Junior Achievement™
of Wisconsin

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2023-24
FINANCIAL STATEMENTS

Junior Achievement of Wisconsin

Table of Content

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.

FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2024 AND 2023

CPAs | CONSULTANTS | WEALTH ADVISORS

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JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
TABLE OF CONTENTS
YEARS ENDED JUNE 30, 2024 AND 2023

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INDEPENDENT AUDITORS' REPORT

Board of Directors
Junior Achievement of Wisconsin, Inc.
Milwaukee, Wisconsin

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Junior Achievement of Wisconsin, Inc., which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Junior Achievement of Wisconsin, Inc. as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits 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 Financial Statements section of our report. We are required to be independent of Junior Achievement of Wisconsin, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis-of-Matter Regarding a Correction of an Error

As discussed in Note 19 to the financial statements, a certain error resulting in understatement of amounts previously reported for both accounts receivable and revenue as of June 30, 2023, were discovered during the current year. Accordingly, amounts reported for accounts receivable, revenue, net assets without donor restrictions, and the change in net assets have been restated in the 2023 financial statements now presented to correct the error. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

Board of Directors
Junior Achievement of Wisconsin, Inc.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the 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 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 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 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 Junior Achievement of Wisconsin, Inc.'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 financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Junior Achievement of Wisconsin, Inc.'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.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Wauwatosa, Wisconsin
January 9, 2025

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENTS OF FINANCIAL POSITION
YEAR ENDED JUNE 30, 2024

	2024	(Restated) 2023
ASSETS		
CURRENT ASSETS		
Cash	$ 1,143,892	$ 947,420
Accounts Receivable	219,168	824,908
Current Maturities of Promises Receivable, Net	725,227	807,313
Prepaid Expenses and Other	94,983	111,183
Total Current Assets	2,183,270	2,690,824
OTHER ASSETS		
Noncurrent Maturities of Promises Receivable, Net	121,900	315,500
Investments, at Fair Value	14,017,306	13,019,002
Property and Equipment, Net	7,477,838	7,744,319
Right-of-Use Assets - Operating, Net	456,641	529,301
Total Other Assets	22,073,685	21,608,122
Total Assets	$ 24,256,955	$ 24,298,946
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	$ 146,664	$ 55,599
Current Maturities of Notes Payable	-	208,582
Current Maturities of Operating Lease Liability	116,341	112,450
Other Liabilities	207,792	322,349
Total Current Liabilities	470,797	698,980
LONG-TERM LIABILITIES		
Noncurrent Maturities of Operating Lease Liability	344,914	418,600
Total Long-Term Liabilities	344,914	418,600
Total Liabilities	815,711	1,117,580
NET ASSETS		
Without Donor Restrictions	17,983,122	18,006,622
With Donor Restrictions	5,458,122	5,174,744
Total Net Assets	23,441,244	23,181,366
Total Liabilities and Net Assets	$ 24,256,955	$ 24,298,946

See accompanying Notes to Financial Statements.

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Contributions:			
Corporate	$ 576,637	$ 352,968	$ 929,605
Individual	301,940	108,350	410,290
Foundations	1,137,023	408,018	1,545,041
Government	138,249	49,610	187,859
In-Kind Revenue	76,497	-	76,497
Total Contributions	2,230,346	918,946	3,149,292
Class Sales	174,724	-	174,724
Student Fees	155,758	-	155,758
Special Event Revenue	1,314,518	110,705	1,425,223
Special Event In-Kind Revenue	275,633	-	275,633
Special Event Expense	(648,530)	-	(648,530)
Net Special Event Revenue	941,621	110,705	1,052,326
Employee Retention Credit	73,871	-	73,871
Other	19,164	-	19,164
Net Assets Released from Restrictions	1,256,388	(1,256,388)	-
Total Support and Revenue	4,851,872	(226,737)	4,625,135
EXPENSES			
Program Services:			
High School Program	351,793	-	351,793
Middle School Program	692,883	-	692,883
Elementary School Program	1,622,468	-	1,622,468
Capstone	848,727	-	848,727
NE Capstone	393,669	-	393,669
3DE	496,588	-	496,588
Total Program Services	4,406,128	-	4,406,128
Support Services			
Fundraising:			
Solicitation of Funds	556,775	-	556,775
Solicitation of Program Volunteers	148,167	-	148,167
Total Fundraising	704,942	-	704,942
Management and General	410,848	-	410,848
Total Support Services	1,115,790	-	1,115,790
Public Support Allocable to JA USA	368,815	-	368,815
Total Expenses	5,890,733	-	5,890,733
CHANGES FROM OPERATIONS	(1,038,861)	(226,737)	(1,265,598)
CHANGES FROM INVESTMENTS			
Investment Income	238,617	103,781	342,398
Gain on Investments, Net:			
Realized Gain, Net	32,033	15,313	47,346
Unrealized Gain, Net	744,711	391,021	1,135,732
Total Gain on Investments, Net	776,744	406,334	1,183,078
Total Change from Investments	1,015,361	510,115	1,525,476
CHANGE IN NET ASSETS	(23,500)	283,378	259,878
Net Assets - Beginning of Year	18,006,622	5,174,744	23,181,366
NET ASSETS - END OF YEAR	$ 17,983,122	$ 5,458,122	$ 23,441,244

See accompanying Notes to Financial Statements.

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2023

	Without Donor Restrictions	With Donor Restrictions	(Restated) Total
SUPPORT AND REVENUE			
Contributions:			
Corporate	$ 834,490	$ 341,654	$ 1,176,144
Individual	273,617	83,344	356,961
Foundations	907,201	276,334	1,183,535
Government	85,246	25,966	111,212
In-Kind Revenue	62,795	-	62,795
Total Contributions	2,163,349	727,298	2,890,647
Class Sales	98,779	-	98,779
Student Fees	125,581	-	125,581
Special Event Revenue	1,280,516	154,532	1,435,048
Special Event In-Kind Revenue	150,401	-	150,401
Special Event Expense	(470,279)	-	(470,279)
Net Special Event Revenue	960,638	154,532	1,115,170
Employee Retention Credit	599,358	-	599,358
Other	113,451	-	113,451
Net Assets Released from Restrictions	922,286	(922,286)	-
Total Support and Revenue	4,983,442	(40,456)	4,942,986
EXPENSES			
Program Services:			
High School Program	306,187	-	306,187
Middle School Program	636,176	-	636,176
Elementary School Program	1,415,689	-	1,415,689
Capstone	868,590	-	868,590
NE Capstone	396,568	-	396,568
Total Program Services	3,623,210	-	3,623,210
Support Services:			
Fundraising:			
Solicitation of Funds	576,411	-	576,411
Solicitation of Program Volunteers	129,243	-	129,243
Total Fundraising	705,654	-	705,654
Management and General	350,001	-	350,001
Total Support Services	1,055,655	-	1,055,655
Public Support Allocable to JA USA	308,302	-	308,302
Total Expenses	4,987,167	-	4,987,167
CHANGES FROM OPERATIONS	(3,725)	(40,456)	(44,181)
CHANGES FROM INVESTMENTS			
Investment Income	197,212	101,492	298,704
Gain (Loss) on Investments, Net:			
Realized Loss, Net	(16,235)	(18,780)	(35,015)
Unrealized Gain, Net	745,961	350,969	1,096,930
Total Gain on Investments, Net	729,726	332,189	1,061,915
Total Change from Investments	926,938	433,681	1,360,619
CHANGE IN NET ASSETS	923,213	393,225	1,316,438
Net Assets - Beginning of Year	17,083,409	4,781,519	21,864,928
NET ASSETS - END OF YEAR	$ 18,006,622	$ 5,174,744	$ 23,181,366

See accompanying Notes to Financial Statements.

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED JUNE 30, 2024

	Program Services						Supporting Services					
							Fundraising					
	High School	Middle School	Elementary School	Capstone	NE Capstone	3DE	Solicitation of Funds	Special Events	Solicitation of Program Volunteers	Management and General	Public Support Allocable to JA USA	Total Expenses
Salaries	$ 194,397	$ 379,382	$ 898,421	$ 348,602	$ 153,490	$ 41,423	$ 395,857	$ 10,425	$ 148,167	$ 225,271	$ -	$ 2,795,435
Pension Plan	5,819	12,075	27,162	631	3,416	991	11,558	-	-	47,630	-	109,282
Employee Benefits	36,589	59,853	136,170	16,098	6,396	-	41,728	-	-	19,628	-	316,462
Payroll Taxes	15,716	30,141	73,009	26,293	11,227	2,398	27,437	-	-	32,463	-	218,684
Supplies	2,446	5,816	11,155	3,436	7,283	-	1,052	121,499	-	649	-	153,336
Telephone	5,215	12,423	22,404	10,906	135	120	2,188	-	-	1,963	-	55,354
Postage	1,707	3,662	14,383	2,701	2,192	-	1,399	-	-	223	-	26,267
Occupancy	13,873	18,026	45,898	-	43,020	-	717	158,434	-	3,582	-	283,550
Repairs and Maintenance	4,713	17,411	32,618	27,279	-	-	3,385	-	-	3,301	-	88,707
Travel	4,005	6,429	14,523	2,763	1,152	949	1,771	721	-	245	-	32,558
Depreciation	6,505	32,255	49,495	67,661	154,484	-	9,755	-	-	9,754	-	329,909
Insurance	7,539	12,944	33,763	15,006	-	-	387	-	-	1,207	-	70,846
Outside Services	19,685	53,253	96,546	154,880	1,193	-	25,814	107,154	-	15,113	-	473,638
Dues and Subscriptions	1,838	4,835	9,145	6,255	-	-	1,154	-	-	604	-	23,831
Utilities	6,657	15,098	23,500	75,390	2,150	-	6,361	-	-	6,361	-	135,517
Volunteer Expenses	2,382	4,634	10,049	3,082	56	1,016	859	-	-	509	-	22,587
Public Relations	1,422	2,314	4,886	1,855	-	214	764	-	-	309	-	11,764
Professional Fees	3,262	13,050	21,546	16,991	-	-	7,139	-	-	3,262	-	65,250
Program Materials	16,251	7,307	93,206	55,910	7,337	449,477	-	-	-	-	-	629,488
Scholarships	1,000	-	-	-	-	-	(2,047)	58,750	-	311	-	58,014
Miscellaneous	-	-	-	-	11	-	-	5,423	-	22,825	-	28,259
Volunteer Recognition	-	-	-	-	-	-	-	-	-	-	-	-
Uncollectable Pledges	-	-	-	-	-	-	13,550	-	-	14,721	-	28,271
Fundraising Materials	-	-	-	10,099	-	-	5,344	-	-	-	-	15,443
Auction	-	-	-	-	-	-	-	186,124	-	-	-	186,124
Public Support	-	-	-	-	-	-	-	-	-	-	368,815	368,815
Total Expenses by Function	351,793	692,883	1,622,468	848,727	393,669	496,588	556,775	648,530	148,167	410,848	368,815	6,539,263
Less: Special Events Netted in Revenues	-	-	-	-	-	-	-	(648,530)	-	-	-	(648,530)
Total Expenses	$ 351,793	$ 692,883	$ 1,622,468	$ 848,727	$ 393,669	$ 496,588	$ 556,775	$ -	$ 148,167	$ 410,848	$ 368,815	$ 5,890,733

