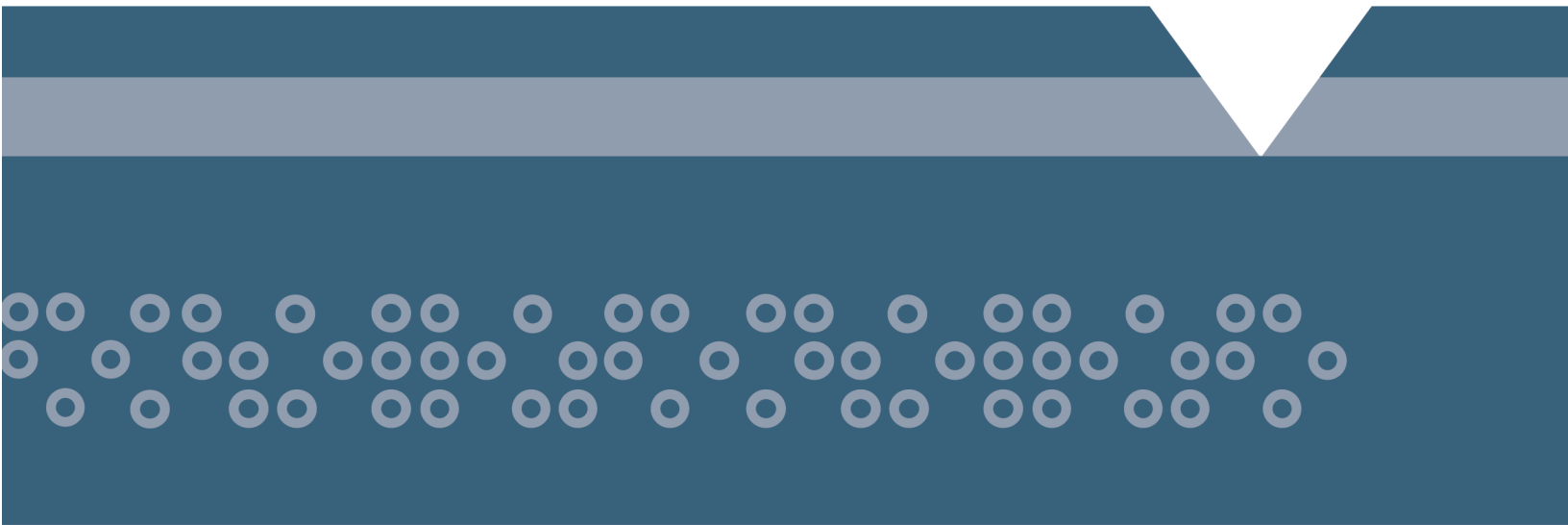


Goodwill Industries of North Louisiana, Inc.
Shreveport, Louisiana

December 31, 2024



HMV
CERTIFIED PUBLIC
ACCOUNTANTS

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.
SHREVEPORT, LOUISIANA
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AUDITED FINANCIAL STATEMENTS



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The Board of Directors
Goodwill Industries of North Louisiana, Inc.
Shreveport, Louisiana

INDEPENDENT AUDITOR'S REPORT

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Goodwill Industries of North Louisiana, Inc. ("Goodwill"), 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 financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Goodwill Industries of North Louisiana, Inc. as of December 31, 2024, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Goodwill Industries of North Louisiana, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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 Goodwill Industries of North Louisiana, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Goodwill Industries of North Louisiana, Inc.'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 financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Goodwill Industries of North Louisiana, Inc.'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.

Report on Summarized Comparative Information

We have previously audited Goodwill Industries of North Louisiana, Inc.'s 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated June 27, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2023 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information included on page 21 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 reconciling 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 the United States of America. In our opinion this 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*, we have also issued our report dated June 26, 2025, on our consideration of Goodwill Industries of North Louisiana, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements and other matters. The purpose of that report is solely to describe the scope of our 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 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 Goodwill Industries of North Louisiana, Inc.'s internal control over financial reporting and compliance.

Heard, McElroy & Vestal, LLC

Shreveport, Louisiana
June 26, 2025

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2024

| ASSETS | Without Donor Restrictions | With Donor Restrictions | 2024 Total | 2023 Summary Total |
|---|----------------------------------|-------------------------------|----------------------------|----------------------------|
| <u>Current assets:</u> | | | | |
| Cash | \$ 606,026 | \$ 76,667 | \$ 682,693 | \$ 1,009,386 |
| Investments | 3,036,234 | - | 3,036,234 | 2,756,395 |
| Contributions receivable | 494,746 | - | 494,746 | 480,328 |
| Trade accounts receivable - net | 206,235 | - | 206,235 | 175,524 |
| Accounts receivable - other | 24,877 | - | 24,877 | 26,752 |
| Inventory | 220,319 | - | 220,319 | 226,510 |
| Prepaid expenses and other | 165,818 | - | 165,818 | 162,976 |
| Total current assets | 4,754,255 | 76,667 | 4,830,922 | 4,837,871 |
| <u>Fixed assets:</u> | | | | |
| Land, buildings and equipment, at cost less accumulated depreciation | 9,272,540 | - | 9,272,540 | 9,242,175 |
| <u>Other assets:</u> | | | | |
| Beneficial interest in net assets of foundation | - | 475,491 | 475,491 | 450,721 |
| Investment in partnership | 55,175 | - | 55,175 | 55,347 |
| Lease right-of-use asset | 1,562,689 | - | 1,562,689 | 1,603,854 |
| Deposits | 53,102 | - | 53,102 | 40,249 |
| Total other assets | 1,670,966 | 475,491 | 2,146,457 | 2,150,171 |
| Total assets | <u>\$15,697,761</u> | <u>\$ 552,158</u> | <u>\$16,249,919</u> | <u>\$16,230,217</u> |

(Continued)

