THRIVE NEW ORLEANS
(Formerly St. Roch Community Development Corporation)

FINANCIAL STATEMENTS
TOGETHER WITH
INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED DECEMBER 31, 2024

Sean M. Bruno
Certified Public Accountants, LLC

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Sean M. Bruno
Certified Public Accountants, LLC

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INDEPENDENT AUDITOR'S REPORT

The Board of Directors of
Thrive New Orleans
New Orleans, Louisiana

Report on the Audit of the Financial Statements

Opinion

I have audited the accompanying financial statements of **Thrive New Orleans (TNO)** (a nonprofit organization), which comprise the statement of financial position as of December 31, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In my opinion, the financial statements present fairly, in all material respects, the financial position of **Thrive New Orleans** as of December 31, 2024, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

I conducted my audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards,* issued by the Comptroller General of the United States. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am required to be independent of **Thrive New Orleans** and to meet my other ethical responsibilities, in accordance with the relevant ethical requirements relating to my audit. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

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INDEPENDENT AUDITOR'S REPORT
(CONTINUED)

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, I:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

Auditors' Responsibilities for the Audit of the Financial Statements, continued

- 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 **Thrive New Orleans'** internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in my judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about **Thrive New Orleans'** ability to continue as a going concern for a reasonable period of time.

I am 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 I identified during the audit.

Supplementary Information

My audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of compensation, benefits, and other payments to agency head or chief executive officer as required by Louisiana Revised Statute 24:513(A)(3), is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and recording such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in

Supplementary Information, continued

the United States of America. In my opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards,* I have also issued my report dated November 5, 2025, on my consideration of **Thrive New Orleans'** internal control over financial reporting and on my tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of my testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of **Thrive New Orleans'** internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering **Thrive New Orleans'** internal control over financial reporting and compliance.

Sean M. Bruno

SEAN M. BRUNO
CERTIFIED PUBLIC ACCOUNTANTS, LLC
New Orleans, Louisiana

November 5, 2025

THRIVE NEW ORLEANS
STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31, 2024

ASSETS

ASSETS:	
Cash and cash equivalents	$ 193,132
Accounts receivable	508,224
Inventory	12,612
Other assets	73,962
Property, plant and equipment, net of accumulated depreciation and amortization of $482,947 (NOTES 2 and 4)	1,328,758
TOTAL ASSETS	$ 2,116,688

LIABILITIES AND NET ASSETS

LIABILITIES:	
Accounts payable and accrued liabilities	$ 277,008
Line of credit (NOTE 5)	44,024
Mortgage and notes payable (NOTE 5)	1,706,106
Tenant security deposits	8,250
Accrued interest payable	85,854
TOTAL LIABILITIES	2,121,242
NET ASSETS:	
Without donor restrictions (NOTE 2)	(449,871)
With donor restrictions (NOTE 2 and 6)	445,317
TOTAL NET ASSETS	(4,554)
TOTAL LIABILITIES AND NET ASSETS	$ 2,116,688

The accompanying notes are an integral part of these financial statements.

THRIVE NEW ORLEANS
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2024

Revenues and Support:	Without Donor Restrictions	With Donor Restrictions	Total
Contributions	$ 748,151	$ 1,938,657	$ 2,686,808
In-kind donations	96,402	-	96,402
Contract revenue	236,774	-	236,774
Rental income	81,361	-	81,361
Other income	22,089	-	22,089
Net asset released from purpose and time restrictions	1,653,447	(1,653,447)	-
Total revenues and support	2,838,224	285,210	3,123,434
Expenses:			
Program services	2,696,950	-	2,696,950
Support services:			
Management and general	763,751	-	763,751
Fundraising	-	-	-
Total expenses	3,460,701	-	3,460,701
Changes in net assets	(622,477)	285,210	(337,267)
Net assets - beginning of year	172,606	160,107	332,713
Net assets - end of year	$ (449,871)	$ 445,317	$ (4,554)

The accompanying notes are an integral part of these financial statements.

THRIVE NEW ORLEANS
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2024

	Program	Management & General	Total
Salaries	$ 802,992	$ 525,351	$ 1,328,343
Payroll Expense	63,553	45,382	108,935
Insurance	43,884	57,799	101,683
Repairs and Maintenance	10,884	-	10,884
Depreciation	58,504	36,532	95,036
Books, Subscriptions, Reference	279	89	368
Interest	48,803	26,682	75,485
Office Supplies	250	584	834
Postage & Printing	3,597	126	3,723
Materials & Supplies	110,571	294	110,865
License, Fees, Permit	18,307	381	18,688
Bank, Merchant, Other Fees	454	3,827	4,281
Advertising	-	1,512	1,512
Utilities	30,587	144	30,731
Donation Expense	21,698	1,530	23,228
Food, Meals & Entertainment	22,609	3,482	26,091
Comm. Media & Software	13,177	7,677	20,854
Meeting, Conference	15,308	1,100	16,408
Other	335,614	(7,308)	328,306
Professional Services	867,927	58,567	926,494
Occupancy	227,952	-	227,952
Total Expenses	$ 2,696,950	$ 763,751	$ 3,460,701

The accompanying notes are an integral part of these financial statements.

