Pew

Consolidated Financial Statements and Report of Independent Certified Public Accountants

June 30, 2023 and 2022

Independent Auditors' Report

Board of Directors
The Pew Charitable Trusts:

Opinion

We have audited the consolidated financial statements of The Pew Charitable Trusts and its subsidiaries (the Organization), which comprise the consolidated statement of financial position as of June 30, 2023, and the related consolidated statement of activities, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Organization as of June 30, 2023, and the changes in their net assets and their cash flows for the year then ended in accordance with U.S. generally accepted accounting principles.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other Matter

The consolidated financial statements of the Organization as of and for the year ended June 30, 2022 were audited by another auditor, who expressed an unmodified opinion on those statements on November 30, 2022.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with U.S. generally accepted accounting principles, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for one year after the date that the consolidated financial statements are issued.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

KPMG LLP

McLean, Virginia
November 30, 2023

The Pew Charitable Trusts

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

(In thousands)

As of June 30,

ASSETS	2023	2022
Cash and cash equivalents	$ 24,408	$ 2,597
Accounts receivable	338	547
Prepaid expenses	3,978	3,993
Contributions receivable, net	16,924	12,929
Investments	1,069,000	1,033,685
Property and equipment, net	178,168	183,734
Operating lease right-of-use assets	16,698	19,387
Beneficial interest in supporting charitable trusts	5,928,541	6,016,440
Retirement plan assets	3,717	3,325
Other assets	486	455
Total assets	$ 7,242,258	$ 7,277,092
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued expenses	$ 10,383	$ 9,820
Accrued vacation	9,328	9,455
Grants payable, net	119,393	133,184
Operating lease liabilities	24,098	27,885
Accrued pension and postretirement obligation	31,532	31,001
Bonds payable, net	124,535	130,749
Interest rate swaps	7,549	14,340
Other liabilities	1,709	3,330
Total liabilities	328,527	359,764
NET ASSETS		
Without donor restrictions	946,109	873,819
With donor restrictions - other	39,081	27,069
With donor restrictions - beneficial interest in trusts	5,928,541	6,016,440
Total net assets	6,913,731	6,917,328
Total liabilities and net assets	$ 7,242,258	$ 7,277,092

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

The Pew Charitable Trusts

CONSOLIDATED STATEMENT OF ACTIVITIES

(In thousands)

Year ended June 30, 2023

	Without donor restrictions	With donor restrictions	Total
Revenues			
Distributions from supporting charitable trusts	$ 269,169	$ 57,802	$ 326,971
Contributions	93	55,050	55,143
Investment returns, net	59,977	290	60,267
Other revenue	1,337	-	1,337
Net assets released from restrictions	101,130	(101,130)	-
Total revenues	431,706	12,012	443,718
Operating expenses			
Grants	108,711	-	108,711
Program	213,311	-	213,311
Management and general	38,247	-	38,247
Fundraising	6,593	-	6,593
Total operating expenses	366,862	-	366,862
Change in net assets from operating activities	64,844	12,012	76,856
Non-operating activities			
Change in fair value of beneficial interest in trusts	-	(87,899)	(87,899)
Change in fair value of interest rate swaps	6,791	-	6,791
Net periodic benefit cost other than service cost	2,448	-	2,448
Other changes in postretirement benefits	(1,793)	-	(1,793)
Change in net assets	72,290	(75,887)	(3,597)
Net assets, beginning of year	873,819	6,043,509	6,917,328
Net assets, end of year	$ 946,109	$ 5,967,622	$ 6,913,731

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

The Pew Charitable Trusts

CONSOLIDATED STATEMENT OF ACTIVITIES

(In thousands)

