Return of Organization Exempt From Income Tax — **sample for 2025**

Even Harvest · EIN 00-0000012 · calendar year 2025 · 501(c)(3) public charity (sample) · Portland, Oregon

What this document is

A sample that follows the shape of a Form 990 so that a demonstration website has something real-looking to publish. The organization, the farms, the brands, the people and every figure are invented; an EIN beginning 00 cannot belong to any real organization. It is not a filing, was never filed, and must not be presented as one.

PART I · SUMMARY

LINE		PRIOR YEAR	CURRENT YEAR
8	Contributions and grants (foundations, individuals)	$467,000	$530,000
9	Program service revenue (verification fees paid by partner brands)	$131,000	$146,000
11	Other revenue (workshops, data licences, interest)	$57,000	$64,000
12	**Total revenue**	**$655,000**	**$740,000**
15	Salaries, other compensation, employee benefits and contracted verifiers	$369,200.0	$416,700.0
17	Other expenses (travel, benchmark work, the ledger and publishing, the office, fundraising)	$261,800.0	$295,300.0
18	**Total expenses**	**$631,000**	**$712,000**
20	Net assets, beginning of year		$129,000
22	**Net assets, end of year**		**$157,000**

Premiums held for farms are not revenue. Partner brands paid $240,000 in 2025 on 2,400,000 pounds sold through them. Even Harvest holds those premiums as funds held for others (agency transactions) and pays them to the farms against verified payroll; they appear on the balance sheet and in the notes, not on line 12. Verification fees ($146,000) are a separate charge to brands and are revenue.

Part IX · **Statement of functional expenses —** sample for 2025

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	TOTAL	PROGRAM	MANAGEMENT	FUNDRAISING
Field verification — six contracted verifiers, travel, pay-record review, worker interviews	$318,000	$318,000	—	—
Farm programs and benchmark work — floor agreements, the step schedules, sample benchmark research	$141,000	$141,000	—	—
Publishing and the ledger — the website, data, translation	$86,000	$86,000	—	—
Management and general — the office in Portland, the audit, insurance, bookkeeping	$109,000	—	$109,000	—
Fundraising — grant writing, the year-end letter, brand partnerships	$58,000	—	—	$58,000
Total functional expenses	**$712,000**	**$545,000**	**$109,000**	**$58,000**

Program 77% · management 15% · fundraising 8%. Premiums paid on to farms ($240,000) are not expenses of the organization and do not appear in this statement.

PART VII · COMPENSATION (SAMPLE)

Five staff (an executive director, a programs lead, a data and publishing lead, a partnerships lead and an operations manager) and six contracted field verifiers. The seven board members are volunteers and receive nothing. Names are omitted from this sample because every person connected with this organization is invented.

Part III · **Program service accomplishments — sample for 2025**

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MISSION

Farm workers on the coffee, tea and cocoa farms that sell into US brands paid what the harvest is worth: a wage floor at or above a living-wage benchmark, verified twice a year, funded by a premium per pound, and published farm by farm.

PROGRAM 1 · WAGE FLOORS AND VERIFICATION

In 2025, 14 partner farms in Kenya, Uganda, Ethiopia, Ghana and Côte d'Ivoire with about 2,900 workers on record held a signed wage floor. Verifiers made 27 visits, each with a pay-record review and worker interviews chosen by the verifier. On average the farms had closed 67% of the gap between what they paid before joining and the benchmark. Benchmark figures on the public ledger are samples; the organization reports each number with its method and makes no claim beyond it.

PROGRAM 2 · THE PREMIUM

Partner brands paid a premium of 8 to 12 cents per pound, $240,000 on 2,400,000 pounds in 2025, held by the organization as funds for the farms and paid against verified payroll. The organization never pays wages itself and sells no certification mark.

PROGRAM 3 · PUBLISHING

Every farm's paid rate, benchmark, gap, floor date and last verification, with its two-year history, is published on the organization's website and updated by staff after each visit.

PUBLIC DISCLOSURE

The three most recent returns and the exemption letter are published on the organization's website and available on request. The organization reports the rule; it does not advise on it.