HACR 2014
ANNUAL REPORT INDEX

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Founded in 1986, the Hispanic Association on Corporate Responsibility (HACR) is one of the most influential advocacy organizations in the nation representing 16 national Hispanic organizations in the United States and Puerto Rico. Our mission is to advance the inclusion of Hispanics in Corporate America at a level commensurate with our economic contributions. To that end, HACR focuses on four areas of corporate social responsibility and market reciprocity: Employment, Procurement, Philanthropy, and Governance.

Collectively, HACR’s Coalition Members reflect the voice of more than 50 million Hispanics living in the United States and Puerto Rico, serving those diverse communities through advocacy, education, representation, assistance, capacity building, public policy support, resource development, and the exertion of political influence. HACR Coalition Members work with more than 1,500 affiliate community-based organizations serving the Hispanic community in all 50 states and Puerto Rico, including more than 450 institutions of higher learning enrolling three out of every four U.S. Hispanic college students, and 400 publications with a combined circulation of more than 10 million.

HACR’s work is possible thanks to the generous support of its Corporate Members, which includes to-date, 56 of the largest companies in the U.S. Together the Coalition Members and Corporate Members help to provide HACR the resources needed to achieve its mission.

HISPANICS IN THE U.S.

$1.5 TRILLION estimated purchasing power by 2015.¹

MORE THAN 16% of the U.S. population is Hispanic.²

There are 3.2 MILLION Hispanic-owned businesses and entrepreneurs in the U.S.³

Hispanics are the fastest-growing ethnic segment in the U.S. and are expected to GROW 167% from 2010 to 2050.⁴

¹Source: U.S. Census Bureau
²Source: IBID
³Source: U.S. Small Business Administration
⁴Source: U.S. Census Bureau
This summer will mark my first full year as President and CEO of HACR and I feel great about HACR’s progress. I’d like to thank the board of directors for their support, as well as former President and CEO, Carlos Orta for his 8 years of service that helped HACR reach new heights of success.

Over the past year, I have watched HACR continue to move full steam ahead in regards to fulfilling our mission. As Corporate America sets out to create shareholder value, HACR will continue to be at the forefront, supporting corporations who make the commitment to Hispanic inclusion.

The 2014 Symposium and Programs in San Diego were very successful and we thank Frank D. Alvarez for his leadership as interim president and CEO during the transition.

Our four professional development programs: HACR Corporate Executives Forum™ (CEF), HACR Corporate Directors Summit™ (CDS), HACR Corporate Achievers Summit (CAS) and HACR Young Hispanic Corporate Achievers™ (YHCA) convened at the US GRANT Hotel located in the heart of San Diego’s Gaslamp Quarter. These four programs brought together an impressive group of Hispanic business leaders from Corporate America, including young professionals, executives, and board directors.

For our Annual Symposium, we featured speakers such as Javier Goizueta, president of Coca Cola’s Global McDonald’s Division, Luke Visconti, CEO of DiversityInc, and Donald Thompson, president and CEO of the McDonald’s Corporation.

2015 will be a year of expansion for HACR as we position ourselves to address the challenges facing Hispanics when it comes to greater corporate inclusion. We have come a long way since our founding in 1986, but we have a lot of hard work ahead of us given the lack of Hispanic inclusion still prevalent on corporate boards and C-suites. Working with our Coalition Members and our Corporate Members, I believe that we can make significant inroads with this important diversity movement.

In 2014, Dr. Lisette M. Garcia and the HACR Research Institute (HRI) released the 2014 HACR Corporate Inclusion Index (CII). 2014 marked the sixth year of the HACR CII; and, since its inception, several Fortune 500 companies have improved their ratings. This positive trend reflects greater commitment on their part to the Hispanic community and to Hispanic inclusion.

This year, we also increased the public visibility of our work through media outreach efforts, industry conferences, corporate engagement, diversity alliances, town halls, and even a TEDx talk. In 2015 we plan to expand these visibility initiatives even more.

With HACR’s financial support, the Latino Corporate Directors Association (LCDA) was launched as an outgrowth of the success of the HACR CDS. As we execute on our expanded programs, research, and advocacy, we believe that over the coming years, we will see a measurable difference in the presence of Hispanics in Corporate America.

I am proud of the work our team has produced over the past year, and I am happy to share this annual report with all of our contributors.