Year ended June 30, 2022

	Without donor restrictions	With donor restrictions	Total
Revenues			
Distributions from supporting charitable trusts	$ 246,766	$ 52,992	$ 299,758
Contributions	99	19,574	19,673
Investment returns, net	(119,012)	91	(118,921)
Other revenue	1,392	-	1,392
Net assets released from restrictions	76,469	(76,469)	-
Total revenues	205,714	(3,812)	201,902
Operating expenses			
Grants	132,423	-	132,423
Program	204,578	-	204,578
Management and general	35,349	-	35,349
Fundraising	6,223	-	6,223
Total operating expenses	378,573	-	378,573
Change in net assets from operating activities	(172,859)	(3,812)	(176,671)
Non-operating activities			
Change in fair value of beneficial interest in trusts	-	(182,587)	(182,587)
Change in fair value of interest rate swaps	16,327	-	16,327
Net periodic benefit cost other than service cost	1,604	-	1,604
Other changes in postretirement benefits	5,474	-	5,474
Change in net assets	(149,454)	(186,399)	(335,853)
Net assets, beginning of year	1,023,273	6,229,908	7,253,181
Net assets, end of year	$ 873,819	$ 6,043,509	$ 6,917,328

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

The Pew Charitable Trusts

CONSOLIDATED STATEMENTS OF CASH FLOWS

(In thousands)

Years ended June 30,

	2023	2022
Cash flows from operating activities		
Change in net assets	$ (3,597)	$ (335,853)
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	6,921	6,747
Amortization	62	62
Net realized and unrealized (gains) losses on investments	(33,822)	140,117
Change in beneficial interest in supporting charitable trusts excluding distributions	(239,072)	(117,171)
Change in accrued pension and postretirement obligation	531	(10,372)
Change in fair value of interest rate swaps	(6,791)	(16,327)
Changes in assets and liabilities		
Accounts receivable	209	(52)
Prepaid expenses	15	(64)
Contributions receivable, net	(3,995)	2,444
Retirement plan assets	(392)	4,388
Operating lease right-of-use assets and liabilites	(1,098)	(1,290)
Beneficial interest in supporting charitable trusts, distributions	326,971	299,758
Accounts payable and accrued expenses	563	601
Accrued vacation	(127)	(822)
Grants payable, net	(13,791)	22,389
Other assets and liabilities	(1,652)	2,704
Net cash provided by (used in) operating activities	30,935	(2,741)
Cash flows from investing activities		
Purchase of investments	(907,975)	(1,154,746)
Sale of investments	906,482	1,162,046
Purchase of property and equipment	(1,355)	(1,010)
Net cash (used in) provided by investing activities	(2,848)	6,290
Cash flows from financing activities		
Payment of bond principal	(6,276)	(6,060)
Net cash used in financing activities	(6,276)	(6,060)
Net increase (decrease) in cash and cash equivalents	21,811	(2,511)
Cash and cash equivalents, beginning of year	2,597	5,108
Cash and cash equivalents, end of year	$ 24,408	$ 2,597

Total interest paid was $4,177 and $4,598 for the years ended June 30, 2023 and 2022, respectively.

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

NOTE A - ORGANIZATION

The accompanying consolidated financial statements present the financial position, activities, and cash flows of The Pew Charitable Trusts (Pew) and its subsidiaries, The Pew Research Center (the Center) and the Elections Trust Initiative, LLC (ETI, formerly known as the Election Performance Project, LLC) (collectively, the Organization). All significant intra-Organization accounts and transactions have been eliminated in consolidation.

With primary offices in Philadelphia, Pennsylvania and Washington, D.C., and other locations throughout the world, Pew serves the public interest by improving public policy, informing the public, and invigorating civic life.

The Center and ETI are based in Washington, D.C. The Center is a nonpartisan “fact tank” that informs the public about the issues, attitudes, and trends shaping America and the world. ETI is a nonpartisan charitable grant-making fund working to strengthen the field of election administration in the United States.

In addition to funding, Pew provides the Center and ETI with administrative support services, including fundraising, accounting, human resources, facilities management, and technology services.

