

**Entrepreneurs' Organization**  
**Balance Sheet - As of 30 June 2024**

|   | Actuals           |                   |
|---|-------------------|-------------------|
|   | FY2024            | FY2023            |
| <b>Assets</b>                                     |                   |                   |
| <b>Current Assets</b>                             | <b>79,047,787</b> | <b>69,244,563</b> |
| Cash and Cash Equivalents                         | 13,977,865        | 16,543,662        |
| Investments                                       | 63,313,449        | 49,292,207        |
| Accounts Receivable                               | 338,487           | 1,480,468         |
| Prepaid   | 1,417,987         | 1,928,226         |
| <b>Net Fixed Assets</b>                           | <b>1,442,183</b>  | <b>1,556,956</b>  |
| Fixed Assets                                      | 1,442,183         | 1,556,956         |
| <b>Security Deposit</b>                           | <b>81,950</b>     | <b>331,862</b>    |
| <b>Total Assets</b>                               | <b>80,571,921</b> | <b>71,133,380</b> |
| <b>Liabilities</b>                                |                   |                   |
| <b>Total Liabilities</b>                          | <b>55,835,664</b> | <b>54,185,389</b> |
| Accounts Payable/Other Liabilities                | 9,064,005         | 7,026,369         |
| Chapter/Regional Payable                          | 1,396,143         | 4,513,197         |
| Deferred Revenue-Dues/Initiation                  | 41,034,382        | 37,482,704        |
| Deferred Revenue-Global Events/Programs           | 4,341,134         | 5,163,120         |
| <b>Shareholder's Equity</b>                       | <b>24,736,256</b> | <b>16,947,992</b> |
| Retained Earnings                                 | 16,947,992        | 17,448,275        |
| YTD Earnings(Loss)                                | 7,788,265         | -500,283          |
| <b>Total Shareholder's Equity and Liabilities</b> | <b>80,571,921</b> | <b>71,133,380</b> |

**Entrepreneurs' Organization**  
**Income Statement - Actuals vs Budget - As of 30 June 2024**

|   | FY2024            |                   |                 |
|---|-------------------|-------------------|-----------------|
|   | Actuals           | Budget            | Variance        |
| <b>Revenues</b>                               |                   |                   |                 |
| Membership Dues                               | 46,726,573        | 47,080,373        | -353,800        |
| Initiation Fee                                | 5,368,675         | 6,480,000         | -1,111,325      |
| Chapter Revenue Services                      | 2,272,099         | 2,338,200         | -66,101         |
| Discount - Dues                               | -744,938          | -650,000          | -94,938         |
| Grants  | -                 | 550,000           | -550,000        |
| Registration Fee                              | 9,226,291         | 9,532,859         | -306,568        |
| Sponsorships/Partnerships                     | 1,031,274         | 780,000           | 251,274         |
| Interest Income                               | 2,188,363         | 700,000           | 1,488,363       |
| Unrealized gain/loss                          | 819,393           | -                 | 819,393         |
| Realized gain/loss                            | -234,027          | -                 | -234,027        |
| Currency Exchange                             | -427,035          | -400,000          | -27,035         |
| Miscellaneous/Other Income                    | 901,986           | 12,000            | 889,986         |
| Accelerator                                   | 3,242,064         | 3,290,875         | -48,811         |
| <b>Total Revenues</b>                         | <b>70,370,719</b> | <b>69,714,307</b> | <b>656,412</b>  |
| <b>Expenses</b>                               |                   |                   |                 |
| <b>Staffing &amp; Benefits</b>                | <b>20,019,522</b> | <b>20,283,577</b> | <b>-264,055</b> |
| Salaries-Staff                                | 14,729,955        | 15,126,143        | -396,188        |
| Salary Mgmt Fees                              | 360,431           | 261,952           | 98,479          |
| Holiday, Vacation, Sick Leave                 | 301,672           | -                 | 301,672         |
| Separation Payout                             | 786,644           | 545,000           | 241,644         |
| Commissions/Bonus                             | 204,090           | 542,547           | -338,457        |
| Outside Contractors (Temp help)               | 315,782           | 488,660           | -172,878        |
| Retirement Plan                               | 475,437           | 430,443           | 44,993          |
| Payroll Taxes                                 | 1,139,843         | 884,174           | 255,669         |
| Health Insurance Medical                      | 980,121           | 1,152,489         | -172,369        |
| Other Benefits (STD,LTD,etc)                  | 336,924           | 339,131           | -2,207          |
| Recruiting Expenses                           | 202,509           | 200,000           | 2,509           |
| Prof. Development -individual trainings       | 172,927           | 205,237           | -32,310         |
| Prof. Development Group Programs - Eg Skylyte | 13,186            | 107,800           | -94,614         |
| <b>Professional Fees</b>                      | <b>2,610,212</b>  | <b>3,540,596</b>  | <b>-930,384</b> |
| Professional Fees Budget Account              | -                 | 76,500            | -76,500         |
| Prof. Fees (Consulting fees)                  | 1,892,092         | 3,108,096         | -1,216,005      |
| Audit fees (internal, external and 990 prep)  | 54,390            | 80,000            | -25,610         |
| Legal Fees                                    | 663,731           | 276,000           | 387,731         |