THRIVE NEW ORLEANS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024

CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	$ (337,267)
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation and amortization expense	95,036
Non-cash contributions	(208,000)
Change in operating assets and liabilities:	
Decrease in accounts receivable	311,930
Decrease in inventory	5,850
Decrease in right of use asset	26,555
Increase in other assets	(16,552)
Decrease in accounts payable and accrued liabilities	(176,303)
Decrease in accrued interest payable	(2,087)
Decrease in lease obligation	(26,555)
Net cash used by operating activities	(327,393)
CASH FLOWS USED BY INVESTING ACTIVITIES	
Purchase of equipment	(97,233)
Net cash used by investing activities	(97,233)
CASH FLOWS FROM FINANCING ACTIVITIES	
Reduction in mortgage and notes payable	(19,864)
New borrowings	165,110
Net cash provided by financing activities	145,246
Net decrease in cash and cash equivalents	(279,380)
Cash and cash equivalents, beginning of year	472,512
Cash and cash equivalents, end of year	$ 193,132
Supplemental Disclosures	
Interest paid in cash	$ 77,572

The accompanying notes are an integral part of these financial statements.

NOTE 1 - NATURE OF ORGANIZATION OF OPERATIONS:

Thrive New Orleans (TNO) (formerly St. Roch Community Development Corporation) is a nonprofit 501(c)(3) Christian community development organization established under the laws of the State of Louisiana offering services to help meet the physical and economic needs of individuals and families. **TNO** seeks to equip people with training and resources to improve their lives and community as well as connect them to a broader network of people who will help champion their efforts so that dignity, families and the community are restored.

TNO's vision is to see individuals empowered to change their lives, family and community. **TNO's** mission is to serve as a catalyst to help lift people out of material and asset poverty and holistically restore the community through:

- Affordable Housing Services – providing housing rehabilitation services;
- Community Services – providing financial literacy, job training classes and entrepreneurship training; and
- Thrift Store Operations – providing job training and employment for young adults.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Principles of Accounting

The financial statements are prepared on the accrual basis and in accordance with accounting principles generally accepted in the United States of America. 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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:
(Continued)

Principles of Accounting, Continued

affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Basis of Presentation

The financial statement presentation follows the recommendations of the FASB in its Accounting Standards Codification (ASC) 958-210-50-3, *Financial Statements of Not-for-Profit Organizations.* Under FASB ASC 958-210-50-3, **TNO** is required to report information regarding its financial position and activities according to two classes of net assets:

Net Assets With Donor Restrictions – The part of net assets of a not-for-profit entity that is subject to donor-imposed restrictions (donors include other types of contributors, including makers of certain grants).

Net Assets Without Donor Restrictions – The part of net assets of a not-for profit entity that is not subject to donor-imposed restrictions (donors include other types of contributors, including makers of certain grants).

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Cash and Cash Equivalents

TNO considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:
(Continued)

Property and Equipment

Property and equipment are recorded at cost, if purchased, or at fair market value at the date of the gift, if donated. Additions, improvements and expenditures of $1,000 or greater that significantly extend the useful life of an asset are capitalized. Other costs incurred for repairs and maintenance are expenses as incurred.

Depreciation of buildings, furniture, fixtures and equipment is computed as follows:

Description	Method	Estimated Useful Life (years)
Furniture and equipment	Straight-line	5 to 7
Buildings and improvements	Straight-line	27.5

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Contributions, Support and Revenues

TNO receives non-cash donations gifts of tangible property to be sold in its thrift store operations. These donated goods are referred to as in-kind contributions. In-kind contributions are recorded at estimated fair market value at the date of the donation.

TNO accounts for contributions in accordance with FASB ASC Section 958-605, *Not-for-Profit Entities-Revenue Recognition*, accounting for contributions received and contributions made. In accordance with FASB ASC Section 958-605, contributions are recorded as Net Assets Without Donor Restrictions or Net Assets with Donor Restrictions support, depending on the existence and nature of any Donor Restrictions.

Contributions that are restricted by the donor are reported as increases in Net Assets Without Donor Restrictions if the restrictions expire in the reporting period in which the revenues are recognized. All other donor-restricted contributions are reported as increases in Net Assets with Donor Restrictions. When a restriction expires, Net Assets with Donor Restrictions are reclassified to Net Assets Without Donor Restrictions and represented in the Statement of Activities as net assets released from restrictions.

Inventory

Inventory consists of non-cash donations of merchandise available for sale in **TNO's** thrift store operations. Merchandise inventory is recorded at estimated fair market value.

Functional Allocation of Expenses

The costs of providing various programs and activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among programs and supporting services benefited. Expenses related to more than one function are charged to programs and supporting services on the basis of periodic time and expense studies. See Statement of Functional Expenses.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Income Taxes

TNO is a nonprofit organization as described in Section 501(c)(3) of the Internal Revenue Code and is exempt from federal and state income taxes. Therefore, no provision for income taxes is made in the accompanying financial statements. Should **TNO's** tax-exempt status be challenged in the future, **TNO's** 2021, 2022 and 2023 tax years are open for examination by the IRS.

Date of Management's Review

Management has evaluated subsequent events through November 5, 2025, the date which the financial statements were available to be issued and noted no subsequent events or transactions that occurred after the statement of financial position date requiring recognition or disclosure.

NOTE 3 - ECONOMIC DEPENDENCY:

The primary sources of revenues for **TNO** are grants and contributions provided through various funding agencies and donors. The continued success of **TNO** is dependent upon the renewal of grants and contributions from current funding sources as well as obtaining new funding.

