

Audited Financial Statements

PelotonU, Inc.

*For the Years Ended December 31, 2024 and 2023
With Independent Auditor's Report*

PelotonU, Inc.

Audited Financial Statements

For the Years Ended December 31, 2024 and 2023

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Independent Auditor's Report

To the Board of Directors of
PelotonU, Inc.
Austin, Texas

Opinion

We have audited the accompanying financial statements of PelotonU, Inc. ("PelotonU") (a nonprofit organization), which comprise the statements of assets, liabilities, and net assets – modified cash basis as of December 31, 2024 and 2023, and the related statements of revenues, expenses, and changes in net assets – modified cash basis and functional expenses – modified cash basis 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 assets, liabilities, and net assets of PelotonU, Inc. as of December 31, 2024 and 2023, and the changes in its net assets for the years then ended in accordance with the modified cash basis of accounting as described in Note 1.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of PelotonU 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.

Basis for Accounting

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. 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 the modified cash basis of accounting as described in Note 1, 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.

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 PelotonU's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

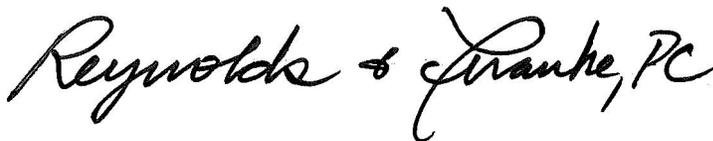
Auditor's Responsibilities for the Audit of the Financial Statements

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 auditor's 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 generally accepted auditing standards 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, including omissions, 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 generally accepted auditing standards, 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 PelotonU'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 PelotonU'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.



Austin, Texas
August 28, 2025

Audited Financial Statements

PelotonU, Inc.

Statements of Assets, Liabilities, and Net Assets - Modified Cash Basis

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Current Assets:		
Cash and cash equivalents	\$ 1,026,301	\$ 743,113
Certificates of deposit	-	200,000
Total current assets	<u>1,026,301</u>	<u>943,113</u>
Cash and cash equivalents with donor restrictions	<u>87,340</u>	<u>73,193</u>
Total assets	<u>\$ 1,113,641</u>	<u>\$ 1,016,306</u>
Liabilities and Net Assets		
Current Liabilities:		
Other liabilities	\$ 3,493	\$ 3,762
Total current liabilities	<u>3,493</u>	<u>3,762</u>
Net Assets:		
Without donor restrictions	1,022,808	939,351
With donor restrictions	87,340	73,193
Total net assets	<u>1,110,148</u>	<u>1,012,544</u>
Total liabilities and net assets	<u>\$ 1,113,641</u>	<u>\$ 1,016,306</u>

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

PelotonU, Inc.

Statement of Revenues, Expenses, and Changes in Net Assets - Modified Cash Basis

For the Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Support and other income:			
Grants and contributions	\$ 1,699,262	\$ 146,500	\$ 1,845,762
Coaching income	246,097	-	246,097
Other income	5,809	-	5,809
Total support and other income	<u>1,951,168</u>	<u>146,500</u>	<u>2,097,668</u>
Net assets released from donor restrictions	<u>132,353</u>	<u>(132,353)</u>	<u>-</u>
Total support, other income, and reclassifications	<u>2,083,521</u>	<u>14,147</u>	<u>2,097,668</u>
Expenses:			
Program services	1,642,707	-	1,642,707
Fundraising	256,182	-	256,182
Management, general, and administrative	101,175	-	101,175
Total expenses	<u>2,000,064</u>	<u>-</u>	<u>2,000,064</u>
Total change in net assets	83,457	14,147	97,604
Net assets, beginning of the year	<u>939,351</u>	<u>73,193</u>	<u>1,012,544</u>
Net assets, end of the year	<u>\$ 1,022,808</u>	<u>\$ 87,340</u>	<u>\$ 1,110,148</u>

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

PelotonU, Inc.