**Entrepreneurs' Organization**  
**Income Statement - Actuals vs Budget - As of 30 June 2024**

|   | FY2024           |                  |                   |
|---|------------------|------------------|-------------------|
|   | Actuals          | Budget           | Variance          |
| <b>Office Expenses</b>                                      | <b>3,080,219</b> | <b>2,976,659</b> | <b>103,560</b>    |
| Office Expenses Budget Account                              | -                | 12,900           | -12,900           |
| Credit Card Fees  | 1,597,452        | 1,587,494        | 9,957             |
| Credit Card Fees (Allocation In)                            | -                | 1,305,367        | -1,305,367        |
| Credit Card Fees (Allocation Out)                           | -                | -1,305,367       | 1,305,367         |
| Shipping & Postage  | 143,569          | 120,610          | 22,959            |
| Office Supplies   | 83,227           | 134,094          | -50,868           |
| Office expenses-(Facilities,rent,)                          | 244,789          | 248,000          | -3,211            |
| Phones & Internet   | 313,068          | 383,460          | -70,392           |
| Dues & Subs.  | 29,853           | 32,697           | -2,844            |
| Printing  | 38,892           | 18,900           | 19,992            |
| Business Taxes  | 9,000            | 8,000            | 1,000             |
| Office Maint. (Copier, Design & Rental Equipment)           | 2,398            | -                | 2,398             |
| Insurance   | 81,225           | 79,000           | 2,225             |
| Bank Fees   | 274,544          | 300,000          | -25,456           |
| Currency Exchange   | 185,240          | 6,000            | 179,240           |
| Other Expenses  | 76,962           | 45,503           | 31,459            |
| <b>Marketing, Communications &amp; Business Development</b> | <b>3,082,000</b> | <b>4,136,092</b> | <b>-1,054,092</b> |
| MarComm and BD Budget Account                               | -                | 48,000           | -48,000           |
| Branding & Prom.(SWAG)                                      | 284,623          | 399,989          | -115,366          |
| Content Development   | 736,427          | 756,240          | -19,813           |
| Translation   | 319,900          | 1,002,000        | -682,100          |
| Simultaneous Interpretations                                | 555,008          | -                | 555,008           |
| Publications  | 18,659           | 26,000           | -7,341            |
| Survey/Data Collection                                      | 7,333            | 5,000            | 2,333             |
| Virtual Delivery  | 435,167          | 419,126          | 16,041            |
| Public Relations  | 17,369           | 150,000          | -132,631          |
| Marketing & Advertising                                     | 327,544          | 800,887          | -473,343          |
| Gift & Awards   | 379,970          | 528,850          | -148,880          |
| <b>Technology</b>   | <b>2,953,896</b> | <b>3,078,540</b> | <b>-124,644</b>   |
| Technology Budget Account                                   | -                | 5,000            | -5,000            |
| Tech. Support Development And Enhancement                   | 218,251          | 208,250          | 10,001            |
| Tech. Support Innovation                                    | 1,539            | -                | 1,539             |
| Depreciation  | -                | 20,000           | -20,000           |
| Software licenses   | 1,956,165        | 2,247,533        | -291,368          |
| Software Maint & Support                                    | 6,171            | 300              | 5,871             |
| Computer Equipment  | 88,210           | 130,813          | -42,603           |
| Infrastructure Hardware                                     | 575              | -                | 575               |
| Hardware Infrastructure Maint & Support                     | 682,983          | 466,644          | 216,339           |

**Entrepreneurs' Organization**  
**Income Statement - Actuals vs Budget - As of 30 June 2024**

|   | <b>FY2024</b>     |                   |                   |
|---|-------------------|-------------------|-------------------|
|   | <b>Actuals</b>    | <b>Budget</b>     | <b>Variance</b>   |
| <b>Meetings</b>                         | <b>18,499,601</b> | <b>19,087,077</b> | <b>-587,476</b>   |
| Meetings Budget Account                 | -                 | 1,299,899         | -1,299,899        |
| Meeting-F&B                             | 3,386,503         | 3,187,674         | 198,829           |
| Meeting-Social & Activities             | 5,163             | -                 | 5,163             |
| Meeting Space & Audio Visual            | 2,816,012         | 2,617,806         | 198,205           |
| Meeting Facilitator Fees                | 3,192,754         | 3,021,076         | 171,678           |
| Meeting Speaker Fees                    | 2,879,911         | 3,283,370         | -403,458          |
| Meeting Logistics Transaction           | 1,177,074         | 1,140,175         | 36,899            |
| Meeting Misc.                           | 5,042,183         | 4,537,076         | 505,107           |
| <b>Chapters and Regions Support</b>     | <b>5,775,955</b>  | <b>5,059,921</b>  | <b>716,034</b>    |
| Chapters/Regions Support Budget Account | -                 | 380,585           | -380,585          |
| Chapter Support- Over 75                | 1,621,981         | 654,156           | 967,825           |
| Chapter Support-Under 75                | 1,011,312         | 1,972,700         | -961,389          |
| Event Support                           | 1,105,349         | 656,457           | 448,892           |
| Regional Support                        | 2,037,314         | 1,396,023         | 641,291           |
| <b>Travel</b>                           | <b>6,561,049</b>  | <b>6,770,822</b>  | <b>-209,774</b>   |
| Travel Budget Account                   | -                 | 111,098           | -111,098          |
| Travel-Staff Budget Account             | -                 | 457,869           | -457,869          |
| Travel-Staff-Air                        | 785,617           | 782,815           | 2,802             |
| Travel-Staff-Hotel                      | 684,773           | 607,463           | 77,311            |
| Travel-Staff-Misc.                      | 414,586           | 337,608           | 76,978            |
| Travel-Member Budget Account            | -                 | 806,600           | -806,600          |
| Travel-Member-Air                       | 1,090,725         | 431,612           | 659,113           |
| Travel-Member-Hotel                     | 1,583,468         | 679,227           | 904,241           |
| Travel-Member-Misc.                     | 291,755           | 418,270           | -126,515          |
| Travel-Board-Air                        | 424,556           | 410,100           | 14,456            |
| Travel-Board-Hotel                      | 104,038           | 178,000           | -73,962           |
| Travel-Board-Misc.                      | 53,377            | 50,000            | 3,377             |
| Travel-Facilitator Budget Account       | -                 | 65,500            | -65,500           |
| Travel-Facilitator-Air                  | 498,695           | 836,624           | -337,929          |
| Travel-Facilitator-Hotel                | 248,950           | 190,792           | 58,158            |
| Travel-Facilitator-Misc.                | 217,291           | 157,458           | 59,833            |
| Travel-Other-Air                        | 43,709            | 81,336            | -37,627           |
| Travel-Other-Hotel                      | 100,438           | 139,050           | -38,612           |
| Travel-other-Misc.                      | 19,070            | 29,400            | -10,330           |
| <b>Budget</b>                           | <b>0</b>          | <b>175,000</b>    | <b>-175,000</b>   |
| <b>Total Expenses</b>                   | <b>62,582,454</b> | <b>65,108,284</b> | <b>-2,525,830</b> |
| <b>Surplus/(Deficit)</b>                | <b>7,788,265</b>  | <b>4,606,023</b>  | <b>3,182,242</b>  |

