated goods program	None	Based on estimated fair value determined by the actual sales price.
Parking garage	11,023,766	-	Program and supporting	None	The Organization estimated the fair value of the donated parking garage based on an independent valuation. The available market data and appropriate comparables are used and adjusted for various aspects of similarity to the parking garages.
	\$95,015,421	\$ 82,980,185			

Goodwill recognized contributed nonfinancial assets within Donated goods sales, net of discounts on the consolidated statement of activities. Contributed nonfinancial assets did not have donor-imposed restrictions. It is Goodwill's policy to sell all contributed nonfinancial assets immediately upon receipt in its stores, on-line or for salvage. All contributed nonfinancial assets were valued according to the actual cash proceeds on their disposition during the year except for donated goods on hand at year end, which were valued based on actual sales in the subsequent month.

19. Retirement Plan

Effective August 1997, Goodwill elected to change its retirement plan from a 403(b) plan to a 401(k) plan. The plan is for eligible employees who have reached the age of 21 and completed one year of service. Goodwill contributes a matching amount determined on a yearly basis. Goodwill's contribution to the plan during the years ended December 31, 2024 and 2023 was \$837,423 and \$724,681, respectively.

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20. Workers' Compensation

On June 1, 2003, Goodwill became self-insured under the laws of the State of Florida for workers' compensation. Goodwill uses the services of a third-party administrator to handle all claims. Goodwill maintains commercial excess coverage with independent insurance carriers for workers' compensation above the self-insurance retention of \$500,000. Goodwill maintains a reserve for current and future claims based on historical experience and information provided by the third-party administrator. At December 31, 2024 and 2023, the reserve for workers' compensation was \$864,648 and \$986,325, respectively, and is included in "Accrued expenses and other liabilities" in the consolidated statements of financial position. For the years ended December 31, 2024 and 2023, worker's compensation expense was approximately \$1,518,000 and \$1,179,000, respectively. As of June 15, 2024, Goodwill is no longer self-insured but maintains coverage with a deductible of \$350,000 per workers' compensation occurrence under an insurance policy.

21. Deferred Compensation Plan

In 2011, Goodwill's Board of Directors approved deferred compensation plans for a select group of management employees for services they have rendered and will render to Goodwill. The plans are intended to be eligible plans for purposes of Internal Revenue Code section 457(b) and 457(f) and the regulations issued thereunder. The plans were effective as of January 1, 2011. Participants are vested in the plans over a four-year service period. Expenses accrued under the plans for the years ended December 31, 2024 and 2023 totaled \$323,085 and \$248,085, respectively, and are included in "Accrued expenses and other liabilities" in the consolidated statements of financial position. The plan assets are held as cash.

22. Commitments and Contingencies

Litigation

Goodwill is exposed to various asserted and unasserted potential claims encountered in the normal course of business. In the opinion of management, the resolution of these matters will not have a material effect on Goodwill's consolidated financial position or the consolidated results of its operations.

Grants

Goodwill may be vulnerable to loss of funding from various agencies. In addition, the receipt of governmental funding is subject to audit by such agencies, the outcome of which is not known until the audits are completed. Management is aware of these risks and has contingency plans available.

Purchase Commitments

As a result of manufacturing contracts entered into during the year ended December 31, 2024, Goodwill entered into various inventory purchase commitments with vendors totaling approximately \$724,000 as of December 31, 2024. Subsequent to December 31, 2024, Goodwill entered into purchase commitments with vendors totaling approximately \$5,198,000.

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23. Risks and Uncertainties

Financial instruments, which potentially subject Goodwill to concentrations of credit risk, consist primarily of cash and cash equivalents and investments. The majority of the Goodwill's cash balance is in non-interest-bearing accounts which are insured by the Federal Deposit Insurance Corporation up to \$250,000. By policy, Goodwill limits the amount of credit risk exposure from any one financial institution. Although cash balances may exceed federally insured limits at times during the year, Goodwill has not experienced and does not expect to incur any losses in such accounts. As of December 31, 2024 and 2023, cash and cash equivalents above the insured limit was \$7,174,872 and \$6,080,888 respectively.

Investments are subject to both credit and market risks. Credit risk is the possibility that a loss may occur from the failure of another party to perform according to the terms of a contract. Market risk is the possibility that fluctuations in the investment market will impact the value of the portfolio. Goodwill continually reviews its investment portfolios to monitor these risks.

Goodwill is exposed to various risks of losses related to tort; theft of damage to and destruction of assets; errors and omissions; injuries to employees and natural disasters. Goodwill has obtained coverage from commercial insurance companies and has effectively managed risk through various employee education and prevention programs.

Concentration of credit risk with respect to receivables is limited to the customers throughout South Florida as well as federal and state agencies. Goodwill does not anticipate material losses in the near future.

Significant Customers and Concentrations

Goodwill has several large contracts with Defense Supply Center Philadelphia (DSCP) and US Army Natick Soldier System Center (Natick) for the production of military apparel. Sales to DSCP and Natick accounted for approximately \$40,487,000 or 88% and approximately \$42,068,000 or 92% of total apparel manufacturing during the years ended December 31, 2024 and 2023, respectively. Additionally, the amounts due from DSCP and Natick for the production of military apparel accounted for approximately 10% and approximately 25% of the total manufacturing accounts receivable balance of approximately \$3,225,000 and \$3,194,000 at December 31, 2024 and 2023, respectively. During the years ended December 31, 2024 and 2023, two customers represented approximately 89% of revenues generated from laundry services.

24. Subsequent Events

Goodwill evaluated events and transactions occurring subsequent to December 31, 2024 as of May 29, 2025, which is the date the consolidated financial statements were able to be issued. Subsequent events occurring after May 29, 2025 have not been evaluated by management. No material events have occurred since December 31, 2024 that require recognition or disclosure in the consolidated financial statements.