NOTE 4 - PROPERTY AND EQUIPMENT:

As of December 31, 2024, property and equipment and related accumulated depreciation and amortization consists of the following:

Land	$ 74,012
Buildings and building improvements	1,362,128
Furniture and equipment	245,902
Vehicles	103,956
Leasehold improvements	25,707
	1,811,705
Less: accumulated depreciation and amortization	(482,947)
Total	$ 1,328,758

The current year's depreciation and amortization totaled $95,036.

NOTE 5 - LINE OF CREDIT, MORTGAGES AND NOTES PAYABLE:

A summary of mortgages and notes payable is as follows:

Note payable to a nonprofit corporation bearing interest at a rate of 3.0% payable in one installment due on June 30, 2030. The note is secured by real estate.	$ 236,216
Note payable to a bank bearing interest at a rate of 5.8%. Principal and interest payment of $807 due monthly. Final balloon payment in full due on February 11, 2027. The note is secured by real estate.	81,588

NOTE 5 - LINE OF CREDIT, MORTGAGES AND NOTES PAYABLE: (Continued)

Note payable to a lending institution bearing interest at a rate of 2.75% per annum payable in 360 monthly installments of principal and interest of $2,136 beginning on or about January 2025. The loan represents the Economic Injury Disaster Loan (EIDL) administered by the U.S. Small Business Administration (SBA). The loan is secured by all tangible and intangible personal property owned by **TNO**.	500,000
Note payable to a bank bearing interest at a rate of 4.0%. Principal and interest payment of $1,198.50 due monthly. The loan matures on January 19, 2044. The note is secured by real estate.	195,152
Note payable to a bank bearing interest rate at a rate of 6.56% payable on demand. Principal and interest payment of $995 due monthly. Final balloon payment in full due January 2028. The note is secured by real estate.	74,523
Note payable to a financial institution bearing interest at an annual rate of 9.49%. Principal and interest payment of $951 beginning January 2025. Final payment due January 2030. The note is secured by tangible property.	45,110
Note payable to a bank bearing interest at a rate of 12%. Final balloon payment is due in full on January 30, 2025.	120,000

NOTE 5 - LINE OF CREDIT, MORTGAGES AND NOTES PAYABLE: (Continued)

Line of credit payable to a bank bearing interest of 11.79% payable at maturity in one installment due on May 15, 2025. The line of credit is secured by real estate.	44,025
Note payable to a bank bearing interest at a rate of 6.0%. Principal and interest payment of $2,500 due monthly. The loan matures on August 25, 2047. The note is secured by real estate.	453,516
	$1,750,130

Following are scheduled maturities of the line of credit, mortgages and notes payable.

Year Ending December 31,	
2025	$ 214,400
2026	52,988
2027	121,369
2028	95,016
2029 and thereafter	1,266,357
Total	$ 1,750,130

NOTE 6 - NET ASSETS WITH DONOR RESTRICTIONS:

At December 31, 2024, Net Assets with Donor Restrictions are available for the following purposes:

Assistance to green infrastructure businesses job training and other programmatic activities	$445,317
Total Net Assets with Donor Restrictions	$445,317

NOTE 7 - GRANTS AND CONTRIBUTIONS:

Grants and contributions revenue consisted of the following for the year ended December 31, 2024:

Grants	
Governmental	$611,308
Contributions	
Foundation, church and nonprofit grants	1,815,557
Individual and corporate contributions	259,943
Total contributions	2,075,500
Total grants and contributions	$2,686,808

NOTE 8 - RISK MANAGEMENT:

TNO is exposed to various risks of loss related to torts, theft, or damages to and destruction of assets for which **TNO** is insured under commercial insurance. Liabilities are reported when it is probable that a loss has occurred, and the amount of the loss can be reasonably estimated.

NOTE 9 - CONCENTRATION OF CREDIT RISK:

TNO maintains cash balances at local banks. The Federal Deposit Insurance Corporation (FDIC) provides coverage on non-interest- bearing accounts and all other deposits up to $250,000. At December 31, 2024, **TNO** had $0 uninsured cash balances.

NOTE 10 - LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS:

The following reflects **TNO's** financial assets as of December 31, 2024, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

Financial Assets, At the Year End:	
Cash and cash equivalents	$ 193,132
Accounts receivables	508,224
	701,356
Less those unavailable for general expenditure within one year due to:	
Restricted by donor-time/purpose restrictions	(445,317)
Financial assets available to meet cash needs for general expenditures within one year	$ 256,039

NOTE 11 - CONTRIBUTING NONFINANCIAL ASSETS:

In-kind contributions for the year ended December 31, 2024, included in the financial statements were as follows:

Building	$208,000

The contributed nonfinancial asset received by TNO for the year ended December 31,2024 is considered without donor restrictions and able to be used by TNO as determined by the board of directors and management.

NOTE 12 - IN-KIND DONATIONS:

During the year ended December 31, 2024, the following goods and services were provided as in-kind donations.

Donated rent	$ 96,402
Total	$ 96,402

THRIVE NEW ORLEANS
(A NON PROFIT CORPORATION)
SCHEDULE OF COMPENSATION, BENEFITS AND OTHER PAYMENTS
TO AGENCY HEAD OR CHIEF EXECUTIVE OFFICER (STATEMENT C)
FOR THE YEAR ENDED DECEMBER 31, 2024

Agency Head Name, Title: Chuck Morse, Executive Director

PURPOSE	AMOUNT
Salary	$ 158,958
Benefits-insurance	-
Benefits-retirements	-
Benefits-other	-
Car allowance	-
Vehicle provided by government (enter amount reported on W-2)	-
Per diem	-
Reimbursements	-
Travel	3,600
Registration fees	-
Conference travel	-
Continuing professional education fees	-
Housing	-
Unvouchered expenses (example: travel advances, etc.)	-
Special meals	-
Other	-
Total	$ 162,558

Sean M. Bruno
Certified Public Accountants, LLC

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INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Directors
Thrive New Orleans
New Orleans, Louisiana

I have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of **Thrive New Orleans**, (a nonprofit organization), which comprise the statement of financial position as of December 31, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, and has issued my report thereon November 5, 2025.

