

**GENDER AT WORK, INC.  
FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION  
FOR THE YEARS ENDED  
DECEMBER 31, 2016 and 2015**

**GENDER AT WORK, INC.**

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INDEPENDENT AUDITORS' REPORT

The Board of Directors  
Gender at Work, Inc.  
Toronto, Canada

We have audited the accompanying statements of financial position of Gender at Work, Inc. as of December 31, 2016 and 2015, and the related statement of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements

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

Auditor's responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

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

#### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Gender at Work, Inc., as of December 31, 2016 and 2015, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying information on pages 18 and 19 is presented for purposes of additional analysis and is not a required part of the basic 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 statement or to the financial statement themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

*Roberts + Associate*

Washington, DC  
November 10, 2017

**GENDER AT WORK, INC.**  
**STATEMENTS OF FINANCIAL POSITION**  
**DECEMBER 31, 2016 AND 2015**  
**(STATED IN UNITED STATES DOLLARS)**

**ASSETS**

	<u>2016</u>	<u>2015</u>
<b>CURRENT ASSETS:</b>		
Cash	\$ 327,924	\$ 144,777
Investments	2,256	7,582
Grants Receivable	988,379	238,736
	<hr/>	<hr/>
<b>Total Current Assets</b>	<b>1,318,559</b>	<b>391,095</b>
	<hr/>	<hr/>
<b>PROPERTY AND EQUIPMENT:</b>		
Furniture, Fixture & Equipment	5,437	5,437
Less: Accumulated Depreciation	(3,966)	(3,055)
	<hr/>	<hr/>
<b>Total Property and Equipment</b>	<b>1,471</b>	<b>2,382</b>
	<hr/>	<hr/>
<b>TOTAL ASSETS</b>	<b>\$ 1,320,030</b>	<b>\$ 393,477</b>
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**LIABILITIES AND NET ASSETS**

<b>CURRENT LIABILITIES:</b>		
Accounts Payable	\$ 77,240	175,768
	<hr/>	<hr/>
<b>Total Current Liabilities</b>	<b>77,240</b>	<b>175,768</b>
	<hr/>	<hr/>
<b>NET ASSETS:</b>		
Unrestricted	95,613	99,795
Temporarily Restricted (Note 5)	1,147,177	117,914
	<hr/>	<hr/>
<b>Total Net Assets</b>	<b>1,242,790</b>	<b>217,709</b>
	<hr/>	<hr/>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,320,030</b>	<b>\$ 393,477</b>
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See accompanying notes to financial statements

**GENDER AT WORK, INC.**  
**STATEMENTS OF ACTIVITIES**  
**FOR THE YEARS ENDED DECEMBER 31, 2016 AND 2015**  
**(STATED IN UNITED STATES DOLLARS)**

	<u>2016</u>	<u>2015</u>
<b>UNRESTRICTED NET ASSETS</b>		
<b>Support:</b>		
Interest Income - operating	\$ 427	\$ 983
Contract/Fee Income	347,338	195,698
Grant Income	30,487	432,790
Net Assets Released From Restrictions		
Restrictions satisfied by payments	<u>339,717</u>	<u>752,200</u>
Total Unrestricted Support	<u>717,969</u>	<u>1,381,671</u>
<b>Other Income:</b>		
Foreign Exchange Gain (Loss)	<u>5,596</u>	<u>(5,624)</u>
<b>Expenses:</b>		
Program Services	680,596	1,200,857
Management & General	47,151	31,222
Fundraising	-	-
Total Expenses	<u>727,747</u>	<u>1,232,079</u>
<b>INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS</b>	<u>(4,182)</u>	<u>143,968</u>
<b>TEMPORARILY RESTRICTED NET ASSETS</b>		
<b>Support:</b>		
Grant Income	1,384,371	50,000
Write-off of Funding	(15,391)	(2,670)
Net Assets Released From Restrictions		
Restrictions satisfied by payments	<u>(339,717)</u>	<u>(752,200)</u>
<b>INCREASE (DECREASE) IN TEMPORARILY RESTRICTED NET ASSETS</b>	<u>1,029,263</u>	<u>(704,870)</u>
<b>INCREASE (DECREASE) IN NET ASSETS</b>	1,025,081	(560,902)
<b>NET ASSETS, BEGINNING OF YEAR</b>	<u>217,709</u>	<u>778,611</u>
<b>NET ASSETS, END OF YEAR</b>	<u>\$ 1,242,790</u>	<u>\$ 217,709</u>

