Having attended numerous Lavender Law Annual Conferences, I am inspired by the personal, progressive tone of the LGBT Bar Association. The commitment to professional development, as well as personal equality distinguishes the organization from other legal communities. I am honored to be a member of the Board of Directors of the National LGBT Bar Association, to be a resource to LGBTQ folks in the profession—wherever they are.

Jason Burch
Associate,
Sidley Austin LLP
At-Large Board Member,
National LGBT Bar Association
DEAREST FRIENDS,

As we enter the 30th year of operation for the LGBT Bar and head toward our Annual Lavender Law® Conference & Career Fair’s Diamond Anniversary, we celebrate the successes of the past, while never forgetting the march toward equality that we must continue to make.

We’ve encountered many challenges this year. Among the many attacks the community has faced, the Administration stripped away transgender protections under Title IX. Then, this summer, President Trump announced a ban on transgender military service putting at risk the livelihoods of more than 15,000 active duty service members. Shortly after, Attorney General Sessions announced new guidance on religious exemptions that effectively create a taxpayer funded license to discriminate. Our community was hit hard, but we’re not giving up.

Over the last year, we’ve seen a number of victories. First, we passed a resolution through the American Bar Association calling for an end to the FDA’s discriminatory “gay” blood ban. Then we introduced a bill into the District of Columbia Council that would effectively end the use of the gay and trans ‘panic’ defenses. This past summer, we saw the unanimous passage of a similar bill in Illinois. We also continued to work with our sister bar associations and other advocacy organizations in filing amici briefs to protect the rights of minority groups. We will remain vigilant and fight, day in and day out, to protect the rights we’ve fought so hard to win. This annual report addresses our work over the last year and the direction the LGBT Bar will take.

Your support of our organization is more important than ever, and I sincerely thank all of our sponsors, donors and members for your engagement this past year. I hope you will continue to work with us as we fight for equality.

Warmly,

D’Arcy Kemnitz, Esq.
Executive Director

“We will remain vigilant and fight, day in and day out, to protect the rights we’ve fought so hard to win.”
DEAR FRIENDS,

The National LGBT Bar Foundation and Association have always partnered to strengthen protections for the LGBT community through education and advocacy.

Our best-known educational opportunity is our Annual Lavender Law® Conference & Career Fair, now heading into its 30th year, where we proudly feature a number of the most knowledgeable leaders in the movement. But Lavender Law® isn’t all we do.

The LGBT Bar hosted informational call-ins throughout the year on topics ranging from DACA to Masterpiece Cakeshop. We also focused on increasing advocacy work through amicus brief participation. We filed a brief in City of Houston v. Pidgeon and worked with partners to expand our reach in other areas. In Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission, we joined Muslim Advocates and others in making a religious freedom argument. And we joined a brief in Berthiaume v. Smith in the Eleventh Circuit, arguing that potential jurors cannot be stricken solely on the basis of sexual orientation or gender identity or expression. The court in that case ruled that jurors may be asked about potential anti-LGBT bias and remitted the case to the lower court.

As you read the LGBT Bar’s annual report, we hope you reflect on what your generosity has allowed us to accomplish. Your support made you an integral part of the LGBT Bar’s success, and we look forward to moving forward with you.

Thank you for your generosity.

Kevin Kraham
President, National LGBT Bar Foundation

and

Dale Noll
President, National LGBT Bar Association
Home is the place where you are nurtured, supported and advocated for. The National LGBT Bar provides this home for LGBT+ legal professionals. Through its stalwart advocacy for LGBT+ equality, Lavender Law and as a vigilant steward of its resources, the National LGBT Bar is a home we can be proud of.