Pew and the Center are Pennsylvania nonprofit corporations, recognized as exempt from federal income tax as publicly-supported charitable organizations described under Section 501(c)(3) of the Internal Revenue Code of 1986. ETI is a Delaware limited liability company whose sole member is Pew; it is treated as a disregarded entity for federal income tax purposes. The Organization has no material uncertain tax positions.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying consolidated financial statements have been prepared and are presented on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reported period. The most significant management estimates relate to the determination of useful lives of property and equipment, actuarial estimates for the Organization’s pension and postretirement plans, value of the beneficial interest in supporting charitable trusts, value of interest rate swaps, functional expense allocation, and fair value of certain of the Organization’s assets and liabilities. Actual results could differ from those estimates.

Cash and Cash Equivalents

The Organization considers cash, short-term securities purchased with an original maturity of three months or less, and money market mutual funds to be cash and cash equivalents. Cash and cash equivalents held in brokerage accounts are reported as investments and not considered cash and cash equivalents for purposes of the cash flow statements. The Organization’s cash and cash equivalents are held in accounts that are not covered by federal deposit insurance or have balances in excess of federally insured limits. The Organization has not experienced losses on these accounts and believes that it is not exposed to significant credit risk.

(In thousands)

Beneficial Interest in Supporting Charitable Trusts

Pew is the sole beneficiary of seven individual trusts established by the children of Sun Oil Company founder Joseph N. Pew and his wife, Mary Anderson Pew. As the trustee for each of the trusts, The Glenmede Trust Company, NA (Glenmede) is responsible for the management of trust assets and for making the required annual distributions to Pew. Distributions from the trusts are based on a formula which in part is determined by the value of their assets. Pew's beneficial interest in the trusts is reported at the fair value of the assets held by the trusts, and is classified in net assets with donor restrictions.

The investments held by the trusts consist of cash and cash equivalents, government obligations, corporate obligations, mutual funds, equity securities, and asset-backed securities, as well as various alternative investments including hedge, real estate, and private equity funds.

In the absence of a readily determinable fair value, the fair value of alternative investments is based on the valuation as reported by the respective fund managers. Glenmede corroborates the valuations by reviewing the audited financial statements of the underlying funds, when available, and information provided by the fund managers, general partners, and research performed by Glenmede. At June 30, 2023 and 2022, the trusts held alternative investments with a fair value of $4,394,225 and $4,680,507, respectively. Alternative investments carry certain risks, including reduced regulatory oversight, liquidity risk, interest rate risk, and market risk.

Investment returns

Investment returns consist of realized and unrealized gains and losses, interest, and dividends, net of investment management fees.

NOTE C - FINANCIAL ASSETS AND LIQUIDITY

Investments consist of liquid financial assets, including cash, investment grade short-to-medium-term fixed-income securities, and equity funds. Undesignated investment balances sufficient to meet six months or more of operating costs are continually maintained. Cash balances are monitored to ensure short term operating needs are met. Financial assets available for general expenditures within one year were as follows at June 30:

	2023	2022
Cash and cash equivalents	$ 24,408	$ 2,597
Accounts receivable	338	547
Contributions receivable due within one year	9,527	6,541
Investments, net of donor-advised funds	945,236	893,776
Financial assets available for general expenditures within one year	$ 979,509	$ 903,461

NOTE D - CONTRIBUTIONS REVENUE AND RELATED CONTRIBUTIONS RECEIVABLE, NET

Unconditional contributions, including cash, promises to give, and other assets are recorded as revenue at fair value when received. Contributions receivable are recorded at the present value of expected future cash flows discounted at rates ranging from 0.87% to 4.87%. Conditional contributions are recorded as revenue when stipulated conditions are substantially met. Contributions whose stipulated conditions had not been met, and for which revenue had not been recognized, as of June 30, 2023 and 2022 were $43,634 and $36,440, respectively.

(In thousands)

Management monitors receivables to determine if an allowance is needed. There was no allowance for doubtful accounts at June 30, 2023 and 2022, as management deems all receivables to be collectible.