Report on Internal Control over Financial Reporting

In planning and performing my audit of the financial statements, I considered **Thrive New Orleans'** internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing my opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of **Thrive New Orleans'** internal control. Accordingly, I do not express an opinion on the effectiveness of **Thrive New Orleans'** internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

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INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

(CONTINUED)

Report on Internal Control over Financial Reporting, Continued

My consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during my audit, I did not identify any deficiencies in internal control that I consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether **Thrive New Orleans'** financial statements are free from material misstatement, I performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of my audit, and accordingly, I do not express such an opinion. The results of my tests did disclose an instance of noncompliance or other matters that are required to be reported under *Government Auditing Standards* and which is described in the accompanying Schedule of Findings and Questioned Costs as Finding #2024-001.

Thrive's Response to Finding

Government Auditing Standards requires the auditor to perform limited procedures on **Thrive's** response to the finding identified in my audit and described in the accompanying schedule of findings and questioned costs. **Thrive's** response was not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, I express no opinion on the response.

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

(CONTINUED)

Purpose of this Report

The purpose of this report is solely to describe the scope of my testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the organization's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose. Under Louisiana Revised Statute 24:513, this report is distributed by the Louisiana Legislative Auditor as a public document.

Sean M. Bruno

SEAN M. BRUNO
CERTIFIED PUBLIC ACCOUNTANTS, LLC
New Orleans, Louisiana

November 5, 2025

THRIVE NEW ORLEANS
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2024

SCHEDULE I – Summary of Independent Auditor' Results

1. The auditors' report expresses an unmodified opinion on the financial statements of Thrive New Orleans.

2. No significant deficiencies or material weaknesses in internal control relating to the audit of the financial statements are reported in the Independent Auditors' Report on Internal Control Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Prepared in Accordance with *Government Auditing Standards.*

3. No instances of noncompliance material to the financial statements were reported in the Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards.*

4. There was one instance of noncompliance required to be reported in accordance with the uniform guidance.

5. A management letter was not issued for the year ended December 31, 2024.

SCHEDULE II – FINDINGS – Financial Statement Audit

See 2024-001.

SCHEDULE III – FINDINGS AND QUESTIONED COSTS – Major Federal Award Program Audit

NOT APPLICABLE

SCHEDULE II – Status of Prior Year's Findings

See 2023-001.

THRIVE NEW ORLEANS
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2024
(Continued)

SCHEDULE II – Financial Statement Audit

COMPLIANCE

2024-001 - Untimely Submission of Audit Report

Criteria

Pursuant to the requirement of Louisiana Revised Statute R.S 24:513 and 24:514, annual financial reports shall be completed within six (6) months of the close of an entity's fiscal year. If the due date falls on a Saturday, Sunday, or federal Holiday, the reporting package is due the next business day.

Condition

The December 31, 2024 report were not submitted within the prescribed time frame.

Cause

Management failed to ensure that the audit report was issued within prescribed timeline.

Effect

Thrive New Orleans has not complied with the audit reporting requirement of Louisiana Revised Statute R.S. 24:513.

Recommendation

I recommend that management of **Thrive New Orleans** take steps to ensure that the report is submitted within the prescribed deadlines.

Management's Response

Thrive New Orleans concurs with this finding. Management will take steps to have audits completed in accordance with prescribed guidelines.

THRIVE NEW ORLEANS
SCHEDULE OF PRIOR YEAR FINDINGS
FOR THE YEAR ENDED DECEMBER 31, 2024

Schedule IV – Status of Prior Year's Findings

2023 – 001 - Late Submission of Audit Report

Criteria

Pursuant to the requirement of Louisiana Revised Statute R.S. 24:513 and 24:514, annual financial reports shall be completed within six (6) months of the close of the entity's fiscal year. If the due date falls on a Saturday, Sunday or federal holiday, the reporting package is due the next business day.

Conditions

The December 31, 2023 report was not submitted within the prescribed timeframe.

Status

Not resolved. See repeat finding 2024-001.

THRIVE NEW ORLEANS

Statewide Agreed-Upon Procedures (R.S. 24:513)
Report

FOR THE YEAR ENDED
DECEMBER 31, 2024

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**INDEPENDENT ACCOUNTANT'S REPORT
ON APPLYING AGREED-UPON PROCEDURES**

To the Board of Directors
Thrive New Orleans
and the Louisiana Legislative Auditor

We have performed the procedures enumerated below, on the control and compliance (C/C) areas identified in the Louisiana Legislative Auditor's (LLA's) Statewide Agreed-Upon Procedures (SAUPs) for the fiscal period January 1, 2024, through December 31, 2024. **Thrive New Orleans (TNO's)** management is responsible for those C/C areas identified in the SAUPs.