Bendita Cynthia Malakia
Inclusion Manager, Americas, Hogan Lovells
At-Large Board Member, National LGBT Bar Association

END THE ‘GAY BLOOD BAN’ CAMPAIGN

1. Law Student Congress campaign to end FDA Blood Ban
2. Protests at blood drives
3. Letter to Association of American Law Schools

AMICUS BRIEFS

1. Berthiaume v. Smith et al
2. G.G., By His Next Friend and Mother, Deidre Grimm v. Gloucester County School Board
3. City of Houston v. Pidgeon
4. Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission

VOIR DIRE

1. US Congress, Bicameral, Bipartisan Bill
2. New Jersey State, Bicameral Bill

GAY AND TRANS ‘PANIC’

1. District of Columbia, Council Bill
2. New Jersey State, Senate Bill
3. Illinois State Unanimously Passed Legislation, Signed into Law
489,292 REACH
On our Facebook Posts

9,852 FOLLOWERS
On Social Media

183 SPONSORS
of LGBT Bar’s Annual Conference & Career Fair

48 BIPARTISAN
Co-sponsors for legislation against juror discrimination

7 STAFF MEMBERS
Bringing you unparalleled programming and content

1 AMAZING YEAR
Of raising the bar for our community and our profession
2017 LAVENDER LAW® CONFERENCE & CAREER FAIR SPONSORS

**Gold - $50,000**
- Association of Corporate Counsel
- Fried, Frank, Harris, Shriver & Jacobson LLP

**Emerald - $40,000**
- BMW
- Seyfarth Shaw LLP
- White & Case LLP

**Silver - $30,000**
- Littler Mendelson
- Sullivan & Cromwell LLP

**Bronze - $15,000**
- Chapman and Cutler LLP
- GlaxoSmithKline
- Mintz Levin
- Ogletree Deakins
- Vinson & Elkins LLP
- Walmart Legal

**Supporter - $10,000**
- Akerman
- Altria Client Services
- American Airlines
- Boies Schiller & Flexner LLP
- Crowell & Moring LLP
- Facebook
- Fish & Richardson
- Kirkland & Ellis LLP
- Liberty Mutual
- Lowenstein Sandler LLP
- McGuireWoods LLP
- Morrison & Foerster LLP
- O’Melveny & Myers LLP
- Prudential Financial
- Skadden, Arps, Slate, Meagher & Flom LLP
- Thomson Reuters
- Verizon
- Winston & Strawn LLP

**Benefactor - $5,000**
- Akin Gump Strauss Hauer & Feld LLP
- Allen & Overy LLP
- Alston & Bird LLP
- Amazon
- Apple Inc.
- Arnold & Porter Kaye Scholer LLP
- Baker & Hostetler LLP
- Baker Botts LLP
- Baker McKenzie
- Baker, Donelson, Bearman, Caldwell & Berkowitz P.C.
- Ballard Spahr LLP
- Bank of America
- Barnes & Thornburg LLP
- Bass, Berry & Sims PLC
- Blank Rome LLP
- Bradley Arant Boult Cummings LLP
- Bowman and Brooke LLP
- Bracewell LLP
- Brown Rudnick LLP
- Bryan Cave LLP
- Buchanan Ingersoll & Rooney PC
- Cadwalader, Wickersham & Taft LLP
- Carlton Fields
- CBS Corporation/Showtime Networks Inc.
- Cleary Gottlieb
- Clyde & Co
- Cooley LLP
- Covington & Burling LLP
- Cravath, Swaine & Moore LLP
- Davis Polk & Wardwell LLP
- Debevoise & Plimpton LLP
- Dechert LLP
- Dickinson Wright PLLC
- Dinsmore & Shohl
- DLA Piper LLP (US)
- Dorsey & Whitney LLP
- Drinker Biddle & Reath
- Duane Morris LLP
- Epstein Becker & Green
- Eversheds Sutherland (US) LLP
- Exelon/PECO Energy Company
- Faegre Baker Daniels
- Fenwick & West LLP
- Foley & Lardner LLP
- Fox Rothschild
- Freddie Mac
- Fredrikson & Byron, P.A.
- Freshfields Bruckhaus Deringer
- Gibson, Dunn & Crutcher LLP
- Goodwin Procter LLP
- Goulston & Storrs PC
- Greenberg Traurig
- Haynes and Boone, LLP
- Hogan Lovells US LLP
- Hueston Hennigan LLP
- Hunton & Williams LLP
- Husch Blackwell LLP
- Ice Miller LLP
- Jenner & Block LLP
- Jones Day
- K&L Gates LLP
- Katten Muchin Rosenman LLP
- Keeler, Van Nest & Peters LLP
- Kilpatrick Townsend
- King & Spalding
- Kobre & Kim LLP
- Latham & Watkins LLP
- Locke Lord LLP
- Loeb & Loeb LLP
- Manatt, Phelps & Phillips
- Marshall, Gerstein & Borun LLP
- Mayer Brown LLP
- McDermott Will & Emery LLP
- MetLife
- Milbank, Tweed, Hadley & McCloy LLP
- Morgan, Lewis and Bockius
- Nationwide Mutual Insurance Company
- Navigant Consulting
- NBCUniversal
- Nelson Mullins Riley & Scarborough
- Nixon Peabody LLP
- Norton Rose Fullbright US LLP
- Nossuman LLP
- Orrick Herrington & Sutcliffe
- Paul, Weiss, Rifkind, Wharton & Garrison LLP
- Paul Hastings LLP
- Pepper Hamilton LLP
- Perkins Coie LLP
- Pillsbury Winthrop Shaw Pittman LLP
- PNC Financial Services
- Polsinelli
- Proskauer Rose LLP
- Quarles & Brady LLP
- Quinn Emanuel Urquhart & Sullivan
- Reed Smith LLP
- Robins Kaplan LLP
- Ropes & Gray LLP
- Schiff Hardin LLP
- Schulte Roth & Zabel LLP
- Sedgwick LLP
- Shearman & Sterling LLP
- Sheppard Mullin
- Shipman & Goodwin LLP
- Shook, Hardy & Bacon L.L.P
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Squire Patton Boggs
State Farm
Sterne, Kessler, Goldstein & Fox PLLC.
Stinson Leonard Street LLP
Stradley Ronon Stevens & Young, LLP
Target Corporation
Thompson & Knight LLP
Thompson Coburn
Thompson Hine
Troutman Sanders LLP
Venable LLP
Akin Gump Strauss Hauer & Feld LLP
Alston & Bird LLP
Baker Botts L.L.P.
Burr & Forman LLP
Fenwick & West LLP
Wachtell, Lipton, Rosen & Katz