Statement of Revenues, Expenses, and Changes in Net Assets - Modified Cash Basis

For the Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Support and other income:			
Grants and contributions	\$ 1,259,288	\$ 125,000	\$ 1,384,288
Coaching income	371,482	-	371,482
Contributed goods and services	10,000		10,000
Advocate's club	8,252	-	8,252
Other income	954	-	954
Total support and other income	1,649,976	125,000	1,774,976
Net assets released from donor restrictions	60,576	(60,576)	-
Total support, other income, and reclassifications	1,710,552	64,424	1,774,976
Expenses:			
Program services	1,627,292	-	1,627,292
Fundraising	166,774	-	166,774
Management, general, and administrative	163,519	-	163,519
Total expenses	1,957,585	-	1,957,585
Total change in net assets	(247,033)	64,424	(182,609)
Net assets, beginning of the year	1,186,384	8,769	1,195,153
Net assets, end of the year	\$ 939,351	\$ 73,193	\$ 1,012,544

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

PelotonU, Inc.

Statement of Functional Expenses - Modified Cash Basis

For the Year Ended December 31, 2024

	Program Services			Supporting Services			Total
	College Completion	Secondary Supports	Student Recruitment	Total Program Services	Fundraising	Management, General, and Administrative	
Payroll expenses	\$ 799,916	\$ 146,006	\$ 453,759	\$ 1,399,681	\$ 129,288	\$ 59,775	\$ 1,588,744
Advising	-	-	97,267	97,267	-	-	97,267
Consultants	-	-	-	-	85,573	-	85,573
Student scholarships	-	33,875	-	33,875	-	-	33,875
Term balance	-	31,377	-	31,377	-	-	31,377
Software and systems	9,345	1,438	3,594	14,377	4,792	4,792	23,961
Marketing	-	-	21,518	21,518	-	-	21,518
Fundraising	-	-	-	-	21,251	-	21,251
Accounting and tax	-	-	-	-	-	20,606	20,606
Travel	-	-	5,998	5,998	13,994	-	19,992
Student events	-	16,452	-	16,452	-	-	16,452
Student resources and support	-	14,770	-	14,770	-	-	14,770
Insurance and taxes	-	-	-	-	-	12,128	12,128
Staff development	2,901	580	1,451	4,932	464	406	5,802
HQ building expenses	1,599	246	615	2,460	820	820	4,100
Other expenses	-	-	-	-	-	1,731	1,731
Bank and credit card fees	-	-	-	-	-	917	917
Total expenses	\$ 813,761	\$ 244,744	\$ 584,202	\$ 1,642,707	\$ 256,182	\$ 101,175	\$ 2,000,064
Percentage of total expenses	41%	12%	29%	82%	13%	5%	100%

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

PelotonU, Inc.

Statement of Functional Expenses - Modified Cash Basis

For the Year Ended December 31, 2023

	Program Services			Supporting Services			Total
	College Completion	Secondary Supports	Growth	Total Program Services	Fundraising	Management, General, and Administrative	
Payroll expenses	\$ 724,661	\$ 131,932	\$ 456,992	\$ 1,313,585	\$ 130,988	\$ 63,766	\$ 1,508,339
Term balance	-	134,072	-	134,072	-	-	134,072
Staff development	14,714	3,678	7,882	26,274	7,507	41,288	75,069
Advising	-	-	60,052	60,052	-	-	60,052
Software and systems	17,554	6,858	3,429	27,841	1,715	4,736	34,292
Student resources and support	-	22,636	-	22,636	-	-	22,636
Accounting and tax	-	-	-	-	-	21,642	21,642
Travel	-	-	-	-	18,037	-	18,037
Student scholarships	-	16,473	-	16,473	-	-	16,473
Insurance and taxes	-	-	-	-	-	13,293	13,293
Contributed goods and services	-	-	-	-	-	10,000	10,000
Student events	-	7,833	-	7,833	-	-	7,833
Marketing	-	-	7,762	7,762	-	-	7,762
HQ building expenses	2,447	612	1,311	4,370	1,457	1,457	7,284
Fundraising	-	-	-	-	7,070	-	7,070
Other expenses	-	-	-	-	-	6,618	6,618
Computers and equipment	-	6,394	-	6,394	-	-	6,394
Bank and credit card fees	-	-	-	-	-	719	719
Total expenses	\$ 759,376	\$ 330,488	\$ 537,428	\$ 1,627,292	\$ 166,774	\$ 163,519	\$ 1,957,585
Percentage of total expenses	39%	17%	27%	83%	9%	8%	100%

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

PelotonU, Inc.

