GIRLS INC. MISSION STATEMENT

Girls Inc. inspires all girls to be strong, smart, and bold, through direct service and advocacy. We focus on the development of the whole girl where she learns to value herself, take risks, and discover and develop her inherent strengths. The combination of long-lasting mentoring relationships, a pro-girl environment, and research-based programming equips girls to navigate gender, economic, and social barriers, and grow up healthy, educated, and independent. Informed by girls and their families, we also advocate for legislation and policies to increase opportunities and rights for all girls. organization, our commitment is to inspire all girls to be strong, smart and bold!
Dear Supporters,

I begin this annual letter to our supporters with a sense of enthusiasm and pride about Girls Inc. of New York City, and the thousands of girls we serve. As I look back on the past last decade — a period of profound political and economic change — it is remarkable how much we have accomplished, not only in terms of financial performance but in the growth of number of girls we serve, and our commitment to lifting girls out of impoverished circumstances and developing young female leaders.

In FY 2019, we continued to develop new programs, services and technology. We expanded our presence in twenty new sites with new programs. In addition, we started a new digital platform: Our goal is to be the first to take girls' educational programs into the Internet age. We launched new partnerships with Elsevier and Macquarie, broadening our commitment to STEM and college graduation for girls; extending our formula for success in high school—-100% of our seniors are admitted to college—-into the college years. Our ultimate aim is to create opportunities for jobs and prosperity that will reduce the wealth gap and gender gap for girls; especially girls of color from challenging environments. While it is too soon to assess the impact of these efforts, we’re seeing impressive results so far. One third of our graduates are majoring in STEM fields.

FY 2019 was another strong year for Girls Inc. of NYC, with the organization continuing its growth trajectory, serving many more girls and generating significant revenue and net income. In addition, we continued to make significant investments in programs, people and technology. We are in the midst of our expansion of G3, our Moody’s Data Analytics Program throughout New York City, and we are piloting the Mind Body Connection, incorporating the latest research on socio-emotional learning, and we grew our Teen Leadership Circles to thirty new sites throughout the city.

Last year was also our 20th anniversary. To mark the occasion, we had our first evening Gala, which was a huge success, broadening the awareness of who we are and what we do to many more key opinion leaders throughout the city. Over the past 20 years, we have been able to extend our programs to many more underserved communities, and expand our digital footprint, thanks to our generous donors and thanks to you.

For the long term, we expect to digitize many more areas vital to girls’ education and development, like financial capabilities and healthy sexuality, and create new teen leadership circles throughout the New York City public school system. The 21st century has been referred to as the Age of Women and Girls; and with your help, we will continue to do our part to ensure that every girl has an equal opportunity to become a healthy, successful young woman, equipped to do whatever she chooses, equipped to pursue her dreams.

Sincerely,

Pamela J. Maraldo, Ph.D
Chief Executive Officer
Dear Friends and Supporters,

We are pleased to present Girls Inc. of New York City’s Annual Report for fiscal 2019, which highlights our achievements and activities throughout this past year. We continued to grow and pursue all aspects of our mission, and developed new and exciting programs to broaden our reach. As always, our efforts were fueled by your generous support. Thank you.

The charts show our growth in funding and in the number of girls served, as well as future projections. If you look at where we were a decade ago and where we are now, our progress has been truly remarkable. Consistently high funding growth has enabled us to reach nearly 8500 girls this year, over three times the number of girls in our programs at the start of the decade. Going forward, our strategic plan calls for funding growth averaging 10% annually.

Why are we beating the odds? Why are 100% admitted to college? Girls Inc. has a secret sauce and it is working! What does it entail? First, and most important, we believe “you have to see it to be it.” Girls need role models. Our staff are leaders in the communities that we serve; they build lasting mentor relationships with girls, empowering each to be leaders themselves. Second, girls learn by doing — experiential learning is a hallmark of our approach. Third, we provide girls with the tools they need to succeed, through a research-based curriculum and cutting-edge, interactive and engaging digitized programs, such as our proprietary Data Analytics and Financial Literacy courses. This is the foundation on which our girls learn to become leaders.

Our Board and Staff have concluded that a significant portion of future growth will come from our Teen Leadership Circles (peer-led clubs with an adult present) and our digitized programs. We envision networks of Teen Leadership Circles all over the city. In addition to programmatic expansion, our focus has been on raising GINYC’s brand awareness to reach opinion leaders, policy makers, and potential supporters. This will be an ongoing priority, and one from which we are already seeing results.

