

GLAAD, INC.

FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

CONTENTS

Independent Auditors' Report	1-2
Statement of Financial Position	3
Statement of Activities	4
Statement of Functional Expenses	5
Statement of Cash Flows	6
Notes to Financial Statements	7-15

INDEPENDENT AUDITORS' REPORT

To the Board of Directors
GLAAD, Inc.

Report on the Financial Statements

We have audited the accompanying financial statements of GLAAD, Inc. (a nonprofit organization), which comprise the Statement of Financial Position as of September 30, 2016, and the related Statements of Activities, Functional Expenses, and Cash Flows for the nine-month period then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of GLAAD, Inc. as of September 30, 2016, and the changes in its net assets and its cash flows for the nine-month period then ended in accordance with accounting principles generally accepted in the United States of America.

INDEPENDENT AUDITORS' REPORT

continued

Other Information

Summarized Comparative Information

We have previously audited GLAAD Inc.'s 2015 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated April 29, 2016. In our opinion, the summarized comparative information presented herein as of and for the twelve-month period December 31, 2015, is consistent, in all material respect, with the audited financial statements from which it has been derived.

Harrington Group

Pasadena, California

January 31, 2017

GLAAD, INC.

STATEMENT OF FINANCIAL POSITION

September 30, 2016

With comparative totals at December 31, 2015

	Unrestricted	Temporarily Restricted	2016	2015
ASSETS				
Cash	\$ 1,101,880	\$ 259,860	\$ 1,361,740	\$ 1,204,758
Grants and pledges receivable, net (Note 3)	86,595	1,244,000	1,330,595	50,000
Prepaid expenses and other assets	338,127		338,127	247,960
Charitable trust	36,374		36,374	517,262
Investments (Note 4)	3,572,346		3,572,346	2,777,361
Property and equipment (Note 5)	50,474		50,474	71,772
	5,185,796	1,503,860	6,689,656	4,869,113
TOTAL ASSETS				
LIABILITIES AND NET ASSETS				
LIABILITIES				
Accounts payable	\$ 26,948	\$ -	\$ 26,948	\$ 60,814
Accrued liabilities (Note 6)	362,306		362,306	194,691
Deferred revenue (Note 7)	189,267		189,267	65,098
	578,521	-	578,521	320,603
TOTAL LIABILITIES				
NET ASSETS				
Unrestricted	2,217,195		2,217,195	2,440,586
Unrestricted board designated (Note 2)	2,390,080		2,390,080	1,785,502
Temporarily restricted (Note 10)		1,503,860	1,503,860	322,422
	4,607,275	1,503,860	6,111,135	4,548,510
TOTAL NET ASSETS				
TOTAL LIABILITIES AND NET ASSETS				
	\$ 5,185,796	\$ 1,503,860	\$ 6,689,656	\$ 4,869,113

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

GLAAD, INC.

STATEMENT OF ACTIVITIES

For the nine months ended September 30, 2016
With comparative totals for the twelve months ended December 31, 2015

	Unrestricted	Temporarily Restricted	Nine Months 2016	Twelve Months 2015
REVENUE AND SUPPORT				
Contributions	\$ 2,085,502	\$ 1,244,000	\$ 3,329,502	\$ 2,907,914
In-kind revenue (Note 2)	2,082,455		2,082,455	561,727
Media Awards program	3,823,108		3,823,108	3,355,870
Less: direct costs (Note 2)	(2,281,697)		(2,281,697)	(2,060,917)
	1,541,411	-	1,541,411	1,294,953
Special events - other events	631,376		631,376	880,878
Less: direct costs (Note 12)	(528,059)		(528,059)	(597,130)
	103,317	-	103,317	283,748
Investment gain (loss) income	176,331		176,331	(2,654)
Amortization of discount of charitable trust			-	52,361
Miscellaneous income	58,472		58,472	60,001
Net assets released from program restrictions	12,562	(12,562)	-	-
Net assets released from time restrictions	50,000	(50,000)	-	-
TOTAL REVENUE AND SUPPORT	6,110,050	1,181,438	7,291,488	5,158,050
EXPENSES				
Program services	4,347,889		4,347,889	3,611,941
Management and general	499,462		499,462	748,806
Fund development	881,512		881,512	1,072,929
TOTAL EXPENSES	5,728,863	-	5,728,863	5,433,676
CHANGE IN NET ASSETS	381,187	1,181,438	1,562,625	(275,626)
NET ASSETS, BEGINNING OF YEAR	4,226,088	322,422	4,548,510	4,824,136
NET ASSETS, END OF YEAR	\$ 4,607,275	\$ 1,503,860	\$ 6,111,135	\$ 4,548,510

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

GLAAD, INC.