Kindest regards,

Cid D. Wilson
President & CEO
2014 HACR BOARD OF DIRECTORS

MARGARET MORAN
League of United Latin American Citizens
HACR Board Chair

GUARIONE DÍAZ
Cuban American National Council
HACR Board Vice Chair

RONALD BLACKBURN-MORENO
ASPIRA Association, Inc.
HACR Board Treasurer

DR. JUAN ANDRADE, JR.
United States Hispanic Leadership Institute
HACR Board Secretary

JANET MURGUIA
National Council of La Raza
HACR Immediate Past Chair

LUIS VAZQUEZ-CONTES
American GI Forum of the United States

THE HONORABLE RUBÉN HINOJOSA
Congressional Hispanic Caucus Institute, Inc.

THE HONORABLE LINCOLN DÍAZ-BALART
Congressional Hispanic Leadership Institute, Inc.

DR. ANTONIO R. FLORES
Hispanic Association of Colleges and Universities

AMY HINOJOSA
MANA, A National Latina Organization

MARTHA MONTOYA
National Association of Hispanic Publications

CECELIA ESPENOZA
National Hispanic Leadership Institute

RAFAEL FANTAUZZI
National Puerto Rican Coalition

MANUEL “MANNY” GONZALEZ
National Society of Hispanic MBAs

IGNACIO SALAZAR
SER-Jobs for Progress National, Inc.

JAVIER PALOMAREZ
United States Hispanic Chamber of Commerce

2014 HACR COALITION MEMBERS

AMERICAN GI FORUM OF THE UNITED STATES
ASPIRA ASSOCIATION, INC.

CONGRESSIONAL HISPANIC CAUCUS INSTITUTE, INC.

CONGRESSIONAL HISPANIC LEADERSHIP INSTITUTE, INC.

CUBAN AMERICAN NATIONAL COUNCIL

HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES

LEAGUE OF UNITED LATIN AMERICAN CITIZENS

MANA, A NATIONAL LATINA ORGANIZATION

NATIONAL ASSOCIATION OF HISPANIC PUBLICATIONS

NATIONAL COUNCIL OF LA RAZA

NATIONAL HISPANA LEADERSHIP INSTITUTE

NATIONAL PUERTO RICAN COALITION

NATIONAL SOCIETY OF HISPANIC MBAS

SER-JOBS FOR PROGRESS NATIONAL, INC.

UNITED STATES HISPANIC CHAMBER OF COMMERCE

UNITED STATES HISPANIC LEADERSHIP INSTITUTE
## 2014 HACR CORPORATE MEMBERS

### BENEFACTOR
- ALTRIA GROUP, INC.
- DELL, INC.
- GENERAL ELECTRIC
- INTEL CORPORATION
- MCDONALD’S CORPORATION
- TARGET CORPORATION
- TIME WARNER, INC.
- WELLS FARGO

### GENERATIONS
- ADP
- AETNA, INC.
- ANHEUSER-BUSCH COMPANIES, INC.
- AT&T
- BANK OF AMERICA
- CAESAR’S ENTERTAINMENT, INC.
- CARNIVAL CORPORATION & PLC
- CHEVRON
- CHRYSLER
- CITI
- COMCAST CORPORATION
- FORD MOTOR COMPANY
- GENERAL MOTORS
- JOHNSON & JOHNSON
- KRAFT FOODS
- MILLERCOORS
- NORTHROP GRUMMAN
- SODEXO
- STATE FARM INSURANCE COS.
- TOYOTA MOTOR CORPORATION
- VERIZON COMMUNICATIONS
- THE WALT DISNEY COMPANY

### ASSOCIATE
- AARP
- AMERICAN PETROLEUM INSTITUTE
- CISCO SYSTEMS
- THE COCA-COLA COMPANY
- COMERICA BANK
- CONAGRA FOODS, INC.
- CSX CORPORATION
- DENNY’S CORPORATION
- DIAGEO NORTH AMERICA
- ERNST & YOUNG
- GOOGLE
- THE HOME DEPOT
- KPMG
- MACY’S
- MANPOWERGROUP, INC.
- MARSH & MCLENNAN COMPANIES
- MERCK & CO.
- MGM RESORTS INTERNATIONAL
- MICROSOFT CORPORATION
- PEPSICO
- PRUDENTIAL FINANCIAL
- UNITEDHEALTHCARE
- UPS
- VOYA FINANCIAL SERVICES
- WALMART
- WYNDHAM WORLDWIDE
The HACR Research Institute (HRI) is the research arm of HACR and is devoted to objective research, analysis, and publication of Hispanic-related issues in Corporate America. The goal of the HRI is to assess current trends and stimulate discussion on Hispanic inclusion in Corporate America.