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED JUNE 30, 2023

	Program Services					Supporting Services					
						Fundraising					
	High School	Middle School	Elementary School	Capstone	NE Capstone	Solicitation of Funds	Special Events	Solicitation of Program Volunteers	Management and General	Public Support Allocable to JA USA	Total Expenses
Salaries	$ 164,005	$ 330,930	$ 734,257	$ 302,891	$ 121,757	$ 426,929	$ 23,276	$ 129,243	$ 247,898	$ -	$ 2,481,186
Pension Plan	5,946	12,017	27,251	1,558	1,688	12,001	-	-	4,557	-	65,018
Employee Benefits	31,013	50,703	111,012	8,755	5,750	40,997	-	-	20,605	-	268,835
Payroll Taxes	13,635	26,798	62,142	23,955	8,962	28,188	-	-	18,983	-	182,663
Supplies	3,279	6,200	12,075	3,816	2,090	1,289	149,443	-	683	-	178,875
Telephone	5,505	13,704	26,274	6,860	210	2,093	-	-	4,772	-	59,418
Postage	3,470	6,479	23,065	8,616	4,493	1,201	180	-	337	-	47,841
Occupancy	15,694	19,404	47,995	-	43,020	907	31,470	-	2,656	-	161,146
Repairs and Maintenance	5,004	19,034	35,628	24,014	-	4,037	-	-	3,953	-	91,670
Travel	3,665	6,974	15,444	2,071	984	1,223	1,714	-	1,365	-	33,440
Depreciation	6,360	32,331	52,052	65,791	177,088	9,835	-	-	9,835	-	353,292
Insurance	5,568	12,281	30,969	12,630	-	309	-	-	3,498	-	65,255
Outside Services	11,772	37,036	68,262	77,663	171	10,416	68,428	-	11,011	-	284,759
Dues and Subscriptions	2,519	4,258	9,403	7,729	-	1,441	-	-	1,179	-	26,529
Utilities	7,217	14,545	21,697	84,376	9,790	7,045	-	-	7,045	-	151,715
Volunteer Expenses	2,293	7,406	12,948	-	288	2,454	-	-	1,086	-	26,475
Public Relations	1,319	1,434	4,030	687	-	1,017	-	-	104	-	8,591
Professional Fees	2,964	11,853	17,780	11,853	-	11,853	-	-	2,964	-	59,267
Program Materials	11,423	20,137	98,077	143,707	20,052	-	-	-	(71)	-	293,325
Scholarships	2,000	-	-	-	-	44	50,200	-	-	-	52,244
Miscellaneous	358	334	321	262	69	-	2,756	-	6,572	-	10,672
Training	1,178	2,318	5,007	5,329	156	497	-	-	899	-	15,384
Volunteer Recognition	-	-	-	3,527	-	-	-	-	-	-	3,527
Uncollectable Pledges	-	-	-	72,500	-	9,627	7,000	-	-	-	89,127
Fundraising Materials	-	-	-	-	-	3,008	-	-	70	-	3,078
Auction	-	-	-	-	-	-	135,812	-	-	-	135,812
Public Support	-	-	-	-	-	-	-	-	-	308,302	308,302
Total Expenses by Function	306,187	636,176	1,415,689	868,590	396,568	576,411	470,279	129,243	350,001	308,302	5,457,446
Less: Special Events Netted in Revenues	-	-	-	-	-	-	(470,279)	-	-	-	(470,279)
Total Expenses	$ 306,187	$ 636,176	$ 1,415,689	$ 868,590	$ 396,568	$ 576,411	$ -	$ 129,243	$ 350,001	$ 308,302	$ 4,987,167

JUNIOR ACHIEVEMENT OF WISCONSIN, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2024 AND 2023

	2024	(Restated) 2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	$ 259,878	$ 1,316,438
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Depreciation	329,909	353,292
Realized (Gain) Loss on Investments	(47,346)	35,015
Unrealized Gain on Investments	(1,135,732)	(1,096,930)
Loss on Sale of Property and Equipment	-	421
Noncash Lease Costs	2,865	1,749
Uncollectible Pledges	(28,271)	(89,127)
(Increase) Decrease in Assets:		
Accounts Receivable	605,740	(616,447)
Promises Receivable	303,957	(95,005)
Prepaid Expenses and Other	16,200	129,427
Increase (Decrease) in Liabilities:		
Accounts Payable	91,065	26,938
Other Liabilities	(114,557)	(24,525)
Net Cash Provided (Used) by Operating Activities	283,708	(58,754)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Property and Equipment	(63,428)	(130,677)
Proceeds from Sale of Investments	271,533	1,203,301
Purchases of Investments	(86,759)	(1,279,609)
Net Cash Provided (Used) by Investing Activities	121,346	(206,985)
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments on Note Payable	(208,582)	(236,360)
Net Cash Used by Financing Activities	(208,582)	(236,360)
NET CHANGE IN CASH	196,472	(502,099)
Cash - Beginning of Year	947,420	1,449,519
CASH - END OF YEAR	$ 1,143,892	$ 947,420
SUPPLEMENTAL DISCLOSURES OF NONCASH ACTIVITIES		
Right-of-Use Asset and Lease Liability Established Under Adoption of ASC 842	$ -	$ 459,214
Right-of-Use Assets Obtained in Exchange for Operating Lease Liabilities	$ 45,971	$ 174,357

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

Junior Achievement of Wisconsin, Inc. (the Organization) is a charter member of Junior Achievement USA (JA USA). The Organization is a nonprofit corporation organized and existing under the laws of the state of Wisconsin and is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. The Organization was created for the purposes of educating and inspiring young people to value free enterprise and understand business and economics to improve the quality of their lives. A description of their programs are as follows:

High School, Middle School, and Elementary School Programs

The Organization's School Experience courses are a series of teacher-led, semester-long, experiential, blended learning courses designed to empower students to own their economic success.

Capstone and NE Capstone

The Organization will increase financial and economic literacy of Wisconsin youth through real-life simulations; JA BizTown and JA Finance Park. The Organization will provide 20,000 students annually the opportunity to actively participate in experiential learning opportunities regarding personal finance, work readiness and entrepreneurship and real experiences.

3DE

A new program designed to systematically re-engineer high school education and expand economic opportunity for all students was launched during the 2023-24 school year in two Milwaukee high schools. . 3DE by the Organization collaborates with local and national case partners to develop real-life business challenges that are incorporated into the high school curriculum. Students study the case problems, examining them through the lenses of each of their core classrooms. At the end of each six-week period, student cohorts present their solutions to the case partners.

The Organization is composed of 13 areas as shown on the supplementary schedule and includes the Junior Achievement Women's Association (JAWA). JAWA's purpose is to promote the objectives of the Organization, including raising funds to further such objectives.

Basis of Accounting

The financial statements of the Organization have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables and other liabilities.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Basis of Presentation

Net assets of the Organization are classified as follows:

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor- or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets With Donor Restrictions – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Gifts of long-lived assets and gifts of cash restricted for the acquisition of long-lived assets are recognized as revenue when the assets are placed in service. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Use of Estimates

The preparation of financial statements and related disclosures in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Significant estimates include the collectability of promises receivable from donors and note receivable under a land contract, the present value of promises receivable and the allocation of expenses. It is at least reasonably possible that the actual results may differ from these estimates within the near term, and the resulting change could be material to the financial statements.

Cash

The Organization considers all petty cash, checking accounts and investments with original maturities of three months or less to be cash.

Accounts Receivable

Accounts receivable are stated at the amount the Organization expects to collect from outstanding balances. Credit is extended on a short-term basis and collateral is not required. Accounts receivable do not bear interest or a finance charge. The Organization uses a combination of historical loss experience, current economic conditions, and forward-looking information to estimate credit losses for financial assets. The Organization considers various factors such as borrower creditworthiness and probability of default to estimate credit losses. Management has concluded that credit losses on balances outstanding at year-end will be immaterial.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Promises Receivable

Unconditional promises receivable that are expected to be collected within one year are recorded at net realizable value. Unconditional promises receivable that are expected to be collected beyond one year are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discount is included in contribution revenue. Conditional promises receivable are recognized only when the conditions on which they depend are substantially met. The Organization believes that an allowance for promises to give is not necessary based upon management's judgment and analysis of the creditworthiness of the donors, past collection experience and other relevant factors.

Property and Equipment

The Organization's capitalization policy is to capitalize all acquisitions and improvements in excess of $1,000. Purchased property and equipment is carried at cost. Donated property and equipment is carried at the approximate fair value at the date of donation. Depreciation is computed using the straight-line method over the estimated useful lives of the assets. Expenditures for repairs and maintenance are charged to operations as incurred.

Valuation of Investments and Income Recognition

The Organization carries its investments at fair value in the statements of financial position. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 6 for a discussion of fair value measurements. Realized and unrealized gains and losses are included in the change in net assets in the accompanying statements of activities. Investment income of dividend and interest is recorded on the accrual basis. Purchases and sales of securities are recorded on a trade-date basis.

Investment income and gains restricted by donors are reported as increases in net assets without donor restrictions if the restrictions are met (either a stipulated time period ends, or a purpose restriction is accomplished) in the reporting period in which the income and gains are recognized.

Public Support and Revenue Recognition

Contributions are recognized as revenue when they are received or unconditionally promised. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Public Support and Revenue Recognition (Continued)

Donated services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with those skills and would otherwise be purchased by the Organization.

Revenue related to class sales and student fees are recognized as services are performed to schools. Revenue received during the current period in exchange for services that will occur in the next fiscal period is deferred until that time, these are reflected in contributions on the statements of activities and the exchange portion is included in Note 17. Employee Retention Credit revenue is recognized when conditions related to the credits are substantially met.

Special event revenue is equal to the fair value of direct benefits to donors, and contribution revenue for the difference. The contribution portion is recognized at a point in time when received and the direct benefits to donors portion is recognized when events occur. Special event revenue received during the current period in exchange for services that will occur in the next fiscal period is deferred until that time.

Functional Allocation of Expenses

The cost of providing various programs and other activities has been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail by function. Functional expenses are charged to each program or support service based on direct expenditures incurred. Any expenditures not directly chargeable are allocated to the programs or support service based on budgeted number of classrooms or students. In addition, the Organization allocates program costs to solicitation of program volunteers based upon actual time studies.

Leases

The Organization determines if an arrangement is a lease at inception. Operating leases are included in right-of-use (ROU) assets – operating and lease liability – operating in the statements of financial position.

ROU assets represent the Organization's right to use an underlying asset for the lease term, and lease liabilities represent the Organization's obligation to make lease payments arising from the lease. ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. Lease terms may include options to extend or terminate the lease when it is reasonably certain that the Organization will exercise that option. Lease expense for operating lease payments is recognized on a straight-line basis over the lease term. The Organization has elected to recognize payments for short-term leases with a lease term of 12 months or less as expense as incurred and these leases are not included as lease liabilities or right-of-use assets on the statements of financial position.

The individual lease contracts do not provide information about the discount rate implicit in the lease. Therefore, the Organization has elected to use a risk-free discount rate determined using a period comparable with that of the lease term for computing the present value of all lease liabilities.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Leases (Continued)

The Organization has elected not to separate nonlease components from lease components and instead accounts for each separate lease component and the nonlease component as a single lease component.

Income Tax Status

The Organization is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. In addition, the Organization qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization other than a private foundation under Section 509(a)(2). The Organization is also exempt from Wisconsin income taxes.

Concentration of Credit Risk

The Organization maintains its bank accounts at various financial institutions. Deposits with financial institutions are insured by the Federal Deposit Insurance Corporation in the amount of $250,000 per insured depository institution. The Organization's cash deposits may exceed these federally insured limits at times during the year. The Organization has not experienced any losses on these accounts. Management believes the Organization is not exposed to any significant credit risk on cash.

The Organization defines a major donor as any donor accounting for 10% or more of the Organization's contributions during a fiscal year. During the years ended June 30, 2024 and 2023 the Organization did not have any donor exceed 10% of the Organization's total contributions.

Accounting Standards Update

On July 1, 2023, the Organization adopted the Financial Accounting Standards Board (FASB) Accounting Standards Update (ASU) 2016-13. *Financial instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial instruments*, as amended, which modifies the measurement of expected credit losses. The Organization adopted this new guidance utilizing the modified retrospective transition method. The adoption of this Standard did not have a material impact on the Organization's financial statements but did result in changes to the Organization's accounting policies, including the recognition of credit losses based on expected future credit losses rather than incurred credit losses. The Organization also updated its accounting policies for determining the recoverability of accounts receivable.

Reclassification

Certain reclassifications of amounts previously reported have been made to the accompanying financial statements to maintain consistency between period presented. The reclassifications had no impact on previously reported net assets.