Government/Nonprofit Recruiters - $500
ABA Forum on Construction Law
The Brooklyn District Attorney’s Office
Central Intelligence Agency
Cook County State Attorney’s Office
DC Public Defender Service
Defender Association of Philadelphia
Federal Deposit Insurance Corporation
FINRA
Human Rights Campaign
National Center for Transgender Equality
New York City Law Department
New York County District Attorney’s Office
Outserve - SLDN
Santa Clara County D.A. Office
The Legal Aid Society
U.S. Air Force JAG
U.S. Army Force JAG
U.S. Consumer Financial Protection Bureau
U.S. Department of Justice, Office of Attorney Recruitment and Management
U.S. Department of Treasury, Office of the Comptroller of the Currency
U.S. Navy JAG Corps
Washington State Attorney General’s Office

Add-On Sponsors $2,000-$5,000
Akin Gump Strauss Hauer & Feld LLP
Alston & Bird LLP
Baker Botts L.L.P.
Burr & Forman LLP
Fenwick & West LLP
Wachtell, Lipton, Rosen & Katz

2017 OUT & PROUD SPONSORS

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Gold - $5,000
Association of Corporate Counsel
Bronze - $2,500
Jackson Lewis
Husch Blackwell LLP

SAN FRANCISCO

Gold - $5,000
Association of Corporate Counsel
Seyfarth Shaw LLP
Individual Freedom (BALIF)
Silver - $3,500
Morgan, Lewis and Bockius
Bronze - $2,500
Caldwell Leslie & Proctor, PC
DLA Piper LLP (US)
Morgan, Lewis & Bockius

CHICAGO

Platinum - $10,000
Association of Corporate Counsel
Gold - $5,000
Seyfarth Shaw LLP
Silver - $3,500
Jenner & Block LLP
Bronze - $2,500
Bryan Cave LLP
Walmart Legal

LONDON

Platinum - $10,000
Goldman Sachs Engineering
White & Case LLP
Gold - $5,000
Association of Corporate Counsel
Silver - $3,500
Interlaw Diversity Forum
Bronze - $2,500
Jones Day