**Board and Org Planning - Expense Accounts  
As of 30 June 2024**

|  | Strategy<br>Planning | Global Board     | Mgmt Team<br>(E-Team) | Total            |
|--|----------------------|------------------|-----------------------|------------------|
| <b>Expenses</b>                                  |                      |                  |                       |                  |
| Staffing & Benefits                              | -                    | 5,610            | -                     | <b>5,610</b>     |
| Professional Fees                                | -                    | 137,667          | 61,988                | <b>199,655</b>   |
| Office Expenses                                  | 1,062                | 4,921            | 1,473                 | <b>7,457</b>     |
| Marketing, Communications & Business Development | 9,420                | 1,419            | 920                   | <b>11,759</b>    |
| Technology                                       | -                    | 7,796            | 1,840                 | <b>9,636</b>     |
| Meetings   | 174,907              | 249,022          | 11,570                | <b>435,499</b>   |
| Chapters and Regions Support                     | -                    | 111,734          | -                     | <b>111,734</b>   |
| Travel   | 114,640              | 670,474          | 169,273               | <b>954,387</b>   |
| <b>Total Expenses</b>                            | <b>300,029</b>       | <b>1,188,643</b> | <b>247,064</b>        | <b>1,735,737</b> |

**Conferences/Executive Education - Expense Accounts**  
**As of 30 June 2024**

|  | Events           | Executive Education | MyEO Premier Events | Regional Events  | Total            |
|--|------------------|---------------------|---------------------|------------------|------------------|
| <b>Revenue</b>                                   | <b>1,408,041</b> | <b>3,146,400</b>    | <b>216,475</b>      | <b>4,402,836</b> | <b>9,173,752</b> |
| <b>Expenses</b>                                  |                  |                     |                     |                  |                  |
| Staffing & Benefits                              | -                | -                   | -                   | 1,078            | <b>1,078</b>     |
| Professional Fees                                | 9,851            | -                   | -                   | 28,500           | <b>38,351</b>    |
| Office Expenses                                  | 24,587           | 41,031              | 242                 | 84,214           | <b>150,074</b>   |
| Marketing, Communications & Business Development | 53,445           | 5,951               | 70                  | 193,693          | <b>253,158</b>   |
| Technology                                       | -                | -                   | -                   | 12,099           | <b>12,099</b>    |
| Meetings   | 1,639,376        | 2,471,632           | 188,448             | 3,491,150        | <b>7,790,605</b> |
| Chapters and Regions Support                     | (101,200)        | -                   | -                   | 335,385          | <b>234,185</b>   |
| Travel   | 29,974           | 23,086              | 29,469              | 259,394          | <b>341,922</b>   |
| <b>Total Expenses</b>                            | <b>1,656,034</b> | <b>2,541,699</b>    | <b>218,228</b>      | <b>4,405,511</b> | <b>8,821,473</b> |
| <b>Surplus/(Deficit)</b>                         | <b>(247,992)</b> | <b>604,701</b>      | <b>(1,753)</b>      | <b>(2,676)</b>   | <b>352,279</b>   |

**Global Leadership Conference (GLC) - Expense Accounts**  
**As of 30 June 2024**

|  | <b>Global<br/>Leadership<br/>Conference</b> |
|--|---|
| <b>Revenue</b>                                   | <b>591,372</b>                              |
| <b>Expenses</b>                                  |   |
| Office Expenses                                  | 82,165                                      |
| Marketing, Communications & Business Development | 679,465                                     |
| Meetings   | 3,229,502                                   |
| Chapters and Regions Support                     | 150   |
| Travel   | 390,617                                     |
| <b>Total Expenses</b>                            | <b>4,381,900</b>                            |
| <b>Surplus/(Deficit)</b>                         | <b>(3,790,528)</b>                          |