Through the HRI, HACR publishes annual studies on the state of the Hispanic community and corporate best practices in employment, procurement, philanthropy, and governance along with the HACR Corporate Inclusion Index. The research institute also publishes the Corporate Governance Study, and other independent studies conducted internally and through partnership with other leading advocacy organizations. By providing information on the status of Hispanics in Corporate America, HACR can focus on issues relevant to Hispanics and investigate solutions to the inequity that exists.

2014 HACR CORPORATE INCLUSION INDEX

The HACR Corporate Inclusion Index (CII), a component of HACR’s Corporate Accountability Strategy, takes a comprehensive measurement of Hispanic inclusion at Fortune 100 companies and HACR Corporate Member companies by focusing on HACR’s four pillars of corporate social responsibility and market reciprocity.

“On behalf of HACR’s Board of Directors, we congratulate all of the participants of this year’s HACR CII. Increased participation and greater transparency have enabled HACR to better assess how Hispanics are faring along our four pillars,” said Dr. Lisette M. Garcia, director, HACR Research Institute. “Though there is still much work to be done, the significance of the trends we have seen show us Hispanics have become an increasingly important consumer segment and workforce talent pool that Corporate America must recognize as key to renewing an aging labor force and essential to preserving market position.”
The 22nd Annual HACR Symposium: The Power of Hispanic Inclusion™ was held April 7-8, 2014 at San Diego’s iconic US GRANT Hotel located in the heart of the historic Gaslamp District. The annual event brought together an impressive group of corporate executives, experts, and government officials to create a powerful dialogue about Hispanic inclusion in Corporate America. Target Corporation once again served as the host sponsor, maintaining its commitment to promote cultural diversity in the workplace.

The opening business session was led by Luke Visconti, CEO of DiversityInc. Mr. Visconti founded DiversityInc in 1998 and directs all operations including the methodology for the DiversityInc “Top 50 Companies for Diversity,” now in its 14th year. His thought provoking talk explored why diversity efforts have stalled and led to a lively discussion on the challenges companies face in diversifying their workforce.

During the Symposium, participants also had the opportunity to attend a C-Suite roundtable with senior level corporate executives, including: Jose M. Barra, senior vice president of healthcare & beauty merchandising at Target, Michael Dominguez, senior vice president for MGM Resorts International, and Graciela Montgomery, chief HR officer for Deckers Outdoor Corporation. Dr. William Klepper from Columbia University engaged the panelists in an insightful conversation on key leadership traits, career stumbling blocks they have overcome, and the role of sponsorship in advancing their careers.

HACR also celebrated 10 years in partnership with the Alliance for Board Diversity (ABD) in San Diego. Symposium participants were treated to a discussion on board diversity in the future moderated by Pat Prout from The Prout Group Inc., which included Linda Akutagawa, president & CEO of Leadership Education for Asian Pacifics, Inc. (LEAP), Ilene H. Lang, former president & CEO of Catalyst, Ronald C. Parker, president & CEO of The Executive Leadership Council (ELC), and HACR’s interim president & CEO, Frank D. Alvarez. Panelists discussed their victories and challenges over the last 10 years and the future of the Alliance.

The second day of the 22nd Annual HACR Symposium kicked off with a panel led by Dr. Lisette Garcia, director of the HACR Research Institute (HRI) and featured an array of panelists who shared keen insights on trends in supplier diversity and best practices for increasing supplier diversity.
Javier Goizueta, president of The Coca-Cola Company’s Global McDonald’s Division and son of Hispanic business icon Roberto Goizueta, was featured in a C-Suite fireside chat filled with personal insights of his experience in Corporate America.

Also part of the program was a conversation with Eduardo Tobon, president of Diners Club International. Mr. Tobon was the highlight of the Symposium networking lunch, offering a unique perspective on his career then and now, and what has defined success for him.