Notes to Financial Statements

For the Years Ended December 31, 2024 and 2023

Note 1 – Summary of Significant Accounting Policies

Nature of Operations

PelotonU, Inc. (“PelotonU”) is a nonprofit organization that provides working students with a pathway and the support to graduate from college on-time and with little to no debt. PelotonU’s vision is that any student with the will and drive to graduate from college can earn a degree, regardless of geography or economics. PelotonU is supported primarily through grants and contributions and coaching income.

Basis of Accounting

The accompanying financial statements have been prepared on the modified cash basis of accounting. This other comprehensive basis of accounting differs from accounting principles generally accepted in the United States of America primarily because PelotonU has not included contributions receivable, prepaid expenses, deferred revenue, accounts payable to vendors, scholarships payable, all non-cash contributions, and their related effects on the change in net assets.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Net Assets

Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Financial statements presentation follows the recommendations of the *Not-for-Profit Entities* Topic of the Financial Accounting Standards Board Accounting Standards Codification (FASB ASC 958). Accordingly, net assets of PelotonU and changes therein are classified and reported as follows:

Net assets without donor restrictions – These types of net assets are not subject to donor-imposed stipulations. This also includes net assets with Board designations for specific purposes, since these Board designations may be reversed by the Board of Directors at any time in the future.

Net assets with donor restrictions – These types of net assets are subject to donor-imposed stipulations, which limit their use by PelotonU, either permanently or temporarily, to a specific purpose and/or the passage of time. When a donor restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of revenues, expenses, and changes in net assets – modified cash basis as net assets released from donor restrictions.

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 1 – Summary of Significant Accounting Policies (continued)

Cash and Cash Equivalents

PelotonU considers all highly liquid investments with original maturities of three months or less to be cash equivalents. The carrying value of cash and cash equivalents approximates fair value because of the short maturities of those financial instruments.

Income Taxes

PelotonU, Inc. is a nonprofit organization described in Section 501(c)(3) of the Internal Revenue Code and is exempt from Federal income taxes on their operating income, except to the extent of unrelated business income, if any.

The most significant tax positions of PelotonU are its assertion that it is exempt from income taxes and its determination of whether any amounts are subject to unrelated business income tax (UBIT). Management has determined that PelotonU had no activities subject to UBIT during the years ended December 31, 2024 and 2023. All significant tax positions have been considered by management and it has determined that it is more likely than not that all tax positions would be sustained upon examination by taxing authorities.

PelotonU is required to file Form 990 (Return of Organization Exempt from Income Tax), which is subject to examination by the Internal Revenue Service (IRS) generally up to three years from the later of the original due date or the date the tax return was filed. The Forms 990 for 2023, 2022, and 2021 are open to examination by the IRS as of December 31, 2024.

Grants and Contributions

Grants and contributions received are recorded as increases in net assets without donor restrictions and net assets with donor restrictions, depending on the existence and/or nature of any donor restrictions. When a donor restriction expires (that is, when a stipulated time restriction ends or purpose restriction is met), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of revenues, expenses, and changes in net assets – modified cash basis as net assets released from donor restrictions.

Functional Accounting

PelotonU follows FASB ASC 958 which requires that nonprofit organizations provide information about expenses by their functional classification. Directly identifiable expenses are charged to program and supporting services. Expenses related to more than one function are charged to program and supporting services on the basis of periodic time and expense studies. Management, general, and administrative expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of PelotonU. Payroll expenses are allocated based on estimated time spent by the employees for each function. HQ building expenses are allocated on estimated space usage in each function.

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 1 – Summary of Significant Accounting Policies (continued)

Date of Management’s Review

These financial statements considered subsequent events through August 28, 2025, the date the financial statements were available to be issued.

Note 2 – Scholarship Commitments

PelotonU has awarded various scholarships to their students to help cover the cost of tuition to the university they attend. At December 31, 2024 and 2023, PelotonU projected scholarship commitments totaling \$24,600 and \$23,500, respectively. The estimate is based on student persistence along with projected graduation dates of their students.