**Products/Programs - Expense Accounts**  
**As of 30 June 2024**

|  | <b>Programs and<br/>Services</b> | <b>Training<br/>Programs</b> | <b>Benefit<br/>Program</b> | <b>Total</b>       |
|--|----------------------------------|------------------------------|----------------------------|--------------------|
| <b>Revenue</b>                                   | -                                | <b>1,386,800</b>             | -                          | <b>1,386,800</b>   |
| <b>Expenses</b>                                  |                                  |                              |                            |                    |
| Staffing & Benefits                              | 17,921                           | -                            | -                          | 17,921             |
| Professional Fees                                | 5,394                            | -                            | 35,200                     | 40,594             |
| Office Expenses                                  | (1,255)                          | 31,190                       | -                          | 29,935             |
| Marketing, Communications & Business Development | 18,065                           | 6,458                        | -                          | 24,522             |
| Technology                                       | 162                              | 700                          | -                          | 862                |
| Meetings   | 341,571                          | 1,723,969                    | -                          | 2,065,540          |
| Travel   | 263,867                          | 4,229                        | -                          | 268,095            |
| <b>Total Expenses</b>                            | <b>645,724</b>                   | <b>1,766,545</b>             | <b>35,200</b>              | <b>2,447,470</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(645,724)</b>                 | <b>(379,745)</b>             | <b>(35,200)</b>            | <b>(1,060,670)</b> |

**Committees - Expense Accounts**  
**As of 30 June 2024**

|  | Standing<br>Finance<br>Committee | Governance<br>Committee | Total            |
|--|----------------------------------|-------------------------|------------------|
| <b>Expenses</b>                                  |                                  |                         |                  |
| Professional Fees                                | 3,000                            | -                       | <b>3,000</b>     |
| Office Expenses                                  | 462                              | -                       | <b>462</b>       |
| Marketing, Communications & Business Development | -                                | 19,547                  | <b>19,547</b>    |
| Technology                                       | -                                | 323                     | <b>323</b>       |
| Meetings   | 50,396                           | 33,996                  | <b>84,392</b>    |
| Travel   | 109,963                          | 66,648                  | <b>176,611</b>   |
| <b>Total Expenses</b>                            | <b>163,820</b>                   | <b>120,514</b>          | <b>284,335</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(163,820)</b>                 | <b>(120,514)</b>        | <b>(284,335)</b> |

**Committees - Expense Accounts**  
As of 30 June 2024

|  | Experience Portfolio | Brand Marketing | Partnerships (External Relations) | Strategic Alliances | GSEA             | Growth-Portfolio   | Accelerator      | Forum            | Learning         | MyEO             | Strategy Summits | Training-Portfolio | Leadership Development | Total              |
|--|----------------------|-----------------|-----------------------------------|---------------------|------------------|--------------------|------------------|------------------|------------------|------------------|------------------|--------------------|------------------------|--------------------|
| <b>Revenue</b>                                   | -                    | -               | -                                 | <b>346,941</b>      | -                | -                  | <b>3,242,064</b> | <b>16,500</b>    | -                | -                | <b>239,599</b>   | -                  | -                      | <b>3,845,104</b>   |
| <b>Expenses</b>                                  |                      |                 |                                   |                     |                  |                    |                  |                  |                  |                  |                  |                    |                        |                    |
| Staffing & Benefits                              | -                    | -               | -                                 | -                   | -                | 11,066             | -                | 84,849           | 22,226           | -                | -                | -                  | -                      | <b>118,141</b>     |
| Professional Fees                                | -                    | 6,639           | -                                 | 2,500               | -                | -                  | 20,625           | 11,250           | -                | -                | -                | -                  | 6,929                  | <b>47,943</b>      |
| Office Expenses                                  | 192                  | 44              | 369                               | -                   | 6,361            | 48,723             | 64,441           | 10,357           | 9,123            | 8,477            | 5,105            | 1,879              | 607                    | <b>155,681</b>     |
| Marketing, Communications & Business Development | 3,327                | 1,120           | 51,097                            | 1,648               | 486,556          | 139,007            | 135,131          | 8,554            | 137,882          | 143,504          | 9,633            | 13,872             | 23,715                 | <b>1,155,046</b>   |
| Technology                                       | -                    | -               | -                                 | -                   | -                | 626                | 530              | -                | 9,600            | 1,508            | 397              | 55                 | -                      | <b>12,717</b>      |
| Meetings   | 5,236                | -               | 2,915                             | -                   | 42,405           | 97,645             | 690,899          | 100,629          | 780,004          | 33,855           | 463,994          | 21,999             | 43,756                 | <b>2,283,336</b>   |
| Chapters and Regions Support                     | -                    | -               | 80,950                            | -                   | 70,142           | 1,123,066          | 1,376,213        | -                | 4,054            | -                | (84,000)         | -                  | -                      | <b>2,570,424</b>   |
| Travel   | 45,686               | 1,188           | 22,372                            | 3,826               | 130,292          | 197,025            | 480,110          | 49,949           | 28,140           | 44,863           | 371,562          | 69,459             | 48,529                 | <b>1,493,002</b>   |
| <b>Total Expenses</b>                            | <b>54,442</b>        | <b>8,991</b>    | <b>157,703</b>                    | <b>7,974</b>        | <b>735,756</b>   | <b>1,617,158</b>   | <b>2,767,950</b> | <b>265,587</b>   | <b>991,029</b>   | <b>232,208</b>   | <b>766,692</b>   | <b>107,265</b>     | <b>123,536</b>         | <b>7,836,290</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(54,442)</b>      | <b>(8,991)</b>  | <b>(157,703)</b>                  | <b>338,968</b>      | <b>(735,756)</b> | <b>(1,617,158)</b> | <b>474,114</b>   | <b>(249,087)</b> | <b>(991,029)</b> | <b>(232,208)</b> | <b>(527,093)</b> | <b>(107,265)</b>   | <b>(123,536)</b>       | <b>(3,991,186)</b> |