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2024

| LIABILITIES AND NET ASSETS | Without Donor Restrictions | With Donor Restrictions | 2024 Total | 2023 Summary Total |
|--|---|--|-----------------------|-----------------------------------|
| <u>Current liabilities:</u> | | | | |
| Accounts payable | \$ 84,287 | \$ - | \$ 84,287 | \$ 241,736 |
| Sales tax payable | 29,063 | - | 29,063 | 29,738 |
| Accrued payroll and withholdings | 217,888 | - | 217,888 | 165,202 |
| Short-term lease liability | 548,304 | - | 548,304 | 536,221 |
| Other payables | 83,625 | - | 83,625 | 131,322 |
| Current portion of long-term debt | 240,963 | - | 240,963 | 229,909 |
| Unamortized debt issuance costs-short term | <u>(5,702)</u> | <u>-</u> | <u>(5,702)</u> | <u>(5,702)</u> |
| Total current liabilities | 1,198,428 | - | 1,198,428 | 1,328,426 |
| <u>Long-term liabilities:</u> | | | | |
| Long-term debt | 4,012,444 | - | 4,012,444 | 4,253,407 |
| Long-term lease liability | 1,026,927 | - | 1,026,927 | 1,078,037 |
| Unamortized debt issuance costs-long term | <u>(36,585)</u> | <u>-</u> | <u>(36,585)</u> | <u>(42,287)</u> |
| Total long-term liabilities | <u>5,002,786</u> | <u>-</u> | <u>5,002,786</u> | <u>5,289,157</u> |
| Total liabilities | 6,201,214 | - | 6,201,214 | 6,617,583 |
| <u>Net assets:</u> | | | | |
| Without donor restrictions | 9,496,547 | - | 9,496,547 | 9,096,621 |
| With donor restrictions | <u>-</u> | <u>552,158</u> | <u>552,158</u> | <u>516,013</u> |
| Total net assets | <u>9,496,547</u> | <u>552,158</u> | <u>10,048,705</u> | <u>9,612,634</u> |
| Total liabilities and net assets | <u>\$15,697,761</u> | <u>\$ 552,158</u> | <u>\$ 16,249,919</u> | <u>\$ 16,230,217</u> |

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

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED DECEMBER 31, 2024

| | Without Donor Restrictions | With Donor Restrictions | 2024 Total | 2023 Summary Total |
|--|----------------------------------|-------------------------------|---------------------|--------------------------|
| <u>Public support and revenues:</u> | | | | |
| Public support: | | | | |
| Donated goods | \$ 3,050,040 | \$ - | \$ 3,050,040 | \$ 3,156,261 |
| Workforce Development grants | 2,354,505 | 175,000 | 2,529,505 | 2,696,634 |
| Other contributions | <u>152,177</u> | <u>-</u> | <u>152,177</u> | <u>135,634</u> |
| Total public support | 5,556,722 | 175,000 | 5,731,722 | 5,988,529 |
| Revenues: | | | | |
| Sales: | | | | |
| Sales of goods purchased | 86,265 | - | 86,265 | 75,291 |
| <u>Less - cost of purchased goods</u> | <u>71,953</u> | <u>-</u> | <u>71,953</u> | <u>62,524</u> |
| Gross profit | 14,312 | - | 14,312 | 12,767 |
| Sales of donated goods | 5,240,493 | - | 5,240,493 | 4,872,650 |
| Contract services | 2,126,549 | - | 2,126,549 | 1,944,907 |
| Net investment return | 286,893 | 42,414 | 329,307 | 299,662 |
| Other miscellaneous net revenue (expense) | <u>5,356</u> | <u>-</u> | <u>5,356</u> | <u>(9,312)</u> |
| Total revenues | 7,673,603 | 42,414 | 7,716,017 | 7,120,674 |
| Net assets released from restrictions - Note 3 | <u>181,269</u> | <u>(181,269)</u> | <u>-</u> | <u>-</u> |
| Total public support, revenues, and reclassifications | 13,411,594 | 36,145 | 13,447,739 | 13,109,203 |
| <u>Expenses:</u> | | | | |
| Production and sales | 6,618,967 | - | 6,618,967 | 6,400,489 |
| Workforce development | 3,166,814 | - | 3,166,814 | 3,273,117 |
| Contract services | 1,746,306 | - | 1,746,306 | 1,598,878 |
| Management and general | <u>1,479,581</u> | <u>-</u> | <u>1,479,581</u> | <u>1,412,816</u> |
| Total expenses | <u>13,011,668</u> | <u>-</u> | <u>13,011,668</u> | <u>12,685,300</u> |
| <u>Change in net assets</u> | 399,926 | 36,145 | 436,071 | 423,903 |
| <u>Net assets, beginning of year</u> | <u>9,096,621</u> | <u>516,013</u> | <u>9,612,634</u> | <u>9,188,731</u> |
| <u>Net assets, end of year</u> | <u>\$ 9,496,547</u> | <u>\$ 552,158</u> | <u>\$10,048,705</u> | <u>\$ 9,612,634</u> |