Subsequent Events

The Organization has evaluated events and transactions for potential recognition and disclosure in the financial statements through January 9, 2025, the date on which the financial statements were available to be issued.

NOTE 2 LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, is comprised of the following as of June 30, as restated:

	2024	2023
Cash	$ 1,143,892	$ 947,420
Accounts Receivable	219,168	824,908
Promises to Give, Current	725,227	807,313
Total	$ 2,088,287	$ 2,579,641

The Organization maintains a policy of structuring its financial assets to be available as general expenditures and liabilities come due. The Organization's endowment funds (see Note 11) consist of donor-restricted endowments, some of which are restricted for use in program or administrative services.

The Organization has a line of credit available to meet short-term needs. See Note 14 for terms.

NOTE 3 CONTRIBUTED GOODS AND SERVICES

Individuals and corporations provide goods and professional services to the Organization free of charge. These contributed goods and services have been recognized in the financial statements for the years ended June 30, 2024 and 2023 as follows:

	2024	2023
Revenues:		
Contributions Without Donor Restrictions	$ 76,497	$ 62,795
Special Event Revenues	275,633	150,401
Special Event Expenses	(275,633)	(150,401)
Total	76,497	62,795
Expenses:		
High School Program	1,957	4,327
Middle School Program	5,563	8,068
Elementary School Program	16,614	20,749
Capstone	20,919	21,740
Management and General	26,254	1,718
Fundraising	5,190	6,193
Total	76,497	62,795
Net	$ -	$ -

Furthermore, of the total contributed goods and services listed above, contributed services were an immaterial amount. Also, the services provided by volunteers to operate the Organization and teach business courses are not reflected in the financial statements since they do not meet the criteria for recognition.

NOTE 3 CONTRIBUTED GOODS AND SERVICES (CONTINUED)

The Organization received the following contributions of nonfinancial assets for the years ending June 30:

	2024	2023
Office Supplies	$ 198	$ 12,650
Outside Services	107,204	37,035
Interest	24,671	-
Rent	12,465	20,749
Auction	186,124	135,812
Scholarships	5,250	6,950
Volunteer Recognition	368	-
Materials	15,850	-
Total	$ 352,130	$ 213,196

Outside services, rent, and volunteer recognition are recognized as in-kind revenues at their estimated fair value if they create or enhance nonfinancial assets or they require specialized skills that would need to be purchased if they were not donated. The Organization received contributed educational services that are reported using current rates for similar educational services. Office supplies, interest, auction, scholarship, and materials are recognized as in-kind contribution revenue. The Organization valued these items at current market rates for similar items.

NOTE 4 PROMISES RECEIVABLE

Promises receivable are summarized as follows at June 30:

	2024	2023
Total Promises Receivable	$ 852,727	$ 1,158,953
Less: Adjustment to Present Value of Future Cash Flows	(5,600)	(36,140)
Promises Receivable, Net	847,127	1,122,813
Less: Current Maturities of Promises Receivable	(725,227)	(807,313)
Noncurrent Maturities of Promises Receivable	$ 121,900	$ 315,500

The discount rate used to determine the present value of promises receivable represent risk-free interest rates ranging from 4.33% to 4.52% at June 30, 2024, and 4.49% to 5.40% at June 30, 2023, applicable to the years in which the promises are received.

Payments on promises receivable at June 30, 2024 are expected to be received as follows:

Year Ending June 30,	Amount
2025	$ 725,227
2026	71,500
2027	44,000
2028	12,000
Total	$ 852,727

NOTE 4 PROMISES RECEIVABLE (CONTINUED)

Promises receivable is comprised of the following at June 30:

June 30, 2024	Without Donor Restrictions	With Donor Restrictions	Total
Current Maturities of Promises Receivable, Net	$ 412,327	$ 318,500	$ 730,827
Noncurrent Maturities of Promises Receivable, Net	-	121,900	121,900
Total	$ 412,327	$ 440,400	$ 852,727
June 30, 2023			
Current Maturities of Promises Receivable, Net	$ 331,843	$ 511,610	$ 843,453
Noncurrent Maturities of Promises Receivable, Net	-	315,500	315,500
Total	$ 331,843	$ 827,110	$ 1,158,953

NOTE 5 INVESTMENTS

Endowment funds that require the corpus to be retained and only the investment return to be used for program or administrative services are classified as with donor restrictions. The endowment funds’ accumulated earnings in excess of the original value of all gifts have been restricted by the donors to support the programs and are considered net assets with donor restrictions until appropriated for expenditure by the organization, at which time they are reclassified to net assets without donor restrictions.

The Organization invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could affect the amounts reported in these financial statements.

See Note 6 for a schedule of the Organization’s detailed investment holdings as of June 30, 2024 and 2023.

NOTE 6 FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value.

NOTE 6 FAIR VALUE MEASUREMENTS (CONTINUED)

The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets at fair value. There have been no changes in the methodologies used at June 30, 2024 and 2023.

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Organization are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Organization are deemed to be actively traded.

NOTE 6 FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Organization's investments at fair value as of June 30, 2024:

	Level 1	Level 2	Level 3	Total
Mutual Funds / EFTs:				
Money Market/Deposit Accounts	$ 1,226,432	$ -	$ -	$ 1,226,432
Equity:				
Large-Cap Value	2,806,663	-	-	2,806,663
Large-Cap Blend	2,240,205	-	-	2,240,205
Small-Cap Value	3,125,119	-	-	3,125,119
Foreign Large Value	858,534	-	-	858,534
Foreign Large Blend	1,209,481	-	-	1,209,481
Real Estate ETF	203,454	-	-	203,454
Fixed Income:				
Intermediate Term Government	1,464,536	-	-	1,464,536
Corporate Bond	882,882	-	-	882,882
Total Investments	$ 14,017,306	$ -	$ -	$ 14,017,306

The following table sets forth by level, within the fair value hierarchy, the Organization's investments at fair value as of June 30, 2023:

	Level 1	Level 2	Level 3	Total
Mutual Funds / EFTs:				
Money Market/Deposit Accounts	$ 1,134,380	$ -	$ -	$ 1,134,380
Equity:				
Large-Cap Value	2,446,092	-	-	2,446,092
Large-Cap Blend	1,989,955	-	-	1,989,955
Small-Cap Value	2,876,006	-	-	2,876,006
Foreign Large Value	836,919	-	-	836,919
Foreign Large Blend	1,239,775	-	-	1,239,775
Real Estate ETF	198,991	-	-	198,991
Fixed Income:				
Intermediate Term Government	1,433,636	-	-	1,433,636
Corporate Bond	863,248	-	-	863,248
Total Investments	$ 13,019,002	$ -	$ -	$ 13,019,002

NOTE 7 PROPERTY AND EQUIPMENT

Property and equipment consists of the following at June 30:

	Estimated Useful Lives	2024	2023
Land	N/A	$ 860,406	$ 860,406
Buildings and Improvements	15 to 40 Years	7,772,056	7,772,056
Equipment	3 to 7 Years	1,332,414	1,283,751
Furniture and Fixtures	7 Years	709,570	694,804
Vehicles	5 Years	41,071	41,072
Total		10,715,517	10,652,089
Less: Accumulated Depreciation		(3,237,679)	(2,907,770)
Property and Equipment, Net		$ 7,477,838	$ 7,744,319

Depreciation expense for the years ended June 30, 2024 and 2023 was $329,909 and $353,292, respectively.

NOTE 8 RETIREMENT PLANS

The Organization sponsors a 401(k) retirement plan covering all eligible employees. The Organization made approximately $109,000 and $65,000 in contributions to the Plan during the years ended June 30, 2024 and 2023, respectively.

NOTE 9 RESTRICTIONS ON NET ASSET BALANCES

Net assets without donor restrictions – board-designated consist of the following as of June 30:

	2024	2023
Pieper Challenge Fund	$ 4,004,362	$ 3,683,154
Racine District	567,754	502,870
Winnebago District	110,871	306,784
Brown District	117,441	64,597
East Central District	272,486	301,193
Northcentral District	861,687	737,536
Rock District	116,264	80,398
Capstone	454,289	454,289
Northwest District	427,811	291,826
Coulee	148,454	146,844
Other	477,771	110,517
Total	$ 7,559,190	$ 6,680,008

NOTE 9 RESTRICTIONS ON NET ASSET BALANCES (CONTINUED)

Net assets with donor restrictions consist of the following as of June 30:

	2024	2023
Time Restricted Contributions	$ 604,632	$ 685,121
Pamela and Leslie Muma Scholarship Fund	534	14,655
Capstone Project /Endowment	2,868,132	2,760,731
Pieper Family Fund	1,834,824	1,564,237
Wolf River Endowment Principal	150,000	150,000
Total	$ 5,458,122	$ 5,174,744

Net assets released from restrictions of $1,256,388 and $922,286 during the years ended June 30, 2024 and 2023, respectively, related primarily to the expiration of time restrictions and the fulfillment of restrictions. The following amounts included in the above table as of June 30, 2024 are perpetual in nature: Capstone Project/Endowment - $1,341,287; Pieper Family Fund - $1,564,237; Wolf River endowment principal - $150,000. All remaining amounts are temporary in nature.

NOTE 10 PIEPER ENDOWMENT

In 1996, Suzanne and Richard Pieper endowed $500,000 (Pieper Family Fund) to Junior Achievement of Wisconsin, Inc. The Board of Directors of Junior Achievement of Wisconsin, Inc. (Board) had subsequently board-designated $1,000,000 in fund balances (Pieper Challenge Fund). Under the terms of the endowment, Junior Achievement of Wisconsin, Inc. is allowed to use half of the appreciation on the value of the funds in their operations. The remaining half must be used to increase the basis of the endowment. For the fiscal years ended June 30, 2024 and 2023, $-0- and $71,347, respectively, has been transferred into both net assets with and without donor restrictions for the Pieper Family Fund. For the fiscal years ended June 30, 2024 and 2023, $177,943 and $171,578, respectively, has been released from restriction for the Pieper Challenge Fund.

Since the inception of the Pieper Family Fund and the Pieper Challenge Fund, through June 30, 2024 Junior Achievement of Wisconsin, Inc. has received $1,067,834 and $2,503,712, respectively. On June 30, 2024, the balance in the Pieper Family Fund is $1,834,824 all of which is with donor restrictions. On June 30, 2024, the balance in the Pieper Challenge Fund is $4,004,362 all of which is without donor restrictions – board-designated.

The average annual returns through June 30, 2024 on these funds are as follows:

	Inception Date	1 Year	3 Years	5 Years	10 Years	15 Years	Since Inception
Pieper Family Fund	5/17/1996	14.64%	5.05%	11.88%	9.97%	12.14%	8.30%
Pieper Challenge Fund	10/3/1996	14.64%	5.05%	11.88%	9.97%	12.14%	9.45%

NOTE 11 ENDOWMENTS

The Organizations' endowments consist of funds established for a variety of purposes, which includes the Pieper Endowment (see Note 10). The endowments include both donor-restricted endowments and funds designated by the board of directors to function as endowments. Net assets associated with endowments, including board-designated funds to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions. The Organization pools the endowment funds with other funds at the Organization and invests the monies available in various mutual funds (including money market, equity, and fixed-income) following the Organization's investment policies.

The Organization follows the enacted version of the Uniform Prudent Management of Institutional Funds Act of 2006 (Act) for guidance on the net asset classification of donor-restricted endowment funds for a nonprofit organization. Wisconsin adopted the Act on July 20, 2009, and requires that in making decisions to appropriate or accumulate monies in endowment funds, the Organization shall act in good faith, with care that an ordinarily prudent person in a like position would exercise under similar circumstances, to preserve the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization has reported the original value of all gifts as donor-restricted contributions and will continue to report the original value of all subsequent gifts as donor-restricted contributions.

Accumulated earnings in excess of the original value of all gifts have been restricted by the donors to support the programs and are considered net assets with donor restrictions until appropriated for expenditure by the organization, at which time they are reclassified to net assets without donor restrictions.