STATEMENT OF FUNCTIONAL EXPENSES

For the nine months ended September 30, 2016

With comparative totals for the twelve months ended December 31, 2015

	Program Services	Management and General	Fund Development	Total Expenses	
				Nine Months 2016	Twelve Months 2015
Salaries	\$ 1,202,096	\$ 126,545	\$ 444,075	\$ 1,772,716	\$ 2,237,916
Payroll taxes and benefits	215,814	22,719	79,725	318,258	415,029
Total personnel costs	<u>1,417,910</u>	<u>149,264</u>	<u>523,800</u>	<u>2,090,974</u>	<u>2,652,945</u>
Media materials and publications (Note 2)	1,672,038	205	5,468	1,677,711	35,996
Travel	305,523	72,948	104,109	482,580	466,327
Occupancy	287,009	119,477	71,764	478,250	656,245
Outside services (Note 2)	293,407	71,799	78,281	443,487	769,439
Other programmatic expenses	102,730	323	17,857	120,910	307,241
Telephone	54,008	21,349	14,111	89,468	92,492
Fees	48,817	14,472	10,244	73,533	90,822
Insurance	33,715	14,048	8,429	56,192	83,081
Miscellaneous	21,640	7,935	14,813	44,388	19,315
Depreciation	18,627	7,762	4,657	31,046	38,413
Meetings and conferences	20,488	2,247	8,167	30,902	32,489
Professional fees	13,200	5,500	3,300	22,000	22,115
Equipment lease and maintenance	12,212	5,048	3,029	20,289	50,721
Supplies	13,218	3,724	2,675	19,617	20,329
Dues and subscriptions	11,687	894	5,297	17,878	9,544
Direct mail expense	11,652	2,429	2,810	16,891	56,720
Postage and printing	10,008	38	2,701	12,747	29,442
TOTAL 2016 FUNCTIONAL EXPENSES	<u>\$ 4,347,889</u>	<u>\$ 499,462</u>	<u>\$ 881,512</u>	<u>\$ 5,728,863</u>	
TOTAL 2015 FUNCTIONAL EXPENSES	<u>\$ 3,611,941</u>	<u>\$ 748,806</u>	<u>\$ 1,072,929</u>		<u>\$ 5,433,676</u>

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

GLAAD, INC.

STATEMENT OF CASH FLOWS

For the nine months ended September 30, 2016

With comparative totals for the twelve months ended December 31, 2015

	Nine Months 2016	Twelve Months 2015
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 1,562,625	\$ (275,626)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	31,046	38,413
Change in reserve for doubtful receivables	-	133,139
Amortization of discount of charitable trust	-	(52,361)
Unused donated travel vouchers (other assets)	(55,515)	(69,060)
Investment (income) loss	(176,331)	2,654
(Increase) decrease in operating assets:		
Pledges receivable	(1,280,595)	(155,479)
Prepaid expenses and other assets:		
Charitable trust	480,888	1,034,524
(Decrease) increase in operating liabilities:		
Accounts payable	(33,866)	(48,919)
Accrued liabilities	167,615	61,945
Deferred revenue	124,169	(35,982)
NET CASH PROVIDED BY OPERATING ACTIVITIES	785,384	655,870
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(618,653)	(3,293,804)
Proceeds from sale of investments	-	2,789,216
Purchase of property and equipment	(9,749)	(14,705)
NET CASH (USED) BY INVESTING ACTIVITIES	(628,402)	(519,293)
NET INCREASE IN CASH	156,982	136,577
CASH, BEGINNING OF YEAR	1,204,758	1,068,181
CASH, END OF YEAR	\$ 1,361,740	\$ 1,204,758

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

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

1. Organization

GLAAD, Inc. (“GLAAD”), formerly known as Gay & Lesbian Alliance Against Defamation, Inc., is a non-profit organization that has been granted exempt status under the section 501(c)(3) of the Internal Revenue Code.