Thrive New Orleans has as agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the engagement, which is to perform specified procedures on the C/C areas identified in LLA's SAUPs for the fiscal period January 1, 2024, through December 31, 2024. Additionally, LLA has agreed to and acknowledged that the procedures performed are appropriate for its purposes. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures and associated findings are as follows:

Written Policies and Procedures

1. Obtain and inspect the entity's written policies and procedures and observe that they address each of the following categories and subcategories if applicable to public funds and the entity's operations:

   a) ***Budgeting***, including preparing, adopting, monitoring, and amending the budget.

   b) ***Purchasing***, including (1) how purchases are initiated; (2) how vendors are added to the vendor list; (3) the preparation and approval process of purchase requisitions and purchase orders; (4) controls to ensure compliance with the Public Bid Law; and (5) documentation required to be maintained for all bids and price quotes.

   c) ***Disbursements***, including processing, reviewing, and approving.

PROCEDURES AND FINDINGS, CONTINUED

d) ***Receipts/Collections***, including receiving, recording, and preparing deposits. Also, policies and procedures should include management's actions to determine the completeness of all collections for each type of revenue or agency fund additions (e.g. periodic confirmation with outside parties, reconciliation to utility billing after cutoff procedures, reconciliation of traffic ticket number sequences, agency fund forfeiture monies confirmation).

e) ***Payroll/Personnel***, including (1) payroll processing, (2) reviewing and approving time and attendance records, including leave and overtime worked, and (3) approval process for employee(s) rate of pay or approval and maintenance of pay rate schedules.

f) ***Contracting***, including (1) types of services requiring written contracts, (2) standard terms and conditions, (3) legal review, (4) approval process, and (5) monitoring process.

g) ***Travel and expense reimbursement***, including (1) allowable expenses, (2) dollar thresholds by category of expense, (3) documentation requirements, and (4) required approvers.

h) ***Credit Cards (and debit cards, fuel cards, Purchase Cards, if applicable)***, including (1) how cards are to be controlled, (2) allowable business uses, (3) documentation requirements, (4) required approvers of statements, and (5) monitoring card usage (e.g., determining the reasonableness of fuel card purchases).

i) ***Ethic***, including (1) the prohibitions as defined in Louisiana Revised Statute 42:1111-1121, (2) actions to be taken if an ethics violation takes place, (3) system to monitor possible ethics violations, and (4) a requirement that documentation is maintained to demonstrate that all employees and officials were notified of any changes to the entity's ethics policy.

j) ***Debt Service***, including (1) debt issuance approval, (2) continuing disclosure/EMMA reporting requirements, (3) debt reserve requirements, and (4) debt service requirements.

k) ***Information Technology Disaster Recovery/Business Continuity***, including (1) identification of critical data and frequency of data backups, (2) storage of backups in a separate physical location isolated from the network, (3) periodic testing/verification that backups can be restored, (4) use of antivirus software on all systems, (5) timely application of all available systems and software patches/updates and (6) identification of personnel, processes and tools needed to recover operations after a critical event.

l) ***Prevention of Sexual Harassment***, including R.S. 42:342-344 requirements for (1) agency responsibilities and prohibitions, (2) annual employee training, and (3) annual reporting.

PROCEDURES AND FINDINGS, CONTINUED

Results of Procedures:

We noted no exceptions as a result of applying the above listed procedures to 1.a) budgeting, 1.b) purchasing, 1.c) disbursements, 1.d) receipts/collections 1.e) payroll/personnel, and 1.h) credit cards(and debit cards, fuel cards, purchase cards, if applicable) 1.i) ethics, 1.j) debt service and 1.l) prevention of sexual harassment is not applicable as **TNO** is a not-for-profit entity. We noted the following exceptions: 1.f) contracting does not address 1) standard terms and conditions, 2) legal review and 3) monitoring process; 1.g) travel and expense reimbursement does not include dollar thresholds by category of expense; and 1.k) there are no written policies and procedures for information technology disaster recovery/business continuity.

Board or Finance Committee

2. Obtain and inspect the board/finance committee minutes for the fiscal period, as well as the board's enabling legislation, charter, bylaws, or equivalent document in effect during the fiscal period, and:

    a) Observe that the board/finance committee met with a quorum at least monthly, or on a frequency in accordance with the board's enabling legislation, charter, bylaws, or other equivalent document.

    b) For those entities reporting on the governmental accounting model, observe that the minutes referenced or included monthly budget-to-actual comparisons on the general fund, quarterly budget-to actual, at a minimum, on all proprietary funds, and semi-annual budget-to-actual, at a minimum, on all special revenue funds. *Alternately, for those entities reporting on the non-profit accounting model, observe that the minutes referenced or included financial activity relating to public funds if those public funds comprised more than 10% of the entity's collections during the fiscal period.*

    c) For governmental entities, obtain the prior year audit report and observe the unassigned fund balance in the general fund. If the general fund had a negative ending unassigned fund balance in the prior year audit report, observe that the minutes for at least one meeting during the fiscal period referenced or included a formal plan to eliminate the negative unassigned fund balance in the general fund.

    d) Observe whether the board /finance committee received written updates of the progress of resolving audit finding(s), according to management's corrective action plan at each meeting until the findings are considered fully resolved.

PROCEDURES AND FINDINGS, CONTINUED

Results of Procedures: As a result of applying the above listed procedures, we noted the following exception(s): 2.d) unable to observe that the board received written updates on the progress of resolving audit findings.