The Organization has adopted an investment policy to provide for long-term growth of principal while avoiding excessive risk and to achieve returns in excess of the rate of inflation. More specifically, the return goal is to exceed an absolute real rate of return of 5.5%. Availability of funds for spending by the Organization will equal 5.5% in Milwaukee, and 5.0% in the Areas and in Capstone, of the trailing 20-quarter average determined on March 31 of each year for the following fiscal year.

Per the Capstone Endowment policy, a release of $104,691 and $96,722 was made during the years ended June 30, 2024 and 2023, respectively. Endowment assets are invested in a well-diversified asset mix, which includes equity and debt securities as well as cash. Investment risk is measured in terms of the total endowment fund, investment assets and allocation between asset classes and strategies are managed by management to not expose the funds to unacceptable levels of risk.

NOTE 11 ENDOWMENTS (CONTINUED)

The balance in the endowment investment funds consists of the following net asset classifications at June 30, 2024:

	Without Donor Restrictions Board-Designated	With Donor Restrictions	Total
Donor-Restricted Endowments	$ -	$ 4,001,539	$ 4,001,539
Board-Designated Endowments	7,559,190	-	7,559,190
Total Endowments	$ 7,559,190	$ 4,001,539	$ 11,560,729

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he balance in the endowment investment funds consists of the following net asset classifications at June 30, 2023:

	Without Donor Restrictions Board-Designated	With Donor Restrictions	Total
Donor-Restricted Endowments	$ -	$ 3,631,707	$ 3,631,707
Board-Designated Endowments	6,680,008	-	6,680,008
Total Endowments	$ 6,680,008	$ 3,631,707	$ 10,311,715

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he following schedule summarizes the changes in the endowment investment funds by net asset class for the year ended June 30, 2024:

	Without Donor Restrictions Board-Designated	With Donor Restrictions	Total
Endowment Investments - July 1, 2023	$ 6,680,008	$ 3,631,707	$ 10,311,715
Investment Return:			
Investment Income	147,471	92,903	240,374
Gain on Investments, Net	674,824	381,618	1,056,442
Total	822,295	474,521	1,296,816
Amount Added to Endowment	253,845	-	253,845
Amount Released from District Board Designations or Restrictions	(196,958)	(104,689)	(301,647)
Endowment Investments - June 30, 2024	$ 7,559,190	$ 4,001,539	$ 11,560,729

NOTE 11 ENDOWMENTS (CONTINUED)

The following schedule summarizes the changes in the endowment investment funds by net asset class for the year ended June 30, 2023:

	Without Donor Restrictions Board-Designated	With Donor Restrictions	Total
Endowment Investments - July 1, 2022	$ 6,083,772	$ 3,443,943	$ 9,527,715
Investment Return:			
Investment Income	144,712	93,314	238,026
Gain on Investments, Net	580,146	314,723	894,869
Total	724,858	408,037	1,132,895
Amount Released from District Board Designations or Restrictions	-	19,143	19,143
Designations or Restrictions	(128,622)	(239,416)	(368,038)
Endowment Investments - June 30, 2023	$ 6,680,008	$ 3,631,707	$ 10,311,715

NOTE 12 RELATED PARTY TRANSACTIONS

As discussed in Note 1, the Organization is affiliated with the national organization JA USA. As such, the Organization purchases class materials and insurance and is required to allocate a portion of their support to JA USA. During the years ended June 30, 2024 and 2023, the Organization paid JA USA approximately the following amounts:

	2024	2023
Class Materials	$ -	$ 10,500
Public Support	369,000	308,500
General Insurance	28,000	32,000
Health, Dental and Life Insurance	355,500	358,500
Training/Other	500	-
Software Licensing	2,500	7,500
Total	$ 755,500	$ 717,000

In addition to the above transactions, the Organization engages in related party transactions with companies of various board of director's members including, but not limited to, routine service maintenance of their office copier along with maintenance of various checking, savings, and certificates of deposit accounts at a variety of financial institutions. These transactions occurred in the normal course of business. The Organization paid $70,000 to a board of director's members' consulting firm.

NOTE 13 NOTES PAYABLE

Notes payable consist of the following at June 30:

Description	2024	2023
Note payable to Community First Credit Union, requiring annual payments of $225,000 by December 31 of each year, with collateral of general assignment of all business assets with a 0% interest rate, and final payment due December 2023.	$ -	$ 208,582
Total	-	208,582
Less: Current Portion	-	208,582
Long-Term Portion	$ -	$ -

NOTE 14 LINE OF CREDIT

The Organization has a $1,000,000 line of credit with a bank, due on demand, with an interest rate of prime plus 1.40% and not less than 3%. Interest rate is 9.90% and 9.65% at June 30, 2024 and 2023, respectively. No amounts were outstanding against the line at June 30, 2024 and 2023.

NOTE 15 LEASES − ASC 842

The Company leases equipment as well as certain operating and office facilities for various terms under long-term, noncancelable lease agreements. The leases expire at various dates through 2029. In the normal course of business, it is expected that these leases will be renewed or replaced by similar leases. Certain facility leases provide for increases in future minimum annual rental payments based on defined increases in the Consumer Price Index, subject to certain minimum increases.

Quantitative information concerning the Organization's lease for the years ended June 30:

	2024	2023
Operating Lease Cost	$ 123,871	$ 128,843
Right-of-Use Asset and Lease Liability Established Under Adoption of ASC 842	-	459,214
Operating Cash Flows from Operating Leases	121,006	122,709
Right-of-Use Assets Obtained in Exchange for Operating Lease Liabilities	45,971	174,537
Weighted Average Remaining Lease Term	4.48 Years	5.39 Years
Weighted Average Discount Rate	2.74%	2.84%

NOTE 15 LEASES − ASC 842 (CONTINUED)

A maturity analysis of annual undiscounted cash flows for operating lease liabilities as of June 30, 2024 is as follows:

Year Ending June 30,	Amount
2025	$ 125,262
2026	114,051
2027	99,402
2028	71,207
2029	58,856
Thereafter	33,425
Undiscounted Cash Flows	502,203
Less: Imputed Interest	(40,948)
Total Present Value	$ 461,255

NOTE 16 EMPLOYEE RETENTION CREDIT – AS RESTATED

On March 25, 2020, Congress passed the CARES Act that included the Employee Retention Tax Credit (ERC), a refundable tax credit against certain employment taxes equal to 50% of the qualified wages an eligible employer pays to employees after March 12, 2020, and before January 1, 2021. A 50% credit on employee wages up to $10,000 can be claimed per year if the Organization is eligible for the credit. The Organization was eligible for the 2 quarters of 2020 and filed claims totaling $201,461. During the year ended June 30, 2024, an additional $16,540 was claimed. The amount included in accounts receivable as of June 30, 2024 and 2023 was $218,001 and $201,461, respectively. In September 2024, the Organization received $266,871, which included interest of $48,870.

Additionally, the Organization qualifies for credits relating to the calendar year ended December 31, 2021. During 2023, the Organization calculated the credits of $599,358, which was included in accounts receivable as of June 30, 2023. In July 2023, the Organization received $656,689, which included interest of $57,331 related to the 2021 credits.

The ERC grants are subject to eligibility review for up to five years from the date of claim. There is a reasonable possibility that upon subsequent review, the Internal Revenue Service could reach a different conclusion regarding the Organization’s eligibility to retain the ERC credits received. That could result in repayment of the credits, interest, and potential penalties. The amount of liability, if any, from potential ineligibility cannot be determined with certainty. However, management is of the opinion that any review will not have a material adverse impact on the Organization’s financial position.

NOTE 17 REVENUE

The following table shows the Organization's revenue disaggregated according to the timing of the transfer of services for the years ended June 30:

	2024	2023
Revenue Recognized Over Time:		
Class Sales	$ 174,724	$ 98,779
Student Fees	155,758	125,581
Total Revenue Recognized Over Time	$ 330,482	$ 224,360
Revenue Recognized at a Point in Time:		
Special Events	$ 103,500	$ 58,923

NOTE 18 LITIGATION

Subsequent to year end, the Organization is a defendant in a legal action. While the final outcome cannot be determined at this time, management is of the opinion that the ultimate liability, if any, from the final resolution of this matter will not have a material effect on the Organization's financial statements.

NOTE 19 PRIOR PERIOD ADJUSTMENT

During the year ended June 30, 2024, it was determined that accounts receivable and revenue for the calendar year ended December 31, 2021 employee retention credits that were calculated and filed during 2023 weren't recorded as of June 30, 2023. As such, both accounts receivable and revenue as of June 30, 2023 were understated by $599,358. The effect of this restatement on the financial statements as of and for the year ended June 30, 2023 was to increase accounts receivable, revenue, net assets without donor restrictions, and the change in net assets by $599,358.

The following tables summarize the impact of the error on the previously reported financial statements as of June 30, 2023:

Impact on the Statements of Financial Position:

Financial Statement Line Item	2023 As Previously Reported	Restatement	2023 Restated
Accounts Receivable	$ 225,550	$ 599,358	$ 824,908
Without Donor Restrictions	17,407,264	599,358	18,006,622

NOTE 19 PRIOR PERIOD ADJUSTMENT (CONTINUED)

Impact on the Statement of Activities:

Financial Statement Line Item	2023 As Previously Reported	Restatement	2023 Restated
Employee Retention Credit	$ -	$ 599,358	$ 599,358
Change in Net Asset	717,080	599,358	1,316,438

CliftonLarsonAllen LLP
CLAconnect.com

February 28, 2025

Junior Achievement of Wisconsin, Inc
11111 West Liberty Drive
Milwaukee, WI 53224

Dear Ms. Granger:

Enclosed is the organization's 2023 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Please return Form 8879-TE to us as soon as possible, but no later than by May 15, 2025 the filing deadline.

WISCONSIN FORM 1952 RETURN:
Please sign and mail before June 30, 2024. The returns must be signed and dated by two officers of the organization, one of which should be the chief fiscal officer.
Mail to:

WDFI/ Charitable Orgs Section
PO BOX 7879
MADISON, WI 53707-7879

Email to:

DFICharitableOrgs@dfi.wisconsin.gov

In addition, tax-exempt organizations must make available for public inspection a copy of their annual returns for the preceding three years and exemption application, if applicable. An organization generally must furnish filings to anyone who requests them in person or in writing. An exempt organization may meet this requirement by posting all the documents on its website or at another organizations site as part of a database of similar materials. Specific requirements must be met to meet this exception.

A few final reminders relating to your tax return filings:

- There are substantial penalties for failure to properly disclose and report foreign financial accounts and foreign activity. Please make sure you have informed us of any foreign financial accounts or foreign activity so that we have the necessary information to complete any required disclosures or filings.
- Be sure to review the returns prior to signing as you have final responsibility for all information included in the returns. Please contact us if you have any questions or concerns.
- We recommend you keep a paper or electronic copy of your tax returns permanently. Supporting documentation should be kept for a minimum of seven years based on IRS guidance.

CLA exists to create opportunities – for our clients, our people, and our communities. We value our relationship with you and thank you for your trust and confidence in allowing us to serve you. If we can assist you in making strategic, informed decisions in areas of tax or beyond, please contact us as questions arise throughout the year.

Sincerely,

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP
CLAconnect.com

JUNIOR ACHIEVEMENT OF WISCONSIN, INC

FORM 990 INCOME TAX RETURN

FOR YEAR ENDED JUNE 30, 2024

***** THIS IS NOT A FILEABLE COPY *****

Form **8879-TE**

Department of the Treasury
Internal Revenue Service

IRS E-file Signature Authorization for a Tax Exempt Entity

For calendar year 2023, or fiscal year beginning JUL 1, 2023, and ending JUN 30, 2024

Do not send to the IRS. Keep for your records.

Go to www.irs.gov/Form8879TE for the latest information.

