



Nonprofit

EPIC NONPROFIT ORGANISATION

Annual Report 2021

1. Vision of the Organization

Our vision is to be an innovative and unique provider of community-oriented services. That is why we want to create programmes aimed at employment services, and implement them in such a way that they are an example of a pro-client-oriented approach and serve all those who need them, especially those who are disadvantaged in different ways.

2. Mission of the Organization

We achieve the vision of the organization by empowering individuals, communities, and the environment in overcoming disadvantages in order to enable them to fully explore their potential. We strive to provide such support, advice and services that will help participants in the program to gain employment and then participate fully in social and economic life in their community.

3. History of the Organization

EPIC Nonprofit was registered in Slovakia on 19 June 2012 by its parent organization EPIC Employment Service Inc. based in Brisbane, Australia. Since July 1, 2015, the Australian organization has adopted the new name EPIC ASSIST, which better illustrates its new organizational structure, mapping the economic and professional growth and geographical expansion of the organization.

The original EPIC Employment Service was established in 1990. In its early days, it employed four people who provided services to clients from its immediate surroundings.

Within 30 years of operation, EPIC ASSIST has grown into a leading organization employing more than 160 people, operating in 48 regional centers in four countries around the world and helping more than 15,000 people a year to find meaningful employment and then participate fully in social and economic life in their community.

EPIC ASSIST is one of the leaders in innovative solutions in employing people with a variety of disadvantages or disabilities. Thanks to the high professionalism of its employees, which is a combination of vocational education and practical experience, EPIC can successfully meet the specific requirements of employers as well as job seekers.

The decision to establish its first European branch in Slovakia was based on previous experience and cooperation of EPIC with several organisations in the Slovak Republic. Cooperation mainly covered topics aimed at improving employment services and increasing employment for people with disabilities.

The ambition of EPIC nonprofit organization in Slovakia is to:

- influence public policy-making in the field of employment and social inclusion of marginalized groups;
- to initiate the preparation and implementation of programmes aimed at increasing employment at local level and to contribute to improving the quality of conditions for better employment.
- raise awareness of the employment of people with different disadvantages.

EPIC nonprofit organisation, implements its objectives aimed at increasing the employment and employability of people disadvantaged in the open labour market through several programme lines:

- promoting the employment of people with different types of disadvantages;
- promoting the social economy and social entrepreneurship;
- promoting the employment of young people and people 55+;
- support for public policies.

Also in 2021, EPIC nonprofit has continued in active membership in the American Chamber of Commerce in the Slovak Republic, Social Innovation Europe, Alliance for Youth - NESTLÉ and advisory bodies in the field of employment, equality of women and men, advisory bodies and commissions for the preparation of the use of Eurofunds in the Operational Program Human Resources.

4. Structure

EPIC nonprofit was established in Slovakia on 19 June 2012 by its parent organization EPIC Employment Service (now EPIC ASSIST) based in Brisbane, Australia.

The supreme body of the Organisation shall be the Board of Directors, headed by the Elected President:

- Br. Donald Campbell

As of December 2019, the statutory director of EPIC nonprofit, Mrs. Warrick Harold Staveley, replaced in this function the long-time statutory director and founder of EPIC ASSIST, Mr. Keith Martin, after his retirement.

Eva Havelková has held the position of coordinator for Central Europe since 2017, with responsibility for the management of EPIC branches in Slovakia and the Czech Republic and continued in this position also in 2021.

During 2021, the team of the nonprofit organisation EPIC worked in the following composition:

- Petra Slatinská
- Eva Judová (until 31.3.2021)
- Zuzana Pažitková

In addition to the above employees, whether employees in employment or similar employment relationships or workers providing services for a trade certificate – EPIC 's management and executive team also consisted of 9 co-workers/contractors on agreements/contracts (or short-term jobs in projects).

The payroll accounting and general accounting of the organisation continued to be provided by external company Service MVO s.r.o., financial and payroll accountants Mrs. Magdaléna Feniková and Jana Marschalová. A few other services were provided through external co-workers. EPIC has been located since 2014 at Panenská Street No. 29, Bratislava 811 03.