Contributions receivable were expected to be collected as follows at June 30:

	2023	2022
Less than one year	$ 9,527	$ 6,541
One to five years	7,907	6,644
Thereafter	74	139
	17,508	13,324
Present value discount	(584)	(395)
Contributions receivable, net	$ 16,924	$ 12,929

NOTE E - FAIR VALUE MEASUREMENTS

The Organization has categorized its financial instruments into a three-level fair value hierarchy, based on the priority of the inputs to the valuation technique. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the hierarchy are:

Level 1 Financial assets and liabilities whose values are based on unadjusted quoted prices in active markets that are accessible at the measurement date for identical unrestricted assets or liabilities.

Level 2 Financial assets and liabilities whose values are based on one or more of the following:

1. Quoted prices for similar assets or liabilities in active markets;

2. Quoted prices for identical or similar assets or liabilities in non-active markets;

3. Pricing models whose inputs are observable for substantially the full term of the asset or liability; or

4. Pricing models whose inputs are derived principally from, or corroborated by, observable market data through correlation or other means for substantially the full term of the asset or liability.

Level 3 Financial assets and liabilities whose values are based on valuation techniques that require inputs that are both significant to the fair value measurement and unobservable. These inputs reflect management's judgments regarding the assumptions a market participant would use in pricing the asset or liability.

(In thousands)

When the inputs used to measure fair value fall into different levels of the fair value hierarchy, the reported level is based on the lowest level of input that is significant to the fair value measurement. The Organization's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the asset or liability.

The Organization's financial assets and liabilities measured at fair value by level within the fair value hierarchy were as follows at June 30:

	2023			
	Level 1	Level 2	Level 3	Total
Assets				
Investments				
Cash and cash equivalents	$ 87,143	$ -	$ -	$ 87,143
U.S. Treasuries	214,319	-	-	214,319
Mutual funds	89,872	-	-	89,872
Equity securities	272,038	-	-	272,038
Corporate obligations	-	196,880	-	196,880
Asset-backed securities	-	93,263	-	93,263
Mortgage-backed securities	-	94,688	-	94,688
Government obligations	-	20,797	-	20,797
Total investments	663,372	405,628	-	1,069,000
Beneficial interest in supporting charitable trusts	-	-	5,928,541	5,928,541
Retirement plan assets				
Mutual funds	3,717	-	-	3,717
Liabilities				
Interest rate swaps	$ -	$ 7,549	$ -	$ 7,549

(In thousands)

	2022			
	Level 1	Level 2	Level 3	Total
Assets				
Investments				
Cash and cash equivalents	$ 46,605	$ -	$ -	$ 46,605
U.S. Treasuries	221,433	-	-	221,433
Mutual funds	160,293	-	-	160,293
Equity securities	197,910	-	-	197,910
Corporate obligations	-	210,222	-	210,222
Asset-backed securities	-	90,173	-	90,173
Mortgage-backed securities	-	94,021	-	94,021
Government obligations	-	13,028	-	13,028
Total investments	626,241	407,444	-	1,033,685
Beneficial interest in supporting charitable trusts	-	-	6,016,440	6,016,440
Retirement plan assets				
Mutual funds	3,325	-	-	3,325
Liabilities				
Interest rate swaps	$ -	$ 14,340	$ -	$ 14,340

Changes in the fair value of Level 3 assets were as follows for the years ended June 30:

	2023	2022
Balance, beginning of year	$ 6,016,440	$ 6,199,027
Change in fair value of assets	239,072	117,171
Distributions from supporting charitable trusts	(326,971)	(299,758)
Balance, end of year	$ 5,928,541	$ 6,016,440

(In thousands)

NOTE F - PROPERTY AND EQUIPMENT, NET

Property and equipment are capitalized at cost and depreciated using the straight-line method over their estimated useful lives. Land is recorded at cost and is not depreciated. Maintenance and repairs are expensed as incurred. The estimated useful lives of depreciable assets are as follows:

Building	39 years
Building improvements	Remaining useful life of the building
Furniture and equipment	7 years
Information technology equipment and software	3 years
Leasehold and tenant improvements	Lesser of the useful life of the improvements or lease term

Property and equipment at June 30 consisted of:

	2023	2022
Land	$ 90,000	$ 90,000
Building and tenant improvements	130,911	131,412
Furniture and equipment	7,515	7,460
Information technology equipment and software	29,114	28,918
Leasehold improvements	11,673	11,793
	269,213	269,583
Accumulated depreciation	(91,045)	(85,849)
Property and equipment, net	$ 178,168	$ 183,734

NOTE G - LEASES

The Organization has operating leases for offices in Philadelphia, Washington, D.C., and other locations, as well as for office equipment. Certain office space is subleased to third parties.

The leases have remaining terms ranging from one to six years. Based on the Organization's reasonably certain expectations at the time it entered these leases, the lease terms exclude periods covered by lease extension options and include periods covered by lease termination options.

The Organization has made an accounting policy election to discount all leases at the risk-free rate for periods comparable with that of the individual lease terms.

(In thousands)

The components of lease cost were as follows for the years ended June 30:

	2023	2022
Operating lease cost	$ 4,141	$ 4,134
Variable lease cost	32	89
Sublease income	(182)	(261)
Total lease cost	$ 3,991	$ 3,962

Supplemental information related to leases was as follows for the years ended June 30:

	2023	2022
Operating cash flows from operating leases	$ (5,274)	$ (5,376)
Right-of-use assets obtained in exchange for new operating lease liabilities	$ 663	$ -
Weighted-average remaining lease term	5 years	6 years
Weighted-average discount rate	2.90%	2.86%

Maturities of lease liabilities are as follows for the years ending June 30:

2024	$ 4,744
2025	4,620
2026	4,532
2027	4,657
2028	4,762
Thereafter	2,818
	26,133
Less imputed interest	(2,035)
Operating lease liabilities	$ 24,098

NOTE H - GRANTS PAYABLE, NET

Grants payable are recorded at the present value of expected future payments, discounted at rates ranging from 0.24% to 4.87%. Conditional grants are recognized when the stated conditions are met. Pew had unpaid conditional grants outstanding of $83,293 and $69,023 at June 30, 2023 and 2022, respectively, whose conditions had not been met as of these dates.

(In thousands)

Grants payable are expected to be paid as follows for the years ending June 30:

2024	$ 86,840
2025	19,401
2026	6,731
2027	3,877
2028	3,900
Thereafter	1,963
	122,712
Present value discount	(3,319)
Grants payable, net	$ 119,393

NOTE I - BONDS PAYABLE, NET

At June 30, 2023 and 2022, Pew had $125,440 and $131,715, respectively, of tax exempt bonds outstanding with a maturity date of April 1, 2038. The interest rate on the bonds was 3.96% and 0.91% on June 30, 2023 and 2022, respectively. This rate is set through a weekly public remarketing of the bonds and generally reflects the weekly index rate published by the Securities Industry and Financial Markets Association (SIFMA). The bonds are collateralized by an irrevocable letter of credit which expires on October 24, 2024. The bonds are remarketed weekly by a remarketing agent on a best efforts basis. If the bonds tendered are not remarketed, the letter of credit is in place to satisfy the bond obligation. If the liquidity facility provided by the letter of credit is drawn upon, Pew is obligated to repay the principal on demand. Pew expects that bonds submitted for tender will continue to be remarketed successfully due to the credit-worthiness of the letter of credit provider. The letter of credit requires that Pew comply with certain financial covenants with which it was in compliance for the year ended June 30, 2023. The available amount under the letter of credit as of June 30, 2023 was $127,502.