OMB No. 1545-0047

2023

Name of filer: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

EIN or SSN: 39-0826295

Name and title of officer or person subject to tax: JULIE GRANGER
PRESIDENT

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line **1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a,** or **10a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b,** or **10b,** whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

1a	**Form 990** check here	X	b	**Total revenue,** if any (Form 990, Part VIII, column (A), line 12)	1b	4,870,171.
2a	**Form 990-EZ** check here		b	**Total revenue,** if any (Form 990-EZ, line 9)	2b	
3a	**Form 1120-POL** check here		b	**Total tax** (Form 1120-POL, line 22)	3b	
4a	**Form 990-PF** check here		b	**Tax based on investment income** (Form 990-PF, Part V, line 5)	4b	
5a	**Form 8868** check here		b	**Balance due** (Form 8868, line 3c)	5b	
6a	**Form 990-T** check here		b	**Total tax** (Form 990-T, Part III, line 4)	6b	
7a	**Form 4720** check here		b	**Total tax** (Form 4720, Part III, line 1)	7b	
8a	**Form 5227** check here		b	**FMV of assets at end of tax year** (Form 5227, Item D)	8b	
9a	**Form 5330** check here		b	**Tax due** (Form 5330, Part II, line 19)	9b	
10a	**Form 8038-CP** check here		b	**Amount of credit payment requested** (Form 8038-CP, Part III, line 22)	10b	

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that [X] I am an officer of the above entity or [ ] I am a person subject to tax with respect to (name of entity) ________________, (EIN) ________ and that I have examined a copy of the 2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS **(a)** an acknowledgement of receipt or reason for rejection of the transmission, **(b)** the reason for any delay in processing the return or refund, and **(c)** the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

[X] I authorize CLIFTONLARSONALLEN LLP (ERO firm name) to enter my PIN 07136 (Enter five numbers, but do not enter all zeros)

as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

[ ] As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax **** THIS IS NOT A FILEABLE COPY **** Date

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 39368212850 (Do not enter all zeros)

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163,** Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

ERO's signature KRISTEN DONLEVY Date 02/28/25

ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

Form **8868**
(Rev. January 2024)
Department of the Treasury
Internal Revenue Service

Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

File a separate application for each return.
Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Type or Print

File by the due date for filing your return. See instructions.

Name of exempt organization, employer, or other filer, see instructions.
JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Taxpayer identification number (TIN)
39-0826295

Number, street, and room or suite no. If a P.O. box, see instructions.
11111 WEST LIBERTY DRIVE

City, town or post office, state, and ZIP code. For a foreign address, see instructions.
MILWAUKEE, WI 53224

Enter the Return Code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 4720 (other than individual)	09
Form 4720 (individual)	03	Form 5227	10
Form 990-PF	04	Form 6069	11
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 8870	12
Form 990-T (trust other than above)	06	Form 5330 (individual)	13
Form 990-T (corporation)	07	Form 5330 (other than individual)	14
Form 1041-A	08		

- After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.
- If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name
Plan Number
Plan Year Ending (MM/DD/YYYY)

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of NIDAL ESTIBAN
11111 WEST LIBERTY DRIVE - MILWAUKEE, WI 53224

Telephone No. (414)577-3800 Fax No.

- If the organization does not have an office or place of business in the United States, check this box .... ☐
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) ______. If this is for the whole group, check this box ..... ☐ . If it is for part of the group, check this box ..... ☐ and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until MAY 15 , 20 25 , to file the exempt organization return for the organization named above. The extension is for the organization's return for:

☐ calendar year 20 ____ or
X tax year beginning JUL 1 , 20 23 , and ending JUN 30 , 20 24

2 If the tax year entered in line 1 is for less than 12 months, check reason: ☐ Initial return ☐ Final return
☐ Change in accounting period

3a	If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	**3a**	$ 0.
b	If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	**3b**	$ 0.
c	**Balance due.** Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	**3c**	$ 0.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form **990** Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 **2023** Open to Public Inspection

A For the 2023 calendar year, or tax year beginning JUL 1, 2023 and ending JUN 30, 2024

B Check if applicable: [ ] Address change [ ] Name change [ ] Initial return [ ] Final return/terminated [ ] Amended return [ ] Application pending

C Name of organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC
Doing business as
Number and street (or P.O. box if mail is not delivered to street address): 11111 WEST LIBERTY DRIVE Room/suite
City or town, state or province, country, and ZIP or foreign postal code: MILWAUKEE, WI 53224

D Employer identification number: 39-0826295
E Telephone number: (414) 577-3800
G Gross receipts $ 5,518,701.

F Name and address of principal officer: JULIE GRANGER
SAME AS C ABOVE

H(a) Is this a group return for subordinates? [ ] Yes [X] No
H(b) Are all subordinates included? [ ] Yes [ ] No
If "No," attach a list. See instructions
H(c) Group exemption number 1116

I Tax-exempt status: [X] 501(c)(3) [ ] 501(c) ( ) (insert no.) [ ] 4947(a)(1) or [ ] 527
J Website: WISCONSIN.JA.ORG
K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other
L Year of formation: 1950 **M** State of legal domicile: WI

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: TO ENGAGE VOLUNTEERS TO INSPIRE AND PREPARE STUDENTS TO SUCCEED BY PROVIDING ESSENTIAL LIFE SKILLS

2 Check this box [ ] if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	78
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	78
5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	81
6	Total number of volunteers (estimate if necessary)	6	0
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	4,429,790.	4,304,653.
	9	Program service revenue (Part VIII, line 2g)	0.	330,482.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	263,689.	389,744.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-136,747.	-154,708.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4,556,732.	4,870,171.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	45,250.	34,200.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,974,425.	3,429,438.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25) 704,942.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,916,907.	2,427,095.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	4,936,582.	5,890,733.
	19	Revenue less expenses. Subtract line 18 from line 12	-379,850.	-1,020,562.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	23,699,588.	24,256,955.
	21	Total liabilities (Part X, line 26)	1,117,580.	815,711.
	22	Net assets or fund balances. Subtract line 21 from line 20	22,582,008.	23,441,244.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
Signature of officer | Date
JULIE GRANGER, PRESIDENT
Type or print name and title

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
	KRISTEN DONLEVY	KRISTEN DONLEVY	02/28/25		P01670215
	Firm's name CLIFTONLARSONALLEN LLP			Firm's EIN 41-0746749	
	Firm's address 10401 W INNOVATION DR, STE 300 WAUWATOSA, WI 53226			Phone no. 414-476-1880	

May the IRS discuss this return with the preparer shown above? See instructions [X] Yes [ ] No

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part III | Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ..... [X]

1 Briefly describe the organization's mission:
JUNIOR ACHIEVEMENT OF WISCONSIN, INC. SERVES A FRANCHISED AREA OF JA USA, INC. THE ORGANIZATION WAS CREATED FOR THE PURPOSE OF ENHANCING WISCONSIN'S ECONOMIC VITALITY BY PROVIDING YOUNG PEOPLE AND THE CHANGING WORKFORCE WITH EXPERIENCE-BASED ECONOMIC EDUCATION THROUGH

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ..... [ ] Yes [X] No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ..... [ ] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses $ 2,667,144. including grants of $ 34,200.) (Revenue $ 155,758.)
ELEMENTARY GRADE PROGRAMS - STUDENTS LEARN THE BASIC CONCEPTS OF BUSINESS AND ECONOMICS AND HOW MAKING SMART FINANCIAL DECISIONS BENEFITS THEIR FAMILY AND COMMUNITY. THE SEQUENTIAL ACTIVITIES BUILD ON STUDIES FROM EACH PRECEDING GRADE AND PREPARE STUDENTS FOR SECONDARY SCHOOL AND LIFELONG LEARNING. VOLUNTEERS INSPIRE STUDENTS TO THINK ABOUT MAKING CHOICES FOR FUTURE SUCCESS.

MIDDLE GRADE PROGRAMS STUDENTS LEARN ABOUT CAREERS AND TOOLS TO FIND A CAREER PATH IN WHICH THEY CAN BE SUCCESSFUL AND SUPPORT THEIR FAMILY AND COMMUNITY. COMMUNITY VOLUNTEERS GUIDE STUDENTS THROUGH ACTIVITIES AND DISCUSSION TO LEARN VITAL LIFE SKILLS, SUCH AS FINANCIAL PLANNING/BUDGETING, DEVELOPING A PERSONAL BRAND, AND MAKING ETHICAL

4b (Code:) (Expenses $ 1,257,117. including grants of $) (Revenue $ 174,724.)
JA BIZTOWN AND JA FINANCE PARK ARE REALITY-BASED, HANDS-ON LEARNING PROGRAMS. THROUGH DAILY LESSONS, HANDS-ON ACTIVITIES, AND ACTIVE PARTICIPATION IN AN INTERACTIVE SIMULATION, STUDENTS DEVELOP A STRONG UNDERSTANDING OF THE RELATIONSHIP BETWEEN WHAT THEY LEARN IN SCHOOL AND THEIR SUCCESSFUL PARTICIPATION IN AN ECONOMY AND THE PRINCIPLES OF BUDGETING.

JA BIZ TOWN TAKES 4TH-6TH GRADE STUDENTS INTO THE WORLD OF BUSINESS AND THE ECONOMY OF A COMMUNITY, AS THEY BECOME "ADULTS FOR THE DAY". THEY ASSUME ROLES OF PRODUCERS, CONSUMERS AND INVESTORS. STUDENTS LEARN HOW TO CREATE AND MANAGE A BUSINESS, AS WELL AS MAKE SMART FINANCIAL DECISIONS TO BENEFIT THEMSELVES, THEIR FAMILY, AND THEIR COMMUNITY.

4c (Code:) (Expenses $ 496,588. including grants of $) (Revenue $)
A NEW PROGRAM DESIGNED TO SYSTEMATICALLY RE-ENGINEER HIGH SCHOOL EDUCATION AND EXPAND ECONOMIC OPPORTUNITY FOR ALL STUDENTS WAS LAUNCHED DURING THE 2023-24 SCHOOL YEAR IN TWO MILWAUKEE HIGH SCHOOLS. 3DE BY THE ORGANIZATION COLLABORATES WITH LOCAL AND NATIONAL CASE PARTNERS TO DEVELOP REAL-LIFE BUSINESS CHALLENGES THAT ARE INCORPORATED INTO THE HIGH SCHOOL CURRICULUM. STUDENTS STUDY THE CASE PROBLEMS, EXAMINING THEM THROUGH THE LENSES OF EACH OF THEIR CORE CLASSROOMS. AT THE END OF EACH SIX-WEEK PERIOD, STUDENT COHORTS PRESENT THEIR SOLUTIONS TO THE CASE PARTNERS.

THE ORGANIZATION IS COMPOSED OF 13 AREAS AS SHOWN ON THE SUPPLEMENTARY SCHEDULE AND INCLUDES THE JUNIOR ACHIEVEMENT WOMEN'S ASSOCIATION

4d Other program services (Describe on Schedule O.)
(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses 4,420,849.

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	X	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		X
c	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I.* See instructions	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	X	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V ☐

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	14			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

Part V Statements Regarding Other IRS Filings and Tax Compliance *(continued)*

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	81		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b			X
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?	3a			X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*	3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			X
b	If "Yes," enter the name of the foreign country. See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a			X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a			X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?	7a			X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*	14b			
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15			X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16			X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17			

Part VI Governance, Management, and Disclosure.

