American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Consolidated Financial Statements
Year Ended December 31, 2020

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Contents

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Independent Auditor's Report

Audit Committee
American Speech-Language-Hearing Association and
National Student Speech Language Hearing Association (Affiliate)
Rockville, Maryland

Opinion

We have audited the consolidated financial statements of **American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)** (the Association), which comprise the consolidated statement of financial position as of December 31, 2020, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Association as of December 31, 2020, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

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

Other Matter

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

BDO USA, LLP

May 28, 2021

Consolidated Financial Statements

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Consolidated Statement of Financial Position

December 31,	2020
Assets	
Cash and cash equivalents	$ 55,202,700
Accounts receivable, net	616,842
Accrued interest receivable	66,229
Receivable from affiliates	72,966
Prepaid expenses	858,249
Investments	66,519,756
Other assets	721,095
Property and equipment, net	38,619,178
Total assets	$ 162,677,015
Liabilities and net assets	
Liabilities	
Accounts payable - trade	$ 1,096,953
Payable to affiliates	4,866,243
Accrued salaries and accumulated leave	4,156,211
Postretirement insurance payable	9,539,543
Retirement fund payable	18,911,373
Self-insured medical plan obligation	447,450
Mortgage interest payable	30,334
Mortgage payable	346,210
Capital lease obligation	474,795
Interest rate swap	1,924,180
Deferred compensation liability	709,237
Deferred revenue	41,491,963
Total liabilities	83,994,492
Commitments and contingencies	
Net assets without donor restrictions	78,682,523
Total liabilities and net assets	$ 162,677,015

See accompanying notes to consolidated financial statements.

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Consolidated Statement of Activities

Year ended December 31,	2020
Revenue and support	
Member dues	$ 46,409,718
Continuing education	4,479,768
Educational programs and products	1,777,649
Special interest group fees	1,594,944
Publications	1,104,672
Council on Academic Accreditation	955,536
Digital advertising and list rental	897,259
Non-member certification fees	690,971
Rental revenue	595,118
Recruitment and retention	328,151
Other revenue	3,407,877
Total revenue and support	62,241,663
Expenses	
Program services:	
Professional practices and education	12,409,923
Communications and member services	7,148,010
Public and government relations and public policy	6,854,693
Standards and ethics	4,211,736
Science, research and academic affairs	4,101,961
Governance	3,773,050
Building	1,728,435
Scholarly publications	1,324,949
Total program services	41,552,757
Supporting services:	
General and administrative	15,165,662
Total expenses	56,718,419
Change in net assets without donor restrictions from operations	5,523,244
Nonoperating activities	
Pension related loss, other than net periodic benefit cost	(2,507,404)
Investment return, net	7,853,534
Loss on interest rate swap	(317,162)
Gain on postretirement insurance payable	35,557
Other	(20,777)
Total nonoperating activities	5,043,748
Change in net assets without donor restrictions	10,566,992
Net assets without donor restrictions, beginning of year	68,115,531
Net assets without donor restrictions, end of year	$ 78,682,523

See accompanying notes to consolidated financial statements.

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Consolidated Statement of Functional Expenses

Year ended December 31, 2020	Program Services: Professional Practices and Education	Communications and Member Services	Public and Government Relations and Public Policy	Standards and Ethics	Science, Research and Academic Affairs	Governance	Building	Scholarly Publications	Total Program Services	Supporting Services: General and Administrative	Total Expenses
Personnel	$ 10,349,056	$ 5,014,279	$ 5,107,585	$ 3,637,546	$ 3,671,497	$ 1,142,891	$ -	$ 502,496	$ 29,425,350	$ 11,470,056	$ 40,895,406
Communication and supplies	707,040	847,045	229,770	119,817	144,100	12,308	9,739	244,908	2,314,727	1,297,915	3,612,642
Property, equipment and software	439,397	208,618	216,516	156,767	166,256	46,467	1,250,474	21,569	2,506,064	897,643	3,403,707
Professional services	588,480	(23,543)	769,480	86,728	4,532	27,753	10,852	179,186	1,643,468	1,262,922	2,906,390
Contributions/sponsorships	56,934	-	300,000	56,105	-	2,228,469	-	-	2,641,508	3,500	2,645,008
Publishing	-	980,795	180	-	-	-	-	272,047	1,253,022	-	1,253,022
Other	33,796	24,117	88,950	1,404	331	-	457,370	-	605,968	138,120	744,088
Meetings, travel and special projects	161,384	96,699	122,106	75,254	111,842	19,379	-	-	586,664	95,506	682,170
Officers, committees, and boards	73,836	-	20,106	78,115	3,403	295,783	-	104,743	575,986	-	575,986
	$ 12,409,923	$ 7,148,010	$ 6,854,693	$ 4,211,736	$ 4,101,961	$ 3,773,050	$ 1,728,435	$ 1,324,949	$ 41,552,757	$ 15,165,662	$ 56,718,419

See accompanying notes to consolidated financial statements.

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Consolidated Statement of Cash Flows

Year ended December 31,		2020
Cash flows from operating activities:		
Change in net assets	$	10,566,992
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation		1,930,659
In-kind depreciation to ASHFoundation		79,512
Loss on disposal of property and equipment		127,188
Change in allowance for doubtful accounts		15,954
Unrealized gains on investments		(5,484,877)
Realized gains on investments		(1,614,235)
Unrealized loss on interest rate swap		317,162
Gain on postretirement insurance payable		(35,557)
Pension related loss, other than net periodic benefit cost		2,507,404
(Increase) decrease in assets		
Accounts receivable, net		383,016
Accrued interest receivable		22,522
Receivable from affiliates		21,432
Prepaid expenses		(225,432)
Other assets		(180,574)
Increase (decrease) in liabilities		
Accounts payable - trade		(1,789,434)
Payable to affiliates		1,169,633
Accrued salaries and accumulated leave		(758,399)
Postretirement insurance payable		190,329
Retirement fund payable		(1,694,253)
Self-insured medical plan obligation		7,350
Mortgage interest payable		6,377
Deferred compensation liability		182,578
Deferred revenue		(1,822,318)
Net cash provided by operating activities		3,923,029
Cash flows from investing activities:		
Purchases of investments		(39,035,034)
Proceeds from sales of investments		38,340,650
Purchase of property and equipment		(2,564,488)
Net cash used in investing activities		(3,258,872)
Cash flows from financing activities:		
Principal payments on mortgage payable		(600,000)
Payments on capital lease obligations		(234,659)
Net cash used in financing activities		(834,659)
Net decrease in cash and cash equivalents		(170,502)
Cash and cash equivalents, beginning of year		55,373,202
Cash and cash equivalents, end of year	$	55,202,700
Supplemental disclosures of cash flow information:		
Cash paid for interest	$	349,894
Cash paid for taxes	$	250

See accompanying notes to consolidated financial statements.

1. Organization and Summary of Significant Accounting Policies

The American Speech-Language-Hearing Association (ASHA) is a not-for-profit professional association. Its mission is to empower and support audiologists, speech-language pathologists, and speech, language, and hearing scientists through advancing science, setting standards, fostering excellence in professional practice, and advocating for members and those they serve. ASHA's primary sources of revenue are membership dues, annual convention, continuing education registry fees and educational programs.