In closing, we realize that we could not succeed in our ambitious efforts without you. All of our accomplishments have been made possible by the support of donors like you who understand the importance of our mission. The Board, Staff, and I thank you very much for being part of our family. Your support is invaluable to us. Here’s to building a world where there is no limit to who girls can become, and what girls can accomplish.

With gratitude,

Cali Cole
Board Chair
Girls Inc. of New York City (NYC) empowers girls to succeed by providing trusting mentoring relationships, a girls-only environment, and research-based, hands-on programming. Three critical goals drive our programming: to help girls achieve healthy lives, succeed academically, and acquire the life skills needed to prepare them for adulthood.

Currently Girls Inc. of NYC is implementing programs in 37 locations in the Bronx, Brooklyn, Manhattan and Queens.

To continue to expand and scale our programs, Girls Inc. of NYC launched a Train-the-Trainer Model which offers schools the opportunity to have their staff trained on Girls Inc. New York City signature programs. This model provides school with access to our curriculum, professional development, platforms and external evaluation. We are currently using the Train-the-Trainer model to implement our Pre-G3 and G3 programs.
Pre-G3: The Elsevier Data Analytics Preparatory Program

Pre-G3 is a one year, project-based, Data Analytics program focused on building girls’ skills in mathematics, critical thinking, and technology. The program includes an intensive four-week summer program and in-school or after-school curriculum. In addition to building critical skills, the program prepares girls in grades 7-9 to pursue advanced training in the exciting new field of data analytics.

Pre-G3 Prepares girls to:

- Build skills in mathematics, critical thinking and technology
- Work in collaborative teams
- Become data-savvy in a data-driven world
- Meet experts leaders in the field of STEM
- Prepare for interesting careers in data science
- Understand the importance of data and its effect on our daily lives

Andrea Oliver
Generation Giga Girls (G3): The Moody’s Data Analytics Program Manager

“You cannot be what you cannot see.”
-Dr. Chris Emdin

Teaching Data Analytics to girls elevates their understanding of the world and issues that matter to them. To bring the social justice issue lens into data analytics, we explore real-world topics like the pay wage gap and out of school suspension rates. For example, girls enrolled in last year’s capstone project “The Pay Wage Gap is Real,” learned that at the present rate of growth, pay equity for women will be achieved in 2056. (Insert project graphic)

To effectively engage girls in STEM careers, we must also provide them with access to a diversity of mentors and teachers. Girls Inc. of NYC does this exceptionally well by seeking out facilitators who identify with our students and engaging them through mentorships.

Andrea Oliver is an award-winning STEM educator, who has taught Science for over two decades. She is a doctoral candidate in Urban Science Education at the Graduate Center of the City University of New York. Her research is on the intersectionality of gender, race and cognitive disabilities in STEM opportunities, particularly in after-school programming for K-8 students.
Mind Body Matters

Mind Body Matters is an interactive digitized curriculum designed to alleviate the challenging stressful areas in teen girls lives, and to improve their mental well-being, academic performance and opportunity. Mind Body Matters not only aims to raise awareness about the vital importance of mental well-being, it also aims to provide teens with healthy ways of coping and to alert them to the unhealthy consequences of avoidance strategies.
Project REACH
(Real Educational Advancement in College Happens)

Project REACH (Real Educational Advancement in College Happens) is Girls Inc.’s college access and success initiative dedicated to supporting inspired, strong, smart, and bold girls through college enrollment, college graduation, and job placement. We aim to help our girls regain their sense of belonging on college campuses through a data-driven and a psychodynamic approach. Our program encourages self-sufficiency, personal advocacy, and goal-setting as pillars for personal and professional success. Using a case-management model infused with psychoeducation, Project REACH will work towards ensuring that 100% of their girls graduate from college with a job or post-secondary plan within 6 months.

In our program, college girls:

• Engage in data-driven college success case management
• Receive professional college, financial aid, and career advising
• Participate in monthly psychoeducation workshops in the areas of Financial Literacy + Comprehension, Habits of Professionalism, Physical Health/Wellness, Navigating Family Dynamics, and Self-Awareness + Relationships
• Enjoy 1:1 support through challenging college transitions
**Teen Leadership Circles**

At the Teen Leadership Circle retreat, peer leaders continued to develop their leadership, communications, and project management skills while learning about the importance of community, the value of vulnerability, and empathy.