For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a: 78		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent	1b: 78		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*	9		X

Section B. Policies *(This Section B requests information about policies not required by the Internal Revenue Code.)*

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	X	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	X	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14		X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed WI

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

[X] Own website [X] Another's website [X] Upon request [ ] Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) MICHAEL FROHNA PAST PRESIDENT	50.00			X				193,237.	0.	7,613.
(2) LORI SALZMAN VP ENTERPRISE SERVICES	50.00					X		126,200.	0.	5,048.
(3) JEFFREY DELAHAUT VP FINANCE	50.00					X		120,712.	0.	4,829.
(4) JENNIFER GRYNIEWICZ VP FUNDRAISING	50.00					X		115,650.	0.	4,626.
(5) JULIE GRANGER PRESIDENT	50.00	X		X				19,923.	0.	0.
(6) AARON GRUNDMAN DIRECTOR	1.00	X						0.	0.	0.
(7) AIMEE DAVIS DIRECTOR	1.00	X						0.	0.	0.
(8) ALEX CASTILLO DIRECTOR	1.00	X						0.	0.	0.
(9) ANDREW WRONSKI DIRECTOR	1.00	X						0.	0.	0.
(10) ANTONIO SANTILLO DIRECTOR	1.00	X						0.	0.	0.
(11) APRIL DUNN DIRECTOR	1.00	X						0.	0.	0.
(12) BENJAMIN OTCHERE TREASURER	1.00	X		X				0.	0.	0.
(13) BRAD SCHLOSSMANN DIRECTOR	1.00	X						0.	0.	0.
(14) BRIAN ADAM DIRECTOR	1.00	X						0.	0.	0.
(15) CARL JENSEN DIRECTOR	1.00	X						0.	0.	0.
(16) CHAD NEUMANN DIRECTOR	1.00	X						0.	0.	0.
(17) CHRISTINE ANDERSON DIRECTOR	1.00	X						0.	0.	0.

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) CHRISTOPHER HAMILTON DIRECTOR	1.00	X						0.	0.	0.
(19) CHRISTOPHER J. MATHENY DIRECTOR	1.00	X						0.	0.	0.
(20) D. EYTON ZELAZO DIRECTOR	1.00	X						0.	0.	0.
(21) DANIEL MANNA DIRECTOR	1.00	X						0.	0.	0.
(22) DR. ROBERT TATTERSON DIRECTOR	1.00	X						0.	0.	0.
(23) DUSTIN GREEN DIRECTOR	1.00	X						0.	0.	0.
(24) ED MAGINOT DIRECTOR	1.00	X						0.	0.	0.
(25) ELYN TYSON-MCDOWELL DIRECTOR	1.00	X						0.	0.	0.
(26) GREG SCALZO DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								575,722.	0.	22,116.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								575,722.	0.	22,116.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 4

		Yes	No
3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 0

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(27) HOLLY REILLY DIRECTOR	1.00	X						0.	0.	0.
(28) JENNIFER BOGNAR DIRECTOR	1.00	X						0.	0.	0.
(29) JENNIFER GREEN DIRECTOR	1.00	X						0.	0.	0.
(30) JENNIFER PETERSON DIRECTOR	1.00	X						0.	0.	0.
(31) JENNIFER WOLFF DIRECTOR	1.00	X						0.	0.	0.
(32) JEREMY LEWITZKE DIRECTOR	1.00	X						0.	0.	0.
(33) JILL BRZESKI DIRECTOR	1.00	X						0.	0.	0.
(34) JOANNE SZYMASZEK DIRECTOR	1.00	X						0.	0.	0.
(35) JOHN KOSS JR. DIRECTOR	1.00	X						0.	0.	0.
(36) JON SCHUMACHER DIRECTOR	1.00	X						0.	0.	0.
(37) JOSHUA JOHNSON DIRECTOR	1.00	X						0.	0.	0.
(38) KATE BREWER DIRECTOR	1.00	X						0.	0.	0.
(39) KAUSHAL CHARI DIRECTOR	1.00	X						0.	0.	0.
(40) KEVIN WALLESER DIRECTOR	1.00	X						0.	0.	0.
(41) KRIS OLSON DIRECTOR	1.00	X						0.	0.	0.
(42) KURT BECHTHOLD DIRECTOR	1.00	X						0.	0.	0.
(43) LAURA THUROW DIRECTOR	1.00	X						0.	0.	0.
(44) LESLIE PLAMANN DIRECTOR	1.00	X						0.	0.	0.
(45) LORI BECHTHOLD DIRECTOR	1.00	X						0.	0.	0.
(46) MARIA SCHULD DIRECTOR	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(47) MARY HANSEN DIRECTOR	1.00	X						0.	0.	0.
(48) MATT FRANEY DIRECTOR	1.00	X						0.	0.	0.
(49) MATT HUNTER DIRECTOR	1.00	X						0.	0.	0.
(50) MATTHEW DECHAMPS DIRECTOR	1.00	X						0.	0.	0.
(51) MICAH CRAWFORD DIRECTOR	1.00	X						0.	0.	0.
(52) MICHAEL DARROW DIRECTOR	1.00	X						0.	0.	0.
(53) NICHOLAS GANGESTAD DIRECTOR	1.00	X						0.	0.	0.
(54) PAUL DANOLA DIRECTOR	1.00	X						0.	0.	0.
(55) PAUL JACOBSON DIRECTOR	1.00	X						0.	0.	0.
(56) PETER KORDUS DIRECTOR	1.00	X						0.	0.	0.
(57) RAJESH NAMBOOTHIRY DIRECTOR	1.00	X						0.	0.	0.
(58) REGINALD NEWSON DIRECTOR	1.00	X						0.	0.	0.
(59) RICK PARRA DIRECTOR	1.00	X						0.	0.	0.
(60) ROBERT COWEN DIRECTOR	1.00	X						0.	0.	0.
(61) ROBERT LANDWEHR DIRECTOR	1.00	X						0.	0.	0.
(62) SARAH LAUBER DIRECTOR	1.00	X						0.	0.	0.
(63) SEAN TORINUS SECRETARY	1.00	X		X				0.	0.	0.
(64) SEQUOYA BORGMAN DIRECTOR	1.00	X						0.	0.	0.
(65) SHANNON HUOT DIRECTOR	1.00	X						0.	0.	0.
(66) SUSAN FRONK CHAIR	1.00	X		X				0.	0.	0.
Total to Part VII, Section A, line 1c										

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Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(67) THEODORE CRANDALL DIRECTOR	1.00	X						0.	0.	0.
(68) THOMAS HAUSKE JR. DIRECTOR	1.00	X						0.	0.	0.
(69) TIMOTHY REARDON DIRECTOR	1.00	X						0.	0.	0.
(70) TINA BRUNMEIER DIRECTOR	1.00	X						0.	0.	0.
(71) TOM KISSINGER DIRECTOR	1.00	X						0.	0.	0.
(72) TROY BARTOSHEVICH DIRECTOR	1.00	X						0.	0.	0.
(73) TROY CARROTHERS DIRECTOR	1.00	X						0.	0.	0.
(74) VICTOR GOTTLIEB DIRECTOR	1.00	X						0.	0.	0.
(75) WILLIAM STONE DIRECTOR	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts						
1 a Federated campaigns	1a					
b Membership dues	1b					
c Fundraising events	1c	1,226,198.				
d Related organizations	1d					
e Government grants (contributions)	1e	261,730.				
f All other contributions, gifts, grants, and similar amounts not included above	1f	2,816,725.				
g Noncash contributions included in lines 1a-1f	1g	$ 207,422.				
h **Total.** Add lines 1a-1f			4,304,653.			
Program Service Revenue		Business Code				
2 a CLASS SALES		611710	174,724.	174,724.		
b STUDENT FEES		611710	155,758.	155,758.		
c						
d						
e						
f All other program service revenue						
g **Total.** Add lines 2a-2f			330,482.			
Other Revenue						
3 Investment income (including dividends, interest, and other similar amounts)			342,398.			342,398.
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
		(i) Real / (ii) Personal				
6 a Gross rents	6a	2,100. /				
b Less: rental expenses	6b	0. /				
c Rental income or (loss)	6c	2,100. /				
d Net rental income or (loss)			2,100.			2,100.
		(i) Securities / (ii) Other				
7 a Gross amount from sales of assets other than inventory	7a	47,346. /				
b Less: cost or other basis and sales expenses	7b	0. /				
c Gain or (loss)	7c	47,346. /				
d Net gain or (loss)			47,346.			47,346.
8 a Gross income from fundraising events (not including $ 1,226,198. of contributions reported on line 1c). See Part IV, line 18	8a	474,658.				
b Less: direct expenses	8b	648,530.				
c Net income or (loss) from fundraising events			-173,872.			-173,872.
9 a Gross income from gaming activities. See Part IV, line 19	9a					
b Less: direct expenses	9b					
c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances	10a					
b Less: cost of goods sold	10b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code				
11 a OTHER REVENUE		611710	17,064.			17,064.
b						
c						
d All other revenue						
e **Total.** Add lines 11a-11d			17,064.			
12 **Total revenue.** See instructions			4,870,171.	330,482.	0.	235,036.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	34,200.	34,200.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	220,773.	88,309.	44,155.	88,309.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,564,237.	1,927,406.	181,116.	455,715.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	109,282.	50,094.	47,630.	11,558.
9 Other employee benefits	316,462.	255,106.	19,628.	41,728.
10 Payroll taxes	218,684.	158,784.	32,463.	27,437.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	65,250.	54,849.	3,262.	7,139.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	366,484.	325,557.	15,113.	25,814.
12 Advertising and promotion				
13 Office expenses	31,837.	30,136.	649.	1,052.
14 Information technology				
15 Royalties				
16 Occupancy	342,254.	319,460.	12,129.	10,665.
17 Travel	31,837.	29,821.	245.	1,771.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates	368,815.		368,815.	
22 Depreciation, depletion, and amortization	329,909.	310,400.	9,754.	9,755.
23 Insurance	70,846.	69,252.	1,207.	387.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a PROGRAM MATERIALS	595,288.	595,288.		
b REPAIRS AND MAINTENANCE	88,707.	82,021.	3,301.	3,385.
c UNCOLLECTABLE PLEDGES	28,271.	14,721.		13,550.
d TRAINING	11,872.	10,352.	917.	603.
e All other expenses	95,725.	65,093.	24,558.	6,074.
25 **Total functional expenses.** Add lines 1 through 24e	5,890,733.	4,420,849.	764,942.	704,942.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing		300.	1	300.
	2	Savings and temporary cash investments		2,081,500.	2	1,143,592.
	3	Pledges and grants receivable, net		1,122,813.	3	847,127.
	4	Accounts receivable, net		225,550.	4	219,168.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		111,183.	9	94,983.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 10,715,517.			
	b	Less: accumulated depreciation	10b 3,237,679.	7,744,319.	10c	7,477,838.
	11	Investments - publicly traded securities		11,884,622.	11	14,017,306.
	12	Investments - other securities. See Part IV, line 11			12	
	13	Investments - program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		529,301.	15	456,641.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		23,699,588.	16	24,256,955.
Liabilities	17	Accounts payable and accrued expenses		318,750.	17	146,664.
	18	Grants payable		19,200.	18	0.
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties		208,580.	23	0.
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		571,050.	25	669,047.
	26	**Total liabilities.** Add lines 17 through 25		1,117,580.	26	815,711.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		17,407,264.	27	17,983,122.
	28	Net assets with donor restrictions		5,174,744.	28	5,458,122.
		Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building, or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		22,582,008.	32	23,441,244.
	33	Total liabilities and net assets/fund balances		23,699,588.	33	24,256,955.

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,870,171.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,890,733.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,020,562.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	22,582,008.
5	Net unrealized gains (losses) on investments	5	1,135,732.
6	Donated services and use of facilities	6	144,708.
7	Investment expenses	7	
8	Prior period adjustments	8	599,358.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	23,441,244.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII ☐

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number
39-0826295

Part I **Reason for Public Charity Status.** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
3 [ ] A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
4 [ ] A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: ______
5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
7 [X] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
9 [ ] An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: ______
10 [ ] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
11 [ ] An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
12 [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a [ ] **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b [ ] **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c [ ] **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d [ ] **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e [ ] Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations ......

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	5880779.	3504587.	4375808.	3209324.	4304653.	21275151.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	5880779.	3504587.	4375808.	3209324.	4304653.	21275151.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1094932.
6 **Public support.** Subtract line 5 from line 4.						20180219.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	5880779.	3504587.	4375808.	3209324.	4304653.	21275151.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	217,793.	189,741.	256,811.	300,805.	344,498.	1309648.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	34,959.	63,232.	27,816.	111,350.	17,064.	254,421.
11 **Total support.** Add lines 7 through 10						22839220.