See accompanying notes to financial statements

**GENDER AT WORK, INC.**  
**STATEMENTS OF CASH FLOWS**  
**FOR THE YEARS ENDED DECEMBER 31, 2016 AND 2015**  
**(STATED IN UNITED STATES DOLLARS)**

	<u>2016</u>	<u>2015</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Increase (Decrease) in Net Assets	\$ 1,025,081	\$ (560,902)
Adjustments to reconcile increase/decrease in net assets to net cash provided (used) by operating activities:		
Depreciation & Amortization	912	811
(Increase) Decrease in Assets:		
Grants Receivable	(749,643)	366,817
Increase (Decrease) in Liabilities:		
Accounts Payable	(98,529)	143,526
<b>NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES</b>	<u>177,821</u>	<u>(49,748)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Liquidation of Guaranteed Investment Certificates	5,326	101,322
Disposal/(Purchase) of Computer Equipment	-	(2,014)
<b>TOTAL CASH FROM INVESTING ACTIVITIES</b>	<u>5,326</u>	<u>99,308</u>
<b>NET INCREASE (DECREASE) IN CASH</b>	183,147	49,560
Cash, Beginning of Year	<u>144,777</u>	<u>95,217</u>
Cash, End of Year	<u>\$ 327,924</u>	<u>\$ 144,777</u>

See accompanying notes to financial statements

**GENDER AT WORK, INC.**  
**STATEMENT OF FUNCTIONAL EXPENSES**  
**FOR THE YEAR ENDED DECEMBER 31, 2016**  
**(STATED IN UNITED STATES DOLLARS)**

	<u>Program Services</u>	<u>Management &amp; General</u>	<u>Fund- Raising</u>	<u>Total</u>
Accounting and Legal	\$ -	\$ 6,483	\$ -	\$ 6,483
Bank Charges	6,825	766	-	7,591
Communications	5,702	234	-	5,936
Computer Expense	1,292	-	-	1,292
Consulting	409,076	18,976	-	428,052
Depreciation	810	102	-	912
Meetings/Rooms/Equipment	4,159	-	-	4,159
Office Expense	530	382	-	912
Publications	3,508	-	-	3,508
Salaries & Benefits	84,082	7,811	-	91,893
Supplies	1,071	-	-	1,071
Travel	163,541	12,397	-	175,938
<b>Total</b>	<b>\$ <u>680,596</u></b>	<b>\$ <u>47,151</u></b>	<b>\$ <u>-</u></b>	<b>\$ <u>727,747</u></b>

See accompanying notes to financial statements



**GENDER AT WORK, INC.**  
**STATEMENT OF FUNCTIONAL EXPENSES**  
**FOR THE YEAR ENDED DECEMBER 31, 2015**  
**(STATED IN UNITED STATES DOLLARS)**

	<u>Program Services</u>	<u>Management &amp; General</u>	<u>Fund- Raising</u>	<u>Total</u>
Accounting and Legal	\$ 13,904	\$ -	\$ -	\$ 13,904
Bank Charges	7,315	270	-	7,585
Communications	4,809	114	-	4,923
Computer Expense	1,222	-	-	1,222
Consulting	874,028	4,902	-	878,930
Depreciation	555	256	-	811
Meetings/Rooms/Equipment	1,811	-	-	1,811
Office Expense	3,110	296	-	3,406
Publications	7,363	-	-	7,363
Salaries & Benefits	130,971	705	-	131,676
Supplies	1,541	-	-	1,541
Travel	154,228	24,679	-	178,907
<b>Total</b>	<b>\$ 1,200,857</b>	<b>\$ 31,222</b>	<b>\$ -</b>	<b>\$ 1,232,079</b>

See accompanying notes to financial statements

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 1 - ORGANIZATION AND PURPOSE**

Gender at Work, Inc. is a non-profit international collaborative organization established and incorporated under the laws of the District of Columbia on June 9, 2003. Gender at Work's mission is to strengthen organizations and to build cultures of equality and social justice within those organizations. In order to achieve its mission and goals, Gender at Work developed a three-year strategic plan in 2006 to develop and administer its multi-year programs.