The National Student Speech Language Hearing Association (NSSLHA) is an affiliated not-for-profit organization of undergraduate students and Master's candidates. NSSLHA provides students interested in the study of speech, hearing and language disorders with professional information in the areas of audiology and speech-language pathology.

The consolidated financial statements include the accounts of ASHA and NSSLHA (collectively, the Association). All significant intercompany balances and transactions have been eliminated in the consolidation.

A summary of the significant accounting policies consistently applied in the preparation of the accompanying consolidated financial statements by the Association are described below.

Basis of Accounting

The accompanying consolidated financial statements are prepared in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) and are presented in accordance with the accrual basis of accounting, revenue and other support are recognized when earned and expenses are recognized when incurred.

Cash and Cash Equivalents

The Association considers all highly liquid debt instruments purchased with an original maturity of three months or less to be cash and cash equivalents.

Accounts Receivable

The carrying value of the Association's receivables, net of the allowance for doubtful accounts, represents their estimated net realizable value in the consolidated statement of financial position. The allowance for doubtful accounts is based on the age of the outstanding receivables. If events or changes in circumstances indicate that a specific receivable balance may be unrealizable, further consideration is given to the collectability of those balances and the allowance is adjusted accordingly. Bad debts expense amounted to $15,954 as of December 31, 2020 and is included in general and administrative expenses in the consolidated statement of activities.

Investments

The Association records investments at fair value, as determined by quoted market prices. Unrealized gains and losses are reflected in the consolidated statement of activities. Realized gains and losses on investments are recorded as of the trade date.

Property and Equipment

The Association capitalizes assets with an original cost of greater than or equal to $1,000. The Association also capitalizes certain costs associated with computer software developed or obtained for internal use. Costs associated with preliminary project stage activities, training, maintenance, and post-implementation stage activities are expensed as incurred.

Depreciation is provided for in amounts sufficient to relate the cost of depreciable assets to operations over their estimated useful lives using the straight-line method. Building, furniture and equipment, and computer systems are depreciated between three and forty years. Costs associated with internal-use computer software are amortized over its estimated useful life between three and ten years.

Interest Rate Swap

The Association uses an interest rate swap agreement to effectively fix the interest rate on its variable rate mortgage. The fair value of the swap is based on market conditions and the variable rate specified in the agreement. Unrealized loss on interest rate swap is included in the consolidated statement of activities.

Deferred Revenue

Funds received in advance of satisfying contractual obligations are recorded as deferred revenue in the consolidated statement of financial position. Deferred revenue principally represents amounts received in advance for member dues and certification revenue, which are applicable to subsequent accounting periods and subscriptions to periodicals, which are to be subsequently issued.

Basis of Presentation

The financial statements are presented in accordance with the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC), *Financial Statements of Not-for-Profit Organizations*, whereby the Association is required to report information regarding their financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions. As of December 31, 2020, and for the year then ended, the Association has recorded activities in the following net assets class:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Association.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Association or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resources was restricted has been fulfilled, or both. The Association does not have any net assets with donor restrictions as of December 31, 2020.

Revenue Recognition

The Association generates revenue from the sale of both services and products. Revenue is recognized when the Association satisfies a performance obligation by transferring a promised good to, or performing a service for, a customer. The amount of revenue recognized reflects the consideration management expects to receive in exchange for the services or products or for satisfying distinct performance obligations.

Member dues

The Association provides membership services and certifications to members, where members pay a fee to receive membership benefits including access to publications. Revenue is recognized ratably over the membership period as the benefits are provided over the term of the membership period using the output method. The Association has a right to consideration from a customer in an amount that corresponds directly with the value to the customer of the Association's performance completed to date.

Continuing education

Continuing education includes revenue from continuing education registry fees, provider application fees, provider reaccreditation fee, cooperative offering fees, award for continuing education certificate purchase, transcript fees, provider annual fees, provider five-year review fees, and other continuing education related fees. The performance obligation for continuing education revenue is satisfied at the time of purchase except for annual and provider review fees which are recognized over the length of the 12-month calendar period. All other fees are recognized in the year the service is performed.

Educational programs and products

The Association, through the ASHA Professional Development program, offers learning products including courses, online conferences, and interactive webinars. Revenue is recognized at the time of purchase when educational programs and products are issued and sold to the customer. Customers have full access to the courses at the time of purchase, to be accessed at their discretion.

Special interest group fees

Special interest groups are exclusive professional communities set up within the Association's membership that focus on a specific topic in speech, language, hearing, and related areas. The Association's members, international affiliates, and associates pay a defined fee annually to participate in a specific special interest group and receive a number of exclusive benefits that includes access to discounts on self-study Special Interest Group Perspectives, access to special interest group newsletters, discounts on classes and conferences, and networking community websites. The performance obligation for special interest group fees is satisfied annually over the period of obligation.

Publications

The Association's publications provide members and non-members with the latest and most comprehensive research, articles, and professional information via online and print publications.

The Scholarly Publications program encompasses four scientific journals: *Journal of Speech, Language, and Hearing Research; Language, Speech, and Hearing Services in Schools; American Journal of Audiology*; and *American Journal of Speech-Language Pathology*. Subscribers to the Association's serial publications include universities, libraries, hospitals, schools, and private practices. Revenue is recognized as performance obligations are satisfied at the time the publications are issued to customers.

Council on Academic Accreditation

Council on Academic Accreditation is responsible for oversight of the accreditation of graduate education programs that prepare entry-level professionals in audiology and speech-language pathology. This revenue includes application, site visit, and annual re-accreditation fees. Revenue is recognized as performance obligations are satisfied. Annual re-accreditation fees are recognized as revenue over the 12-month calendar period, whereas application fees and site visit fees are recognized in the year the service is performed.

Digital advertising and list rental

Digital advertising and list rental revenue incudes commercial advertising, classified advertising, and membership list rentals. Revenue is recognized as performance obligations are satisfied and in an amount the Association has the right to invoice when the advertisement is published or when the services are provided.

Non-member certification fees

The Association's certification offers increased opportunities for employment, mobility, career advancement, and professional credibility. Individuals may apply to be certified and receive the Certificate of Clinical Competence in Audiology (CCC-A) and Speech-Language Pathology (CCC-SLP) without membership. These individuals are not eligible to receive the Association's membership benefits. The initial application fee includes the annual certification fee which is required each subsequent year to maintain current certification. Revenue is recognized as performance obligations are satisfied over the period of certification.

Rental revenue

Rental revenue from tenants to lease space at the Association's building includes monthly rental payments in addition to maintenance of the occupied space. Rental revenue is recognized in the period the property is in use.

Recruitment and retention

Recruitment and retention services offer companies opportunities to gain access to speech, language, and hearing professionals, and students in communication science and disorder programs through career fairs and affinity marketing agreements. The career fair features employers from schools, private practice, universities, hospitals, and corporations who are ready to hire. Companies also partner with the Association through an affinity agreement in which their companies will be featured in the Association's publications such as member benefits brochures, catalogs, Audiology publications, and other similar communications.

Revenue from the career fair exhibits are recognized at the completion of the convention. Revenue from affinity agreements is recognized as performance obligations are satisfied based on the terms of the agreement.