New this year was the business session dedicated to the State of Latinos in California. This panel featured leaders from Hispanic IT Executive Council (HITEC), Hispanics in Philanthropy (HIP), Hispanics Organized for Political Equity (HOPE), the National Association of Latino Elected and Appointed Officials (NALEO), and the Hispanic Scholarship fund (HSF). Panelists discussed issues of concern for the Latino community in their respective sectors and Symposium attendees were able to engage in a lively discussion about what the future holds for Hispanics.

Before the program ended, Donald Thompson, president & CEO of McDonald’s led the HACR CEO Series with a memorable conversation moderated by Norma Garcia of Telemundo Dallas. The Symposium then concluded with an award ceremony recognizing the 2014 HACR Young Hispanic Corporate Achievers™ class, the present and future of Corporate America.

As one of the most influential voices for Hispanics in Corporate America, the Symposium successfully served as a forum to discuss corporate responsibility and market reciprocity for the nation’s growing Hispanic population. We look forward to hosting the 23rd Annual HACR Symposium in Atlanta at the Ritz-Carlton, Buckhead, April 27-28, 2015.
The seventh annual HACR Corporate Directors Summit™ (CDS) convened in San Diego, from April 4–6, 2014. Since 2008, Hispanic corporate directors have gathered annually at the HACR CDS to share thoughts with peers on the advancement of corporate diversity and the state of Latino participation on the boards of Corporate America.

Recognizing the need to increase the number of Hispanics serving on corporate boards, at the 2010 HACR CDS, the CDS participants discussed the need to launch a new entity led by directors to drive the necessary change in Corporate America. In 2011, a recommendation was put forth to form the Latino Corporate Directors Association (LCDA) and the Latino Corporate Directors Educational Foundation (LCDEF). In 2012, an interim board was appointed, a mission statement was adopted, and the LCDA & LCDEF were both officially incorporated. At this year’s annual meeting, the LCDA held their first business session.

On Sunday, April 6, 2014, the LCDA founding board of directors invited attendees to join and contribute to the discussion of the strategic planning process. Orlando Padilla, founder of Padilla Networks LLC, and Carmen Joge, vice president of governance for the Congressional Hispanic Caucus Institute, facilitated the discussion. Through the LCDA, members will strategize how to increase the number and influence of Latinos on corporate boards.

The LCDA held a special members-only director education session entitled “Influencing the Nominating and Governance Process” with a panel of experts including: Monica Lozano, CEO and chair of Impremedia, and director of Bank of America, The Walt Disney Company,
In addition to inaugurating the LCDA’s first session, CDS participants attended intensive business sessions and networked with Hispanic corporate executives. Participants joined the HACR Corporate Executives Forum™ (CEF) for a session entitled, “A Look into the Corporate Boardroom from a CEO and Board Member Perspective” with a panel of experts including Donald Knauss, chairman and CEO of The Clorox Company, and Dr. Richard Carmona, board member, The Clorox Company and Herbalife, and vice-chairman and CEO, Canyon Ranch Institute. Victor Arias, a senior client partner and global leader of diversity and inclusion for Korn/Ferry International, moderated the panel.

On Saturday night, participants attended the Hispanic Executive magazine and Quaker Foods North America “Best of the Boardroom” reception in the Rock Star Elevation Suite of the Hard Rock Hotel San Diego. Hispanic Executive magazine presented an award to Jose Luis Prado, president of Quaker Foods North America, PepsiCo, and lauded his various achievements throughout his 28-year career with PepsiCo.

Participants concluded their stay in San Diego with a closing reception and dinner hosted by Target at The Prado in Balboa Park. Angel Martinez, president and CEO of Deckers Outdoor Corporation delivered remarks and urged participants to stay involved in the education of younger generations of Hispanic Americans.
The 2014 HACR Corporate Executives Forum™ (CEF) welcomed the nation’s foremost Hispanic executives to San Diego to exchange views on challenges, best practices, and business solutions. From April 4–6, 2014, attendees participated in intensive business sessions and networked with corporate directors at the iconic US GRANT Hotel. The program was founded in 2006 with a grant from Ford Motor Company and today, it executes its mission through the support of Host Sponsor, Target and other sponsors, along with generous contributions from twelve corporate Legacy Member companies and two Visionary Members in a partnership to form an endowment to expand the CEF.