**Membership - Expense Accounts**  
**As of 30 June 2024**

|  | Membership Support | Membership Operations | Total            |
|--|--------------------|-----------------------|------------------|
| <b>Expenses</b>                                  |                    |                       |                  |
| Staffing & Benefits                              | 5,178              | 119                   | 5,297            |
| Office Expenses                                  | 436                | 735                   | 1,171            |
| Marketing, Communications & Business Development | 11,222             | 250,824               | 262,047          |
| Technology                                       | 34                 | 34                    | 68               |
| Meetings   | 8,356              | 13,319                | 21,675           |
| Chapters and Regions Support                     | 14,876             | -                     | 14,876           |
| Travel   | -                  | 36,072                | 36,072           |
| <b>Total Expenses</b>                            | <b>40,103</b>      | <b>301,103</b>        | <b>341,206</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(40,103)</b>    | <b>(301,103)</b>      | <b>(341,206)</b> |

**Regions - Expense Accounts**  
As of 30 June 2024

|  | APAC             | Canada           | Europe           | LAC              | MEPA             | North Asia       | South Asia       | US East          | US Central       | US West          | Total              |
|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------|
| <b>Revenue</b>                                   | <b>89,805</b>    | <b>11,627</b>    | <b>56,000</b>    | <b>1,050</b>     | <b>89,250</b>    | <b>353,413</b>   | <b>47,825</b>    | <b>105,167</b>   | <b>8,167</b>     | <b>8,167</b>     | <b>770,470</b>     |
| <b>Expenses</b>                                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                    |
| Staffing & Benefits                              | 1,955            | 3,232            | -                | -                | 3,963            | 6,199            | 8,383            | 3,710            | -                | 5,647            | <b>33,089</b>      |
| Professional Fees                                | 30,000           | 83,277           | 29,277           | 9,740            | -                | -                | -                | 16,760           | 58,614           | 17,615           | <b>245,282</b>     |
| Office Expenses                                  | 876              | 27,658           | 1,213            | 2,501            | 1,292            | 4,595            | 670              | 1,979            | 5,990            | 3,188            | <b>49,963</b>      |
| Marketing, Communications & Business Development | 50,169           | 23,050           | 43,410           | 8,460            | 62,446           | 28,301           | 115,598          | 3,086            | 18,208           | 17,857           | <b>370,586</b>     |
| Technology                                       | -                | 196              | 6,069            | 863              | 79               | -                | 1,539            | 7,020            | 9,746            | 7,110            | <b>32,622</b>      |
| Meetings   | 253,609          | 195,635          | 201,860          | 326,688          | 225,990          | 226,445          | 153,531          | 279,919          | 278,001          | 361,904          | <b>2,503,581</b>   |
| Chapters and Regions Support                     | 259,785          | 11,039           | 228,806          | 109,570          | 24,877           | 725,414          | 300,415          | 564,790          | 260,935          | 289,521          | <b>2,775,152</b>   |
| Travel   | 140,860          | 111,710          | 321,284          | 198,834          | 465,955          | 265,618          | 260,254          | 226,668          | 320,692          | 192,031          | <b>2,503,908</b>   |
| <b>Total Expenses</b>                            | <b>737,254</b>   | <b>455,797</b>   | <b>831,919</b>   | <b>656,656</b>   | <b>784,602</b>   | <b>1,256,573</b> | <b>840,390</b>   | <b>1,103,932</b> | <b>952,187</b>   | <b>894,873</b>   | <b>8,514,183</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(647,449)</b> | <b>(444,171)</b> | <b>(775,919)</b> | <b>(655,606)</b> | <b>(695,352)</b> | <b>(903,160)</b> | <b>(792,565)</b> | <b>(998,765)</b> | <b>(944,020)</b> | <b>(886,706)</b> | <b>(7,743,713)</b> |