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

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

STATEMENT OF FUNCTIONAL EXPENSES

FOR THE YEAR ENDED DECEMBER 31, 2024

| | Production and Sales | Workforce Development | Contract Services | Management and General | 2024 Total | 2023 Summary Total |
|--|-------------------------|--------------------------|----------------------|---------------------------|----------------------|--------------------------|
| Salaries, taxes and benefits | \$ 4,009,026 | \$ 2,045,213 | \$ 1,514,348 | \$ 720,145 | \$ 8,288,732 | \$ 7,745,884 |
| Professional fees | 54,964 | 263,428 | 19,769 | 470,258 | 808,419 | 966,646 |
| Supplies | 151,900 | 30,075 | 84,039 | 16,665 | 282,679 | 405,990 |
| Telecommunications | 69,862 | 42,859 | 4,634 | 9,961 | 127,316 | 108,724 |
| Postage and shipping | 29,111 | 1,006 | 1 | 1,208 | 31,326 | 23,978 |
| Building leases | 447,316 | 80,534 | - | 74 | 527,924 | 518,338 |
| General and liability insurance | 147,157 | 58,351 | 3,254 | 22,100 | 230,862 | 212,638 |
| Mortgage interest | 150,410 | 13,524 | - | - | 163,934 | 171,713 |
| Other occupancy | 684,863 | 44,648 | 9,384 | 13,124 | 752,019 | 760,712 |
| Equipment leases and maintenance | 83,636 | 32,929 | 8,210 | 46,772 | 171,547 | 141,882 |
| Printing, advertising and subscriptions | 13,359 | 13,333 | 2,149 | 12,559 | 41,400 | 42,641 |
| Agency vehicles and travel | 235,360 | 45,099 | 50,433 | 35,203 | 366,095 | 373,740 |
| Conferences, conventions and meetings | (412) | 3,352 | 21 | 27,662 | 30,623 | 19,348 |
| Specific assistance-community | 3,802 | 398,932 | - | 25,677 | 428,411 | 442,465 |
| Membership dues and support payments | 72,520 | 27,079 | 18,018 | 3,257 | 120,874 | 122,033 |
| Bank service charges | 125,974 | - | - | 12,261 | 138,235 | 128,141 |
| Awards and grants | 254 | - | - | 4,058 | 4,312 | 9,568 |
| Miscellaneous | 4,962 | 2,245 | 1,951 | 35,113 | 44,271 | 44,119 |
| Total other expenses before depreciation | <u>2,275,038</u> | <u>1,057,394</u> | <u>201,863</u> | <u>735,952</u> | <u>4,270,247</u> | <u>4,492,676</u> |
| Total expenses before depreciation | 6,284,064 | 3,102,607 | 1,716,211 | 1,456,097 | 12,558,979 | 12,238,560 |
| Depreciation | <u>334,903</u> | <u>64,207</u> | <u>30,095</u> | <u>23,484</u> | <u>452,689</u> | <u>446,740</u> |
| Total expenses | <u>\$ 6,618,967</u> | <u>\$ 3,166,814</u> | <u>\$ 1,746,306</u> | <u>\$ 1,479,581</u> | <u>\$ 13,011,668</u> | <u>\$ 12,685,300</u> |

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

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2024

| | 2024 Total | 2023 Summary Total |
|---|-------------------|--------------------------|
| <u>Cash flows from operating activities:</u> | | |
| Change in net assets | \$ 436,071 | \$ 423,903 |
| Adjustments to reconcile change in net assets to net cash provided by operating activities: | | |
| Net realized (gain) on investments | (60,477) | (4,888) |
| Net unrealized (gain) on investments | (133,813) | (210,805) |
| Loss on disposal of fixed assets | 4,260 | 17,504 |
| Depreciation | 452,689 | 446,740 |
| Amortization | 5,702 | 5,701 |
| <i>Change in operating assets and liabilities:</i> | | |
| Receivables | (43,254) | 12,263 |
| Accounts receivable - ERTC | - | 919,015 |
| Inventory | 6,191 | (2,144) |
| Prepaid expenses | (2,842) | (51,758) |
| Other assets | (12,853) | - |
| Accounts payable | (157,449) | 140,065 |
| Sales tax payable | (675) | 1,980 |
| Accrued payroll and withholdings | 52,686 | 37,603 |
| Other payables | (47,697) | 12,292 |
| Operating lease asset and liability | 2,138 | 5,936 |
| Total adjustments | <u>64,606</u> | <u>1,329,504</u> |
| Net cash provided by operating activities | 500,677 | 1,753,407 |
| <u>Cash flows from investing activities:</u> | | |
| Capital purchases and improvements | (487,314) | (516,617) |
| Net (purchase) of investments | (125,821) | (1,732,112) |
| Change in beneficial interest in assets of foundation | 15,502 | 14,188 |
| Decrease in investment in partnership | 172 | 132 |
| Net cash (used) by investing activities | <u>(597,461)</u> | <u>(2,234,409)</u> |
| <u>Cash flows from financing activities:</u> | | |
| Payments on debt | <u>(229,911)</u> | <u>(227,036)</u> |
| Net cash (used) by financing activities | <u>(229,911)</u> | <u>(227,036)</u> |
| <u>Net (decrease) in cash</u> | <u>(326,695)</u> | <u>(708,038)</u> |
| <u>Cash at beginning of the year</u> | <u>1,009,386</u> | <u>1,717,424</u> |
| <u>Cash at end of the year</u> | <u>\$ 682,691</u> | <u>\$ 1,009,386</u> |
| <u>Cash paid during the year for interest</u> | <u>\$ 142,516</u> | <u>\$ 126,083</u> |

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

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

1. Nature of Business

Goodwill Industries of North Louisiana, Inc. ("Goodwill") is a nonprofit, privately supported public service organization. Revenues are derived primarily from the following:

- (a) Sales of used clothing and other household materials donated by the public and refurbished by employees who have disabilities and/or are disadvantaged.
- (b) Salvage sales.
- (c) Sub-contract work for various types of companies by employees who have disabilities and/or are disadvantaged.
- (d) Vocational rehabilitation fees and grant funding through the State of Louisiana and other local government agencies.
- (e) The Community Foundation of North Louisiana.
- (f) Miscellaneous contributions.

Goodwill provides work opportunities and training for people who have disabilities and/or are disadvantaged, utilizing sales of reconditioned goods and contracted services to pay their wages.

2. Significant Accounting Policies

Following is a summary of significant policies by Goodwill:

(a) Financial Statement Presentation:

Goodwill reports information regarding its financial position and activities based on the absence or existence of donor-imposed restrictions, as follows:

Net Assets Without Donor Restrictions - Net assets that are not subject to donor-imposed stipulations. Some net assets without donor restrictions may be designated by the Board for specific purposes.

Net Assets with Donor Restrictions - Net assets subject to donor-imposed stipulations that may or will be met by actions of Goodwill, and/or by the passage of time. Also included are net assets subject to donor-imposed stipulations that they be maintained permanently by Goodwill. Generally, donors permit all or part of the income earned on these assets to be used for general or specific purposes.

(b) Contributions:

Contributions received are recorded based on the existence and/or nature of any donor restrictions. Contributions consist mainly of donated goods and Workforce Development grants.

(c) Promises to Give:

Contributions are recognized when the donor makes a promise to give to Goodwill that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets with

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

donor restrictions are reclassified to net assets without donor restrictions. Conditional contributions, which are those with a measurable performance barrier and a right of return, are not recognized until the conditions on which they depend have been met.