According to Frank Ros, CEF participant and vice president of Hispanic strategies for The Coca-Cola Company, “The HACR CEF continues to get better every year. It’s great to see fellow Latino corporate executives getting engaged and excited about the quality of the speakers, panelists, networking, and the sharing of best practices.”

This year, a special executive session was held to develop the HACR CEF strategic plan framework. The project began in November 2013, and was further defined into five strategic priorities: brand awareness, executive pipeline, giving back, establishing partnerships to leverage impact and influence, and resource development. With its vision to be the preeminent institution facilitating Hispanic corporate inclusion, participants and the Legacy Advisory Council committed to having a five-year strategic plan in place by July 2014.
Throughout the program, participants were exposed to some of the nation’s most influential business experts. Grace Lieblein, board member, Honeywell International Inc. and vice president, global purchasing and supply chain for General Motors, led a valuable session entitled: “How I got on a Corporate Board.” Dr. William Klepper, professor of management at Columbia Business School presented a highly insightful executive case study that analyzed best practices among Procter & Gamble’s succession of CEOs.

In an executives-only session, Dr. Jorge Cherbosque, partner, Emotional Intelligence and Diversity Institute and co-director, UCLA Staff and Faculty Counseling Center, educated participants about the importance of emotional intelligence and diversity leadership.

A highlight for CEF participants was a session with Marshall Goldsmith, a world-class authority on coaching successful leaders, and the best-selling author of “What Got You Here Won’t Get You There.” Goldsmith conducted a two-hour discussion on how to achieve positive change in behavior and excel as a leader, while touching on key points from his book.

The following night, the closing reception and dinner sponsored by Target was held at The Prado in Balboa Park. During the dinner, several companies received recognition for their contribution to the CEF Legacy Endowment including General Electric, General Motors Foundation, MassMutual, and Monsanto.
HACR’s newest program, the Corporate Achievers Summit (CAS), held its fourth annual summit from April 4–6, 2014, at San Diego’s historic US GRANT Hotel, and gathered twenty-nine U.S.-based, Hispanic Corporate Achievers from Fortune 500 and HACR Corporate Member companies. Launched in 2011 at the request of the HACR Young Hispanic Corporate Achievers™ (YHCA) alumni, the CAS program aims to further engage and inspire its participants.

For the first time, this year the program ran alongside the HACR Corporate Directors Summit™ (CDS) and the HACR Corporate Executives Forum™ (CEF) in order to facilitate networking opportunities. On Friday night, participants from the three programs were welcomed to San Diego with a reception and dinner. The keynote speaker for the dinner was Enrique Hernandez, Jr., president & CEO of Inter-Con Security Systems, Inc. and board member of Chevron Corporation, Nordstrom, McDonald’s, and Wells Fargo.

Throughout the weekend renowned experts led business sessions with the goal of keeping participants competitive and well informed. Dr. William Klepper, professor of management, Columbia Business School, spoke about issues related to business management and team building. Dr. Klepper also helped identify how participants would like to see the program develop. Dana Galin, CEO of life coaching company Defineum, was with participants on Saturday and Sunday to discuss “The Six Pillars of Leadership Excellence.” Participants networked with directors and executives at Hispanic Executive magazine’s
and Quaker Foods North America’s “Best of the Boardroom” reception, and the next night at Target’s closing reception and dinner at The Prado in Balboa Park. During the closing dinner, CAS participant Dolores Campuzano, MGM Resorts International, won a gift donated by Target for leading social media activity on HACR’s newly launched mobile app.

In recent years, participants from HACR’s Corporate Executives Forum™ (CEF) have served as presenters. Through this relationship, participants receive first-hand knowledge from high-ranking Hispanics in Corporate America. HACR CEF participants David Ruiz, president of UPS Florida, and Louis Miramontes, KPMG LLC partner, headed sessions such as Keys to Managing Profit & Loss, and The Path to the Boardroom.

This year’s new structure succeeded in maximizing exposure to corporate leaders, while at the same time providing vital leadership development for continued professional growth.
The 8th Annual HACR Young Hispanic Corporate Achievers™ (YHCA) Program was held in San Diego, California, April 6–8, 2014, and recognized young Hispanic executives in Corporate America who have displayed tremendous leadership and a deep commitment to the Hispanic community. Launched in 2007, the program helps to create a pipeline and cultivate the next generation of Hispanic leaders in Corporate America.