Bank Reconciliations

3. Obtain a listing of entity bank accounts for the fiscal period from management and management's representation that the listing is complete. Ask management to identify the entity's main operating account. Select the entity's main operating account and randomly select 4 additional accounts (or all accounts if less than 5). Randomly select one month from the fiscal period, obtain and inspect the corresponding bank statement and reconciliation for each selected account, and observe that:
   a) Bank reconciliations include evidence that they were prepared within 2 months of the related statement closing date (e.g., initialed and dated or electronically logged);
   b) Bank reconciliations include evidence that a member of management/board member who does not handle cash, post ledgers, or issue checks has reviewed each bank reconciliation within 1 month of the date the reconciliation was prepared (e.g., initialed and dated or electronically logged); and
   c) Management has documentation reflecting that it has researched reconciling items that have been outstanding for more than 12 months from the statement closing date, if applicable.

Results of Procedures:

As a result of applying the above listed procedures, we noted the following exceptions: 3.b) For the 5 bank reconciliations selected, there was no observable evidence of management/board member review for any bank reconciliation. 3.c) For 1 of the 5 bank accounts selected for testing, there was no evidence that management had researched reconciling items that had been outstanding for more than 12 months from the statement closing date.

Collections (excluding electronic funds transfers)

4. Obtain a listing of deposit sites for the fiscal period where deposits for cash/checks/money orders (cash) are prepared and management's representation that the listing is complete. Randomly select 5 deposit sites (or all deposit sites if less than 5).
5. For each deposit site selected, obtain a listing of collection locations and management's representation that the listing is complete. Randomly select one collection location for each deposit site (i.e. 5 collection locations for 5 deposit sites), obtain and inspect written policies and procedures relating to employee job duties (if no written policies or procedures, inquire of

PROCEDURES AND FINDINGS, CONTINUED

employees about their job duties) at each collection location, and observe that job duties are properly segregated at each collection location such that:

a) Employees that are responsible for cash collections do not share cash drawers/registers.

b) Each employee responsible for collecting cash is not responsible for preparing/making bank deposits, unless another employee/official is responsible for reconciling collection documentation (e.g. pre-numbered receipts) to the deposit.

c) Each employee responsible for collecting cash is not responsible for posting collection entries to the general ledger or subsidiary ledgers, unless another employee/official is responsible for reconciling ledger postings to each other and to the deposit.

d) The employee(s) responsible for reconciling cash collections to the general ledger and/or subsidiary ledgers, by revenue source and/or agency fund additions, is(are) not responsible for collecting cash, unless another employee verifies the reconciliation.

6. Obtain from management of a copy of the bond or insurance policy for theft covering all employees who have access to cash. Observe the bond or insurance policy for theft was in force during the fiscal period.

7. Randomly select two deposit dates for each of the 5 bank accounts selected for Bank Reconciliations procedure #3 (select the next deposit date chronologically if no deposits were made on the dates randomly selected and randomly select a deposit if multiple deposits are made on the same day). *Alternately, the practitioner may use a source document other than bank statements when selecting the deposit dates for testing, such as a cash collection log, daily revenue report, receipt book, etc.* Obtain supporting documentation for each of the 10 deposits and:

   a) Observe that receipts are sequentially pre-numbered.

   b) Trace sequentially pre-numbered receipts, system reports, and other related collection documentation to the deposit slip.

   c) Trace the deposit slip total to the actual deposit per the bank statement.

   d) Observe that the deposit was made within one business day of receipt at the collection location (within one week if the depository is more than 10 miles from the collection location or the deposit is less than $100 and the cash is stored securely in a locked safe or drawer).

   e) Trace the actual deposit per the bank statement to the general ledger.

Results of Procedures:

We noted no exceptions to the above procedures.

PROCEDURES AND FINDINGS, CONTINUED

Non-Payroll Disbursements (excluding card purchases/payments, travel reimbursements, and petty cash purchases)

8. Obtain a listing of locations that process payments for the fiscal period and management's representation that the listing is complete. Randomly select 5 locations (or all locations if less than 5).
9. For each location selected under #8 above, obtain a listing of those employees involved with non-payroll purchasing and payment functions. Obtain written policies and procedures relating to employee job duties (if the agency has no written policies and procedures, inquire of employees about their job duties), and observe that job duties are properly segregated such that:
   a) At least two employees are involved in initiating a purchase request, approving a purchase, and placing an order/making the purchase.
   b) At least two employees are involved in processing and approving payments to vendors.
   c) The employee responsible for processing payments is prohibited from adding/modifying vendor files, unless another employee is responsible for periodically reviewing changes to vendor files.
   d) Either the employee/official responsible for signing checks mails the payment or gives the signed checks to an employee to mail who is not responsible for processing payments; and
   e) Only employees/officials authorized to sign checks approve the electronic disbursement (release) of funds, whether through automated clearinghouse (ACH), electronic funds transfers (EFT), wire transfer or some other electronic means.
10. For each location selected under #8 above, obtain the entity's non-payroll disbursement transaction population (excluding cards and travel reimbursements) and obtain management's representation that the population is complete. Randomly select 5 disbursements for each location, obtain supporting documentation for each transaction and:
    a) Observe whether the disbursement matched the related original itemized invoice and supporting documentation indicates deliverables included on the invoice were received by the entity.
    b) Observe that the disbursement documentation included evidence (e.g., initial/date, electronic logging) of segregation of duties tested under #9, as applicable.
11. Using the entity's main operating account and the month selected in bank reconciliations procedure #3, randomly select 5 non-payroll related electronic disbursements (or all electronic disbursements if less than 5) and observe that each electronic disbursement was (a) approved

PROCEDURES AND FINDINGS, CONTINUED

by only those persons authorized to disburse funds (e.g., sign checks) per the entity's policy, and (b) approved by the required number of authorized signers per the entity's policy.