Media coverage of EPIC nonprofit has been provided, among others, also by the website of EPIC nonprofit. In 2021 we continued to cooperate with the website administrator, Moonlight group, s.r.o.

We also continued to inform about EPIC nonprofit's projects, activities and events through the social media and networks - Facebook, Instagram and EPIC nonprofit website.

5. Activities

Despite the ongoing Covid-19 pandemic, which greatly affected the operation and project activities of EPIC nonprofit as well as all our partners, we tried to continue our activities also in 2021 within the key programme lines of EPIC non-profit:

5.1. Promoting the employment of people with disadvantages

The program aims to propose solutions aimed at improving employment opportunities and employability of people with disabilities.

Also in 2021, we disseminated information and examples of good practices on the benefits of employing people with disabilities, especially among employers. We continued to support innovative legislative solutions, projects and employment programmes for people with disabilities.

The nonprofit organization EPIC continued to cooperate with key employers in Slovakia, with relevant non-governmental organizations, as well as with employers and associations associated in the American Chamber of Commerce. With several companies (eg Jaguar Land Rover, Kaufland, Nestle, IBM), activities supporting the creation of new jobs or participation and the creation of opportunities for young people and/or for citizens with various types of disadvantages continued.

In order to actively influence the resource efficiency of the Operational Programme Human Resources, which is the main framework for financing activities aimed at increasing the employment/employability of people with disabilities, the EPIC nonprofit continued also in 2021 in active membership of the Monitoring Committee for the Operational Programme Human Resources, as well as in the Commission's membership of the Monitoring Committee for the Operational Programme Human Resources for Priority Axes No. 2 Youth Employment Initiative, No.3 Employment and No. 4 Social inclusion.

In 2021, the programme's implementation framework defining the scope and means for achieving its objectives consisted of the following activities, initiatives, and projects:

Title of the initiative and events

Initiative to promote the employment of people with disabilities

Duration

Ongoing - long-term initiative

Source of funding

Own funds and contributions of participating partners

Partners of the initiative

- Alliance for Youth - NESTLÉ
- U.S. Chamber of Commerce/AMCHAM

Objective of the initiative

Promoting the employment of people with disabilities in the open labour market, breaking down various barriers and stereotypes on the part of employers and creating a friendly environment.

Project/service title

Deafinitely Clean – *We clean up without needless talking*

Duration of the initiative/project

Continuously since Autumn 2015

Source of funding/Donor

Own funds, funds raised from the provision of the service

Aim and summary of the initiative

Deafinitely Clean is a cleaning service, where EPIC nonprofit offers employment especially for people with hearing impairment. It is a project that builds on the principles of social entrepreneurship, where the social goal is bridging the worlds of the hearing and deaf communities in the form of integration in the open labour market and has the potential to be transformed into a social enterprise in the future. The final product of our service is cleaning in households and office premises in Bratislava.

The aim of the project, in addition to providing work in the open labour market, particularly to the people with hearing disabilities, is bridging the worlds of the deaf and hearing communities. *Deafinitely Clean* has the ambition to provide deaf people with a job where they meet the world of hearing people, are exposed to mutual communication, and get to know each other without the potential discrimination and rejection because of health disability - difference."

The *Deafinitely Clean* project became an integral part of the activities of the nonprofit organization EPIC at the end of 2015 and has for long contributed to a more sensitive perception of the world of people with disabilities or disadvantages.

It was originally established as a student project within the training programme at the Socrates Institute. The founder, Katarína Pazmanyová, offered the launched initiative to the nonprofit organization EPIC, which accepted it, as the project perfectly connected the activities and values of EPIC nonprofit. Despite that the project *Deafinitely Clean* gradually became a fully-fledged part of the "Promoting the employment of people with disabilities" programme and one of the key projects and recognition features of EPIC nonprofit in the employment of people with disadvantages, the Covid-19 pandemic had a very negative impact for successful continuation of this project.

Due to repeated lock downs and strict pandemic measures, we were forced to end this service after years.

5.2. Promoting social entrepreneurship

The aim of the program is to support development of social entrepreneurship, consultancy and technical assistance needed to set up and operate social enterprise aimed at creating new job opportunities at the local level. Social entrepreneurship is one of the ways in which unemployment can be lowered, especially for specific groups of the population who, due to their disadvantages, have difficulty finding a place in the labour market, even in the long term.