Convention

Convention revenue includes exhibitor revenue, convention registration, sponsorships, and special events related to the Association's convention. Each service is priced separately, and payment terms and conditions vary. Revenue is recognized as performance obligations are satisfied for these revenue streams at the time of the convention, when the services are transferred. Due to the COVID-19 pandemic, no conventions were held as of December 31, 2020.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the consolidated statement of activities. The consolidated financial statements report certain categories of expenses that are attributable to one or more program or supporting functions of the Association. Those expenses include personnel costs that are allocated based on percentage of time dedicated to such activities, along with common expenses such as telecommunication, and repairs and maintenance expenses. Allocated costs for telecommunication, and repairs and maintenance are included in other expenses in the consolidated statement of functional expenses.

Measure of Operations

The Association reports as part of operations all activities except for pension related loss other than net periodic benefit cost, investment return, net, loss on interest rate swap, gain on postretirement insurance payable, and other items, if any, which are unusual or nonrecurring in nature.

Use of Estimates

The preparation of consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the consolidated financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

Income Taxes

ASHA is exempt from federal income tax under Section 501(c)(6) of the Internal Revenue Code (IRC), though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded from the Code. For the year ended December 31, 2020, ASHA reported unrelated business income tax, for federal and state purposes, which is immaterial for financial statement purposes and is offset by net operating loss carryforwards available. ASHA has filed for and received income tax exemptions in the jurisdictions where it is required to do so.

NSSLHA is exempt from federal income tax under Section 501(c)(3) of the IRC except for any income that may be a result of unrelated business transactions. Additionally, NSSLHA has been classified as an organization that is not a private foundation. For the year ended December 31, 2020, NSSLHA reported unrelated business income tax, for federal and state purposes, which is immaterial for financial statement purposes. For the year ended December 31, 2020, there were no interest or penalties recorded in the statement of activities.

Under ASC 740-10, *Accounting for Uncertainty in Income Taxes*, an organization must recognize the tax benefit associated with tax positions taken for tax return purposes when it is more-likely than not that the position will be sustained, the Association does not believe there are any material uncertain tax positions.

Additionally, the Association has filed Internal Revenue Service Form 990 tax returns as required and all applicable returns in those jurisdictions where it is required. The Association believes that it is no longer subject to U.S. federal, state and local, or non-U.S. income tax examinations by tax authorities for years before 2017. However, The Association is still open to examinations by tax authorities from fiscal year 2017 forward. For the year ended December 31, 2020, there were no interest or penalties recorded in the consolidated statement of activities.

Accounting Pronouncements Adopted

In August 2018, the FASB issued Accounting Standards Update (ASU) 2018-13, *Fair Value Measurement* (Topic 820): *Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement*. The update modifies certain disclosure requirements in Topic 820, *Fair Value Measurement*. The Association adopted ASU 2018-13 and the adoption of this ASU updated the disclosure of fair value investments in Note 8. There was no effect on the change in net assets reported at December 31, 2020 as a result of adopting this ASU.

Accounting Pronouncements to be Adopted

In February 2016, the FASB issued ASU 2016-02, *Leases* (Topic 842). ASU 2016-02 requires a lessee to record, for all leases with a lease term of more than 12 months, an asset representing its right to use the underlying asset for the lease term and a liability to make lease payments. For leases with a lease term of 12 months or less, a practical expedient is available whereby a lessee may elect, by class of underlying asset, not to recognize a right-of-use asset or lease liability. A lessee making this accounting policy election would recognize lease expense over the term of the lease, generally in a straight-line pattern. On April 8, 2020, the FASB issued an ASU to extend the effective date for private companies and certain not-for-profit entities. It will now be effective for fiscal periods beginning after December 15, 2021, and interim periods within fiscal years beginning after December 15, 2022. Management continues to evaluate the potential impact of this guidance on its consolidated financial statements.

In September 2020, the FASB issued ASU 2020-07, *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets*. This ASU was issued to increase transparency on how contributed nonfinancial assets (also referred to as gifts-in-kind) received by nonprofits are to be used and how they are valued. The ASU states that contributed nonfinancial assets be presented on a separate item in the statement of activities apart from contributions of cash and other financial assets. The ASU also outlines specific disclosures that must be made regarding the contributed nonfinancial assets. The ASU is effective for fiscal years after June 15, 2021. Early adoption is permitted. Management is evaluating the potential impact of this guidance on its consolidated financial statements.

2. Liquidity and Availability of Resources

The following represents the Association's financial assets and liquidity resources available within one year for general expenditure, such as operating expenses, as of December 31, 2020:

Financial assets:	
Cash and cash equivalents	**$ 55,202,700**
Investments	**66,519,756**
Accounts receivable, net	**616,842**
Receivable from affiliates	**72,966**
Accrued interest receivable	**66,229**
Total financial assets available within one year	**122,478,493**
Less: board-designated net assets	**(100,897,343)**
Financial assets available to meet cash needs for general expenditures within one year	**$ 21,581,150**

The Association maintains cash balances at a level designed to ensure short-term liquidity. A suitable proportion of the Association's investment balances are held in instruments that can readily be converted to cash, if needed. The Association prepares and monitors a 12-month rolling cash-flow forecast in order to identify and address any threats to short-term liquidity. Board-designated net assets, as described in Note 14, are reserved at the discretion of the Association's Board for specific purposes, including maintaining financial viability in the event of an economic disaster.

3. Financial Instruments and Concentration of Credit Risk

Financial instruments that potentially subject the Association to a concentration of credit risk include cash deposits with commercial banks. The Association's cash management policies limit its exposure to a concentration of credit risk by maintaining cash accounts at financial institutions whose deposits are insured by the Federal Deposit Insurance Corporation (FDIC). Cash deposits may exceed the FDIC insurable limit of $250,000 at times throughout the year due to anticipated large expenses under various projects. As of December 31, 2020, the amount held in excess of the FDIC insurable limit of $250,000 was approximately $51,990,000.

4. Accounts Receivable

Accounts receivable consist of the following at December 31, 2020:

Advertising	$	119,739
Publications and mailing lists		111,647
Other		436,412
		667,798
Less: allowance for uncollectible accounts		(50,956)
	$	616,842

5. Investments

Investments consist of the following at December 31, 2020:

Investments for designated long-term use:		
Money market funds	$	1,198,242
Corporate bonds		5,211,172
U.S. government and agency bonds		13,247,307
Common stock		21,111,928
Mutual funds:		
Domestic large blend		9,600,738
Foreign large growth		6,230,521
Tactical allocation		5,082,013
Mid-cap blend		4,409,827
Domestic growth fund		147,077
Bond fund		141,090
International growth fund		38,042
Foreign large blend		37,162
Diversified emerging markets		21,819
World allocation		11,833
Certificates of deposit		30,985
Total investments	$	66,519,756

Investment return, net consists of the following for the year ended December 31, 2020:

Interest and dividends	$	992,424
Unrealized gains on investments		5,484,877
Realized gains on investments		1,614,235
Investment fees		(238,002)
Total investment return, net	$	7,853,534

6. Fair Value Measurements and Disclosures

The Association follows ASC Topic 820, *Fair Value Measurement*, which establishes a common definition for fair value to be applied under U.S. GAAP requiring use of fair value, establishes a framework for measuring fair value, and expands disclosures about such fair value measurements.