During the day, peer leaders also participated in an array of team-building activities that tested their willingness to trust. Nights were filled with laughter, songs around the campfire, dancing, and delicious treats! Three days later, the girls departed having formed new friendships and supports for the school year ahead.
**Generation Giga Girls (G3): The Moody’s Data Analytics Program**

The first of its kind, G3: the Moody’s Data Analytics Program, is an interactive, online curriculum designed for girls from underprivileged communities in New York City. The program, now being delivered in high schools throughout the city as well as nationally, features animated characters in real-life scenarios seen through a social justice lens. Problem-based learning questions include such topics as: Are black and brown girls expelled from school in greater numbers? Do reproductive rights laws discriminate? Culturally sensitive vignettes allow girls to identify with the characters, and as a result, learning is enhanced. Inspired by the G3 digitized experience, one-third of the girls who graduate from our program go on to college majoring in a STEM field. Tied to the Common Core curriculum, girls receive academic credit for the program and also perform better in math.

Students in Generation Giga Girls will:

- Build skills in mathematics, critical thinking, and technology
- Develop an interest in data science
- Collaborate and work in teams
- Prepare for a college education
- Become leaders in the new world of data

Topics include:

- Prison reform
- Cell phone privacy
- Stock market
Healthy Sexuality

The new Girls Inc. Healthy Sexuality program builds on and intensifies our existing pregnancy prevention programming by embracing a broader and more comprehensive approach that recognizes sexuality as a key element of the whole girl.

The program encompasses four focus areas:

- **Healthy Relationships**: Includes qualities of a healthy relationship, communication skills, managing attraction, and sexual decision-making.
- **Sexuality**: Includes aspects of human sexuality (distinctions between gender identity, biological sex, and sexual orientation) and understanding and providing support for individuals who are transgender or gender non-conforming.
- **Sexual Health and Reproduction**: Includes puberty, sexual behaviors and risks, reproductive health concerns, and sexual health care services.
- **Sex, Media, and Technology**: Includes an analysis of media messages, critical thinking, social media, communicating online, and safety concerns related to meeting people online and in real life.
Teaching girls about female health and sexuality is important because many do not have access to a comprehensive sexual health education that focuses on social, emotional, and sexual health. After completing the program, students can apply a critical lens on their ideas and assumptions around sex.

Before we discuss sex and anatomy, we cover consent, setting boundaries, toxic relationships, and cultivating a healthy relationship with your own body. Then we talk about the reproductive system, anatomy, contraceptives, and sexually transmitted infections. Everything is done in a safe space where girls feel comfortable talking openly about their feelings regarding relationships and their bodies.

I am a Dominican and I have lived in Miami and the Bronx. I also know the LGBTQ+ communities. Representation and identity matter because young women see us less as teachers and more as facilitators and mentors. Their comfort and sense of safety derives from our interactions, so girls feel freer to share feelings that they would otherwise keep to themselves and develop a secret shame.

As a result of this program, I’ve watched girls develop from shy passive students to confident young women who are fearless in expressing their authentic selves, setting boundaries with others, and prioritizing self-care and learning.
**College Shower**

Educating girls builds the foundation for strong and successful communities. Since 1999, Girls Inc. of NYC has prepared girls for the transition to college and careers through the College Shower Program (Curriculum, Roundtable, and Awards Banquet).

**Roundtable:** An annual reception that features educational workshops. Open to all girls planning to attend college in the fall.

**College Shower Awards Banquet:** Twenty-five girls are celebrated for their academic accomplishments. Each participant receives a gift of luggage filled with everything needed to arrive at college ready to succeed.

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**Why She Loves College Shower**

College Shower [curriculum and Awards Banquet] was such a blessing! My transition from high school to college wasn’t as hard as I was expecting it to be thanks to Girls Inc. As a result, I was able to focus on my studies and schedule along with making friends instead of struggling to afford things for class and my dorm room.

I can’t live without my graphic calculator! (Yes, nerd alert here.) Majoring in math would be impossible without it. I can’t express how grateful I am for everything I received at College Shower [Awards Banquet].