The EPIC nonprofit has been helping to develop social entrepreneurship since 2015, mainly through the implementation of several projects aimed at supporting the social economy, within the framework of Erasmus + or ERDF grants, Interreg Europe.

An important project within the programme line concerning the support of the social economy was the implementation of an international project aimed at the development of social entrepreneurship in sparsely populated areas:

Title and Registration Number of the Project

Social Entrepreneurship in Sparsely Populated Areas (Sociálne podnikanie v riedko osídlených územiach - SOCENT SPAs) PGI023594

Duration:

01.01.2017–30.06.2021 (54 months)

Donor

ERDF: Interreg Europe

Grant Amount

Total project budget: 1,040,909.00€

EPIC: 212,956.00€ (of which 53,239.00€ was co-financed)

Project Objective

The aim is to contribute to increasing regional competitiveness through social entrepreneurship in sparsely populated areas. In particular, the promotion of interregional cooperation between the four regions: Soria (ES), Brandenburg (DE), Lapland (FI) and Gemer (SK), from the perspective of making the relevant regional policies more effective in actively promoting the visibility and acceleration of social entrepreneurship in sparsely populated areas as a driving force of regional competitiveness.

Achieved project outputs:

The results of the SOCENT SPAs project can be divided into several key levels:

- 1. Influencing strategies and policies in the field of social economy in Slovakia**
- 2. Creating new contacts, networks and experts**
- 3. The process of learning and exchanging experiences at national and transnational level**
- 4. Publication and dissemination activities, including examples of good practice**

1. Influencing strategies and policies in the field of social economy in Slovakia

- The key output of the project was the elaboration of the "Action Plan of the Gemer Region - Social Entrepreneurship in Sparsely Populated Areas (SOCENT SPAs)". Its preparation included an analysis of the Gemer region prepared by a group of experts on the social economy, based on interregional cooperation, mutual exchange of experiences of partners in Spain, Finland, Germany and Slovakia.
- Several examples of good practices were monitored and summarized, while we also identified limitations preventing the transfer of specific models to Slovak conditions (eg different inter-institutional relations and different institutional functioning or the role of organisations or actors).
- Steps and common agendas for social entrepreneurship in the agro-sector in Gemer were developed at the level of state and public administration bodies. We have also implemented an information campaign on the social economy in the Gemer region to raise awareness of the social economy and social entrepreneurship and the opportunities it provides for the development of this less developed region, employment growth and improving the economic and social situation of its inhabitants. In a coordinated and long-term manner, we provided interested parties and potential new subjects of the social economy (not only) at Gemer with information on social entrepreneurship and business opportunities.

2. Creating new contacts, networks and experts on regional and interregional level

- We have prepared an information package on the use of tools in the SE / agro-sector.
- In cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic, a database of experts and consultants in the field of social economy was created and managed on the basis of mapping existing competencies and tasks in providing information and counseling in the social economy.
- We networked local actors active in the field of SE, the newly established regional centers of the social economy with actors from the field of self-government, public and state administration and the non-governmental sector.

3. The process of learning and exchanging experiences at national and transnational level

- During the implementation of the project, a number of negotiations, interregional workshops (Rovaniemi, Finland; Brandenburg, Germany; Gemer-Slovakia), bilateral meetings of stakeholders and actors active in the field of SE took place.

4. Publication and dissemination activities, including examples of good practice

- The philosophy and concepts of the social economy as well as the SOCENT SPAs project were widely presented at various public events - working breakfasts, seminars, discussions, conferences or workshops
- The result of these meetings was, among others, elaboration of the publication "Guide to examples of good practice in social entrepreneurship" - translated into English and widely published.
- Dissemination of project results is carried out through the relevant social networks and websites of all project actors with a link to the transnational level.

Project name and registration number

CERUSI project (Central European social innovation in the countryside) CE1683

The CERUSI project aims to support social entrepreneurship and social innovation in less developed regions with the potential to reduce unemployment, growth of work placements and employment. It is also about improving the skills and entrepreneurial skills of social entrepreneurs and innovators in less developed Central European regions, kick-starting competitiveness and transferring experience in the field of social innovation, social entrepreneurship and the circular economy.