Goodwill uses the allowance method to determine uncollectible unconditional promises receivable when material. The allowance is based on prior years' experience and management's analysis of specific promises made.

(d) Contributed Goods and Services:

During the years ended December 31, 2024 and 2023, the value of contributed services meeting the requirements for recognition in the financial statements was not material. Goods purchased for resale and donated goods are stated at the lower of cost or market on the first-in, first-out basis.

(e) Revenue and Revenue Recognition:

Goodwill recognizes sales of goods at the time the sale is made, which is when control of the goods sold passes to the customer and satisfies Goodwill's performance obligation. Returns are not allowed, but exchanges of equal value occur.

Revenues from contract services, which include both Federal and state-sourced contracts, derive from the provision of specific services that customarily include janitorial, groundskeeping, and switchboard. The contracts generally are for one year, with automatic renewals that allow termination notice by either party without penalty. Performance obligations under these contracts, which consist of a series of distinct promises that generally have the same pattern of transfer on a monthly basis, are satisfied over time as the service is provided.

Certain training and other grants consist of fee for services rendered arrangements that specify performance measures to be met. The performance obligations under these grants are satisfied upon completion of each specific measure, at which point the related revenue is recognized and billed.

(f) Estimates:

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

Material estimates that are particularly susceptible to significant change in the near term relate to the valuation of donated goods, estimated fair values of investment securities, and the estimated values of lease obligations and related right of use assets.

(g) Investments:

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported in the statement of financial position at their fair values. Fair values for marketable securities are based on quoted market prices. Gains and losses on the sale of marketable securities are determined using the specific identification method. Unrealized gains and losses are included in the change in net assets. Investment income is reported net of direct investment expenses.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

(h) Trade Accounts Receivable and Allowance for Credit Losses:

Trade receivables are carried at their net realizable value. The Organization extends credit to its customers in the normal course of business and performs ongoing credit evaluation of such customers. On a periodic basis, management evaluates its accounts receivable and determines whether to provide an allowance or if accounts should be written off based on a past history of write-offs and collections, adjusted for current conditions and reasonable, supportable forecasts of future losses. A receivable is considered past due if the Organization has not received payments in accordance with contractual terms. No allowance was needed at December 31, 2024 and 2023.

(i) Land, Buildings and Equipment:

Donations of property and equipment are recorded as support at their estimated fair value. Such donations are reported as support without donor restrictions unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, Goodwill reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. Goodwill reclassifies net assets with donor restrictions to net assets without donor restrictions at that time. Property and equipment are depreciated using the straight-line method. Buildings are assigned useful lives of forty years. Furniture and equipment generally are assigned ten-year useful lives and vehicles are assigned three- to five-year useful lives. Goodwill uses a capitalization policy of \$1,000 for fixed asset acquisitions, excluding personal computers and laptops which are expensed, because most are reimbursed under various grants.

(j) Cash and Cash Equivalents:

For purposes of the statement of cash flows, Goodwill considers all cash on hand and demand deposits with financial institutions to be cash equivalents. Certain demand deposits include amounts that are “swept” overnight into daily investments in U.S. Treasury or Agency Securities.

(k) Prior Year Financial Information:

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with Goodwill’s financial statements for the year ended December 31, 2023. Certain amounts for the prior year may have been reclassified to conform to the current-year presentation.

(l) Advertising Costs:

Advertising costs are expensed as incurred. Such costs amounted to \$15,063 and \$25,501 for 2024 and 2023.

(m) Income Taxes:

As a nonprofit, privately supported organization, Goodwill is generally exempt from income taxation under Section 501(c)(3) of the Internal Revenue Code but must file an annual return

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

with the Internal Revenue Service that contains information on its financial operations. Goodwill is required to review various tax positions it has taken with respect to its exempt status and determine whether in fact it continues to qualify as a tax-exempt entity. It must also consider whether it has nexus in jurisdictions in which it has income and whether a tax return is required in those jurisdictions. In addition, as a tax-exempt entity, Goodwill must assess whether it has any tax positions associated with unrelated business income subject to income tax. Goodwill does not expect any of these tax positions to change significantly over the next twelve months. Any penalties related to late filing or other requirements would be recognized as penalties expense in Goodwill's accounting records.

Goodwill is required to file U.S. federal Form 990 for informational purposes. Its federal income tax returns remain subject to examination for three years by the Internal Revenue Service.

(n) Beneficial Interest in Assets of Foundation:

Any transfers by Goodwill of its own funds to the Community Foundation of North Louisiana, specifying itself as the beneficiary, are accounted for as an asset in accordance with generally accepted accounting principles.

(o) Leases:

Goodwill determines if an arrangement is or contains a lease at inception.

Leases are included in right-of-use (ROU) assets and lease liabilities in the statement of financial position. ROU assets and lease liabilities reflect the present value of the future minimum lease payments over the lease term, and ROU assets also may include prepaid or accrued rent. Operating lease expense is recognized on a straight-line basis over the lease term. Goodwill does not report ROU assets and leases liabilities for its short-term leases (leases with a term of 12 months or less), if any. Instead, the lease payments of those leases are reported as lease expense on a straight-line basis over the lease term.

(p) Functional Expenses:

Goodwill charges expenses to applicable functions (departments) as incurred. Expenses are allocated to departments based upon square footage occupied. Some allocations, such as dues paid to Goodwill Industries International, are made annually based upon revenue. Goodwill does not allocate the management and general expenses related to accounting, human resources, IT services, and executive leadership.

(q) Liquidity and Availability of Financial Assets:

Goodwill strives to maintain liquid financial assets sufficient to meet its general operating expenditures. At December 31, 2024, Goodwill attempts to retain approximately two months of expenses (less depreciation) in liquid assets. Accounts receivable are primarily from governmental agencies and are managed closely to ensure they are being paid promptly in order to provide for payment of accounts payable.