Results of Procedures: We noted no exceptions to the above procedures.

Credit Cards/Debit Cards/Fuel Cards/P-Cards

12. Obtain from management a listing of all active credit cards, bank debit cards, fuel cards, and P-cards (cards) for the fiscal period, including the card numbers and the names of the persons who maintained possession of the cards. Obtain management's representation that the listing is complete.
13. Using the listing prepared by management, randomly select 5 cards (or all cards if less than 5) that were used during the fiscal period. Randomly select one monthly statement or combined statement for each card (for a debit card, randomly select one monthly bank statement), obtain supporting documentation, and:
    a) Observe that there is evidence that the monthly statement or combined statement and supporting documentation (e.g., original receipts for credit/debit card purchases, exception reports for excessive fuel card usage) was reviewed and approved, in writing (or electronically approved), by someone other than the authorized card holder.
    b) Observe that finance charges and late fees were not assessed on the selected statements.

14. Using the monthly statements or combined statements selected under #12 above, excluding fuel cards, randomly select 10 transactions (or all transactions if less than 10) from each statement, and obtain supporting documentation for the transactions (i.e. each card should have 10 transactions subject to testing). For each transaction, observe that it is supported by (1) an original itemized receipt that identifies precisely what was purchased, (2) written documentation of the business/public purpose, and (3) documentation of the individuals participating in meals (for meal charges only). For missing receipts, the practitioner should describe the nature of the transaction and note whether management had a compensating control to address missing receipts, such as a "missing receipt statement" that is subject to increased scrutiny.

Results of Procedures:

We noted no exceptions to the above procedures.

PROCEDURES AND FINDINGS, CONTINUED

Travel and Travel-Related Expense Reimbursements (excluding card transactions)

15. Obtain from management a listing of all travel and travel-related expense reimbursements during the fiscal period and management's representation that the listing or general ledger is complete. Randomly select 5 reimbursements, obtain the related expense reimbursement forms/prepaid expense documentation of each selected reimbursement, as well as the supporting documentation. For each of the 5 reimbursements selected:

    a) If reimbursed using a per diem, agree the reimbursement rate to those rates established either by the State of Louisiana or the U.S. General Services Administration (www.gsa.gov).
    b) If reimbursed using actual costs, observe that the reimbursement is supported by an original itemized receipt that identifies precisely what was purchased.
    c) Observe that each reimbursement is supported by documentation of the business/public purpose (for meal charges, observe that the documentation includes the names of those individuals participating) and other documentation required by Written Policies and Procedures (procedure #1g).
    d) Observe that each reimbursement was reviewed and approved, in writing, by someone other than the person receiving reimbursement.

Results of Procedures: This procedure was not applicable, **TNO** uses a debit card for all travel related transactions.

Contracts

16. Obtain from management a listing of all agreements/contracts for professional services, materials and supplies, leases, and construction activities that were initiated or renewed during the fiscal period. *Alternately, the practitioner may use an equivalent selection source, such as an active vendor list.* Obtain management's representation that the listing is complete. Randomly select 5 contracts (or all contracts if less than 5) from the listing, excluding the practitioner's contract, and:

    a) Observe that the contract was bid in accordance with the Louisiana Public Bid Law (e.g., solicited quotes or bids, advertised), if required by law.
    b) Observe that the contract was approved by the governing body/board, if required by policy or law (e.g. Lawrason Act, Home Rule Charter).
    c) If the contract was amended (e.g. change order), observe that the original contract terms provided for such an amendment and that amendments were made in compliance with the contract terms (e.g., if approval is required for any amendment, was approval documented).

PROCEDURES AND FINDINGS, CONTINUED

d) Randomly select one payment from the fiscal period for each of the 5 contracts, obtain the supporting invoice, agree the invoice to the contract terms, and observe that the invoice and related payment agreed to the terms and conditions of the contract.

Results of Procedures: We noted no exceptions to the above procedures.

Payroll and Personnel

17. Obtain a listing of employees/elected officials employed during the fiscal period and management's representation that the listing is complete. Randomly select 5 employees/officials, obtain related paid salaries and personnel files, and agree paid salaries to authorized salaries/pay rates in the personnel files.

18. Randomly select one pay period during the fiscal period. For the 5 employees/officials selected under #17 above, obtain attendance records and leave documentation for the pay period, and:

    a) Observe that all selected employees or officials documented their daily attendance and leave (e.g., vacation, sick, compensatory). (Note: Generally, an elected official is not eligible to earn leave and do not document their attendance and leave. However, if the elected official is earning leave according to policy and/or contract, the official should document his/her daily attendance and leave.)

    b) Observe whether supervisors approved the attendance and leave of the selected employees or officials.

    c) Observe that any leave accrued or taken during the pay period is reflected in the entity's cumulative leave records.

    d) Observe the rate paid to the employees or officials agree to the authorized salary/pay rate found within the personnel file.

19. Obtain a listing of those employees or officials that received termination payments during the fiscal period and management's representation that the list is complete. Randomly select two employees or officials, obtain related documentation of the hours and pay rates used in management's termination payment calculations and the entity's policy on termination payments. Agree the hours to the employee or officials' cumulative leave records, agree the pay rates to the employee or officials' authorized pay rates in the employee or officials' personnel files, and agree the termination payment to entity policy.

20. Obtain management's representation that employer and employee portions of third-party payroll related amounts (e.g., payroll taxes, retirement contributions, health insurance premiums, garnishments, workers' compensation premiums, etc.) have been paid, and any associated forms have been filed, by required deadlines.