Duration of the project

1.2.2020-31.1.2022

Donor

ERDF/European Regional Development Fund

Project summary

The project responds to the lack of support structures to increase employment in less developed regions in Central Europe. Unlike the urban areas, rural regions do not have enough opportunities for a business start-up or other support for employment growth. Although the European Union has invested a great deal in regional development, in most rural regions these investments do not have an adequate impact on people, because the institutions advising these development projects are located in relatively well-equipped urban areas without reach to the less developed regions.

Main project activities

- The CERUSI project follows a new innovative approach – via so called RSI - LAB caravans, resp. meeting directly with citizens in different places in cities in less developed regions monitoring and mapping ideas, intentions and problems of citizens in the field of social entrepreneurship. It also provides a temporary support structure through consultations and advisory from experts, connects the main actors and interested parties, and through partnerships between local actors, improve life in the region.
- CERUSI builds on social entrepreneurship and social innovation tools developed under other EU-funded projects. The project thus uses trainings in social entrepreneurship and social innovations, which have been compiled within other projects, for example Social(i)makers project.
- Within the CERUSI project, EPIC nonprofit provides long lasting expertise and experience from implementation of many projects and activities in the field of social economy. The project involves actors and partners from various institutions, including state and public administration, private companies, NGOs, interest groups and academia.

Partners

GmbH ZSI – Centre for Social Innovation (Lead) – Austria
EPIC nonprofit - Slovakia
Regionalmanagement Burgenland GmbH – Austria
Social Impact – Germany
Democenter-Sipe Foundation – Italy
Foundation for Improvement of Employment Possibilities PRIZMA – Slovenia
Cooperation Fund Foundation – Poland
Regional Development Agency of South Bohemia – Czech Republic
Foundation Cassa di Risparmio di Modena – Italy

Affiliate partners

Foundation Cassa di Risparmio di Modena – Italy
Union of Towns and Municipalities of the South Bohemian Region – Czech Republic
Development Agency of Banska Bystrica Self-governing Region – Slovakia
Municipality Zavrč – Slovenia
PRJ HALO, Haloze Rural Development Centre – Slovenia

Achieved project outputs:

- **Creation of Academy for Social Innovation in Rural Areas (RSI_Academy).** It is a 5-module online education programme for those interested in social entrepreneurship. In the individual modules, those interested can learn and focus on the following topics: strengthening the countryside, community needs, creating a business plan, the impact of social entrepreneurship and its sustainability. These are engaging lecture videos, video interviews with experts, syllabi, lectures and downloadable teaching material. Everything is in Slovak, resp. with Slovak subtitles. The online educational Academy includes a final quiz with the possibility of obtaining a certificate.
- **Skyrocket platform.** It is an online space for social entrepreneurs and those interested in this area, where they can share mutual contacts, intentions, project proposals, suggestions for cooperation, contacts with potential partners and sponsors for social entrepreneurship. (<https://skyrocketplatform.eu/en>)
- **Advisory and consultations for social entrepreneurs.** The problems of the social economy in Slovakia mapped and monitored directly in the field, were subsequently been solved with the help of experts on the social economy, who provided advice and consultations to social entrepreneurs. During information meetings in the regions of Slovakia, entrepreneurs presented ideas and problems of social entrepreneurship. Due to the ongoing Covid-19 pandemic, many meetings took place online.
- All the obtained information formed the basis for the development of the **Social Economy Action Plan for Slovakia**. This document contains a proposal of steps to solve the existing problems of the social economy, using the tools and methods developed in the CERUSI project:
 - Support in communication of social economy actors at various levels,
 - Comprehensive support of social entrepreneurship in the process of social enterprise registration,
 - Creation of a support mechanism as an alternative to state investment aid.

- The document "**Summary of the problems of the social economy in Slovakia**" was developed, which also contains possible solutions. This document was sent to the Ministry of Labour, Social Affairs and Family of the Slovak Republic as the main guarantor of the development of the social economy in Slovakia.
- To ensure the continuity of the Interreg Central Europe CERUSI project and its tools, we, together with the project partners, have signed a **Memorandum of Cooperation**, according to which the process of supporting the development of social entrepreneurship / social innovation should continue in the future.