Goodwill has \$4,368,118 of financial assets available within one year of the balance sheet date, comprised of cash of \$606,026, receivables of \$725,858, and short-term investments of \$3,036,234. None of these financial assets is subject to donor restrictions or contractual restrictions that make them unavailable within one year.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

3. Restrictions on Assets

Included in net assets with donor restrictions are various grants received by Goodwill with use restrictions. These restrictions will expire as Goodwill utilizes these funds for their intended purposes over the terms of the grants. Also included in net assets with donor restrictions are endowments received by Goodwill. These endowment assets are held by the Community Foundation of North Louisiana, as described in Note 15.

4. Investments

Investments at December 31, 2024 and 2023 are summarized as follows:

| | 2024 | | |
|--|---------------------|------------------------|-------------------------|
| | Cost | Approximate Fair Value | Unrealized Appreciation |
| U.S. Treasury and agency debt securities | \$ 998,183 | \$ 1,013,973 | \$ 15,790 |
| Corporate equity securities & mutual funds | 860,700 | 1,113,301 | 252,601 |
| Cash and equivalents | 908,960 | 908,960 | - |
| | <u>\$ 2,767,843</u> | <u>\$ 3,036,234</u> | <u>\$ 268,391</u> |
| | | | |
| | 2023 | | |
| | Cost | Approximate Fair Value | Unrealized Appreciation |
| U.S. Treasury and agency debt securities | \$ 1,474,187 | \$ 1,493,989 | \$ 19,802 |
| Corporate equity securities & mutual funds | 840,019 | 934,959 | 94,940 |
| Cash and equivalents | 327,447 | 327,447 | - |
| | <u>\$ 2,641,653</u> | <u>\$ 2,756,395</u> | <u>\$ 114,742</u> |

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

A summary of investment return for each year follows:

| | 2024 | | |
|----------------------------|-------------------------------|----------------------------|-------------------|
| | Without Donor Restrictions | With Donor Restrictions | Total |
| Net interest income | \$ 132,875 | \$ 2,142 | \$ 135,017 |
| Net realized gain | 368 | 60,109 | 60,477 |
| Net unrealized gain (loss) | 153,650 | (19,837) | 133,813 |
| | <u>\$ 286,893</u> | <u>\$ 42,414</u> | <u>\$ 329,307</u> |

| | 2023 | | |
|---------------------|-------------------------------|----------------------------|-------------------|
| | Without Donor Restrictions | With Donor Restrictions | Total |
| Net interest income | \$ 81,139 | \$ 2,830 | \$ 83,969 |
| Net realized gain | - | 4,888 | 4,888 |
| Net unrealized gain | 179,120 | 31,685 | 210,805 |
| | <u>\$ 260,259</u> | <u>\$ 39,403</u> | <u>\$ 299,662</u> |

5. Land, Building, and Equipment

Fixed assets and related accumulated depreciation at December 31, 2024 and 2023 are as follows:

| | 2024 | 2023 |
|----------------------------------|---------------------|---------------------|
| Buildings and improvements | \$ 12,043,194 | \$ 11,632,226 |
| Equipment | 1,533,308 | 1,490,514 |
| Vehicles | 252,807 | 256,889 |
| Total depreciable assets | <u>13,829,309</u> | <u>13,379,629</u> |
| Accumulated depreciation | <u>(8,033,023)</u> | <u>(7,613,708)</u> |
| Book value of depreciable assets | 5,796,286 | 5,765,921 |
| Land | 3,476,254 | 3,476,254 |
| Book value of fixed assets | <u>\$ 9,272,540</u> | <u>\$ 9,242,175</u> |

6. Employee Benefits Plan

Goodwill has available to its employees a section 403(b) Thrift defined contribution retirement plan which is administered by Mutual of America. The employees may, at their option, elect to make contributions to the tax deferred plan. Goodwill may elect, but is not obligated, to make additional discretionary contributions to the plan; effective March 1, 2022 it began to match 50% of employee contributions up to 5% of employee wages. Such contributions amounted to \$29,285 for 2024 and \$26,211 for 2023.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

7. Leases

Goodwill leases various facilities to serve as retail store outlets for its household goods and for other purposes. It also leases several trucks. None of the leases meets the criteria to be classified as finance leases and therefore all are accounted for as operating leases. Goodwill has lease agreements for store locations in West Monroe, Shreveport, Natchitoches, and Haughton; workforce development locations in Alexandria and Monroe; and a warehouse location in Shreveport. Goodwill maintains eight operating leases for its operations in North Louisiana. The terms of the operating leases range from two years to ten years. Goodwill has made an accounting policy election to use risk free rates in lieu of incremental borrowing rates to discount the future lease payments.

Operating lease expense associated with the facilities leases amounted to \$527,924 and \$518,338 for the years ended December 31, 2024 and 2023, respectively. Operating lease expense associated with the trucks amounted to \$83,140 and \$82,978 for the years ended December 31, 2024 and 2023, respectively.

The following table provides quantitative information concerning Goodwill's leases.

| | 2024 | 2023 |
|--|-------------------|-------------------|
| Total lease expense | <u>\$ 611,064</u> | <u>\$ 601,316</u> |
| Other information | | |
| Cash paid for amounts included in the measurement of lease liabilities | | |
| Operating cash flows from operating leases | \$ 608,926 | \$ 593,379 |
| ROU assets obtained in exchange for new operating lease liabilities | \$ 538,210 | \$ 288,554 |
| Weighted-average remaining lease term in years for operating leases | 4.96 | 5.03 |
| Weighted-average discount rate for operating leases (%) | 2.51% | 1.75% |

Future maturities of lease liabilities for the next five years and in the aggregate are as follows:

| | <u>Operating Leases</u> |
|---|-------------------------|
| 2025 \$ | 581,326 |
| 2026 | 284,635 |
| 2027 | 227,929 |
| 2028 | 189,990 |
| 2029 | 136,903 |
| Thereafter | <u>251,264</u> |
| Total undiscounted cash flows | 1,672,047 |
| Less: present value discount | <u>(96,816)</u> |
| Total lease liabilities recognized in the balance sheet | <u>\$ 1,575,231</u> |

8. Commitments

Goodwill is obligated to provide annual supplemental medical insurance benefits up to a maximum limit each to its President/CEO Emeritus and his spouse for the remainder of their lives, effective with his retirement on June 30, 2012. Total payments under this commitment amounted to \$9,764 for 2024 and \$9,443 for 2023.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