Results of Procedures: We noted no exceptions to the above procedures.

PROCEDURES AND FINDINGS, CONTINUED

Ethics

21. Using the 5 randomly selected employees/officials from procedure #17 under "Payroll and Personnel" above· obtain ethics documentation from management. and:
    a. Observe that the documentation demonstrates each employee/official completed one hour of ethics training during the calendar year as required by R.S.42:1170; and
    b. Observe whether the entity maintains documentation which demonstrates that each employee and official were notified of any changes to the entity's ethics policy during the fiscal period, as applicable.
22. Inquire and/or observe whether the agency has appointed an ethics designee as required by R.S. 42:1170.

Results of Procedures: TNO is a non-profit entity. This area is not applicable.

Debt Service

23. Obtain a listing of bonds/notes and other debt instruments issued during the fiscal period and management's representation that the listing is complete. Select all debt instruments on the listing. obtain supporting documentation, and observe that State Bond Commission approval was obtained for each debt instrument issued. as required by Article VII. Section 8 of the Louisiana Constitution.
24. Obtain a listing of bonds/notes outstanding at the end of the fiscal period and management's representation that the listing is complete. Randomly select one bond/note, inspect debt covenants, obtain supporting documentation for the reserve balance and payments, and agree actual reserve balances and payments to those required by debt covenants (including contingency funds. short-lived asset funds. or other funds required by the debt covenants).

Results of Procedures: TNO has no issued debt. This area is not applicable.

Fraud Notice

25. Obtain a listing of misappropriations of public funds and assets during the fiscal period and management's representation that the listing is complete. Select all misappropriations on the listing, obtain supporting documentation, and observe that the entity reported the misappropriation(s) to the legislative auditor and the district attorney of the parish in which the entity is domiciled, as required by R.S.24:523.
26. Observe that the entity has posted on its premises and website, the notice required by R.S. 24:523.1 concerning the reporting of misappropriation. fraud, waste. or abuse of public funds.

Results of Procedures: As a result of applying the above listed procedures, for procedure 25, management has asserted that there has been no misappropriations of public funds or assets during the fiscal year. For procedure 26, we noted that the fraud notice required by R.S. 24.523.1 concerning the reporting of misappropriation, fraud, waste or abuse of public funds was posted on the entity's premises but not on its website.

Information Technology Disaster Recovery/Business Continuity

27. Perform the following procedures, **verbally discuss the results with management, and report "We performed the procedure and discussed the results with management."**

    a. Obtain and inspect the entity's most recent documentation that it has backed up its critical data (if no written documentation, then inquire of personnel responsible for backing up critical data) and observe evidence that such backup (a) occurred within the past week, (b) was not stored on the government's local server or network, and (c) was encrypted.
    b. Obtain and inspect the entity's most recent documentation that it has tested/verified that its backup can be restored (if no written documentation, inquire of personnel responsible for testing/verifying backup restoration) and observe evidence that the test/verification was successfully performed within the past 3 months.
    c. Obtain a listing of the entity's computers currently in use and their related locations, and management's representation that the listing is complete. Randomly select 5 computers and observe while management demonstrates that the selected computers have current and active antivirus software and that the operating system and accounting system software in use are currently supported by the vendor.

28. Randomly select 5 terminated employees (or all terminated employees if less than 5) using the list of terminated employees obtained in procedure #19. Observe evidence that the selected terminated employees have been removed or disabled from the network.

29. Using the 5 randomly selected employees/officials from payroll and personnel procedure #17, obtain cybersecurity training documentation from management, and observe that the documentation demonstrates that the following employees/officials with access to the agency's information technology assets have completed cybersecurity training as required by R.S.42:1267. The requirements are as follows:
    - Hired before June 9, 2020 – completed the training; and

PROCEDURES AND FINDINGS, CONTINUED

- Hired on or after June 9, 2020 – completed the training within 30 days of initial service or employment.

Results of Procedures: We performed the procedure and discussed the results with management.

Sexual Harassment

30. Using the 5 randomly selected employees/officials from procedure #17 under "Payroll and Personnel" above, obtain sexual harassment training documentation from management, and observe that the documentation demonstrates each employee/official completed at least one hour of sexual harassment training during the calendar year, as required by R.S.42:343.

31. Observe that the entity has posted its sexual harassment policy and complaint procedure on its website (or in a conspicuous location on the entity's premises if the entity does not have a website).

32. Obtain the entity's annual sexual harassment report for the current fiscal period, observe that the reported was dated on or before February 1, and observe it includes the applicable requirements of R.S. 42:344:

    a) Number and percentage of public servants in the agency who have completed the training requirements;

    b) Number of sexual harassment complaints received by the agency;

    c) Number of complaints which resulted in a finding that sexual harassment occurred;

    d) Number of complaints in which the finding of sexual harassment resulted in discipline or corrective action; and

    e) Amount of time it took to resolve each complaint.

Results of Procedures: TNO is a non-profit entity. This area is not applicable.

PROCEDURES AND FINDINGS, CONTINUED

We were engaged by **Thrive New Orleans** to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants and applicable standards of *Government Auditing Standards*. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on those C/C areas identified in the SAUPs. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of **Thrive New Orleans** and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely to describe the scope of testing performed on those C/C areas identified in the SAUPs, and the result of that testing, and not to provide an opinion on control or compliance. Accordingly, this report is not suitable for any other purpose. Under Louisiana Revised Statute 24:513, this report is distributed by the LLA as a public document.

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May 6, 2026