As of November 21st, 2017
DONORS - July 1st, 2016 through November 21st, 2017

JUSTICE COUNCIL

$2,500+ Level
Wesley Bizzell
Bernadette Harrigan
Jesse Ryan Loffler

$1,200-$2,499 Level
Norma Barnes-Euresti
Nancy Halas
Lousene Hoppe Schwarz
D’Arcy Kemnitz
Debra “Deb” Kinney
Kevin Kraham
Adeel Mangi
Ryan Nelson
Jennifer Protas
Mark “Rick” Richardson
Paul Thaler
Travis Torrence
John Westfall-Kwong
Joseph White

GENERAL FUND

$1,000
Ambassador James C. Hormel
Neal Salisian

$500-$999
John T. Hendricks
Christopher Wolf

$250-$499
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Glenn Gordon
Mark Kollasch
Kevin Voelker

$100-$249
Tony Anderson
Julie Browning
Sunu Chandy
Frederick Corley
Randy Katz
Paula Kohut
Kathryn Kovacs
Peter Reichertz

$5-$99
Michael Briggs
Aruna Chittiappa
Madeline Gootman
Debra Hunt
Donna Jackson
Eduardo Juarez
Linyan Leng
Dale Noll
Misty Priest
Jacob Schultz

As of November 21st, 2017
THE NATIONAL LGBT BAR ASSOCIATION
BOARD OF DIRECTORS

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President-Elect

Eduardo Juarez
Past President

Kylie Byron
Secretary

Wesley Bizzell
Treasurer

John T. Hendricks
ABA Delegate

Ben Aguilar
Affiliate Representative

Gavin Alexander
Affiliate Representative

John Stephens
At-Large Board Member

Randy Katz
At-Large Board Member

Alfred Zaher
At-Large Board Member

Bendita Malakia
At-Large Board Member

W. Cleveland Acree II
At-Large Board Member

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Lousene Hoppe Schwarz
At-Large Board Member

Jennifer Protas
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R. Jason Burch
At-Large Board Member

Debra “Deb” Kinney
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Sherman Helenese
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William S. Singer
General Counsel

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BOARD OF DIRECTORS

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Secretary

Jesse Ryan Loffler
Treasurer

Adeel Mangi
At-Large Board Member

Elizabeth Davis
At-Large Board Member

Travis Torrence
At-Large Board Member

Mark “Rick” Richardson
At-Large Board Member

Norma Barnes-Euresti
At-Large Board Member
The LGBT Bar’s dual focus on advancing diversity within our profession as well as providing a forum for LGBT and ally lawyers to share best practices for advancing diversity within society as a whole is a unique and important one – one I proudly support and encourage others to as well.

Mark “Rick” Richardson
Vice President and Associate General Counsel,
Global Litigation,
GlaxoSmithKline (GSK)
At-Large Board Member,
National LGBT Bar Foundation

EDUCATIONAL PROGRAMMING

The LGBT Bar is best known for our Annual Conference & Career Fair, Lavender Law®, but we also provide educational programming throughout the year. Below is a sampling of our lecture series, where some of the best legal minds in the country gather to inform and advise.

DISCRIMINATION BASED ON RELIGIOUS CONVICTION:
Masterpiece Cakeshop and the Supreme Court

PROTECTING OUR CONSTITUTIONAL RIGHTS:
Gill v. Whitford

SO YOU WANT TO BE A JUDGE?
Learn How to Navigate the Process of Getting on the Bench