Principal payments are due as follows for the years ending June 30:

2024	$ 6,495
2025	6,720
2026	6,960
2027	7,205
2028	7,455
Thereafter	90,605
	125,440
Deferred financing costs, net of amortization	(905)
Bonds payable, net	$ 124,535

Bond interest expense for the years ended June 30, 2023 and 2022 totaled $3,296 and $308, respectively.

(In thousands)

NOTE J - INTEREST RATE SWAPS

Pew entered into the following interest rate swap agreements to hedge interest rate exposure on its variable rate tax exempt bonds:

Pew expensed $903 and $4,265 under the interest rate swap agreements for the years ended June 30, 2023 and 2022, respectively.

Notional amount	Maturity date	Fixed rate	Floating rate
$62,058	4/1/2038	3.366%	67% of USD-LIBOR
$63,382	4/1/2038	3.327%	67% of USD-LIBOR

NOTE K - NET ASSETS

Based on the existence or absence of donor-imposed restrictions, resources are classified as follows:

> *Net assets without donor restrictions* are free of donor-imposed stipulations. Revenues, gains, and losses that are not restricted by donors and all expenses are included in this classification.
>
> *Net assets with donor restrictions* are subject to donor-imposed stipulations that may be met by actions of the Organization, the passage of time, or both. Revenues, gains, and losses that are restricted by donors are included in this classification. Satisfaction of donor restrictions on net assets are reported as net assets released from restrictions.

Two of the supporting charitable trusts are purpose restricted. Distributions from the J. Howard Pew Freedom Trust are restricted to purposes related to freedom, the American form of government, and religious faith. Distributions from the Medical Trust are restricted to general medical purposes, including research, education, treatment, and convalescence. Distributions from the J. Howard Pew Freedom Trust and the Medical Trust were fully expensed as of June 30, 2023 and 2022. Net assets with donor restrictions at June 30 consisted of the following:

	2023	2022
Specific programmatic expenditures	$ 39,081	$ 27,069
Beneficial interest in trusts	5,928,541	6,016,440
Total net assets with donor restrictions	$ 5,967,622	$ 6,043,509

NOTE L - RETIREMENT PLANS

401(k) Plan

Organization-funded 401(k) contributions for the years ended June 30, 2023 and 2022 were $13,988 and $13,916, respectively.

(In thousands)

Supplemental Employee Retirement Plan Assets

Certain Pew employees participate in a supplemental employee retirement plan (SERP) that provides employer contributions above the Internal Revenue Service 401(k) limit. The SERP is now frozen. The SERP assets and corresponding liabilities are included in the consolidated statements of financial position in retirement plan assets and accrued pension and postretirement obligation, respectively.

Postretirement Medical and Life Insurance Plan

Retirees who are eligible to participate in The Pew Charitable Trusts Retiree Health and Welfare Plan (the Plan) by meeting certain requirements, including a combination of a minimum service requirement and a minimum age requirement, may receive health insurance premium reimbursement benefits, and life insurance benefits. The Plan was amended in June 2016 to eliminate coverage for staff who retire on or after July 1, 2016, with the exception of certain grandfathered employees who meet stated requirements. The Plan is unfunded and Pew pays benefits as they become due.

The following table summarizes the changes in the benefit obligation for the years ended June 30:

	2023	2022
Benefit obligation, beginning of year	$ 26,220	$ 31,794
Service cost	922	1,221
Interest cost	1,292	943
Actuarial gain	(1,213)	(7,029)
Benefits paid	(765)	(709)
Benefit obligation, end of year	$ 26,456	$ 26,220

The actuarial gains for the years ended June 30, 2023 and 2022 were primarily due to an increase in the discount rate and a decrease in the cost assumption, partially offset by losses from plan experience. The actuarial gain for the year ended June 30, 2022 was also impacted by an increase in the assumed rate of spousal participation.