ASC Topic 820 defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the “exit price”) in an orderly transaction between market participants at the measurement date. Measurement date is the date of the consolidated financial statements. ASC Topic 820 establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the observable inputs be used when available.

Observable inputs are inputs that market participants would use in pricing the asset or liability developed based on market data obtained from sources independent of the Association. Unobservable inputs are inputs that reflect the Association’s assumptions about what market participants would use in pricing the asset or liability developed based on the best information available in the circumstances.

The three levels of the fair value hierarchy are as follows:

> **Level 1** – Valuation based on quoted market prices in active markets for identical assets or liabilities. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these products does not entail a significant degree of judgment.
>
> **Level 2** – Valuation based on quoted market prices of investments that are not actively traded or for which certain significant inputs are not observable, either directly or indirectly.
>
> **Level 3** – Valuation based on inputs that are unobservable and reflect management’s best estimate of what market participants would use as fair value.

In certain cases, the inputs to measure fair value may result in an asset or liability falling into more than one level of the fair value hierarchy. In such cases, the determination of the classification of an asset or liability within the fair value hierarchy is based on the least determinate input that is significant to the fair value measurement.

The following table presents the Association's investments that are measured at fair value on a recurring basis as of December 31, 2020:

	Fair value measurement at reporting date using			
Description	**Level 1**	**Level 2**	**Level 3**	**Total**
Money market funds	$ **1,198,242**	$ **-**	$ **-**	$ **1,198,242**
Corporate bonds	**-**	**5,211,172**	**-**	**5,211,172**
U.S. government and agency bonds	**13,247,307**	**-**	**-**	**13,247,307**
Common stock	**21,111,928**	**-**	**-**	**21,111,928**
Mutual funds	**25,720,122**	**-**	**-**	**25,720,122**
Certificates of deposit	**-**	**30,985**	**-**	**30,985**
	$ **61,277,599**	$ **5,242,157**	$ **-**	$ **66,519,756**

The following is a description of the valuation methodologies used by the Association for investments measured at market value:

Money market funds: Investments in money market funds are valued at quoted prices in an active market and are classified within Level 1 of the fair value hierarchy.

Corporate, U.S. government and agency bonds: U.S. government, agency and corporate bonds are valued at quoted prices in an active market and are classified within Level 1 of the fair value hierarchy. If quoted prices in an active market are not available, the bonds are valued using a discounted cash flow model and are classified within Level 2 of the fair value hierarchy.

Common stock: Investments in common stock are valued at quoted prices in an active market and are classified within Level 1 of the fair value hierarchy.

Mutual funds: Investments in mutual funds are valued at quoted prices in an active market and are classified within Level 1 of the fair value hierarchy. If quoted prices in an active market are not available, the funds are valued using a discounted cash flow model and are classified within Level 2 of the fair value hierarchy.

Certificates of deposit: Certificates of deposit are not quoted in an active market and are classified within Level 2 of the fair value hierarchy.

7. Property and Equipment

Property and equipment consist of the following at December 31, 2020:

Building and building/land improvement	$ 37,564,856
Computers and software	15,113,963
Land	7,834,684
Furniture and fixtures	2,044,166
Leasehold improvements	1,819,340
Software in progress/development	2,689,207
Equipment	891,622
Art and statues	121,113
	68,078,951
Less: accumulated depreciation	(29,459,773)
Total	$ 38,619,178

Depreciation expense for the year ended December 31, 2020 was $1,930,659. Included in property and equipment is office equipment acquired under capital lease arrangements with a cost of $558,172, and accumulated amortization of $358,583 as of December 31, 2020.

8. Retirement Plans

Defined Benefit Retirement Plan

The Association has a noncontributory defined benefit retirement plan (the Plan) covering some ASHA employees and some employees of the American Speech-Language-Hearing Foundation (Foundation) hired before January 1, 2003. The benefits are based on years of service and the employee's highest average compensation during any three consecutive fiscal years. The Association's funding policy is to contribute annually the maximum up to the full funding limitation. In 2017, the Association opened a cash-balance benefit feature within the Plan, where all eligible employees hired after 2003, are eligible to receive a quarterly pay credit of 3.5% of their eligible compensation and a quarterly interest credit of 5% of their cash balance account.

The Association records the under-funded status of the Plan as a liability in the consolidated statement of financial position and as a reduction of net assets without donor restrictions in the consolidated statement of activities.

The accumulated benefit obligation for the Plan was $111,672,190 as of December 31, 2020. The Plan's funded status recognized in the consolidated statement of financial position as of December 31, 2020 was as follows:

Plan assets at fair value	$ 97,138,360
Projected benefit obligation	(116,049,733)
Funded status (liability)	$ (18,911,373)

The components of net periodic benefit cost for the year ended December 31, 2020 are as follows:

Service cost	$	2,697,737
Interest cost		3,478,430
Expected return on Plan assets		(5,692,058)
Amortization of net loss		1,206,638
		1,690,747
Less: allocation to Foundation		(21,899)
Net Association periodic benefit cost	$	1,668,848

For the year ended December 31, 2020, employer contributions and benefits paid were as follows:

Employer contributions	$	3,385,000
Benefits paid	$	(4,582,196)

Amounts not recognized in 2020 net periodic benefit cost reported as a decrease to net assets without donor restrictions in the accompanying consolidated statement of activities are as follows:

Net loss	$	3,714,042
Amortization of net loss		(1,206,638)
Amortization of prior service cost		-
	$	2,507,404

Amounts that have not yet been recognized as components of net periodic benefit cost but are included in the net assets without donor restrictions are as followed:

Net loss	$	29,279,753

Estimated amortization to be included in net periodic benefit cost for the year ended December 31, 2021 is as follows:

Net loss	$	1,470,448

The following key assumptions were used by the actuary to compute net periodic benefit cost as of December 31, 2020:

Weighted-average discount rate	3.40%
Weighted-average compensation increase	3.50%
Weighted-average expected long-term rate of return on Plan assets	6.75%

The following key assumptions were used by the actuary to determine the benefit obligations as of December 31, 2020:

Weighted-average discount rate	**2.60%**
Weighted-average compensation increase	**3.50%**

The Association's expected long-term rate of return on Plan assets is updated periodically, taking into consideration the Association's target asset allocation, historical returns on the types of assets held, and the current and forecasted economic environment. In selecting the expected long-term rate of return on assets, the Association considered the rate of earnings expected on the asset classes within the portfolio invested or to be invested to provide for the benefits of the Plan. This included considering the asset allocation and the expected returns likely to be earned over the life of the Plan.

The fair values of the Association's defined benefit retirement Plan assets at December 31, 2020 by asset category are as follows:

Description	Level 1	Level 2	Level 3	Reported at NAV	Total
Pooled separate accounts	$ -	$ -	$ -	$ 60,404,699	$ 60,404,699
Collective trust fund	-	-	-	4,251,986	4,251,986
Guaranteed deposits	-	-	12,901,933	-	12,901,933
Common stock	19,579,742	-	-	-	19,579,742
	$ 19,579,742	$ -	$ 12,901,933	$ 64,656,685	$ 97,138,360

The table below presents additional information for the Association's investments, as of December 31, 2020, whose fair value is estimated using the practical expedient of reported net assets value (NAV). These disclosures are required for all investments that are eligible to be valued using the practical expedient regardless of whether the practical expedient has been applied.