**Administration - Expense Accounts**  
As of 30 June 2024

|  | Corporate<br>Technology | Data Analytics   | Finance          | Human<br>Resources  | Governance/Legal | Total               |
|--|-------------------------|------------------|------------------|---------------------|------------------|---------------------|
| <b>Revenue</b>                                   | -                       | -                | 3,675,446        | -                   | -                | 3,675,446           |
| <b>Expenses</b>                                  |                         |                  |                  |                     |                  |                     |
| Staffing & Benefits                              | 42,126                  | -                | 39,730           | 19,749,775          | -                | 19,831,631          |
| Professional Fees                                | 691,369                 | 148,040          | 169,436          | 73,837              | 657,731          | 1,740,413           |
| Office Expenses                                  | 9,349                   | -                | 2,205,113        | 382,491             | 645              | 2,597,598           |
| Marketing, Communications & Business Development | 594                     | -                | 53               | 8,491               | -                | 9,138               |
| Technology                                       | 2,763,042               | 103,453          | 1,668            | 3,378               | 9,833            | 2,881,373           |
| Meetings   | -                       | -                | 939              | 33,988              | -                | 34,927              |
| Chapters and Regions Support                     | -                       | -                | 69,433           | -                   | -                | 69,433              |
| Travel   | 5,237                   | -                | 18,662           | 183,783             | 2,152            | 209,834             |
| <b>Total Expenses</b>                            | <b>3,511,718</b>        | <b>251,493</b>   | <b>2,505,034</b> | <b>20,435,742</b>   | <b>670,360</b>   | <b>27,374,348</b>   |
| <b>Surplus/(Deficit)</b>                         | <b>(3,511,718)</b>      | <b>(251,493)</b> | <b>1,170,412</b> | <b>(20,435,742)</b> | <b>(670,360)</b> | <b>(23,698,902)</b> |

**Entrepreneurs' Organization**  
**Portfolio Actuals vs Budget - As of 30 June 2023**

|   | FY2024           |                  |                   |
|---|------------------|------------------|-------------------|
|   | Actuals          | Budget           | Variance          |
| <b>Revenues</b>                                   | <b>3,845,104</b> | <b>3,898,375</b> | <b>-53,271</b>    |
| <b>Expenses</b>                                   |                  |                  |                   |
| <b>Staffing &amp; Benefits</b>                    | <b>118,141</b>   | <b>4,296,020</b> | <b>-4,177,879</b> |
| Salaries-Staff                                    | -                | 3,337,942        | -3,337,942        |
| Salary Mgmt Fees                                  | -                | 44,152           | -44,152           |
| Outside Contractors (Temp help)                   | 102,738          | 247,400          | -144,662          |
| Retirement Plan                                   | -                | 107,846          | -107,846          |
| Payroll Taxes                                     | -                | 199,123          | -199,123          |
| Health Insurance Medical                          | -                | 303,336          | -303,336          |
| Recruiting Expenses                               | 10,943           | -                | 10,943            |
| Prof. Development -individual trainings           | 4,460            | 56,220           | -51,760           |
| <b>Professional Fees</b>                          | <b>47,943</b>    | <b>329,500</b>   | <b>-281,557</b>   |
| Professional Fees Budget Account                  | -                | 75,000           | -75,000           |
| Prof. Fees (Consulting fees)                      | 47,943           | 254,500          | -206,557          |
| <b>Office Expenses</b>                            | <b>155,681</b>   | <b>120,588</b>   | <b>35,093</b>     |
| Office Expenses Budget Account                    | -                | 11,400           | -11,400           |
| Credit Card Fees                                  | 0                | 39,491           | -39,491           |
| Shipping & Postage                                | 100,115          | 54,800           | 45,315            |
| Office Supplies                                   | 4,669            | 1,000            | 3,669             |
| Phones & Internet                                 | 1,031            | 600              | 431               |
| Dues & Subs.                                      | 7,731            | 5,897            | 1,834             |
| Printing  | 15,707           | 7,400            | 8,307             |
| Office Maint. (Copier, Design & Rental Equipment) | 32               | -                | 32                |
| Insurance   | 92               | -                | 92                |
| Bank Fees   | 3,131            | -                | 3,131             |
| Currency Exchange                                 | 1,521            | -                | 1,521             |
| Other Expenses                                    | 21,651           | 0                | 21,651            |

**Entrepreneurs' Organization**  
**Portfolio Actuals vs Budget - As of 30 June 2023**

|   | FY2024           |                  |                 |
|---|------------------|------------------|-----------------|
|   | Actuals          | Budget           | Variance        |
| <b>Marketing, Communications &amp; Business Development</b> | <b>1,155,046</b> | <b>1,521,366</b> | <b>-366,320</b> |
| MarComm and BD Budget Account                               | -                | 18,000           | -18,000         |
| Branding & Prom.(SWAG)                                      | 48,800           | 50,000           | -1,200          |
| Content Development   | 311,781          | 336,240          | -24,459         |
| Translation   | 49,426           | 141,000          | -91,574         |
| Simultaneous Interpretations                                | 31,526           | -                | 31,526          |
| Publications  | 150              | 0                | 150             |
| Survey/Data Collection                                      | 0                | 5,000            | -5,000          |
| Virtual Delivery  | 427,580          | 419,126          | 8,454           |
| Marketing & Advertising                                     | 82,156           | 283,600          | -201,444        |
| Gift & Awards   | 203,627          | 268,400          | -64,773         |
| <b>Technology</b>   | <b>12,717</b>    | <b>15,000</b>    | <b>-2,283</b>   |
| Technology Budget Account                                   | -                | 5,000            | -5,000          |
| Tech. Support Development And Enhancement                   | 459              | 10,000           | -9,541          |
| Software licenses   | 11,801           | 0                | 11,801          |
| Software Maint & Support                                    | 431              | -                | 431             |
| Computer Equipment  | 25               | 0                | 25              |
| <b>Meetings</b>   | <b>2,283,336</b> | <b>2,521,030</b> | <b>-237,694</b> |
| Meetings Budget Account                                     | -                | 206,000          | -206,000        |
| Meeting-F&B   | 111,117          | 30,255           | 80,862          |
| Meeting Space & Audio Visual                                | 50,126           | 51,800           | -1,674          |
| Meeting Facilitator Fees                                    | 1,172,811        | 1,234,500        | -61,689         |
| Meeting Speaker Fees  | 762,206          | 889,000          | -126,794        |
| Meeting Logistics Transaction                               | 6,382            | 5,000            | 1,382           |
| Meeting Misc.   | 180,694          | 104,475          | 76,219          |
| <b>Chapters and Regions Support</b>                         | <b>2,570,424</b> | <b>2,332,356</b> | <b>238,068</b>  |
| Chapters/Regions Support Budget Account                     | -                | 35,000           | -35,000         |
| Chapter Support- Over 75                                    | 839,805          | 398,406          | 441,399         |
| Chapter Support-Under 75                                    | 314,325          | 1,460,950        | -1,146,625      |
| Event Support   | 149,219          | 98,000           | 51,219          |
| Regional Support  | 1,267,076        | 340,000          | 927,076         |