Net periodic benefit cost was comprised of the following for the years ended June 30:

	2023	2022
Service cost	$ 922	$ 1,221
Interest cost	1,292	943
Amortization of prior service cost	(917)	(917)
Recognized actuarial gain	(2,854)	(1,347)
Net periodic benefit cost	$ (1,557)	$ (100)

(In thousands)

Other changes in plan assets and benefit obligations recognized in net assets without donor restrictions consisted of the following for the years ended June 30:

	2023	2022
Net actuarial loss	$ (1,213)	$ (7,029)
Recognized actuarial gain	2,854	1,347
Recognized prior service cost	917	917
Total recognized in net assets without donor restrictions	$ 2,558	$ (4,765)
Total recognized in net periodic benefit cost and net assets without donor restrictions	$ 1,001	$ (4,865)

Weighted average assumptions used to determine the benefit obligation and net periodic benefit cost were as follows for the years ended June 30:

	2023	2022
Discount rate	5.25%	5.00%
Assumed health care cost trend rates		
Initial trend rate (flat-dollar subsidy)	3.00%	3.00%
Ultimate trend rate (flat-dollar subsidy)	3.00%	3.00%
Year ultimate trend rate is reached (flat-dollar subsidy)	2023	2022
Initial trend rate (Medicare cost)	6.75%	7.00%
Ultimate trend rate (Medicare cost)	4.50%	4.50%
Year ultimate trend rate is reached (Medicare cost)	2032	2032

Future benefits are expected to be paid as follows for the years ending June 30:

2024	$ 904
2025	1,070
2026	1,238
2027	1,369
2028	1,518
2028-2032	9,098

NOTE M - GUARANTEES

Pew is a guarantor of a lease agreement for office space occupied by a Pew grantee. The lease term extends through February 28, 2026. Cumulative remaining lease payments under this lease agreement at June 30, 2023 total $717. No liability has been recorded for this guaranty.

(In thousands)

NOTE N - CLASSIFICATION AND ALLOCATION OF EXPENSES

Expenses benefiting multiple functions are allocated on the basis of estimated time and effort or the proportion of full-time employee equivalents attributable to each function. The Organization's expenses by functional and natural classification were as follows for the years ended June 30:

	2023			
	Grants and Program	Management and General	Fundraising	Total
Grants	$ 108,711	$ -	$ -	$ 108,711
Personnel	137,437	27,364	5,454	170,255
Professional services	40,254	4,615	211	45,080
Office and occupancy	12,569	2,436	254	15,259
Travel and meetings	8,712	369	183	9,264
Subscriptions and publications	1,952	155	82	2,189
Depreciation and amortization	5,799	1,005	179	6,983
Bond and swap interest	3,416	664	119	4,199
Other	3,172	1,639	111	4,922
Total operating expenses	322,022	38,247	6,593	366,862
Net periodic benefit cost other than service cost	(1,927)	(437)	(84)	(2,448)
Total expenses	$ 320,095	$ 37,810	$ 6,509	$ 364,414

(In thousands)

	2022			
	Grants and Program	Management and General	Fundraising	Total
Grants	$ 132,423	$ -	$ -	$ 132,423
Personnel	137,084	26,026	5,292	168,402
Professional services	37,271	3,315	152	40,738
Office and occupancy	12,178	2,503	230	14,911
Travel and meetings	3,930	186	63	4,179
Subscriptions and publications	1,689	117	38	1,844
Depreciation and amortization	5,580	1,036	193	6,809
Bond and swap interest	3,735	699	139	4,573
Other	3,111	1,467	116	4,694
Total operating expenses	337,001	35,349	6,223	378,573
Net periodic benefit cost other than service cost	(1,275)	(275)	(54)	(1,604)
Total expenses	$ 335,726	$ 35,074	$ 6,169	$ 376,969

NOTE O - SUBSEQUENT EVENTS

The Organization evaluated subsequent events through November 30, 2023, the date the consolidated financial statements are issued. Based on the Organization’s evaluation, no subsequent events meet the criteria under U.S. GAAP for disclosure.