HACR YHCA participants were guided through the program by author and motivational speaker Dr. Juana Bordas, president of Mestiza Leadership International. She has led participants through the transformational HACR YHCA program since its inception. The program began on Sunday, April 6, 2014, with an introduction to HACR, and for the next three days, Dr. Bordas facilitated sessions about Hispanic history and evolution, Latino leadership, career strategies, and goal setting.

Throughout the program participants were exposed to Hispanic corporate directors and C-Suite executives. On Sunday night, HACR YHCA participants attended an off-site dinner at The Prado in Balboa Park with the HACR Corporate Executives Forum™ (CEF), Corporate Directors Summit™ (CDS), and Corporate Achievers Summit (CAS) program participants. The keynote speaker for the dinner was Angel Martinez, president and CEO of Deckers Outdoor Corporation. Participants also joined the HACR CAS members for a joint business session featuring best-selling author and leadership coach Marshall Goldsmith.
A highlight of the program was the HACR CEO Series with McDonald’s President and CEO Donald Thompson. Thompson, the first African American president and CEO of McDonald’s, candidly spoke about his experience moving up the corporate ladder. The HACR YHCA program concluded with an awards ceremony recognizing the accomplishments and potential of this year’s class. Representatives from HACR YHCA sponsors, Altria and MillersCoors, were on hand at the awards ceremony to provide remarks and congratulate this year’s HACR YHCA class.

To date, more than 200 individuals have been selected as HACR Young Hispanic Corporate Achievers™. Nominations for the HACR YHCA program open each summer.
2014 HACR EVENT GALLERY

Dr. William Klepper.

HACR program participants.

Diners Club President & CEO Eduardo Tobon.

HACR program participant and HACR board members.

MGMs Tony Gladney Introducing the C-Suite Roundtable panel.

Wyndham Worldwide’s Patti Lee and Tiziana Sullivan.
2014 HACR EVENT GALLERY

Google’s Adrianna Sameniego, Julie Anne Crommet, and Hector Mujica.

2014 HACR YHCA participants.

HACR Symposium luncheon attendees.

HACR program participants and HACR board member Manuel “Manny” Gonzalez.

Target’s Corey Smith and Katie Fettig with HACR’s Emma Etheridge.

NCLR President and CEO Janet Murguía.
For more than 26 years, the Hispanic Association on Corporate Responsibility has worked to advocate for Hispanic inclusion in Corporate America at a level commensurate with its economic contributions. Through established national initiatives, to help us complete our mission, HACR provides necessary resources for Hispanic leaders, corporate directors, and top corporate executives to gather informational knowledge and work toward the advancement of Latinos from the boardrooms to the C-Suites.

Among the organization’s signature programs are the Annual HACR Symposium: The Power of Hispanic Inclusion™, the HACR Corporate Directors Summit™, HACR Corporate Executives Forum™, the HACR Corporate Achievers Summit, and the HACR Young Hispanic Corporate Achievers™. Through the HACR Research Institute, we work throughout the year to conduct and publish objective research findings related to Hispanic inclusion in Corporate America.

In 2013, HACR’s major source of revenue was corporate contributions. The association follows the accrual method of accounting, whereby revenues are recognized when earned and expenses are recognized when incurred.

The financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Statement of Financial Accounting Standards (SFAS) No.117, Financial Statements for Not-for-Profit Organizations. Under SFAS No.117, the association is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Funding that is restricted by the donor is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a time restriction expires or a purpose restriction is met, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.
REVENUES & SUPPORT

- Membership: $1,058,500 (41.96%)
- Symposium & Conferences: $370,550 (14.69%)
- Leadership & Education: $479,200 (19.36%)
- Research & Publications: $570,000 (22.86%)
- In-Kind Contributions: $20,000 (.79%)
- Interest and Other Income: $24,105 (.96%)

Total Revenue & Support: $2,522,355

EXPENSES

- Symposium & Conferences: $1,002,772 (41%)
- Leadership & Education: $688,045 (27.26%)
- Research & Publications: $155,741 (6.2%)
- Membership Services: $326,200 (13%)
- Board Services: $133,375 (6%)
- General & Administrative: $133,067 (5.41%)

Total Revenue & Support: $2,439,200

Change in Net Assets from Operations: $83,155

The above information was extracted from HACR’s 2013 Audited Financial Statements prepared by the accounting firm Ribis, Jones & Maresca, P.A.