9. Long-Term Debt

Listed below is a schedule of long-term debt at December 31, 2024 and 2023:

| Due To | Terms | 2024 | 2023 |
|--------------------------------------|---|---------------------|---------------------|
| Bonvenu Bank | Loan for \$4,315,816 to refinance debt and fund improvements to properties pledged, payable \$32,406 per month through May 2027 including interest at 4.16%. Additional payments through May 2032 at amount sufficient to amortize principal balance at variable interest rate to be determined at Interest Adjustment Date. Secured by stores in Shreveport, Bossier City, Alexandria, and Pineville, Louisiana. | \$ 3,753,407 | \$ 3,978,348 |
| Bonvenu Bank | Line of credit for \$225,000; interest at Wall Street Journal prime (7.50% at 12-31-24) plus .250 percentage points, due monthly; principal and remaining unpaid amounts due June 2026 or at lender demand; secured by stores in Shreveport, Bossier City, Alexandria, and Pineville, Louisiana. | - | - |
| Capital One, N.A. | Line of credit for \$225,000; interest at Wall Street Journal prime (7.50% at 12-31-24) due monthly; principal and remaining unpaid items due each June 13 at lender demand; unsecured | - | - |
| Small Business Administration | Economic Injury Disaster Loan for \$500,000 for working capital; payable \$2,136 per month, interest only, commencing October 2022 for thirty years; principal payments begin September 2025 with interest at 2.75%; secured by all corporate tangible and intangible personal property. | 500,000 | 500,000 |
| Various | Loans for equipment and vehicles; interest at 5.42%-7.00%; monthly payments varying from \$219 to \$1,466; original maturities vary from 24 to 60 months; secured by the equipment and vehicles financed. | - | 4,968 |
| Total debt | | 4,253,407 | 4,483,316 |
| Less unamortized debt issuance costs | | (42,287) | (47,989) |
| Total debt, net | | <u>\$ 4,211,120</u> | <u>\$ 4,435,327</u> |
| Portion classified as current | | \$ 240,963 | \$ 229,909 |
| Portion classified as long-term | | 4,012,444 | 4,253,407 |
| Total debt | | <u>\$ 4,253,407</u> | <u>\$ 4,483,316</u> |

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

Maturities of long-term debt at December 31, 2024 for the next five years are as follows:

| | |
|------------|---------------------|
| 2025 | \$ 240,963 |
| 2026 | 259,664 |
| 2027 | 270,611 |
| 2028 | 281,632 |
| 2029 | 293,902 |
| Thereafter | <u>2,906,635</u> |
| | <u>\$ 4,253,407</u> |

The approximate book value of collateralized fixed assets at December 31, 2024 was \$8,907,290.

Total interest expense for all debt was \$177,850 and \$186,181 for 2024 and 2023, respectively.

10. Donated Goods

Effective January 1, 1996, in conformity with generally accepted accounting principles, Goodwill began recognizing donated goods as revenue when received. During 2024 and 2023, contributed merchandise with an approximate fair value of \$3,050,000 and \$3,156,000, respectively, was recognized as contribution revenue. This donated-goods merchandise requires program-related expenses and processes that are accomplished by people with disabilities and other disadvantaging conditions before it reaches the point of sale. The value of donated goods inventory and donated goods revenue is dependent upon the level of sales of donated goods and allocation estimates of processing costs. Such values are estimated using a general calculation model developed by Goodwill Industries International, Inc. These estimates are periodically reviewed and revised when necessary by management. Donated goods included in inventory amounted to approximately \$212,622 and \$218,128 at December 31, 2024 and 2023.

11. Conditional Promises

Conditional promises consist of the unfunded portions of approved governmental awards, either currently in effect or approved for commencement after December 31, 2024. Future funding of such awards is conditioned upon Goodwill's operation of certain programs, incurrence of certain costs, and possibly meeting certain matching requirements. Because such awards represent conditional promises to Goodwill, they have not been recognized in the financial statements at December 31, 2024. Such conditional promises amounted to approximately \$2,698,000 at December 31, 2024.

12. Concentrations of Credit Risk

Financial instruments that potentially subject Goodwill to concentrations of credit risk consist principally of cash, investments, and receivables. Concentrations of credit risk with respect to receivables are limited since most of these amounts are due from governmental agencies and private businesses under grants or fee for service arrangements. Goodwill maintains cash balances at several financial institutions. At December 31, 2024, total cash held at financial institutions was \$642,729, \$142,729 of which is over the FDIC-insured limits. Substantial investment amounts, including certain mutual funds, are invested in securities of the federal government or its agencies. However, approximately \$1,113,000 in corporate debt securities, corporate equity securities, and various equity mutual funds at December 31, 2024, are dependent solely upon the faith and credit of the corporate issuer. Goodwill monitors the credit worthiness of these institutions and believes the credit risk to be minimal.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

13. Fundraising Expenses

Direct fundraising expenses amounted to approximately \$39,684 for 2024 and \$33,967 for 2023.

14. Fair Value Measurements

The following table presents Goodwill's fair value hierarchy for assets measured at fair value on a recurring basis at December 31, 2024 and 2023:

| | Quoted Process in Active Markets for (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) | Value |
|--|--|---|--|---------------------|
| <u>December 31, 2024:</u> | | | | |
| <u>Investments:</u> | | | | |
| U.S Treasury and Agency debt securities | \$ 1,013,973 | \$ - | \$ - | \$ 1,013,973 |
| Corporate equity securities | 1,113,301 | - | - | 1,113,301 |
| Cash and equivalents | 908,960 | - | - | 908,960 |
| | <u>\$ 3,036,234</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 3,036,234</u> |
| Donated goods inventory | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 212,622</u> | <u>\$ 212,622</u> |
| <u>December 31, 2023:</u> | | | | |
| <u>Investments:</u> | | | | |
| U.S Treasury and Agency debt securities | \$ 1,493,989 | \$ - | \$ - | \$ 1,493,989 |
| Corporate equity securities | 934,959 | - | - | 934,959 |
| Cash and equivalents | 327,447 | - | - | 327,447 |
| | <u>\$ 2,756,395</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 2,756,395</u> |
| Donated goods inventory | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 218,128</u> | <u>\$ 218,128</u> |

Fair values for investments are determined by reference to quoted market prices generated by market transactions (Level 1).