We believe that the CERUSI project has also helps to develop social entrepreneurship and thus reduce unemployment in rural regions and improve the lives and living standards of their inhabitants.

The CERUSI project will be successfully completed in February 2022.

5.3. Support of the employment of young people

Youth unemployment within the EU-28 was one of the serious problems also in 2021, not excluding Slovakia.

In 2021, EPIC nonprofit also aimed to support the employment of young people and implement specific programmes aimed to enhance employability of young people, by supporting the improvement of their qualifications and skills, including through youth organizations, so that they can respond to the current demanding requirements of potential employers. At the same time, we continued to try to draw the attention of employers in relation to increasing the employment of young people.

An important project promoting youth employment implemented by the EPIC nonprofit in 2021 was the **HOPES4LOW project**.

Project name and registration number

Hopes- 4-Low: Opening career opportunities for low-skilled Roma youth

Project number: SEP-210428131

Duration of the project

1.1.2018 – 30.6.2021

Source of funding / donor

European Commission - Directorate-General for Justice and Consumers (DG JUST)

Amount of financial support/ grant

Total grant amount: EUR 107 945.88 (of which 20% EPIC own co-financing)

Partners

Budapest Institute (Lead partner), MEF, Salva Vita, Bagázs (Hungary), EPIC n.o. (Slovakia)

Project summary

The Hopes-4-Low project aimed to strengthen the practice of employing young people from disadvantaged backgrounds and to promote the broad integration of Roma youth into the open labour market.

Part of the project's philosophy was to combat harmful prejudices against the Roma and strengthen the capacity of civil society at the local level. The aim of the project was to focus on anti-discrimination of Roma in the labour market by developing, verifying and disseminating effective methods for sensitizing employers in employment and preparing young Roma for employment through sophisticated specific career mentoring.

The main idea of the project was to activate cooperation with Roma youth in segregated settlements by developing a systematic approach, providing active mentoring and effective involvement of employers in the process of retraining and job offer. The target group was low-skilled Roma youth. We assumed that existing programs for this target group rarely address discrimination by employers. Low-skilled Roma youth also face many obstacles in finding employment: they often lack basic skills, have insufficient or no experience with formalities and normal employment practices. We therefore wanted to develop services to sensitize employers and inclusive practices in the recruitment and employment and integration of unskilled Roma youth into the labour market.

Main project activities

- Preparation of a methodology to promote the employability of low-skilled Roma and teaching materials for mentors and NGOs.
- Trainings for mentors, employers and NGOs working with Roma communities.
- Joint workshops aimed at exchanging experience in the field of employment of young Roma.
- Individual mentoring of members of the young Roma community in preparation of securing a work placement and entering the labour market.
- Monitoring of career trajectories of the individuals involved from the target group.
- Comparative analysis of pilot programmes in Hungary and Slovakia.
- Spreading of awareness of the success stories of young Roma involved in mentoring programme, significant communication with the media.

Main results and outputs of the project

The fulfillment of project intentions and the implementation of planned activities were affected by the covid 19 pandemic, which resulted in a partial suspension of the implementation of practical monitoring at Orechov dvor near Nitra. Training for employers as well as other events, including the final conference, were conducted online. Despite these complications, the project was successfully completed in June 2021.

- Project results:
 - vocational training of mentors and coordinators
 - sensitization training and counseling for employers and mentoring for Roma youth
 - elaboration of training materials for the training of mentors and for the training of mentor coordinators and documents for the sensitization of employers in Hungarian and Slovak language
 - 24 mentors and 11 coordinators were trained
 - 4-month mentoring for 10 representatives of Roma youth and cooperation with mentors, preparation for the interview
 - 1 Roma successfully completed an interview and secured a job

Project activities and results were significantly affected by the Covid-19 pandemic, which disrupted the entire mentoring process. Training and other activities related to the dissemination of information about the project had to be revised, and the willingness of employers to cooperate and generally accept low-skilled Roma youth also decreased as a result of these circumstances. Overall, it was very difficult to involve employers in the process, and the project team could not rely on the support of the existing network of engaged employers.