	Fair Value as of December 31, 2020	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Pooled separate accounts	$ 60,404,699	None	Daily	Daily
Collective trust fund	4,251,986	None	Quarterly	45 days
	$ 64,656,685			

The table below summarizes the Association's activities for assets measured at fair value on a recurring basis using significant unobservable inputs of the Level 3 assets for the year ended December 31, 2020.

Interest credited during the year	$	**323,119**
Net appreciation in fair value		**358,975**
Disbursements from fund to pay benefits		**(4,535,596)**
Transfers in		**5,890,011**

The following is a description of the investments measured at fair value:

Pooled separate accounts: The fair value of the Plan's interest in pooled separate accounts is based on each fund's daily NAV, which is considered by management to the best approximation of fair value. Data for NAVs are available daily to the plan administrators and client investors on the plan administrator's website and provides sufficient corroborative evidence to ascertain the relationship between each fund's NAV and the value of individual underlying holdings. Underlying holdings are primarily valued using market quotations or prices obtained from independent pricing sources. There are no unfunded commitments from participants in the Plan who invest in these accounts.

Collective trust fund: The collective trust fund is valued based on the fund's monthly NAV, which is considered by management to be the best approximation of fair value. The unit value of the fund is calculated monthly and available to the administrator of the fund. Underlying holdings are primarily valued using independent appraisals or independent pricing sources. There are no unfunded commitments from participants in the Plan who invest in this account.

Guaranteed deposits: Investments in an insurance contract are valued based on the contract value which approximates fair value and are classified within Level 3 of the fair value hierarchy.

Common stock: The fair value is based on the closing price from the applicable exchange and are classified within Level 1 of the fair value hierarchy.

Additional Information

The measurement date in 2020 for purposes of determining the fair value of Plan assets and the measured pension benefit cost for balance sheet and disclosure was December 31, 2020. The weighted average asset allocations for the investments are as follows for December 31, 2020:

Asset category	
Pooled separate accounts	**63%**
Common stock	**20%**
Guaranteed deposits	**13%**
Collective trust	**4%**
	100%

Target allocation percentages are 83 percent pooled separate accounts including common stock, four percent collective trust, and 13 percent guaranteed deposits.

The Association's policy for determining asset-mix targets includes the periodic development of asset/liability studies by a third-party investment consultant in order to match the expected liability with appropriate expected long-term rate of return and expected risk for various investment portfolios.

The following benefit payments, which reflect expected future service, as appropriate, are expected to be paid as follows:

Years ending December 31,	
2021	$ 4,547,559
2022	4,943,546
2023	5,438,883
2024	5,681,251
2025	5,830,063
2026-2029	32,311,985

The Association expects to contribute approximately $2,365,000 to the Plan in 2021.

401(k) Plan

The Association has a defined contribution plan which qualifies under Section 401(k) of the IRC. The 401(k) plan provides that each eligible Association's salaried employee may invest a portion of salary or the cost equivalent of a portion of earned annual leave in the 401(k) plan. Employees hired after December 31, 2003, and those who made an irrevocable election in 2003, are eligible to receive contributions from ASHA into their respective 401(k) accounts.

In January 2017, the Association revised its 401(k) plan, providing that eligible employees are entitled to receive a matching contribution equal to a uniform percentage or dollar amount of their elective deferral, plus an employer's discretionary non-elective contribution. Total matching and non-elective contributions made to the 401(k) plan for the year ended December 31, 2020 were $1,295,752.

Postretirement Medical and Life Insurance Plan

The Association makes available certain postretirement benefits to qualifying retirees under an insured health plan.

The changes in benefit obligation and plan assets for the postretirement medical and life insurance plan (PMLI Plan) are as follows:

Benefit obligation at beginning of year	$ 9,384,771
Service cost	536,450
Interest cost	339,736
Actuarial gain	(485,360)
PMLI Plan participant contributions	108,347
Benefits paid	(344,401)
Benefit obligation at end of year	$ 9,539,543

Fair value of the PMLI Plan assets at beginning of year		
Employer contributions	$	**236,054**
PMLI Plan participant contributions		**108,347**
Benefits paid		**(344,401)**
Fair value of PMLI Plan assets at end of year	$	**-**
Funded status liability at end of year	$	**9,539,543**

The impact of 1% change in health care inflation on the services and interest cost for the period and the benefit obligation are as follows:

Increase of 1% change in trend:		
Service and interest cost	$	**220,465**
Actuarial plan benefit obligation as of December 31, 2020	$	**1,603,717**
Decrease of 1% change in trend:		
Service and interest cost	$	**(159,444)**
Actuarial plan benefit obligation as of December 31, 2020	$	**(1,218,392)**

The following key assumptions were used by the actuary to determine the benefit obligation as of December 31, 2020:

Discount rate	**3.00%**
Initial medical trend rate	**6.25%**

The following key assumptions were used by the actuary to determine the periodic postretirement benefit cost for the year ending December 31, 2020:

Discount rate	**3.65%**
Initial medical trend rate	**6.50%**

The Association expects to contribute approximately $210,245 to the PMLI Plan in 2021.

Benefit payments are expected to be paid as follows, related to the PMLI Plan:

Years ending December 31,		
2021	$	**210,245**
2022		**214,453**
2023		**234,331**
2024		**249,428**
2025		**269,381**
2026-2029		**1,664,821**

Employee Health Care Benefits

The Association operated under a “pay as you go” model for employee health benefits with obligations being funded from general corporate assets. For the year ended December 31, 2020, expenses for the Association’s health benefits totaled $3,862,735. As of December 31, 2020, the Association’s liability related to these benefits totaled approximately $447,450, which is included in the self-insured medical plan obligation in the accompanying consolidated statement of financial position.

Deferred Compensation Plan

The Association has two 457(b) deferred compensation plans (457 Plans). The 457 Plans are nonqualified deferred compensation plans subject to the provisions of IRC Section 457. Until paid or made available to the participants, all deferred amounts and investment earnings related to deferral amounts are solely the property and rights of the Association and are subject to the claims of the Association’s creditors. The participants’ rights under the 457 Plans are equal to those of a general creditor of the Association.

The first 457(b) plan limits plan participation to one of the Association’s executives. This 457(b) plan assets are $479,483 for the year ended December 31, 2020.

The second 457(b) plan is a “Top Hat” plan limiting plan participation to a select group of management or highly compensated employees. This plan was established October 1, 2018. The “Top Hat” plan assets are $229,754 for the year ended December 31, 2020.

The Association’s Plan assets for the 457(b) Plans are included in other assets in the accompanying consolidated statement of financial position.

9. Commitments and Contingencies

Operating Leases

In 2017, the Association extended its building lease at the Washington D.C. location until 2026. Monthly rent payment is $9,669, with a rent escalation of 2.25% per annum.