Note 3 – Concentration of Credit Risk

Financial instruments which potentially subject PelotonU to credit risk principally consist of cash and cash equivalents and certificates of deposit. To minimize this risk, PelotonU places its temporary cash investments with high credit quality financial institutions insured by the Federal Deposit Insurance Corporation (FDIC). Effective January 1, 2013, deposit insurance coverage by the FDIC changed to \$250,000 per bank per entity for all interest bearing and non-interest bearing accounts. At December 31, 2024 and 2023, PelotonU had \$863,641 and \$567,065 of uninsured balances, respectively. PelotonU has not experienced any losses in such accounts in the past.

Note 4 – Concentrations of Income

Certain organizations comprise a concentration of PelotonU’s total support and other income for the years ended December 31, 2024 and 2023 as presented below. In the event that these funding sources were reduced or eliminated, it could have a major impact on PelotonU.

	2024	2023
Grants and contributions:		
Organization 1	12%	14%
Organization 2	36%	28%
Organization 3	0%	5%
Organization 4	12%	8%
Coaching income:		
Organization 3	12%	21%

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 5 – Certificates of Deposit

The carrying amounts reported on the statements of assets, liabilities, and net assets – modified cash basis approximate the fair values of the certificates of deposit. As of December 31, 2024 and 2023, the total certificates of deposit was \$0 and \$200,000, respectively. PelotonU had \$5,742 and \$0 of interest income from the certificates of deposit reported in the statements of revenues, expenses, and changes in net assets – modified cash basis for the years ended December 31, 2024 and 2023.

Note 6 – Fair Value Disclosures

PelotonU follows the provisions of FASB ASC 820, *Fair Value Measurements and Disclosures*, whose provisions relate to PelotonU's financial assets and liabilities carried at fair value and PelotonU's fair value disclosures related to financial assets and liabilities. FASB ASC 820 defines fair value, expands related disclosure requirements, and specifies a hierarchy of valuation techniques based on the nature of the inputs used to develop the measures of fair value.

Guidance provided by the FASB defines fair value as 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. When measuring fair value, a fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are described below:

Level 1: Unadjusted quoted prices for identical assets or liabilities in active markets that PelotonU has the ability to access at the measurement date. The type of investments included in Level 1 includes listed equities and listed derivatives.

Level 2: Inputs other than quoted prices within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Inputs that are unobservable for the asset or liability and include situations where there is little, if any, market activity for the asset or liability.

The asset's 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 need to maximize the use of observable inputs and minimize the use of unobservable inputs. The valuation methods used may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, although PelotonU believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2024.

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 6 – Fair Value Disclosures (continued)

As of December 31, 2024, PelotonU held no investments.

The following table sets forth by level, within the fair value hierarchy, PelotonU’s investments at fair value as of December 31, 2023 :

Description	2023 Fair Value	Fair Value Measurements Using:		
		Quoted Prices in Active Markets for Identical (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments:				
Certificates of deposit	\$ 200,000	\$ 200,000	\$ -	\$ -
Total	\$ 200,000	\$ 200,000	\$ -	\$ -

PelotonU’s other financial instruments consist principally of cash and cash equivalents, cash and cash equivalents with donor restrictions, and other liabilities. PelotonU believes all of the other financial instruments’ recorded values approximate current market values, primarily because of the relatively short-term maturity of those instruments.

Note 7 – Master Service Agreement

PelotonU entered into a master service agreement with Southern New Hampshire University (the “University”), a private nonprofit 501(c)(3) institution of higher education, effective June 1, 2018 (which was a continuation of an original agreement that began in May 2016). The agreement shall remain in effect for a term of four years with the option to extend this agreement for subsequent one year terms upon agreement of both parties, subject to early termination in accordance with its terms. This contract, and any Statement of Work, may be terminated without cause by the University or PelotonU by giving written notice to the other party at least 270 calendar days prior to the effective date of termination stated in the notice.

On July 1, 2021, a Statement of Work was executed to provide assistance to students enrolled in College for America, a program of the University (“CfA at SNHU”) and became effective for a three-year term to end on June 30, 2024. On July 1, 2024, a new Statement of Work was executed for the same purpose and is set to end on June 30, 2025. The bundled services to be provided by PelotonU include student outreach through PelotonU’s network, enrollment application assistance, financial aid application assistance, student coaching and onsite support for navigating online courses delivered by CfA at SNHU, technology support for students including facilities, equipment, and onsite assistance, career counseling and placement assistance generally. Once students begin their degree program, PelotonU coaches will provide ongoing and personalized service to support students’ progress towards graduation. Under the 2021 Statement of Work, CfA at SNHU will pay a fee per student of \$1,000 for each 16-week term or \$3,000 per year for academic terms beginning prior to January 1, 2022. For academic terms beginning after January 1, 2022, CfA at SNHU will pay a fee per student of \$1,100 for each 16-week term or \$3,300 per year.