**Entrepreneurs' Organization**  
**Portfolio Actuals vs Budget - As of 30 June 2023**

|                                   | FY2024            |                   |                   |
|-----------------------------------|-------------------|-------------------|-------------------|
|                                   | Actuals           | Budget            | Variance          |
| <b>Travel</b>                     | <b>1,493,002</b>  | <b>2,078,300</b>  | <b>-585,298</b>   |
| Travel Budget Account             | -                 | 50,000            | -50,000           |
| Travel-Staff Budget Account       | -                 | 254,000           | -254,000          |
| Travel-Staff-Air                  | 167,475           | 173,800           | -6,325            |
| Travel-Staff-Hotel                | 94,391            | 110,500           | -16,109           |
| Travel-Staff-Misc.                | 105,924           | 32,850            | 73,074            |
| Travel-Member Budget Account      | -                 | 184,000           | -184,000          |
| Travel-Member-Air                 | 185,520           | 23,300            | 162,220           |
| Travel-Member-Hotel               | 144,693           | 16,400            | 128,293           |
| Travel-Member-Misc.               | 41,239            | 6,300             | 34,939            |
| Travel-Board-Air                  | 17,866            | -                 | 17,866            |
| Travel-Board-Hotel                | 3,325             | -                 | 3,325             |
| Travel-Board-Misc.                | 452               | -                 | 452               |
| Travel-Facilitator Budget Account | -                 | 19,000            | -19,000           |
| Travel-Facilitator-Air            | 333,596           | 821,000           | -487,404          |
| Travel-Facilitator-Hotel          | 189,329           | 182,000           | 7,329             |
| Travel-Facilitator-Misc.          | 169,767           | 146,900           | 22,867            |
| Travel-Other-Air                  | 22,408            | 31,500            | -9,092            |
| Travel-Other-Hotel                | 13,397            | 10,350            | 3,047             |
| Travel-other-Misc.                | 3,620             | 16,400            | -12,780           |
| <b>Total Expenses</b>             | <b>7,836,290</b>  | <b>13,214,159</b> | <b>-5,377,869</b> |
| <b>Surplus/(Deficit)</b>          | <b>-3,991,186</b> | <b>-9,315,784</b> | <b>5,324,598</b>  |

**Entrepreneurs' Organization**  
**Regions Actuals vs Budget - As of 30 June 2024**

|   | FY2024         |                  |                   |
|---|----------------|------------------|-------------------|
|   | Actuals        | Budget           | Variance          |
| <b>Revenues</b>                         | <b>770,470</b> | -                | <b>770,470</b>    |
| <b>Expenses</b>                         |                |                  |                   |
| <b>Staffing &amp; Benefits</b>          | <b>33,089</b>  | <b>2,942,694</b> | <b>-2,909,606</b> |
| Salaries-Staff                          | -              | 2,386,005        | -2,386,005        |
| Salary Mgmt Fees                        | -              | 97,068           | -97,068           |
| Outside Contractors (Temp help)         | 17,262         | 27,000           | -9,738            |
| Retirement Plan                         | -              | 69,630           | -69,630           |
| Payroll Taxes                           | -              | 64,268           | -64,268           |
| Health Insurance Medical                | -              | 251,548          | -251,548          |
| Recruiting Expenses                     | 7,500          | -                | 7,500             |
| Prof. Development -individual trainings | 8,327          | 47,175           | -38,848           |
| <b>Professional Fees</b>                | <b>245,282</b> | <b>121,800</b>   | <b>123,482</b>    |
| Professional Fees Budget Account        | -              | 1,500            | -1,500            |
| Prof. Fees (Consulting fees)            | 245,282        | 120,300          | 124,982           |
| <b>Office Expenses</b>                  | <b>49,963</b>  | <b>52,303</b>    | <b>-2,340</b>     |
| Office Expenses Budget Account          | -              | 1,500            | -1,500            |
| Credit Card Fees                        | 25             | -                | 25                |
| Shipping & Postage                      | 4,667          | 7,000            | -2,333            |
| Office Supplies                         | 3,158          | -                | 3,158             |
| Phones & Internet                       | 133            | -                | 133               |
| Dues & Subs.                            | 17,806         | 7,300            | 10,506            |
| Printing                                | 8,839          | 3,000            | 5,839             |
| Insurance                               | 7,458          | -                | 7,458             |
| Bank Fees                               | 232            | -                | 232               |
| Other Expenses                          | 7,646          | 33,503           | -25,857           |