The Association also leases office equipment under non-cancelable operating leases expiring at various dates through 2023. The minimum rental for these commitments is as follows:

Years ending December 31,		
2021	$	**139,304**
2022		**141,495**
2023		**125,723**
2024		**126,832**
2025		**129,685**
Thereafter		**132,603**
	$	**795,642**

Rental expense for all operating leases was $145,791 for the year ended December 31, 2020.

Contingencies

The Association is subject to claims and lawsuits in the ordinary course of business. Management does not believe the resolution of such claims and lawsuits will have a material effect on the consolidated financial statements.

10. Lease Agreements

The Association entered into non-cancelable lease agreements, as landlord, relating to office space within its headquarters. Rental income received is used by the Association to pay the mortgage payable relating to the property acquisition and construction of the headquarters in 2005. The future rental receipts expected under the non-cancelable operating leases are as follows:

Years ending December 31,		
2021	$	**509,265**
2022		**417,928**
2023		**413,804**
2024		**394,726**
2025		**404,594**
Thereafter		**1,164,534**
	$	**3,304,851**

Total income from rental operations for the year ended December 31, 2020 was $595,118.

11. Debt

Mortgage Payable

The Association negotiated financing for the property acquisition and construction of its new headquarters in 2005. The terms of the loan permitted borrowing up to $43 million at the London Interbank Offered Rate (LIBOR) plus 55 basis points. The mortgage payable outstanding as of December 31, 2020 was $346,210. The loan was drawn upon from two separate accounts, Tranche A and Tranche B, with maximum amounts of $18,000,000 and $25,000,000, respectively. Tranche A was fully paid in January 2014.

The remaining original mortgage balance on Tranche B is payable over thirty years beginning in February 2008 in equal monthly installments of $50,000. Tranche B was converted to a term loan in 2009. The term loan monthly payment is $50,000. As of December 31, 2020, the interest rate on the term loan was 0.7%. Total interest expense related to the mortgage was $340,886 for the year ended December 31, 2020 and is recognized as part of Building in the consolidated statement of functional expenses. The unpaid principal portion of the mortgage loan is payable in full on January 31, 2021.

Principal payments of debt obligations are payable as follows:

Year ending December 31,		
2021	$	**346,210**
	$	**346,210**

Financial Instrument

In December 2005, the Association entered into an interest-rate swap agreement, which effectively converted the rate of interest owed on $15,000,000 of its mortgage notes related to construction of the new headquarters building to a fixed rate. Under the agreement, payments are made based on a fixed rate of 5.53% on the current notional principal balance of $7,250,000 and the Association receive a LIBOR-based variable rate of 0.7% as of December 31, 2020. The termination of the swap agreement is January 1, 2033 subject to an optional termination date of January 1, 2021, which has not been exercised.

The Association has valued the interest-rate swap liability of $1,924,180 as of December 31, 2020. A corresponding unrealized loss on the interest-rate swap of $317,162 has been recorded in the consolidated statement of activities. The fair value of the interest-rate swap was determined using pricing models based on observable market data, such as prices of instruments with similar maturities and characteristics, interest rate yield curves, and measures of interest rate volatility. Accordingly, the interest-rate swap is included in Level 2 of the fair value hierarchy.

12. Obligation Under Capital Leases

The following is a schedule of annual future minimum lease payments under the Association's capital lease arrangements for office equipment together with the present value of the minimum lease payments as follows:

Years ending December 31,		
2021	$	**102,339**
2022		**102,339**
2023		**102,339**
2024		**102,339**
2025		**98,075**
Thereafter		**4,264**
Total future minimum lease payments		**511,695**
Less: amount representing interest		**(36,900)**
Present value of minimum lease payments	$	**474,795**

Interest expense related to the capital leases was $15,387 for the year ended December 31, 2020.

13. Related Parties

Receivables and Payables

The Association is affiliated with several smaller organizations for which criteria for consolidation have not been met. The organizations are related through common exempt purpose, and the Association processes certain cash receipts and disbursements for these organizations. The following is a schedule of the accounts receivable and payable and other amounts due, as discussed below, with the affiliated organizations as of December 31, 2020:

	Accounts Receivable	Accounts Payable
American Speech-Language-Hearing Association Political Action Committee	$ -	$ 27,570
American Speech-Language-Hearing Foundation	72,966	4,544,791
National Association for Hearing and Speech Action	-	293,882
	$ 72,966	$ 4,866,243

Contribution to the American Speech-Language-Hearing Foundation

The Board of Directors of the Association approved contribution commitments to the Foundation through fiscal year 2025. The Association has recorded a liability of $4,417,263 as of December 31, 2020 for contributions due in future years. In addition, the Association has made in-kind contributions for indirect and administrative services of $1,936,173 to the Foundation during the year ended December 31, 2020. The Association's commitments are expected to be paid as follows:

Less than one year	$ 864,254
One to five years	3,651,199
Less: discounts (1.5% - 2.5%)	(98,190)
	$ 4,417,263

Contribution to the National Association for Hearing and Speech Action

The Association has made in-kind contributions for administrative services of $49,460 to the National Association for Hearing and Speech Action (NAHSA) during the year ended December 31, 2020. In addition, the Association contributed $300,000 to NAHSA for Strategic Pathway to Excellence for the year ended December 31, 2020.

14. Board-Designated Funds

The Association's Board-designated New Initiatives Fund, which is part of the reserve fund, is composed of amounts designated for market research, product development and marketing. The balance designated as of December 31, 2020 is $346,171.

The Association's Board-designated Housing Fund serves to aggregate activities pertaining to the construction and/or lease of office facilities for the Association (e.g., construction and major renovation, related financing costs, rental of auxiliary space) and related activities and to provide separately identified resources for their funding. The balance designated as of December 31, 2020 is $34,776,445.

The Association's Board-designated Reserve Funds serve to maintain financial viability in the event of an economic disaster, make funds available to take advantage of economic opportunities to benefit the Association, and provide for long-term investment of funds that are not needed in the short run for cash flow or for capital expenditures. The balance designated as of December 31, 2020 is $65,774,727.

15. COVID-19 and CARES Act

Beginning in late 2019 and continuing through December 31, 2020, and beyond, the outbreak of the novel coronavirus disease, or COVID-19, has resulted in the declaration of a global pandemic and has adversely affected economic activity across virtually all sections and industries on a local, national and global scale. The impact of COVID-19 on the economy and the Association continues to be a fluid situation.

In response to the COVID-19 pandemic, many state, local and foreign governments have put in place, and others in the future may put in place, quarantines, executive orders, shelter-in place orders, and similar government orders and restrictions in order to control the spread of the disease. Such orders or restrictions, or the perception of such orders or restrictions could occur, have resulted in business closures, work stoppages, slowdowns and delays, work-from-home policies, and travel restrictions, among other effects that could negatively disrupt the Association's operations. To further limit health risks associated with the COVID-19 virus, the Association required that all staff work remotely and program activities have been transitioned to a virtual environment. The Association is complying with state and local health officials, as well as the World Health Organization (WHO) recommendations, to do its part in reducing the impact on its employees and overall population.