The Organization's main programs include:

*Civil Society Organization (CSO) - Strengthening Program*

The CSO programs strategically analyzed inhibitors to women's full organizational participation and crafted creative, innovative and effective organizational change projects to address these organizational barriers.

*India Program*

The India Program, a partnership with organizations that look to Gender at Work for guidance in reshaping their own organization and that of their network partners to integrate gender equality into their programs and culture and to build innovative structures to support women's leadership.

*South Africa Program*

In 2011, Gender at Work initiated two South Africa projects. One involved several community-based organizations addressing a wide range of issues including anti-privatization and farm workers' rights. The other project worked with past partners to deepen their gender-equality and institutional-change initiatives.

*UNGEI*

UN Girls' Education Initiative, Education International and Gender at Work are collaborating on a three-year multi country initiative in Africa to end school-related gender based violence.

This collaborative initiative is designed to enhance the capacities of education unions and their members to engage in the fight against school related gender based violence. UNICEF, through the UN Girls' Education Initiative and Education International (EI) will partner with Gender at Work to engage education unions in sub-Saharan Africa in a Gender Action Learning process. This will contribute to a larger goal and continue beyond the life of the project, which is to use the findings of this pilot to engage other regions to enhance the safety and security of male and female children, youth and teachers in educational settings around the world.

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 1 - ORGANIZATION AND PURPOSE (continued)**

*UN/FAO*

FAO works to eradicate hunger, food insecurity and malnutrition; eliminate poverty; and support the sustainable management and utilization of natural resources. FAO recognizes that promoting gender equality and women's empowerment as a key to eradicating hunger and poverty worldwide. G@W supported FAO in its efforts to strengthen the work of the Gender Cross-cutting theme at the Strategic Objectives level with an aim to better achieve the objectives of the Strategic Programs and Regional Initiatives in MENA, LAC and Asia regions.

*Oxfam America*

Gender at Work (G@W) was commissioned by Oxfam America to carry out a Gender Action Learning process with select Oxfam America partners in Ghana, Senegal, Vietnam and Cambodia. Over the course of two years, selected partners participated in learning meetings and were coached to carry out a change project in their organization and community. In order to capture the impressive results of this initiative, G@W and Oxfam USA carried out Most Significant Change (MSC) story review process. The outcomes of which were shared at both an OUS Senior Leadership meeting and at a Gender Resources Group (GRG) and Gender Focal Points (GFP).

*UN Women*

Gender at Work worked closely with the UN Women Training Centre to design and deliver the first pilot on Feminist Transformative Leadership for Gender Equality and Women's Rights (from August 2016 to January 2017). The first pilot training took place in November 2016. A final facilitator's manual and accompanying materials were produced and finalized and will be used in two further trainings in 2017.

*UNICEF*

UN Girls' Education Initiative (UNGEI) is a unique collaborative focused on increasing the collective impact of bilateral, multilateral, and non-governmental organizations and networks on advancing gender equality in education, in line with the SDGs. Gender at Work's partnership with UNGEI has spanned a variety of strategies to enhance collaborative action and learning. We have facilitated annual strategic planning for the ## members of their Global Advisory Committee; collaborated with UNGEI, PLAN Int'l and the Global Partnership for Education on the design and delivery of capacity development convenings to strengthen the gender equality dimensions in Education Sector Plans and; (SRGBV work)

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The Organization's financial statements are prepared on the accrual basis of accounting. Therefore, revenue and related assets are recognized when earned rather than when received and expenses and related liabilities are recognized when obligations are incurred rather than when paid.

**Cash and Cash Equivalents**

For purposes of the statement of cash flows, the Organization considers cash on hand, cash in banks and cash invested with a short term maturity of three months or less to be cash equivalents.

**Estimates**

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

**Property and Equipment**

Property and equipment are stated at cost. Expenditures for maintenance and repairs are charged against operations. The cost of property and equipment is depreciated over the estimated useful lives of the related assets using a straight-line method of depreciation. Depreciation expense for the years ending December 31, 2016 and 2015 was \$912 and \$811, respectively.