**Entrepreneurs' Organization**  
**Regions Actuals vs Budget - As of 30 June 2024**

|   | FY2024           |                  |                 |
|---|------------------|------------------|-----------------|
|   | Actuals          | Budget           | Variance        |
| <b>Marketing, Communications &amp; Business Development</b> | <b>370,586</b>   | <b>642,889</b>   | <b>-272,303</b> |
| MarComm and BD Budget Account                               | -                | 30,000           | -30,000         |
| Branding & Prom.(SWAG)                                      | 54,422           | 66,889           | -12,467         |
| Content Development   | 92,593           | 115,000          | -22,407         |
| Translation   | -149,228         | 10,000           | -159,228        |
| Simultaneous Interpretations                                | 163,655          | -                | 163,655         |
| Publications  | 18,509           | 26,000           | -7,491          |
| Survey/Data Collection                                      | 7,333            | -                | 7,333           |
| Marketing & Advertising                                     | 112,161          | 230,000          | -117,839        |
| Gift & Awards   | 71,141           | 165,000          | -93,859         |
| <b>Technology</b>   | <b>32,622</b>    | <b>9,000</b>     | <b>23,622</b>   |
| Tech. Support Development And Enhancement                   | 79               | 5,000            | -4,921          |
| Tech. Support Innovation                                    | 1,539            | -                | 1,539           |
| Software licenses   | 30,603           | 4,000            | 26,603          |
| Software Maint & Support                                    | 400              | -                | 400             |
| <b>Meetings</b>   | <b>2,503,581</b> | <b>2,880,984</b> | <b>-377,403</b> |
| Meetings Budget Account                                     | -                | 1,035,900        | -1,035,900      |
| Meeting-F&B   | 934,910          | 512,770          | 422,140         |
| Meeting-Social & Activities                                 | 4,045            | -                | 4,045           |
| Meeting Space & Audio Visual                                | 200,510          | 139,000          | 61,510          |
| Meeting Facilitator Fees                                    | 237,154          | 40,000           | 197,154         |
| Meeting Speaker Fees  | 194,614          | 29,000           | 165,614         |
| Meeting Logistics Transaction                               | 142,812          | 30,000           | 112,812         |
| Meeting Misc.   | 789,536          | 1,094,314        | -304,778        |
| <b>Chapters and Regions Support</b>                         | <b>2,775,152</b> | <b>2,483,608</b> | <b>291,543</b>  |
| Chapters/Regions Support Budget Account                     | -                | 345,585          | -345,585        |
| Chapter Support- Over 75                                    | 697,867          | 255,750          | 442,117         |
| Chapter Support-Under 75                                    | 696,987          | 511,750          | 185,237         |
| Event Support   | 610,203          | 314,500          | 295,703         |
| Regional Support  | 770,095          | 1,056,023        | -285,928        |

**Entrepreneurs' Organization**  
**Regions Actuals vs Budget - As of 30 June 2024**

|                                   | <b>FY2024</b>     |                    |                   |
|-----------------------------------|-------------------|--------------------|-------------------|
|                                   | <b>Actuals</b>    | <b>Budget</b>      | <b>Variance</b>   |
| <b>Travel</b>                     | <b>2,503,908</b>  | <b>1,753,487</b>   | <b>750,421</b>    |
| Travel Budget Account             | -                 | 41,100             | -41,100           |
| Travel-Staff Budget Account       | -                 | 139,772            | -139,772          |
| Travel-Staff-Air                  | 187,989           | 74,200             | 113,789           |
| Travel-Staff-Hotel                | 234,450           | 27,544             | 206,906           |
| Travel-Staff-Misc.                | 103,102           | 120,750            | -17,648           |
| Travel-Member Budget Account      | -                 | 557,600            | -557,600          |
| Travel-Member-Air                 | 589,848           | 175,050            | 414,798           |
| Travel-Member-Hotel               | 988,152           | 135,400            | 852,752           |
| Travel-Member-Misc.               | 182,398           | 386,600            | -204,202          |
| Travel-Board-Air                  | 27,056            | -                  | 27,056            |
| Travel-Board-Hotel                | 5,772             | -                  | 5,772             |
| Travel-Board-Misc.                | 1,795             | -                  | 1,795             |
| Travel-Facilitator Budget Account | -                 | 41,500             | -41,500           |
| Travel-Facilitator-Air            | 68,028            | 4,000              | 64,028            |
| Travel-Facilitator-Hotel          | 9,948             | 1,000              | 8,948             |
| Travel-Facilitator-Misc.          | 24,181            | 2,435              | 21,746            |
| Travel-Other-Air                  | 10,881            | 17,336             | -6,455            |
| Travel-Other-Hotel                | 56,811            | 18,200             | 38,611            |
| Travel-other-Misc.                | 13,496            | 11,000             | 2,496             |
| <b>Total Expenses</b>             | <b>8,514,183</b>  | <b>10,886,765</b>  | <b>-2,372,583</b> |
| <b>Surplus/(Deficit)</b>          | <b>-7,743,713</b> | <b>-10,886,765</b> | <b>3,143,053</b>  |