The Association's operations are dependent on member dues and the sale of other goods and services. Through December 31, 2020, the Association has not seen a significant adverse impact to the financial position, change in net assets, and cash flows and liquidity as a result of COVID-19. The values of the Association's investments have and may fluctuate in response to changing market conditions. The ultimate impact of COVID-19 on the business is not estimable at this time and will be largely dependent upon a number of factors outside of the Association's control including the extent and duration of the outbreak as well as any mitigating actions which may be undertaken by federal and local governments and the general public.

On March 27, 2020, the President of the United States signed into law the CARES Act. The CARES Act, among other things, includes provisions related to refundable payroll tax credits, deferment of employer side social security payments, net operating loss carryback periods, alternative minimum tax credit refunds, modifications to the net interest deduction limitations, increased limitations on qualified charitable contributions, and technical corrections to tax depreciation methods for qualified improvement property. It also appropriated funds for the Small Business Administration (SBA) Paycheck Protection Program loans that are forgivable in certain situations to promote continued employment, as well as Economic Injury Disaster Loans to provide liquidity to small businesses harmed by COVID-19. The Association did not elect to utilize the provisions enacted by the CARES Act as of December 31, 2020.

On December 27, 2020, the Consolidated Appropriations Act, 2021 (the Act) was passed, which includes $900 billion in stimulus relief as a result of the COVID-19 pandemic. The Association believes that the Act will have no impact on its operations.

The global pandemic continues to rapidly evolve, and the Association will continue to monitor the COVID-19 situation closely. The ultimate impact of the global pandemic is highly uncertain and subject to change. The Association does not yet know the full extent of potential delays or impacts on operations, or the global economy as a whole, which makes future results difficult to predict.

16. Subsequent Events

On March 11, 2021, the American Rescue Plan Act of 2021 (the 2021 Act) was passed, a $1.9 trillion stimulus relief package that is intended to provide support to individuals and businesses affected by COVID-19. The Association is currently evaluating the impact of the 2021 Act, if any.

In January and February 2021, the Association fully paid the mortgage payable outstanding as of December 31, 2020 of $346,210.

The Association has evaluated subsequent events through May 28, 2021, which is the date the consolidated financial statements were available to be issued. There were no other events noted that required adjustments to, or disclosure in, these consolidated financial statements.

Supplementary Information

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Financial Position

December 31, 2020	ASHA	NSSLHA	Eliminations	Consolidated
Assets				
Cash and cash equivalents	$ 54,664,324	$ 538,376	$ -	$ 55,202,700
Accounts receivable, net	616,842	-	-	616,842
Accrued interest receivable	66,229	-	-	66,229
Receivable from affiliates	72,966	170,305	(170,305)	72,966
Prepaid expenses	850,067	147,039	(138,857)	858,249
Investments	65,774,727	745,029	-	66,519,756
Other assets	721,095	-	-	721,095
Property and equipment, net	38,619,178	-	-	38,619,178
Total assets	$ 161,385,428	$ 1,600,749	$ (309,162)	$ 162,677,015
Liabilities and net assets				
Liabilities				
Accounts payable - trade	$ 1,086,953	$ 10,000	$ -	$ 1,096,953
Payable to affiliates	5,031,548	5,000	(170,305)	4,866,243
Accrued salaries and accumulated leave	4,156,211	-	-	4,156,211
Postretirement insurance payable	9,539,543	-	-	9,539,543
Retirement fund payable	18,911,373	-	-	18,911,373
Self-insured medical plan obligation	447,450	-	-	447,450
Mortgage interest payable	30,334	-	-	30,334
Mortgage payable	346,210	-	-	346,210
Capital lease obligation	474,795	-	-	474,795
Interest rate swap	1,924,180	-	-	1,924,180
Deferred compensation liability	709,237	-	-	709,237
Deferred revenue	41,322,275	308,545	(138,857)	41,491,963
Total liabilities	83,980,109	323,545	(309,162)	83,994,492
Commitments and contingencies				
Net assets without donor restrictions	77,405,319	1,277,204	-	78,682,523
Total liabilities and net assets	$ 161,385,428	$ 1,600,749	$ (309,162)	$ 162,677,015

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Revenues and Expenses by Natural Classification

	ASHA				NSSLHA		
Year ended December 31, 2020	Operating Funds	Other Funds	Eliminations	Total ASHA Funds	Operating Funds	Eliminations	Total All Funds
Revenue and support							
Member dues	$ 43,531,918	$ 1,689,905	$ -	$ 45,221,823	$ 696,469	$ -	$ 45,918,292
Continuing education	4,479,768	-	-	4,479,768	-	-	4,479,768
Other	4,000,005	-	-	4,000,005	115,832	(313,411)	3,802,426
Learning products	1,705,227	17,591	-	1,722,818	-	-	1,722,818
Special interest group fees	1,528,075	-	-	1,528,075	-	-	1,528,075
Council on Academic Accreditation	955,536	-	-	955,536	-	-	955,536
Non-member certification fees	671,848	19,123		690,971	-	-	690,971
Commercial advertising	562,623	-	-	562,623	38,988	-	601,611
Rental revenue	-	1,449,945	(854,827)	595,118	-	-	595,118
Other membership fees	491,426	-	-	491,426	-	-	491,426
Classified advertising	473,783	-	-	473,783	-	-	473,783
Subscriptions	444,282	-	-	444,282	-	-	444,282
Other publications	316,444	-	-	316,444	138	-	316,582
Contributions/sponsorships	125,779	-	-	125,779	35,330	-	161,109
Affiliates	59,330	536	-	59,866	-	-	59,866
Self-insurance	-	4,089,030	(4,089,030)	-	-	-	-
Interest on Housing Fund advance	92,362	(92,362)	-	-	-	-	-
Total revenue and support	59,438,406	7,173,768	(4,943,857)	61,668,317	886,757	(313,411)	62,241,663
Expenses							
Personnel	40,662,754	3,974,860	(4,089,030)	40,548,584	346,822	-	40,895,406
Communication and supplies	3,523,536	81,900	-	3,605,436	7,206	-	3,612,642
Property, equipment and software	3,000,923	1,257,611	(854,827)	3,403,707	-	-	3,403,707
Professional services	2,341,777	501,072	-	2,842,849	376,952	(313,411)	2,906,390
Contributions/sponsorships	2,588,903	56,105	-	2,645,008	-	-	2,645,008
Publishing	1,253,022	-	-	1,253,022	-	-	1,253,022
Other	269,151	457,759	-	726,910	17,178	-	744,088
Meetings, travel and special projects	548,765	130,945	-	679,710	2,460	-	682,170
Officers, committees, and boards	572,950	-	-	572,950	3,036	-	575,986
Total expenses	54,761,781	6,460,252	(4,943,857)	56,278,176	753,654	(313,411)	56,718,419

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Revenues and Expenses by Natural Classification