DACA AND OUR COMMUNITIES:
What You Need to Know

THE IMPORTANCE OF ALLYSHIP:
A Discussion of the LGBT Bar’s Ally Initiative
## NATIONAL LGBT BAR ASSOCIATION STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$89,197</td>
<td>$72,457</td>
<td></td>
</tr>
<tr>
<td>Account receivable</td>
<td>2,793</td>
<td>2,202</td>
<td></td>
</tr>
<tr>
<td>Dues from Foundation</td>
<td>80,900</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>7,128</td>
<td>3,499</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>180,018</td>
<td>78,158</td>
<td></td>
</tr>
<tr>
<td><strong>Investments</strong></td>
<td>144,762</td>
<td>139,821</td>
<td></td>
</tr>
<tr>
<td><strong>Investments, Deferred Compensation</strong></td>
<td>12,706</td>
<td>9,250</td>
<td></td>
</tr>
<tr>
<td><strong>Property and Equipment</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>2,380</td>
<td>1,842</td>
<td></td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>(1,707)</td>
<td>(1,605)</td>
<td></td>
</tr>
<tr>
<td>Net Property and Equipment</td>
<td>673</td>
<td>237</td>
<td></td>
</tr>
<tr>
<td>Security Deposit</td>
<td>863</td>
<td>750</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$339,022</td>
<td>$228,216</td>
<td></td>
</tr>
</tbody>
</table>

| LIABILITY AND NET ASSETS | | |
| **Current liabilities** | | |
| Dues to the Foundation | | $19,912 |
| Deferred revenue | 51,576 | 43,979 |
| Accrued salaries | 6,945 | 7,488 |
| **TOTAL CURRENT LIABILITIES** | 58,521 | 71,379 |
| **Deferred compensation payable** | 12,706 | 9,250 |
| **Net Assets** | | |
| Unrestricted | 267,795 | 147,587 |
| **TOTAL NET ASSETS** | 267,795 | 147,587 |
| **TOTAL LIABILITIES AND NET ASSETS** | $339,022 | $228,216 |

## NATIONAL LGBT BAR ASSOCIATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2017 V. YEAR ENDED JUNE 30, 2016

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$97,398</td>
<td>33.8% $96,006</td>
</tr>
<tr>
<td>Licensing agreement revenue</td>
<td>169,851</td>
<td>58.9% 73,231</td>
</tr>
<tr>
<td>Donated office space</td>
<td></td>
<td>5,260</td>
</tr>
<tr>
<td>Investment and Dividends</td>
<td>3,308</td>
<td>1,095</td>
</tr>
<tr>
<td>Investment Gain</td>
<td>3,101</td>
<td>1,315</td>
</tr>
<tr>
<td>Other income</td>
<td>14,600</td>
<td>12,926</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>288,258</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>Program Services</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Representative to the American Bar Association</strong></td>
<td>13,866</td>
<td>8.3%</td>
<td>12,731</td>
</tr>
<tr>
<td><strong>Member Services</strong></td>
<td>90,183</td>
<td>53.7%</td>
<td>69,711</td>
</tr>
<tr>
<td><strong>Outreach Services</strong></td>
<td>37,026</td>
<td>22.0%</td>
<td>39,092</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM SERVICES</strong></td>
<td>141,075</td>
<td>84.0%</td>
<td>121,534</td>
</tr>
<tr>
<td><strong>Management and General</strong></td>
<td>26,975</td>
<td>16.1%</td>
<td>41,154</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>168,050</td>
<td>100%</td>
<td>162,688</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>120,208</td>
<td></td>
<td>37,145</td>
</tr>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>147,587</td>
<td></td>
<td>120,442</td>
</tr>
<tr>
<td>Net Assets, End of Year</td>
<td>267,795</td>
<td></td>
<td>147,587</td>
</tr>
</tbody>
</table>

### ASSOCIATION REVENUE
- Membership dues: **33.8%** $97,398
- Licensing agreement revenue: **58.9%** 169,851
- Investment and Dividends: **1.1%** 3,308
- Investment Gain: **1.1%** 3,101
- Other income: **5.1%** 14,600

### ASSOCIATION EXPENSES
- Representative to the American Bar Association: **8.3%** 13,866
- Member Services: **53.7%** 90,183
- Outreach Services: **22.0%** 37,026
- Management and General: **16.1%** 26,975
### NATIONAL LGBT BAR FOUNDATION STATEMENT OF FINANCIAL POSITION

#### ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,003,087</td>
<td>$619,136</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>156,160</td>
<td>274,000</td>
</tr>
<tr>
<td>Due from LGBT Bar</td>
<td></td>
<td>19,912</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>54,420</td>
<td>52,104</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>1,213,667</strong></td>
<td><strong>965,152</strong></td>
</tr>
<tr>
<td>Investments</td>
<td>916,158</td>
<td>882,056</td>
</tr>
<tr>
<td>Investments, Deferred Compensation</td>
<td>38,118</td>
<td>27,749</td>
</tr>
</tbody>
</table>