GLAAD is the world’s lesbian, gay, bisexual, and transgender (LGBT) media advocacy organization promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means to build a culture that embraces full acceptance of the LGBT community, thereby eliminating homophobia, transphobia and discrimination based on gender identity and sexual orientation.

GLAAD works with print, broadcast, and online news sources to bring people powerful stories from the LGBT community that builds support for equality and accelerates acceptance of LGBT people. And when news outlets get it wrong, GLAAD is there to respond and advocate for fairness and accuracy.

GLAAD’s Entertainment Media Team accelerates acceptance by advocating for fair, accurate, and inclusive representation of LGBT people in the media including film, television, comics, video games, and music. This team also combats problematic content and instances of defamation in entertainment. As part of the entertainment program, the GLAAD Media Awards recognize and honor media for their fair, accurate and inclusive representations of the lesbian, gay, bisexual and transgender (LGBT) community and the issues that affect their lives. They also fund GLAAD’s work to amplify stories from the LGBT community that build support for equality and acceptance. The GLAAD Media Awards are held annually in Los Angeles and New York.

GLAAD’s Spanish-Language & Latino Media program shares the stories of LGBT people via Spanish-language and Latino news and entertainment media to build acceptance of LGBT people and increase support for equality among the fastest growing population in the U.S. The program provides vital resources to advocates and media alike on how to communicate with this audience both in the U.S. and abroad.

GLAAD’s Transgender Media program accelerates acceptance for transgender people by increasing the quantity and quality of transgender representation in news, entertainment, and digital media. This team also challenges depictions of transgender people that are stereotypical, sensationalistic, or based on misinformation. The team works directly with transgender people who wish to tell their stories in the media, helping them craft their messages and giving them the tools they need to be effective when talking to journalists.

GLAAD’s Southern Stories initiative tells the stories of LGBT people and their allies in the U.S. South to create a cultural shift towards acceptance and understanding in the region.

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

1. **Organization**, continued

GLAAD's Global Voices initiative aims to build LGBT acceptance across the globe by sharing stories of LGBT people and their families around the world and helping LGBT advocates build capacity for change in their own cities and countries. As part of this initiative, in October 2015, GLAAD launched a United Kingdom (UK) operation as part of its growing global work to accelerate acceptance of the LGBT community. This is a subsidiary of GLAAD, Inc. As of yet, there are no employees in the UK and no operations. However, it is an expectation of GLAAD to expand operations going forward.

As reflected in these financial statements, GLAAD changed its year end from December 31 to September 30.

2. **Summary of Significant Accounting Policies**

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

Basis of Presentation

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

Accounting

To ensure observance of certain constraints and restrictions placed on the use of resources, the accounts of GLAAD are maintained in accordance with the principles of net asset accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into net asset classes that are in accordance with specified activities or objectives. Accordingly, all financial transactions have been recorded and reported by net asset class as follows:

Unrestricted. These generally result from revenue generated by receiving unrestricted contributions, providing services, and receiving interest from investments less expenses incurred in providing program-related services, raising contributions, and performing administrative functions.

Unrestricted Board Designated. These are comprised of resources that the Board of Directors has established as being designated for operation purposes. The Board has designated 25% of the 2016 operating revenues to be kept in reserve. These funds are segregated in a separate account and are invested in fixed income funds, money market funds, or common stocks. For purposes of complying with net asset accounting, these funds of \$1,990,080, and \$400,000 which was approved for the study of GLAAD Institute of Acceptance, totaling \$2,390,080 are included in the unrestricted net assets at September 30, 2016.

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Temporarily Restricted. GLAAD reports gifts of cash and other assets as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or the purpose of the restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statement of Activities as net assets released from program or capital restrictions. GLAAD had \$1,503,860 of temporarily restricted net assets at September 30, 2016.

Permanently Restricted. These net assets are restricted by donors who stipulate that resources are to be maintained permanently, but permit GLAAD to expend all of the income (or other economic benefits) derived from the donated assets. GLAAD had no permanently restricted net assets at September 30, 2016.

Contributions and Pledges Receivable

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at fair value, which is measured as the present value of their future cash flows. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received. Amortization of the discount is included in contribution revenue. Conditional promises to give are not included as support until the conditions are substantially met. Pledges receivable of \$1,330,595 at September 30, 2016 is expected to be collected over multiple years (see Note 3).