12 Gross receipts from related activities, etc. (see instructions) ..... 12 | 631,611.

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ..... ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) ..... 14 | 88.36 %

15 Public support percentage from 2022 Schedule A, Part II, line 14 ..... 15 | 89.74 %

16a **33 1/3% support test - 2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ..... ☒

b **33 1/3% support test - 2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ..... ☐

17a **10% -facts-and-circumstances test - 2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ☐

b **10% -facts-and-circumstances test - 2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ..... ☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

14 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f)) 15 %

16 Public support percentage from 2022 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2023** (line 10c, column (f), divided by line 13, column (f)) 17 %

18 Investment income percentage from **2022** Schedule A, Part III, line 17 18 %

19a **33 1/3% support tests - 2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests - 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* **Part VI** *how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* **Part VI** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in* **Part VI,** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* **Part VI.**	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in* **Part VI.**	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* **Part VI.**	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* **Part VI.**	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

Part IV Supporting Organizations *(continued)*

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in* **Part VI.**	11c		

Section B. Type I Supporting Organizations

			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *If "No," describe in* **Part VI** *how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in* **Part VI** *how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*	2		

Section C. Type II Supporting Organizations

			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in* **Part VI** *how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*	1		

Section D. All Type III Supporting Organizations

			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in* **Part VI** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in* **Part VI** *the role the organization's supported organizations played in this regard.*	3		

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

a ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*

c ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

			Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* **Part VI identify those supported organizations and explain** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* **Part VI** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No" provide details in* **Part VI.**	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in* **Part VI** *the role played by the organization in this regard.*	3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in* **Part VI**). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income			(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount			(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in* **Part VI**):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

Section C - Distributable Amount				Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations *(continued)*

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	5	
6 Other distributions (*describe in* **Part VI**). See instructions.	6	
7 **Total annual distributions.** Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	8	
9 Distributable amount for 2023 from Section C, line 6	9	
10 Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2023	**(iii)** Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f **Total** of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7 **Excess distributions carryover to 2024.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER INCOME

2019 AMOUNT: $ 18,459.

2020 AMOUNT: $ 6,212.

2021 AMOUNT: $ 27,816.

2022 AMOUNT: $ 111,350.

2023 AMOUNT: $ 17,064.

LAND CONTRACT RECEIVABLE

2019 AMOUNT: $ 10,101.

2020 AMOUNT: $ 54,165.

MORTGAGE INTEREST

2019 AMOUNT: $ 6,399.

2020 AMOUNT: $ 2,855.

Schedule A **Identification of Excess Contributions Included on Part II, Line 5** **2023**

** Do Not File **

*** Not Open to Public Inspection ***

Contributor's Name	Total Contributions	Excess Contributions
KOHL'S CORPORATION	1,403,500.	946,716.
COMMUNITY FIRST CREDIT UNION	605,000.	148,216.

Total Excess Contributions to Schedule A, Part II, Line 5 .... 1,094,932.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number: 39-0826295

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 501(c)(3) (enter number) organization
	[ ] 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

[ ] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year .... $ ____________

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization	Employer identification number
JUNIOR ACHIEVEMENT OF WISCONSIN, INC	39-0826295

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	WE ENERGIES FOUNDATION 4800 W. RAWSON AVE FRANKLIN, WI 53132	$ 178,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
JUNIOR ACHIEVEMENT OF WISCONSIN, INC	39-0826295

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

Name of organization	Employer identification number
JUNIOR ACHIEVEMENT OF WISCONSIN, INC	39-0826295

Part III **Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than $1,000 for the year from any one contributor.** Complete columns **(a)** through **(e) and** the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **$1,000 or less** for the year. (Enter this info. once.) $

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization
JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number
39-0826295

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (for example, recreation or education)
☐ Preservation of a historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included on line 2a	2c	
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ______

4 Number of states where property subject to conservation easement is located ______

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ______

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ______

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 $ ______

(ii) Assets included in Form 990, Part X $ ______

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 $ ______

b Assets included in Form 990, Part X $ ______

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange program
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV **Escrow and Custodial Arrangements** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V **Endowment Funds** Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	10,311,715.	9,527,715.	10,921,077.	7,573,574.	7,547,844.
b Contributions	253,845.	19,143.	304,555.	420,271.	
c Net investment earnings, gains, and losses	1,296,816.	1,132,895.	-1,230,651.	3,162,357.	151,053.
d Grants or scholarships					
e Other expenditures for facilities and programs	301,647.	368,038.	467,266.	235,125.	125,323.
f Administrative expenses					
g End of year balance	11,560,729.	10,311,715.	9,527,715.	10,921,077.	7,573,574.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment 58.0700 %

b Permanent endowment 23.4700 %

c Term endowment 18.4600 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) Unrelated organizations?	3a(i)		X
(ii) Related organizations?	3a(ii)		X
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI **Land, Buildings, and Equipment**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		860,406.		860,406.
b Buildings		7,772,056.	1,358,172.	6,413,884.
c Leasehold improvements				
d Equipment		2,041,983.	1,858,972.	183,011.
e Other		41,072.	20,535.	20,537.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				7,477,838.

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 15, col. (B))*	

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) RIGHT OF USE LEASE LIABILITY	461,255.
(3) OTHER LIABILITIES	207,792.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	669,047.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... [X]

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	6,150,611.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	1,135,732.		
b	Donated services and use of facilities	2b	144,708.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	1,280,440.
3	Subtract line **2e** from line **1**			3	4,870,171.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	4,870,171.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	5,890,733.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0.
3	Subtract line **2e** from line **1**			3	5,890,733.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	5,890,733.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4:

THE ORGANIZATION'S ENDOWMENT FUNDS ARE TO BE USED FOR GENERAL OPERATIONS.

PART X, LINE 2:

THE ORGANIZATION IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. IN ADDITION, THE ORGANIZATION QUALIFIES FOR THE CHARITABLE CONTRIBUTION DEDUCTION UNDER SECTION 170(B)(1)(A) AND HAS BEEN CLASSIFIED AS AN ORGANIZATION OTHER THAN A PRIVATE FOUNDATION UNDER SECTION 509(A)(2). THE ORGANIZATION IS ALSO EXEMPT FROM WISCONSIN INCOME TAXES.

Part XIII Supplemental Information *(continued)*

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

Go to **www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number: 39-0826295

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- **a** ☐ Mail solicitations
- **b** ☐ Internet and email solicitations
- **c** ☐ Phone solicitations
- **d** ☐ In-person solicitations
- **e** ☐ Solicitation of non-government grants
- **f** ☐ Solicitation of government grants
- **g** ☐ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
Total						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

Part II **Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		HOLIDAY AUCTION	WI BUSINESS HALL OF FAME	14	
		(event type)	(event type)	(total number)	
Revenue	1 Gross receipts	385,589.	374,922.	665,931.	1,426,442.
	2 Less: Contributions	273,929.	332,422.	619,847.	1,226,198.
	3 Gross income (line 1 minus line 2)	111,660.	42,500.	46,084.	200,244.
Direct Expenses	4 Cash prizes			50,650.	50,650.
	5 Noncash prizes		5,887.	1,111.	6,998.
	6 Rent/facility costs	0.		33,284.	33,284.
	7 Food and beverages		48,122.	13,614.	61,736.
	8 Entertainment	1,000.		600.	1,600.
	9 Other direct expenses	114,789.	39,258.	155,793.	309,840.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				464,108.
	11 Net income summary. Subtract line 10 from line 3, column (d)				-263,864.

Part III **Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d)				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: ____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: ____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: ____

11 Does the organization conduct gaming activities with nonmembers? ☐ **Yes** ☐ **No**

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ **Yes** ☐ **No**

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility **13a** %

b An outside facility **13b** %

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name

Address

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization $ and the amount of gaming revenue retained by the third party $

c If "Yes," enter name and address of the third party:

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation $

Description of services provided

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ **Yes** ☐ **No**

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Part IV Supplemental Information *(continued)*

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number 39-0826295

Part I — General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ..... [X] Yes [ ] No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II — Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table .....

3 Enter total number of other organizations listed in the line 1 table .....

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) 2023**

LHA 332101 11-01-23

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
HIGHER EDUCATION SCHOLARSHIPS	19	34,200.	0.		

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

SCHOLARSHIPS ARE AWARDED TO WINNERS OF CERTAIN PROGRAM RELATED EVENTS THE ORGANIZATION CONDUCTS. BEFORE PAYMENT OF ANY SCHOLARSHIP, THE STUDENTS NEED TO PROVIDE PROOF OF ENROLLMENT IN A COLLEGE OR UNIVERSITY AND MAINTAIN A MINIMUM GRADE POINT AVERAGE. FURTHER, THE ORGANIZATION ISSUES THE CHECKS DIRECTLY TO THE EDUCATIONAL INSTITUTION AND NEVER TO THE STUDENTS.

CERTAIN SCHOLARSHIPS ARE AWARDED FOR THE TOP TEAMS COMPETING IN THE LOCAL AND STATEWIDE BUSINESS CHALLENGE EVENTS HELD BY THE ORGANIZATION. THESE

Part IV Supplemental Information

SCHOLARSHIPS ARE NOT AWARDED IN THE PROCESS DESCRIBED ABOVE, BUT THEY ARE MONITORED IN THE SAME MANNER.

SCHEDULE J (Form 990)

Department of the Treasury Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number 39-0826295

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☒ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	X	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	**2**	X	
3	Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☒ Compensation committee ☒ Written employment contract ☐ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	**4b**		X
c	Participate in or receive payment from an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	**4c**		X
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**	X	
b	Any related organization? If "Yes" on line 5a or 5b, describe in Part III.	**5b**		X
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**	X	
b	Any related organization? If "Yes" on line 6a or 6b, describe in Part III.	**6b**		X
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	**7**		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		**(B)** Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
(1) MICHAEL FROHNA	(i)	173,237.	20,000.	0.	7,613.	0.	200,850.	0.
PAST PRESIDENT	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
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	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 1A:

JUNIOR ACHIEVEMENT PROVIDES A $25 MONTHLY STIPEND TO ALL EMPLOYEES UPON PROOF OF HEALTH CLUB MEMBERSHIP. THE $25 IS INCLUDED AND TAXED AS REGULAR EARNINGS OF THE INDIVIDUAL.

PART I, LINE 3:

JA USA PROVIDES COMPENSATION DATA FOR THE PRESIDENT THAT IS TAKEN INTO CONSIDERATION ALONG WITH LOCAL PAY DATA FOR SIMILAR EXECUTIVE DIRECTORS IN THE LOCAL MARKET. THE HR COMMITTEE ALONG WITH THE EXECUTIVE COMMITTEE WILL REVIEW THE DATA AND SET THE COMP.

PART I, LINE 5:

IF CERTAIN THE FUNDRAISING GOAL AND NET SURPLUS WAS ACHIEVED, AN INCENTIVE COMPENSATION PROGRAM AWARDS A PERCENTAGE OF INCOME.

PART I, LINE 6:

IF CERTAIN THE FUNDRAISING GOAL AND NET SURPLUS WAS ACHIEVED, AN INCENTIVE COMPENSATION PROGRAM AWARDS A PERCENTAGE OF INCOME.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number: 39-0826295

Part I Types of Property

		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art				
2	Art - Historical treasures				
3	Art - Fractional interests				
4	Books and publications				
5	Clothing and household goods				
6	Cars and other vehicles				
7	Boats and planes				
8	Intellectual property				
9	Securities - Publicly traded				
10	Securities - Closely held stock				
11	Securities - Partnership, LLC, or trust interests				
12	Securities - Miscellaneous				
13	Qualified conservation contribution - Historic structures				
14	Qualified conservation contribution - Other				
15	Real estate - Residential				
16	Real estate - Commercial				
17	Real estate - Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other (AUCTION ITEMS)	X	436	186,124.	FMV
26	Other (MATERIALS)	X	1	15,850.	FMV
27	Other (SCHOLARSHIPS)	X	1	5,250.	FMV
28	Other (OFFICE SUPPLIES)	X	1	198.	FMV

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement 29

			Yes	No
30a	During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		X
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	X	
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule M (Form 990) 2023**

LHA 332141 09-11-23

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

THE NUMBER IN COLUMN REPRESENTS THE NUMBER OF CONTRIBUTIONS.