-Janellie, SUNY Potsdam, Math Major
CHAIR
Carolyn Cole
Chairman and Founder
The Cole Group

VICE CHAIR
Courtney Adante
Managing Director
Teneo Consulting

SECRETARY
Susan F. Pollack
Counsel
Curtis, Mallet-Prevost, Colt & Mosle LLP

TREASURER
Stacy Gordon

Susan Axelrod
Chief Supervisory Officer
Merrill Lynch Wealth Management

Tanya Clark-Robinson

Terryl Cote
Principal
KPMG

Amy Ferris
Head of Global Marketing
Apple Media Services

Allison Harden
Senior Vice President
Macquarie

Maria S. Jelescu
Chief Executive Officer and Founder
Ardinall Investment Management, LP

Joan Kuhl
Founder/Author
Why Millennials Matter/
Dig Your Heels In

Pam Maraldo
Chief Executive Officer
Girls Inc. of New York City

Meredith Meyer
Chief Operating Officer
SDM Capital Partners

Jennifer Morgan
Partner
King & Spalding

Madelyn Morris
Litigation Associate
Kirkland & Ellis

Kyung-Ah Park
Head of Environmental Markets
Goldman Sachs

Margaret Rienecker
Managing Director
Moody’s Investors Service

Stephanie Ruhle
Journalist, News Anchor
NBCUniversal
MSNBC Live

Charmaine L Slack, Esq.
CO-CHAIR
Sara Cisco
HSBC

CO-CHAIR
Nicole Patterson
American Express

VICE CHAIR
Liz Iaconis
JP Morgan Chase & Co

SECRETARY
Josephine Martinez
National Football League

CO-TREASURER
Lily Puff Heffernan
AlphaSights

CO-TREASURER
Addie Bodell
The Dedham Group

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Carolina Rojas
NFP Ventures

Amanda Barone
AIG

Siobhan Burke
UBS

Amalia Carusone
Axicom

Jenna Dowd
Unilever

Laura Elliott
Unilever

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General Atlantic

Jaclyn Greenblatt

Allison Grutman
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Ally Jiang
BCG

Rekha Nayar
Onex

Sawkia R. Patterson
New York City Health & Hospitals

Melinda Perera

Annalisa Ranaboldo
AlphaSights

Casey Ryan
EY

Jaclyn Sale
Ollie Pets

Kaitlyn Sanders
TPG

Moira Sweeney
AlphaSights

Lexi Zavras
AlphaSights
### Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Position</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pamela Maraldo</strong></td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td><strong>Andrea M. Brown</strong></td>
<td>Vice President, Philanthropy</td>
</tr>
<tr>
<td><strong>Kimberly Clarke</strong></td>
<td>Program Director, The Urban Assembly Institute of Math and Science for Young Women</td>
</tr>
<tr>
<td><strong>Sheavonne A. Harris</strong></td>
<td>Manager, Special Events &amp; Development Operations</td>
</tr>
<tr>
<td><strong>Anna H. Holmgren</strong></td>
<td>Operations Manager</td>
</tr>
<tr>
<td><strong>Patricia Jacovina</strong></td>
<td>Vice President of Operations</td>
</tr>
<tr>
<td><strong>Tiffany Corin Martinez</strong></td>
<td>Program Director, Central Park East High School</td>
</tr>
<tr>
<td><strong>Jazmin S. Navarro</strong></td>
<td>Program Director, The Young Women’s School of Astoria</td>
</tr>
<tr>
<td><strong>Andrea Oliver</strong></td>
<td>Program Manager, Generation Giga Girl (G3): The Moody’s Data Analytics</td>
</tr>
<tr>
<td><strong>Millicen Perez</strong></td>
<td>Director, Community Engagement</td>
</tr>
<tr>
<td><strong>Sofia Quintero</strong></td>
<td>Director of Training &amp; Development</td>
</tr>
<tr>
<td><strong>Jessica Rivera</strong></td>
<td>Associate Vice President of Programs</td>
</tr>
<tr>
<td><strong>Nicole Roy</strong></td>
<td>Manager, Community Engagement</td>
</tr>
<tr>
<td><strong>Vanessa Santiago</strong></td>
<td>Program Director, The Urban Assembly Institute of Math and Science for Young Women</td>
</tr>
<tr>
<td><strong>Ashley Silvers</strong></td>
<td>Marketing Coordinator</td>
</tr>
<tr>
<td><strong>Glenda Smiley</strong></td>
<td>Project Manager, Project REACH</td>
</tr>
<tr>
<td><strong>April Williams</strong></td>
<td>Vice President of Programs</td>
</tr>
<tr>
<td><strong>Tiffany Williams</strong></td>
<td>Program Director, The Young Women’s Leaders School of East Harlem</td>
</tr>
</tbody>
</table>
Independent Auditor's Report

To the Board of Directors of
Girls Incorporated of New York City

We have audited the accompanying financial statements of Girls Incorporated of New York City (a nonprofit organization), which comprise the statement of financial position as of June 30, 2019, and the related statements of activities, functional expenses and cash flows for the year 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.