**Financial Statement Presentation**

The Organization's financial statement presentation follows the Not-for-Profit Entities topics of the Financial Accounting Standards Codification. As such, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

**Contributions**

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence or nature of any donor imposed restrictions.

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Contributions (continued)

Contributions received with restrictions that expire within the same fiscal year are recorded as unrestricted upon receipt

Reclassifications

Certain amounts for the year ended December 31, 2015 have been reclassified in the comparative financial statements to be comparable to the presentation for the year ended December 31, 2016. These reclassifications had no effect on increase in net assets

Functional Allocation of Expenses

The costs of providing the various programs and activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Income Taxes

The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income taxes has been made in the accompanying financial statements.

Uncertain Tax Positions

Management has determined that the Organization does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements and related disclosures.

The Organization's federal Form 990, Return of Organization Exempt from Income Tax, are subject to examination by IRS, generally for three years after they were filed.

Fair Value of Financial Instruments

The carrying value of cash, investments and accounts receivable and payable approximates fair value due to the short maturity of these instruments.

Concentration of Credit Risk

The Organization rarely, but occasionally, will have amounts on deposit at financial institutions that exceed the \$250,000 FDIC insurance limit. The Organization believes there is no significant risk with respect to these deposits.

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Concentration of Credit Risk (continued)

There was a deposit of \$ 77,924 that exceeded the federally insured limits at December 31, 2016.

Marketable Securities

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets in the accompanying statement of activities.

**NOTE 3 - GRANTS RECEIVABLE**

Grants receivable consist of the following at December 31, 2015 and 2014.

	<u>2016</u>	<u>2015</u>
UNGEI	\$ 988,379	\$ -
FLOW - Feminist Leadership	-	118,736
Oxfam America	-	120,000
	<u>                    </u>	<u>                    </u>
Total	<u>\$ 988,379</u>	<u>\$238,736</u>

**NOTE 4 - UNRESTRICTED GRANT INCOME**

Unrestricted Grant Income for the years ended December 31, 2015 and 2014 is as follows:

	<u>2016</u>	<u>2015</u>
UN Woman	\$ -	\$ 50,106
UNIFEM	-	-
UNICEF	-	41,660
Global Fund for Women	-	14,000
Other Income	-	275,060
Miscellaneous	30,487	51,964
	<u>                    </u>	<u>                    </u>
Total	<u>\$ 30,487</u>	<u>\$ 432,790</u>

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**Note 5 - TEMPORARILY RESTRICTED NET ASSETS**

Temporarily restricted net assets for 2016 are available for the following purposes: (See also Supplementary Information)

Specific Grant Programs

Oxfam America	\$ 47,476
UNGEI - (Un Girls' Education Initiative)	<u>1,099,701</u>
 Total temporarily restricted net assets	 <u>\$ 1,147,177</u>

Temporarily restricted net assets for 2015 are available for the following purposes: (See also Supplementary Information)

Specific Grant Programs

FLOW - Feminist Leadership	\$ 585
Measuring Gender Equity	14,806
Gender Mainstreaming Learning Trajectory	<u>102,523</u>
 Total temporarily restricted net assets	 <u>\$ 117,914</u>

**NOTE 6 - INVESTMENTS**

The fair market value of investments held by the Organization on December 31, 2016 was \$2,256 and \$7,582 at December 31, 2016 and 2015, respectively. The Organization's investments produced interest income of \$427 and \$983 during the years ending December 31, 2016 and 2015, respectively.

**NOTE 7 - FAIR VALUES OF FINANCIAL INSTRUMENTS**

FASB ASC, *Fair Value Measurements*, provides guidance for using fair value to measure assets and liabilities. Under *Fair Value Measurements*, fair value refers to the price that would be received from the sale of an asset or paid to transfer a liability in an orderly transaction between market participants as of the measurement date. *Fair Value Measurements* clarifies the principle that fair value should be based on the assumptions market participants would use when pricing the asset or liability and establishes a fair value hierarchy that prioritizes the information used to develop those assumptions. Under *Fair Value Measurements*, the Organization categorizes its fair value estimates based on a hierarchical framework associated with three levels of price transparency utilized in measuring financial instruments at fair value. Classification is based on the lowest level of input that is significant to the fair value of the instrument. The three levels are as follows:

**GENDER AT WORK, INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2016 and 2015**

**NOTE 7 - FAIR VALUES OF FINANCIAL INSTRUMENTS (continued)**

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities that the reporting entity has the ability to access at the measurement date. The types of financial instruments included in Level 1 are highly liquid instruments with quoted prices;

Level 2 - Inputs from active markets, other than quoted prices for identical instruments, are used to model fair value. Significant inputs are directly observable from active markets for substantially the full term of the asset or liability being valued; and

Level 3 - Pricing inputs significant to the valuation are unobservable. Inputs are developed based on the best information available; however, significant judgment is required by management in developing the inputs.