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC
Employer identification number: 39-0826295

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
INSTRUCTION IN FINANCIAL LITERACY, CAREER/WORK READINESS, AND ENTREPRENEURSHIP.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
PARTNERSHIPS THAT ARE RESPONSIVE TO BUSINESS, EDUCATION, AND COMMUNITY NEEDS. THE ORGANIZATION PREPARES YOUNG PEOPLE TO SUCCESSFULLY NAVIGATE THEIR ECONOMIC FUTURE THROUGH LEARNING EXPERIENCES THAT SIMULATE FUTURE SUCCESS AND SUPPORT CAREER DISCOVERY. JA PROGRAMS PROVIDE STUDENTS WITH THE FINANCIAL LITERACY, ENTREPRENEURSHIP AND WORK READINESS SKILLS THAT THEY WILL NEED TO BECOME RESPONSIBLE CITIZENS AND SUCCEED IN A GLOBAL ECONOMY.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
DEICISIONS.

HIGH SCHOOL PROGRAMS - BUILDS ON WHAT STUDENTS HAVE LEARNED TO MAKE INFORMED, INTELLIGENT DECISIONS ABOUT THEIR FUTURE AND FOSTERS SKILLS THAT WILL BE HIGHLY USEFUL IN THE WORKFORCE. WITH A RANGE OF DIFFERENT PROGRAMS, JA TEACHES CONCEPTS RELATING TO ENTREPRENEURSHIP, FINANCIAL LITERACY AND WORK READINESS. VOLUNTEERS BRING REAL-LIFE BUSINESS EXPERIENCE AND GUIDANCE INTO THE CLASSROOM AT A TIME THAT REPRESENTS AN ESSENTIAL CROSSROADS FOR YOUNG PEOPLE.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
VOLUNTEERS ASSIST STUDENTS IN MAKING CHOICES FOR THEIR BUSINESS AND

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number: 39-0826295

PROVIDE CAREER EXPLORATION OPPORTUNITIES.

JA FINANCE PARK INTRODUCES MIDDLE AND HIGH SCHOOL STUDENTS TO PERSONAL FINANCE AND CAREER EXPLORATION. DURING THEIR TIME AT JA FINANCE PARK, STUDENTS RECEIVE RANDOMLY ASSIGNED LIVE SCENARIOS, INCLUDING FAMILY, CAREER, AND FINANCIAL SITUATION. VOLUNTEERS GUIDE THE STUDENTS TO: CREATE AND MAINTAIN A BALANCED FAMILY BUDGET, USE BANKING SERVICES, ARRANGE FOR HOUSING AND TRANSPORTATION, AND MAKE INVESTMENT DECISIONS. 5,923 STUDENTS IN 229 LEARNING EXPERIENCES.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
(JAWA). JAWA'S PURPOSE IS TO PROMOTE THE OBJECTIVES OF THE ORGANIZATION, INCLUDING RAISING FUNDS TO FURTHER SUCH OBJECTIVES.

FORM 990, PART VI, SECTION A, LINE 1A:
THE OFFICERS OF THE CORPORATION, STANDING COMMITTEE CHAIRS, THREE TO FIVE DISTRICT AREA REPRESENTATIVES AND SELECT AD HOC MEMBERS SHALL FORM A STATEWIDE EXECUTIVE COMMITTEE WHICH, BETWEEN MEETINGS OF THE FULL BOARD OF DIRECTORS, SHALL EXERCISE THE POWERS OF THE BOARD OF DIRECTORS, INCLUDING APPROVAL OF QUARTERLY BUDGETS (SEPTEMBER-DECEMBER, JANUARY-MARCH, APRIL-JUNE), AS MAY BE NECESSARY.

FORM 990, PART VI, SECTION A, LINE 1A:
THE EXECUTIVE COMMITTEE SO ELECTED SHALL INCLUDE TWO CLASSES OF MEMBERSHIP: A CLASS COMPOSED OF DISTRICT COMMITTEE REPRESENTATIVES (THE REPRESENTATIVE CLASS) AND THE AT-LARGE CLASS. THE OFFICERS OF THE CORPORATION (E.G., BOARD CHAIR, VICE CHAIR(S), THE TREASURER, AND THE SECRETARY) SHALL BE MEMBERS OF THE EXECUTIVE COMMITTEE AND MAY BE SELECTED FROM AMONG EITHER CLASS. THE

Name of the organization: JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number: 39-0826295

PRESIDENT SHALL SERVE AS AN EX OFFICIO MEMBER OF THE EXECUTIVE COMMITTEE. THE BOARD OF DIRECTORS SHALL DESIGNATE ANY ADDITIONAL DIRECTORS TO SERVE ON THE EXECUTIVE COMMITTEE WITHIN A REASONABLE TIME AFTER THE ANNUAL MEETING OF THE BOARD OF DIRECTORS. VACANCIES IN THE EXECUTIVE COMMITTEE SHALL BE FILLED BY THE BOARD OF DIRECTORS.

DURING THE INTERVALS BETWEEN MEETINGS OF THE BOARD OF DIRECTORS, THE EXECUTIVE COMMITTEE SHALL POSSESS AND MAY EXERCISE ALL THE POWERS AND FUNCTIONS OF THE BOARD OF DIRECTORS IN THE MANAGEMENT AND DIRECTION OF THE AFFAIRS OF THE CORPORATION IN ALL CASES IN WHICH SPECIFIC DIRECTION SHALL NOT HAVE BEEN GIVEN BY THE BOARD OF DIRECTORS. IN ADDITION, THE EXECUTIVE COMMITTEE MAY POSSESS AND EXERCISE SUCH POWERS AND RESPONSIBILITIES AS DELEGATED TO IT BY THE BOARD OF DIRECTORS BY RESOLUTION. THIS SHALL INCLUDE: A) DIRECT OVERSIGHT AND EVALUATION OF PRESIDENT AND THEIR DUTIES AND GOALS, B) APPROVING LOANS, A LINE OF CREDIT, OR AUTHORIZING FINANCIAL TRANSACTIONS NOT TO EXCEED BOARD APPROVED LIMITS, AND C) REPRESENTING BOARD INTERESTS WITH THIRD-PARTY PARTNERS.

ALL ACTIONS OF THE EXECUTIVE COMMITTEE SHALL BE REPORTED TO THE BOARD OF DIRECTORS AT ITS MEETING NEXT SUCCEEDING SUCH ACTION. REGULAR MINUTES OF THE PROCEEDINGS OF THE EXECUTIVE COMMITTEE SHALL BE KEPT. A MAJORITY OF THE MEMBERS OF THE EXECUTIVE COMMITTEE SHALL CONSTITUTE A QUORUM AND, UNLESS OTHERWISE PROVIDED HEREIN OR IN THE ACT, AN AFFIRMATIVE VOTE OF A MAJORITY OF THE MEMBERS OF THE EXECUTIVE COMMITTEE PRESENT AT A MEETING SHALL CONSTITUTE APPROVAL OF ANY ACTION.

FORM 990, PART VI, SECTION A, LINE 2:

KURT AND LORI BECHTHOLD ARE HUSBAND AND WIFE.

Name of the organization JUNIOR ACHIEVEMENT OF WISCONSIN, INC

Employer identification number 39-0826295

FORM 990, PART VI, SECTION A, LINE 7B:

FOR THE 2021-2022 YEAR, DUE TO THE PANDEMIC, THE BOARD ALLOCATED THE QUARTERLY BUDGET APPROVAL TO THE EXECUTIVE COMMITTEE OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 11B:

THE AUDIT COMMITTEE, UPON AUTHORITY OF THE BOARD, WILL REVIEW AND APPROVE THE TAX RETURN PRIOR TO THE 990 BEING FILED.

FORM 990, PART VI, SECTION B, LINE 12C:

THE BOARD DEVELOPMENT COMMITTEE REVIEWS ALL THE CONFLICT OF INTEREST STATEMENTS. ANY ISSUES THAT ARISE FROM THE REVIEW WILL BE BROUGHT TO THE EXECUTIVE COMMITTEE'S ATTENTION.

FORM 990, PART VI, SECTION B, LINE 15:

THE PRESIDENT'S SALARY IS REVIEWED BY THE EXECUTIVE COMMITTEE. THE COMMITTEE RECEIVES COMPENSATION DATA FROM JA USA FOR THE PRESIDENT POSITION AS WELL AS MARKET DATA FOR OUR REGION.

THE HR COMMITTE WILL REVIEW THE COMPENSATION DATA PROVIDED BY JA USA AS WELL AS LOCAL MARKET COMPENSATION DATA.

THE PROCESS DESCRIBED HERE WAS LAST COMPLETED IN 2023.

FORM 990, PART VI, SECTION C, LINE 19:

ALL DOCUMENTS ARE AVAILABLE UPON REQUEST AT THE OFFICES OF THE ORGANIZATION.

IRS Department of the Treasury
Internal Revenue Service

ATLANTA GA 39901-0001

In reply refer to: 3552739374
Feb. 27, 2025 LTR 4168C 0
84-1267604 000000 00
00016648
BODC: TE

JUNIOR ACHIEVEMENT USA
% EDWARD PRIEM II
12320 ORACLE BLVD STE 310
COLORADO SPGS CO 80921

034104

Employer ID number: 84-1267604
Form 990 required: YES

Dear Taxpayer:

We're responding to your request dated Feb. 20, 2025, about your tax-exempt status.

We issued you a determination letter in January, 1994, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(03).

We also show you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If you're required to file a return, you must file one of the following by the 15th day of the 5th month after the end of your annual accounting period:

- Form 990, Return of Organization Exempt From Income Tax
- Form 990EZ, Short Form Return of Organization Exempt From Income Tax
- Form 990-N, Electronic Notice (e-Postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990-EZ
- Form 990-PF, Return of Private Foundation or Section 4947(a)(1) Trust Treated as Private Foundation

According to IRC Section 6033(j), if you don't file a required annual information return or notice for 3 consecutive years, we'll revoke your tax-exempt status on the due date of the 3rd required return or notice.

You can get IRS forms or publications you need from our website at www.irs.gov/forms-pubs or by calling 800-TAX-FORM (800-829-3676).

If you have questions, call 877-829-5500 between 8 a.m. and 5 p.m.,

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JUNIOR ACHIEVEMENT USA
% EDWARD PRIEM II
12320 ORACLE BLVD STE 310
COLORADO SPGS CO 80921

Sincerely yours,

Sheralyn C. Hanks

Sheralyn C. Hanks
Ops. Manager, AM Ops. 3005

Junior Achievement™ USA

Member of JA Worldwide

March 14, 2025

To Whom It May Concern:

Please accept this letter as confirmation that Junior Achievement of Wisconsin, Inc., EIN 39-0826295, located at 11111 West Liberty Drive, Milwaukee, WI 53224, is an area in good standing with Junior Achievement USA®, EIN 84-1267604.

According to the Internal Revenue standards, the above area is considered a subordinate organization of Junior Achievement USA and is recognized as a 501(c)(3) organization and entitled to all rights of a 501(c)(3) organization under group exemption number 1116.

You may also verify Junior Achievement of Wisconsin's tax-exempt status by going to the following IRS website:

http://www.irs.gov/Charities-&-Non-Profits/Exempt-Organizations-Business-Master-File-Extract-EO-BMF

> Scroll down to the U.S. map, click on the state of Wisconsin. Once the excel spreadsheet opens, either scroll down or use the Excel "Find" feature to locate the EIN of "Junior Achievement of Wisconsin". You may need to widen the width of column "A" on the spreadsheet for the EIN numbers to read correctly.

Should you wish additional information or have any questions, please call me.

Sincerely,

Edward M. Priem II

Edward M. Priem II
Chief Financial Officer

Enclosure