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 8 – Net Assets With Donor Restrictions

PelotonU had the following net assets with donor restrictions activity during the year ended December 31, 2024:

	Beginning Balance	Contributions & Grants	Released from Donor Restrictions	Ending Balance
Subject to Expenditure for a Specified Purpose:				
Provide pathways to college graduation				
for low income working parents	8,282	25,000	(29,408)	3,874
Rebranding initiative	-	25,000	-	25,000
Tarrant Country expansion	42,917	75,000	(65,573)	52,344
Hiring of data manager and implementation of Salesforce	15,862	-	(15,862)	-
Leadership development	10	-	(10)	-
Scholarships for PelotonU students	-	21,500	(21,500)	-
Scholarships for Citylink students	6,122	-	-	6,122
	\$ 73,193	\$ 146,500	\$ (132,353)	\$ 87,340

PelotonU had the following net assets with donor restrictions activity during the year ended December 31, 2023:

	Beginning Balance	Contributions & Grants	Released from Donor Restrictions	Ending Balance
Subject to Expenditure for a Specified Purpose:				
Expanding to post-traditional Texans everywhere	\$ 2,647	\$ -	\$ (2,647)	\$ -
Provide pathways to college graduation				
for low income working parents	-	25,000	(16,718)	8,282
College education for Austin-area youths	-	18,000	(18,000)	-
Tarrant County expansion	-	50,000	(7,083)	42,917
Hiring of data manager and implementation of Salesforce	-	25,000	(9,138)	15,862
Leadership development	-	2,500	(2,490)	10
Scholarships for PelotonU students	-	4,500	(4,500)	-
Scholarships for Citylink students	6,122	-	-	6,122
	\$ 8,769	\$ 125,000	\$ (60,567)	\$ 73,193

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 9 – Liquidity and Availability of Financial Assets

PelotonU’s working capital and cash flows have seasonal variations during the year attributable to the timing of the funding of grants and the receipt of contributions and coaching income.

The following reflects PelotonU’s financial assets as of the statements of assets, liabilities, and net assets – modified cash basis date, reduced by amounts not available for general use within one year of the statements of assets, liabilities, and net assets – modified cash basis date because of contractual or donor-imposed restrictions or internal Board designations. Amounts available include donor-restricted amounts that are available for expenditure in the following year. Amounts not available include amounts set aside for operating and other reserves that could be drawn upon if PelotonU’s Board of Directors approves that action.

	2024	2023
Cash and cash equivalents	\$ 1,026,301	\$ 743,113
Cash and cash equivalents with donor restrictions	87,340	73,193
Certificates of deposit	-	200,000
Total financial assets	1,113,641	1,016,306
With donor restrictions	(87,340)	(73,193)
Financial Assets Available to Meet Cash Needs For Expenditures Within One Year	\$ 1,026,301	\$ 943,113

Note 10 – Contributed Goods and Services

During the year ended December 31, 2024, PelotonU recognized no contributed goods and services activity.

During the year ended December 31, 2023, PelotonU recognized the following contributed goods and services activity:

	2023 Revenue Recognized	Utilization in Programs/ Activities	Donor Restrictions	Valuation Techniques and Inputs
Expensed:				
Consulting services	\$ 10,000	Admin	No associated donor restrictions	Fair value
Total	\$ 10,000			

PelotonU, Inc.

Notes to Financial Statements (continued)

For the Years Ended December 31, 2024 and 2023

Note 11 – Retirement Plan

Beginning in 2021, PelotonU started participating in a 401(k) Retirement Plan, which covers all eligible employees that meet certain age requirements. PelotonU may make discretionary matching and/or profit sharing contributions to the plan. All employer contributions will be 100% vested after one year of service. During the years ended December 31, 2024 and 2023, there were no employer contributions made to the plan. Administrative fees relating to the plan management totaled \$2,476 and \$2,529 during the years ended December 31, 2024 and 2023, respectively.