Year ended December 31, 2020	ASHA Operating Funds	ASHA Other Funds	ASHA Eliminations	Total ASHA Funds	NSSLHA Operating Funds	Eliminations	Total All Funds
Change in net assets wihout donor restrictions from operations	4,676,625	713,516	-	5,390,141	133,103	-	5,523,244
Nonoperating activities							
Pension related loss other than net periodic benefit cost	(2,507,404)	-	-	(2,507,404)	-	-	(2,507,404)
Investment return, net	740,103	7,044,225	-	7,784,328	69,206	-	7,853,534
Loss on interest rate swap	-	(317,162)	-	(317,162)	-	-	(317,162)
Gain on postretirement insurance payable	35,557	-	-	35,557	-	-	35,557
Other	(9,505)	-	-	(9,505)	(11,272)	-	(20,777)
Total nonoperating activities	(1,741,249)	6,727,063	-	4,985,814	57,934	-	5,043,748
Change in net assets without donor restrictions	$ 2,935,376	$ 7,440,579	$ -	$ 10,375,955	$ 191,037	$ -	$ 10,566,992

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Revenues and Expenses by Fund

	ASHA				NSSLHA		
Year ended December 31, 2020	Operating Funds	Other Funds	Eliminations	Total ASHA Funds	Operating Funds	Eliminations	Total All Funds
Revenue and support							
Member dues	$ 44,023,344	$ 1,689,905	$ -	$ 45,713,249	$ 696,469	$ -	$ 46,409,718
Continuing education	4,479,768	-	-	4,479,768	-	-	4,479,768
Educational programs and products	1,777,649	-	-	1,777,649	-	-	1,777,649
Special interest group fees	1,594,944	-	-	1,594,944	-	-	1,594,944
Publications:							
The ASHA Leader	449,741	-	-	449,741	-	-	449,741
Journal of Speech, Language and Hearing Research	399,216	-	-	399,216	-	-	399,216
Language, Speech and Hearing Services in Schools	106,014	-	-	106,014	-	-	106,014
American Journal of Speech-Language Pathology	93,702	-	-	93,702	-	-	93,702
American Journal of Audiology	55,999	-	-	55,999	-	-	55,999
Council on Academic Accreditation	955,536	-	-	955,536	-	-	955,536
Non-member certification fees	671,848	19,123	-	690,971	-	-	690,971
Rental revenue	-	1,449,945	(854,827)	595,118	-	-	595,118
Digital advertising	586,924	-	-	586,924	-	-	586,924
Recruitment and retention	328,151	-	-	328,151	-	-	328,151
Membership list rentals	241,425	-	-	241,425	68,910	-	310,335
Other revenue	3,581,783	18,127	-	3,599,910	121,378	(313,411)	3,407,877
Interest on Housing Fund advance	92,362	(92,362)	-	-	-	-	-
Self-insurance	-	4,089,030	(4,089,030)	-	-	-	-
Total revenue and support	59,438,406	7,173,768	(4,943,857)	61,668,317	886,757	(313,411)	62,241,663

American Speech-Language-Hearing Association and
National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Revenues and Expenses by Fund

	ASHA				NSSLHA		
Year ended December 31, 2020	Operating Funds	Other Funds	Eliminations	Total ASHA Funds	Operating Funds	Eliminations	Total All Funds
Expenses							
Program services:							
Convention	1,733,219	12,046	(35,531)	1,709,734	-		1,709,734
Continuing education	2,454,553	-	(58,549)	2,396,004	-	-	2,396,004
Educational programs and products	2,138,542	18,068	(40,549)	2,116,061	-	-	2,116,061
Special interest groups	1,623,540	-	(33,528)	1,590,012	-	-	1,590,012
Publications:							
The ASHA Leader	2,402,486	-	(31,595)	2,370,891	-	-	2,370,891
Journal of Speech, Language and Hearing Research	467,851	-	(4,238)	463,613	-	-	463,613
Language, Speech and Hearing Services in Schools	278,164	-	(3,090)	275,074	-	-	275,074
American Journal of Audiology	263,059	-	(3,031)	260,028	-	-	260,028
American Journal of Speech-Language Pathology	329,342	-	(3,108)	326,234	-	-	326,234
Digital advertising	3,256,581	-	(65,431)	3,191,150	-	-	3,191,150
Council on Academic Accreditation	1,146,942	-	(26,178)	1,120,764	-	-	1,120,764
Recruitment and retention	757,398	77,540	(13,163)	821,775	164,665	-	986,440
Special reports and brochures	376,688	-	(6,378)	370,310	334,070	(313,411)	390,969
Professional practices	3,358,983	1,529	(78,790)	3,281,722	-	-	3,281,722
Governmental affairs	4,225,230	81,464	(92,931)	4,213,763	-	-	4,213,763
Public information	2,383,894	299,953	(42,916)	2,640,931	-	-	2,640,931
Multicultural affairs	1,125,298	71,058	(26,210)	1,170,146	-	-	1,170,146
Academic affairs	1,203,664	5,004	(27,747)	1,180,921	-	-	1,180,921
Research	2,928,731	-	(69,208)	2,859,523	-	-	2,859,523
Clinical certification	2,384,907	157,253	(56,819)	2,485,341	-	-	2,485,341
Specialty recognition	63,080	-	(1,562)	61,518	-	-	61,518
Ethics	619,778	-	(14,147)	605,631	-	-	605,631
International	149,672	-	(3,429)	146,243	-	-	146,243
Governance	1,493,584	-	(28,792)	1,464,792	69,232	-	1,534,024
Contingency	10,556	-	-	10,556	-	-	10,556
Contribution to ASHA Foundation	2,228,469	-	-	2,228,469	-	-	2,228,469
Awards	-	-	-	-	41,454	-	41,454
Chapters and chapters administration	-	-	-	-	55,560	-	55,560
NSSLHA	122,116	-	(10,570)	111,546	-	-	111,546
Self-insurance	-	3,862,735	(3,862,735)	-	-	-	-
Housing Fund	-	1,728,435	-	1,728,435	-	-	1,728,435
Total program services	39,526,327	6,315,085	(4,640,225)	41,201,187	664,981	(313,411)	41,552,757

American Speech-Language-Hearing Association and National Student Speech Language Hearing Association (Affiliate)

Schedule of Consolidating Revenues and Expenses by Fund

	ASHA				NSSLHA		
Year ended December 31, 2020	Operating Funds	Other Funds	Eliminations	Total ASHA Funds	Operating Funds	Eliminations	Total All Funds
Supporting services:							
General and administrative	15,235,454	145,167	(303,632)	15,076,989	88,673	-	15,165,662
Total expenses	54,761,781	6,460,252	(4,943,857)	56,278,176	753,654	(313,411)	56,718,419
Change in net assets without donor restrictions from operations	4,676,625	713,516	-	5,390,141	133,103	-	5,523,244
Nonoperating activities							
Pension related loss other than net periodic benefit cost	(2,507,404)	-	-	(2,507,404)	-	-	(2,507,404)
Investment return, net	740,103	7,044,225	-	7,784,328	69,206	-	7,853,534
Loss on interest rate swap	-	(317,162)	-	(317,162)	-	-	(317,162)
Gain on postretirement insurance payable	35,557	-	-	35,557	-	-	35,557
Other	(9,505)	-	-	(9,505)	(11,272)	-	(20,777)
Total nonoperating activities	(1,741,249)	6,727,063	-	4,985,814	57,934	-	5,043,748
Change in net assets without donor restrictions	$ 2,935,376	$ 7,440,579	$ -	$ 10,375,955	$ 191,037	$ -	$ 10,566,992