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 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 Girls Incorporated of New York City as of June 30, 2019, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis-of-Matter

As discussed in Note 2 to the financial statements, as of June 30, 2019, Girls Incorporated of New York City adopted Accounting Standards Update (ASU) No. 2016-14, Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities. Our opinion is not modified with respect to this matter.

Prior Year Comparative Information

Girls Incorporated of New York City’s June 30, 2018 financial statements were audited by other auditors, and in their report dated November 27, 2018, they expressed an unmodified audit opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

New York, NY
December 5, 2019
### GIRLS INCORPORATED OF NEW YORK CITY

#### STATEMENT OF FINANCIAL POSITION

**JUNE 30, 2019**

*(With Comparative Totals for June 30, 2018)*

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
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<tr>
<td>Cash and cash equivalents</td>
<td>$ 580,671</td>
<td>$ 405,612</td>
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<tr>
<td>Contributions receivable</td>
<td>754,791</td>
<td>1,038,920</td>
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<tr>
<td>Prepaid expenses and other assets</td>
<td>5,407</td>
<td>7,689</td>
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<tr>
<td>Property, equipment and software (net of accumulated depreciation and amortization of $159,241 and $111,804 in 2019 and 2018)</td>
<td>182,310</td>
<td>153,980</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$ 1,523,179</td>
<td>$ 1,606,201</td>
</tr>
</tbody>
</table>

| **LIABILITIES AND NET ASSETS** |         |         |
| Liabilities               |         |         |
| Accounts payable and accrued expenses | $ 119,962 | $ 80,369 |
| **Total Liabilities**     | 119,962  | 80,369  |

| **Net Assets**          |         |         |
| Without donor restrictions | 1,112,257 | 852,274 |
| With donor restrictions  | 290,960  | 673,558 |
| **Total Net Assets**    | 1,403,217 | 1,525,832 |

| **Total Liabilities and Net Assets** | $ 1,523,179 | $ 1,606,201 |

The accompanying notes are an integral part of these financial statements.
GIRLS INCORPORATED OF NEW YORK CITY

STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED JUNE 30, 2019

(With Comparative Totals for the Year Ended June 30, 2018)

Without Donor Restrictions With Donor Restrictions 2019  2018

Revenue and Support

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor</th>
<th>With Donor</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$1,134,459</td>
<td>$272,522</td>
<td>$1,406,981</td>
<td>$1,481,436</td>
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<td>Governmental agencies</td>
<td>1,578,013</td>
<td>64,662</td>
<td>1,560,925</td>
<td>50,805</td>
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<tr>
<td>Program services</td>
<td>64,662</td>
<td>64,662</td>
<td>50,805</td>
<td>50,805</td>
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<tr>
<td>Spring benefit, net of direct expenses</td>
<td>184,272</td>
<td>184,272</td>
<td>214,514</td>
<td>214,514</td>
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<tr>
<td>Other events, net of direct expenses</td>
<td>23,707</td>
<td>23,707</td>
<td>13,893</td>
<td>13,893</td>
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<tr>
<td>Other income</td>
<td>205</td>
<td>205</td>
<td>1,187</td>
<td>1,187</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>655,120</td>
<td>(655,120)</td>
<td></td>
<td></td>
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<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>3,640,438</td>
<td>(382,598)</td>
<td>3,257,840</td>
<td>3,322,760</td>
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Expenses

<table>
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<tr>
<th>Description</th>
<th>Without Donor</th>
<th>With Donor</th>
<th>2019</th>
<th>2018</th>
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<td>Program services</td>
<td>2,761,784</td>
<td>2,761,784</td>
<td>2,386,090</td>
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<td>Management and general</td>
<td>288,554</td>
<td>288,554</td>
<td>286,053</td>
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<td>Fundraising</td>
<td>330,117</td>
<td>330,117</td>
<td>260,304</td>
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<td><strong>Total Expenses</strong></td>
<td>3,380,455</td>
<td>3,380,455</td>
<td>2,932,447</td>
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Change in Net Assets for Year

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor</th>
<th>With Donor</th>
<th>2019</th>
<th>2018</th>
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<tr>
<td>Change in Net Assets for Year</td>
<td>259,983</td>
<td>(382,598)</td>
<td>(122,615)</td>
<td>390,313</td>
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<tr>
<td>Net Assets, beginning of year</td>
<td>852,274</td>
<td>673,558</td>
<td>1,525,832</td>
<td>1,135,519</td>
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<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td>$1,112,257</td>
<td>$290,960</td>
<td>$1,403,217</td>
<td>$1,525,832</td>
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