Nonfinancial assets measured at fair value on a recurring basis, using significant unobservable inputs, changed in value as follows:

| <u>Donated Goods Inventory</u> | <u>2024</u> | <u>2023</u> |
|--|-------------------|-------------------|
| Beginning balance | \$ 218,128 | \$ 219,878 |
| Change in value from sales and donations | (5,506) | (1,750) |
| Ending balance | <u>\$ 212,622</u> | <u>\$ 218,128</u> |

Unobservable inputs utilized include the sales value of the donated goods applied to an industry-accepted computational model that adjusts the value of those monthly sales, using inventory turnover rates and costs incurred in processing the goods sold.

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

15. Beneficial Interest in Assets of Foundation

Goodwill established an endowment fund, the income distribution of which is designated by Goodwill to help fund the cost of placement programs. Goodwill transferred control of this endowment fund in 2008 to the Community Foundation of North Louisiana. Under the terms of the agreement, variance power and legal ownership of the funds rest with the Foundation, and net investment income and capital appreciation/depreciation accumulate in the endowment fund. The Foundation is obligated to distribute 4% of the average market value of the fund to Goodwill annually, provided the average market value is greater than the amount contributed to the fund.

Activity of this beneficial interest is summarized as follows:

| | 2024 | 2023 |
|-----------------------------------|-------------------|-------------------|
| Beginning balance, endowment fund | \$ 450,721 | \$ 428,336 |
| Net interest income | 6,803 | 7,179 |
| Net realized and unrealized gain | 40,272 | 36,573 |
| Other investment income/(loss) | (227) | - |
| Administrative fees | (4,433) | (4,349) |
| Distributions to Goodwill | <u>(17,645)</u> | <u>(17,018)</u> |
| Ending balance, endowment fund | <u>\$ 475,491</u> | <u>\$ 450,721</u> |

16. Revenue From Contracts and Related Receivables

Disaggregated revenue from contracts with customers and related receivables follows:

| | 2024 | 2023 | |
|--|--------------|--------------|------------|
| <u>Revenue from Contracts with Customers</u> | | | |
| Sales of goods: | | | |
| Purchased new | \$ 86,265 | \$ 75,291 | |
| Donated | \$ 5,240,493 | \$ 4,872,650 | |
| Contract services | \$ 2,126,549 | \$ 1,944,907 | |
| | 2024 | 2023 | 2022 |
| <u>Accounts Receivable from Contracts with Customers</u> | | | |
| Sales of goods | \$ 1,793 | \$ 1,646 | \$ 691 |
| Contract services | \$ 204,442 | \$ 173,878 | \$ 174,392 |

17. Employee Retention Tax Credit (ERTC)

Management claimed the ERTC during 2022 and recorded the credit in the amount of \$919,015 in other receivables and in other revenue; the ERTC was received in 2023. Laws and regulations concerning the ERTC are complex and subject to varying interpretations; therefore, claims made under the CARES Act may be subject to retroactive audit and review. There can be no assurance that regulatory authorities will not challenge Goodwill's claim to the ERTC, and it is not possible to determine the impact (if any) this would have upon Goodwill at this time.

18. Uncertainties

From time to time, Goodwill may be a defendant in other legal actions arising from normal business

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2024

activities. Management believes such actions are without merit or that the ultimate liability resulting from them will not materially affect Goodwill's financial position.

19. Subsequent Events

Goodwill is required to evaluate events or transactions that may occur after the balance sheet date for potential recognition or disclosure in the financial statements. Goodwill performed such an evaluation through June 26, 2025, the date which the financial statements were available to be issued and noted no such subsequent events.

SUPPLEMENTARY INFORMATION

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.
SCHEDULE OF COMPENSATION, BENEFITS, AND OTHER PAYMENTS TO AGENCY HEAD
FOR THE YEAR ENDED DECEMBER 31, 2024

Agency Head: David Tinkis

| | |
|---|-----------|
| Salary | \$166,386 |
| Bonus | 5,087 |
| Benefits-insurance-health | 16,605 |
| Benefits-insurance-life, disability, accidental | 1,722 |
| Car allowance | 3,357 |
| Travel | 7,242 |
| Conferences | 15,802 |

OTHER REPORTS



REGIONS TOWER
333 TEXAS STREET, SUITE 1525 | SHREVEPORT, LOUISIANA 71101
318.429.1525 (P) | 318.429.2124 (F)

The Board of Directors
Goodwill Industries of North Louisiana, Inc.
Shreveport, Louisiana

**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**

We 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 Goodwill Industries of North Louisiana, Inc., 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 have issued our report thereon dated June 26, 2025.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Goodwill's 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 our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Goodwill's internal control. Accordingly, we do not express an opinion on the effectiveness of Goodwill's 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 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.

Our consideration of internal control was for the limited purpose described in the second paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Goodwill's financial statements are free from material misstatement, we 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 our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion of the effectiveness of the entity'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.

Heard, McElroy & Vestal, LLC

Shreveport, Louisiana
June 26, 2025

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.

SCHEDULE OF FINDINGS

FOR THE YEAR ENDED DECEMBER 31, 2024

A. Summary of Audit Results

1. The auditor's report expresses an unmodified opinion on the financial statements of Goodwill Industries of North Louisiana, Inc.
2. No material weaknesses or significant deficiencies relating to the audit of the financial statements are reported.
3. No instances of noncompliance material to the financial statements of Goodwill Industries of North Louisiana, Inc. were disclosed during the audit.
4. Goodwill Industries of North Louisiana, Inc. was not subject to a federal single audit.