#### PROPERTY AND EQUIPMENT

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture and Equipment</td>
<td>9,813</td>
<td>8,201</td>
</tr>
<tr>
<td>Less Accumulated Depreciation</td>
<td>(7,796)</td>
<td>(7,489)</td>
</tr>
<tr>
<td><strong>Net Property and Equipment</strong></td>
<td><strong>2,017</strong></td>
<td><strong>712</strong></td>
</tr>
<tr>
<td>Security Deposit</td>
<td>3,450</td>
<td>2,250</td>
</tr>
</tbody>
</table>

**TOTAL ASSETS** $2,173,410 $1,877,919

#### LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$44,771</td>
<td>$40,246</td>
</tr>
<tr>
<td>Dues to Foundation</td>
<td><strong>80,900</strong></td>
<td></td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>1,041,539</td>
<td>930,935</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>1,167,210</strong></td>
<td><strong>971,181</strong></td>
</tr>
<tr>
<td>Deferred Compensation Payable</td>
<td>38,118</td>
<td>27,749</td>
</tr>
</tbody>
</table>

**Net Assets**

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>968,082</td>
<td>878,989</td>
</tr>
</tbody>
</table>

**TOTAL NET ASSETS** $968,082 $878,989

**TOTAL LIABILITIES AND NET ASSETS** $2,173,410 $1,877,919

### NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2017 V. YEAR ENDED JUNE 30, 2016

#### REVENUE

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorships</td>
<td>$1,135,260</td>
<td>66.94%</td>
</tr>
<tr>
<td>Conference Registration</td>
<td>159,438</td>
<td>9.40%</td>
</tr>
<tr>
<td>Corporate Counsel Events</td>
<td>34,845</td>
<td>2.04%</td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>27,870</td>
<td>1.65%</td>
</tr>
<tr>
<td>Donated Space &amp; Legal Services</td>
<td>299,672</td>
<td>17.67%</td>
</tr>
<tr>
<td>Interest and Dividends</td>
<td>19,084</td>
<td>1.13%</td>
</tr>
<tr>
<td>Investment Gain</td>
<td>19,145</td>
<td>1.13%</td>
</tr>
<tr>
<td>Other Income</td>
<td>610</td>
<td>0.04%</td>
</tr>
</tbody>
</table>

**TOTAL REVENUE** $1,695,924 100% $1,128,486 100%

#### EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaking/Outreach Services</td>
<td>569,599</td>
<td>35.45%</td>
</tr>
<tr>
<td>Annual Conference &amp; Career Fair</td>
<td>755,825</td>
<td>47.04%</td>
</tr>
<tr>
<td>Advocacy</td>
<td>14,855</td>
<td>0.92%</td>
</tr>
</tbody>
</table>

**TOTAL PROGRAM SERVICES** $1,340,278 83.41% $875,674 88.29%

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>183,341</td>
<td>11.41%</td>
</tr>
<tr>
<td>Management and General</td>
<td>83,212</td>
<td>5.18%</td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES** $1,606,831 100% $991,761 100%

<table>
<thead>
<tr>
<th>Category</th>
<th>June 30, 2017</th>
<th>June 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>89,093</td>
<td>136,725</td>
</tr>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>878,989</td>
<td></td>
</tr>
<tr>
<td>Net Assets, End of Year</td>
<td><strong>$968,082</strong></td>
<td><strong>$878,989</strong></td>
</tr>
</tbody>
</table>
The LGBT Bar has been essential to my professional success, from providing professional education to pushing the envelope on legal issues as they affect the LGBTQ community to the promotion of diversity and inclusion in law schools and the workplace. Hoge Fenton 100% supports the mission of the LGBT Bar and my active involvement in it – but, unfortunately, not all attorneys enjoy the same support from their firms or companies. This makes even more critical the work of the LGBT Bar in creating a community of strong allies, for the LGBTQ community and beyond.

Jenn Protas
Shareholder,
Hoge Fenton Jones & Appel
At-Large Board Member,
National LGBT Bar Association