Investments

GLAAD values its investments at fair value. Fair value of contributed investments has been measured on a non-recurring basis using quoted prices for identical assets in active markets. Unrealized gains or losses (including investments bought, sold, and held during the nine-month period) are reflected in the Statement of Activities as gain or loss on investments. Short-term highly liquid money market deposits that are not used for operations are treated as investments.

Fair Value Measurements

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

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

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

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

GLAAD is required to measure certain investments, a charitable trust, and donated goods and services at fair value. The specific techniques used to measure fair value for these financial statement elements are described in the notes below that relate to each element.

continued

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Concentration of Credit Risks

GLAAD places its temporary cash investments with high-credit, quality financial institutions. At times, such investments may be in excess of the Federal Deposit Insurance Corporation insurance limit. GLAAD has not incurred losses related to these investments.

GLAAD holds investments in the form of mutual funds, equities, and money market funds. The Board of Directors routinely reviews market values of these investments.

Property and Equipment

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

Donated Materials and Services

Contributions of donated non-cash assets are measured on a non-recurring basis and recorded at fair value in the period received. Contributions of donated services that create or enhance non-financial assets or that require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation, are recorded at fair value in the period received. For the nine-month period ended September 30, 2016, GLAAD recorded \$2,380,455 in donated goods/materials, hotel and travel vouchers, and professional services. Of that amount, \$298,000 was related to events and was included as part of special event revenue and expenses; \$2,026,940 was related to operational expenses and was included in travel expense and outside services in the Statement of Functional Expenses; and, the remaining \$55,515, which reflects the value of unused travel vouchers, was included in "prepaid and other assets" at September 30, 2016. The amount of \$55,515 is expected to be expensed in the subsequent year due to the one-year term on the travel vouchers received. The \$2,026,941 of in-kind expenses included in the Statement of Functional Expenses for the nine-month period ended September 30, 2016 was allocated as follows:

Program Services	\$1,876,799
Management and General	93,839
Fund Development	<u>56,302</u>
	<u>\$2,026,940</u>

Included in the \$2,380,455 of in-kind donations for the nine-month period ended September 30, 2016 was donated airtime for public service announcements valued at \$1,651,586, which accounts for the increase in-kind donations over the prior period. The donated airtime was included in media materials and publications in the Statement of Functional Expenses for the nine-month period ended September 30, 2016.

continued

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Income Taxes

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

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

Functional Allocation of Expenses

Costs of providing GLAAD's programs and other activities have been presented in the Statement of Functional Expenses. During the nine-month period, such costs are accumulated into separate groupings as either direct or indirect. Indirect or shared costs are allocated among program and support services by a method that best measures the relative degree of benefit. GLAAD uses salary dollars to allocate indirect costs.

Use of Estimates

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

Comparative Totals

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with GLAAD's financial statements for the year ended December 31, 2015, from which the summarized information was derived.

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

2. Summary of Significant Accounting Policies, continued

Subsequent Events

Management has evaluated subsequent events through January 31, 2017, the date which the financial statements were available for issue. No events or transactions have occurred during this period that appear to require recognition or disclosure in the financial statements.

3. Grants and Pledges Receivable

Grants and pledges receivable are recorded as support when pledged unless designated otherwise. Additionally, all grants and pledges are valued at estimated fair value at September 30, 2016, and are deemed fully collectible. Accordingly, no allowance for doubtful accounts has been recorded. Discount rates ranging from .5% to 3% has been used to calculate the present value of pledges receivable. Pledges receivable at September 30, 2016 are expected to be collected as follows:

Within one year	\$ 744,000
One to five years	<u>596,400</u>
	1,340,400
Less: unamortized discount on pledges receivable	<u>(9,805)</u>
	<u>\$1,330,595</u>

4. Investments

Investments at September 30, 2016 consist of the following:

Mutual funds	\$2,771,841
Equities	428,598
Money market funds	<u>371,907</u>
	<u>\$3,572,346</u>

5. Property and Equipment

Property and equipment at September 30, 2016 consist of the following:

Computers and equipment	\$ 1,232,793
Furniture and fixtures	299,323
Leasehold improvements	<u>247,496</u>
	1,779,612
Less: accumulated depreciation	<u>(1,729,138)</u>
	<u>\$ 50,474</u>

Depreciation expense for the nine-month period ended September 30, 2016 was \$31,046.

continued

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

6. Accrued Liabilities

Accrued liabilities at September 30, 2016 consist of the following:

Accrued vacation	\$202,376
Other accrued liabilities	<u>159,930</u>
	<u>\$362,306</u>

7. Deferred Revenue

At September 30, 2016, deferred revenue of \$189,267 consists of revenue received for the Media Awards to be held in the next fiscal period. The amounts will be recorded as earned in the period in which the event is held.