B. Findings - Financial Statement Audit

None

C. Findings and Questioned Costs – Major Federal Award Programs

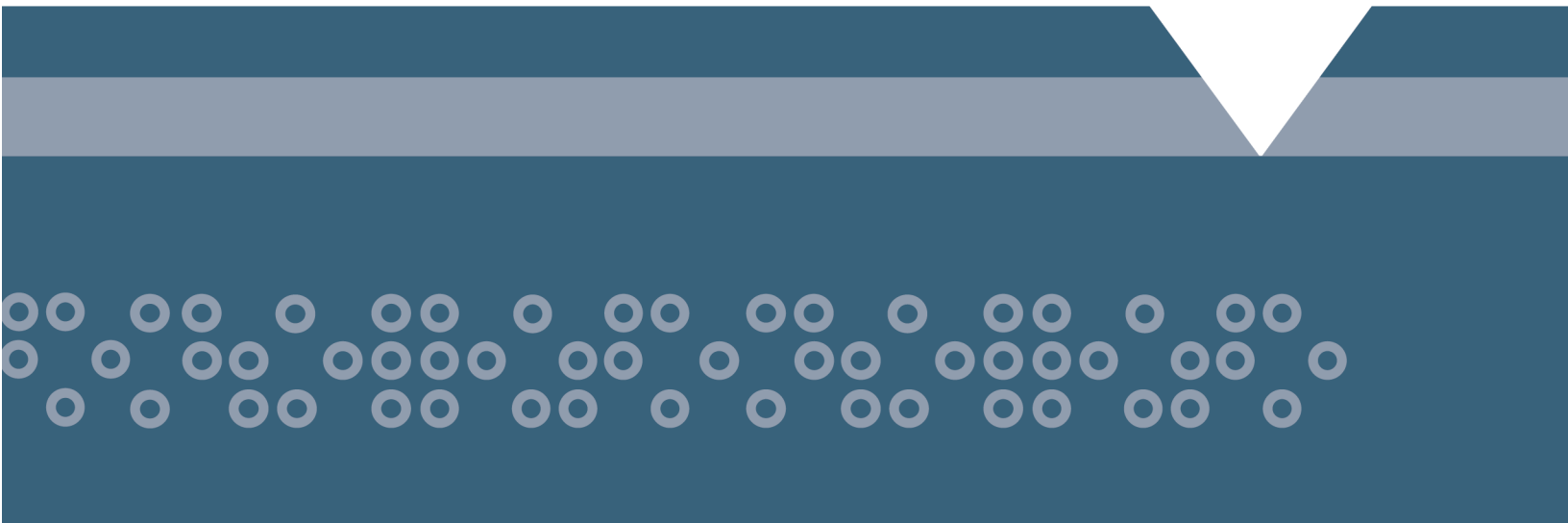
Not applicable

GOODWILL INDUSTRIES OF NORTH LOUISIANA, INC.
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS
FOR THE YEAR ENDED DECEMBER 31, 2024

There were no findings from the prior year.

Goodwill Industries of North Louisiana, Inc.
Statewide Agreed-Upon Procedures Report

Year Ended December 31, 2024





REGIONS TOWER
333 TEXAS STREET, SUITE 1525 | SHREVEPORT, LOUISIANA 71101
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Board of Directors
Goodwill Industries of North Louisiana, Inc.
Shreveport, Louisiana

Louisiana Legislative Auditor
Baton Rouge, Louisiana

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

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. Management of Goodwill Industries of North Louisiana, Inc. (Goodwill) is responsible for those C/C areas identified in the SAUPs. These Statewide Agreed-Upon Procedures were applied only to Goodwill's Workforce Development control and compliance areas, as these are the areas that involve the use of public monies.

Goodwill has 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 whether 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.

The entity has an adequate policy regarding budgeting.

- 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.

The entity has an adequate policy regarding purchasing.

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

The entity has an adequate policy regarding disbursements.

- 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).

The entity has an adequate policy regarding receipts/collections.

- 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 rates of pay or approval and maintenance of pay rate schedules.

The entity has an adequate policy regarding payroll/personnel.

- 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.

Exception: Although the entity has in place a Compliance Policy on Contractual Relations, it does not specifically address the types of services requiring written contracts nor does it include the approval process for contracts.

Management's Response: Required changes to the policy have been made and are awaiting approval by the Board.

- g) **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)

The entity has an adequate policy regarding credit cards.

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

The entity has in place an adequate policy for travel and expense reimbursements.

- i) **Ethics**, including (1) the prohibitions as defined in Louisiana Revised Statutes 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.

The entity as a nonprofit typically is not subject to the State of Louisiana Code of Ethics; however, it is a party to certain grant agreements that apply this requirement contractually.

The entity has an adequate policy regarding ethics.

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

Not applicable to Goodwill as a non-profit organization.

- 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 system and software patches/updates, and (6) identification of personnel, processes, and tools needed to recover operations after a critical event.

The entity has an adequate policy regarding information technology disaster recovery/business continuity.

- 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.

The entity as a nonprofit typically is not subject to the requirements of prevention of sexual harassment; however, it is a party to certain grant agreements that apply this requirement contractually.

Exception: Although the entity has a policy that deals with certain elements of prevention of sexual harassment, the policy does not address requirements for annual reporting.

Management's Response: Goodwill will add the requirements for annual reporting to its policy.

Board or Finance Committee

Not applicable since no Year 1 exceptions identified.

Bank Reconciliations

Not applicable since no Year 1 exceptions identified.

Collections (excluding electronic funds transfers)

Not applicable since no Year 1 exceptions identified.

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

Not applicable since no Year 1 exceptions identified.

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

Not applicable since no Year 1 exceptions identified.

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

Not applicable since no Year 1 exceptions identified.

Contracts

Not applicable since no Year 1 exceptions identified.

Payroll and Personnel

Not applicable since no Year 1 exceptions identified.

Ethics

Not applicable since no Year 1 exceptions identified.

Debt Service

Not applicable since the entity is a nonprofit.

Fraud Notice

Not applicable since no Year 1 exceptions identified.

Information Technology Disaster Recovery/Business Continuity

Not applicable in Year 2.

Prevention of Sexual Harassment

Not applicable since no Year 1 exceptions identified.

We were engaged by Goodwill 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 Goodwill 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.

Heard, McElroy & Vestal, LLC

Shreveport, Louisiana
June 26, 2025