At December 31, 2016 and 2015 all of the Organization's investments were categorized as Level 1 investments. The value of these investments at December 31, 2016 and 2015 was \$2,256 and 7,782, respectively.

**NOTE 8 - EVALUATION OF SUBSEQUENT EVENTS**

The Organization's management evaluated subsequent events through November 10, 2017, the date of the auditor's report and concluded that no events or transactions occurred during that period which require recognition or disclosure.



**SUPPLEMENTARY INFORMATION**

**GENDER AT WORK, INC.**  
**SCHEDULE OF FUNCTIONAL EXPENSES BY PROGRAM**  
**FOR THE YEAR ENDED DECEMBER 31, 2016**  
**(STATED IN UNITED STATES DOLLARS)**

	UNGEI	Oxfam America	UN FAO (fee for service)	UNICEF	UN Woman (fee for service)	C & A Foundatio n (fee for service)	GFW	Other Programs (fee for service)	Total
Bank charges	\$ 4,844	\$ 175	\$ 707	\$ 564	\$ 20	\$ 57	\$ 30	\$ 428	6,825
Communications	5,228	5	389	-	-	-	-	80	5,702
Computer supplies and services	1,292	-	-	-	-	-	-	-	1,292
Consulting	126,537	28,803	53,680	21,818	8,000	22,200	18,060	129,978	409,076
Depreciation	810	-	-	-	-	-	-	-	810
Meeting facility rental and related expenses	-	-	-	4,159	-	-	-	-	4,159
Office and general	177	-	85	268	-	-	-	-	530
Printing and publications	133	14	-	-	-	-	-	3,361	3,508
Salaries and benefits	84,082	-	-	-	-	-	-	-	84,082
Supplies	467	250	-	256	-	-	-	98	1,071
Travel and accommodations	55,954	25,800	39,006	15,266	6,060	431	-	21,024	163,541
	<u>\$ 279,524</u>	<u>\$ 55,047</u>	<u>\$ 93,867</u>	<u>\$ 42,331</u>	<u>\$ 14,080</u>	<u>22,688</u>	<u>\$ 18,090</u>	<u>\$ 154,969</u>	<u>680,596</u>

See Accompanying Notes

**GENDER AT WORK, INC.**  
**SCHEDULE OF CHANGES IN TEMPORARILY RESTRICTED NET ASSETS**  
**FOR THE YEARS ENDED DECEMBER 31, 2016 AND 2015**  
**(STATED IN UNITED STATES DOLLARS)**

	Measuring Gender Equity	Oxfam America (GMLT)	UNGEI (GMLT)	FLOW Feminist Leadership	FLOW 2 Feminist Leadership	Total
Balance –Beginning of Year - 2015	\$ 14,806	\$ 132,510	\$ -	\$ 674,962	\$ 506	\$ 822,784
Write-off of Funding/Adjustment	-	(2,164)	-	-	(506)	(2,670)
Satisfaction of Program Restrictions	-	(77,823)	-	(674,377)	-	(752,200)
	14,806	52,523	-	585	-	67,914
<b>2015 Additions:</b>						
OXAM America	-	50,000	-	-	-	50,000
Balance –Beginning of Year - 2016	14,806	102,523	-	585	-	117,914
Write-off of Funding/Adjustment	(14,806)	-	-	(585)	-	(15,391)
<b>2016 Additions:</b>						
UNGEI	-	-	1,384,371	-	-	1,384,371
Satisfaction of Program Restrictions	-	(55,047)	(284,670)	-	-	(339,717)
Balance - Year End 2016	\$ -	\$ 47,476	\$ 1,099,701	\$ -	\$ -	\$ 1,147,177

See Accompanying Notes