8. Commitments and Contingencies

Obligations Under Operating Leases

GLAAD leases certain facilities and equipment under operating leases with various terms. Future minimum payments, by year and in the aggregate, under these leases with initial or remaining terms of one year or more, consist of the following:

<u>Year ended September 30,</u>	
2017	\$402,227
2018	101,670
2019	<u>9,986</u>
	<u>\$513,883</u>

Rent and lease expenses under operating leases for the nine-month period ended September 30, 2016 was \$493,027.

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

9. Fair Value Measurements

The table below presents the balances of assets measured at fair value at September 30, 2016 on a recurring basis:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds				
Intermediate-term bond	\$1,851,478	\$ -	\$ -	\$1,851,478
World bond	334,233			334,233
Nontraditional bond	375,640			375,640
Large growth	102,734			102,734
World allocation	<u>107,756</u>	<u> </u>	<u> </u>	<u>107,756</u>
Total mutual funds	<u>2,771,841</u>	<u> </u>	<u> </u>	<u>2,771,841</u>
Equities				
Large blend	218,346			218,346
World stock	111,621			111,621
Mid-Cap growth	<u>98,631</u>	<u> </u>	<u> </u>	<u>98,631</u>
Total equities	<u>428,598</u>	<u> </u>	<u> </u>	<u>428,598</u>
Total	<u>\$3,200,439</u>	<u>\$ </u>	<u>\$ </u>	<u>\$3,200,439</u>

The fair values of mutual funds and equities have been measured on a recurring basis using quoted prices for identical assets in active markets (Level 1 inputs).

The table below presents the transactions measured at fair value during the nine-months ended September 30, 2016 on a non-recurring basis:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Donated goods/materials	\$ -	\$ 613,000	\$ -	\$ 613,000
Donated professional services	<u> </u>	<u>1,767,455</u>	<u> </u>	<u>1,767,455</u>
Total	<u>\$ </u>	<u>\$2,380,455</u>	<u>\$ </u>	<u>\$2,380,455</u>

The fair value of donated goods/materials and donated professional services have been measured on a non-recurring basis using quoted prices for similar assets in inactive market (Level 2 inputs).

continued

GLAAD, INC.

NOTES TO FINANCIAL STATEMENTS

10. Temporarily Restricted Net Assets

Temporarily restricted net assets of \$1,503,860 at September 30, 2016, are restricted for the following purposes:

Time-restricted	\$1,244,000
Public service announcements	118,210
Leadership & Mentoring Academy program	75,000
Transgender Media program	36,650
Faith Work & Media Initiatives	<u>30,000</u>
Total	<u>\$1,503,860</u>

During the nine-month period ended September 30, 2016, GLAAD released \$62,562 of temporarily restricted net assets, of which \$12,562 was released from program restrictions, and \$50,000 from time restrictions.

11. Employee Benefit Plan

GLAAD has an Internal Revenue Code Section 403(b) qualified defined contribution retirement plan covering all of its employees, subject to certain eligibility requirements. GLAAD makes contributions at designated percentages of earnings in accordance with plan provisions. Employer contributions under this plan for the nine-month period ended September 30, 2016 were \$26,013, which were applied from the forfeiture account in the 403(b) plan.

12. Media Awards and Other Special Events Direct Costs

Direct costs for the Media Awards and other special events at September 30, 2016 are as follows:

	<u>Media Awards</u>	<u>Other Special Events</u>	<u>Total</u>
Event costs	\$2,036,232	\$472,469	\$2,508,701
Personnel costs	144,000	38,332	182,332
Travel	62,822	12,620	75,442
Outside Services	32,885	584	33,469
Other	<u>5,758</u>	<u>4,054</u>	<u>9,812</u>
Total	<u>\$2,281,697</u>	<u>\$528,059</u>	<u>\$2,809,756</u>