- Lessons learned
 - **Mentoring.** Before starting the mentoring focused on the employment of low-skilled people, it is first necessary to carry out demanding preparatory phases, such as building trust and developing employability of **participants / mentees**.
 - **"Sensitization" of employers** can be very useful in recruiting low-skilled youth, but it must be flexibly adapted to the existing conditions and attitudes of the employer and its existing employees. However, experienced trainers are needed for this, and we can also support this process through previous data collection.
 - There is a need to redesign tools for the active involvement of employers and tools for employees in the field of managing prejudices in the workplace, to provide training for internal tutors or fellow mentors for a specific employer, and also to involve public service providers.

The HOPES4LOW project was successfully completed in June 2021.

Since 2019, EPIC non-profit has implemented an ERASMUS+ project **Your career is waiting – get ready!**

Project name and registration number:

Your career is waiting – get ready!

Project number: 2019-1-SK02-KA205-002145

Duration of the project

1.6. 2019 – 30. 9.2021

Donor

EU Erasmus + IUVENTA National Youth Agency

Amount of financial support/grant

Total grant amount: EUR 155 480

Project partners

Cometa Formazione Società Cooperative Sociale (Italy), Tracé Brussel (Belgium), EPIC Assist, z.ú. (Czech Republic)

Project summary

The project responds to high youth unemployment rate in all EU countries, especially for young people under the age of 29 and specifically young people with various disadvantages. The aim of this project is to help these young people better prepare to enter the open labour market, while promoting their greater inclusiveness and acceptance by a majority of the society. These objectives are pursued through two types of training, both based on the recent experience and expertise of EPIC nonprofit. The success of this type of training is ensured by the relevance of its content, created in cooperation with the business field, academics, human resources professionals and recruiters, and by close cooperation with the business sector that reflects the real needs and requirements of employers. The second area focuses on the sensitization of employers towards the employment of people with disadvantages, as well as on the training of potential employers. The project focuses on young people aged 16 to 20 in Slovakia, the Czech Republic, Belgium, and Italy.

Main project activities

- Adaptation of the existing "Job Interview Simulator" and "Disability Awareness Training" to specific audiences within the project in each country.
- Realization of „Job Interview Simulator“ training and „Disability Awareness Training“
- Virtual transnational meetings of project partners.
- Comparative analysis of youth employment in the partner countries.
- Video material capturing project activities and results in the project countries.

Main results of the project

- EPIC nonprofit organized specialized education for students of secondary vocational schools in Slovakia focused on the transition and preparation from study to the first job, the so-called "Job Interview Simulator". Students learned how to succeed in an interview, they tried a real job interview with HR specialists of leading companies and recruitment agencies in Slovakia - Jaguar Landrover, IBM, DELL, Siemens, AU Job and Smart Choice.
- In addition to this practical part, the young participants of the training learned to prepare an engaging resume and cover letter, prepare for a successful interview and the most frequently asked questions at the interview, they learned something about the so-called soft skills such as communication and business etiquette, but also how to dress or communicate non-verbally at the interview.
- "Job Interview Simulator" training
- „Disability Awareness Training“ for employers
- Sharing EPIC nonprofit's know-how in the area of transition from the education system to the open labour market
- Sensitization of employers in relation to the recruitment of disadvantaged employees
- Development of analysis and comparative analysis of youth unemployment in Slovakia, the Czech Republic, Belgium and Italy
- Video compilation:
International video: <https://www.youtube.com/watch?v=doCWBXJadmM>
- Video from Slovakia: <https://www.youtube.com/watch?v=TZIWuYFt0k4>
- Video from the Czech Republic: <https://www.youtube.com/watch?v=mnfzyEmCohw>

NETWORKING of EPIC nonprofit

StartNet Europe Brussels

Also in 2021, EPIC nonprofit continued in active membership at StartNet Europe. It is a network of collaborative NGOs from EU countries coordinated from Brussels aimed at improving the employability of young people, contributing to their better transition from schools to the labour market. The discussions held in 2021 focused on the presentation of the projects and activities of individual STARTNet members and European initiatives with a view to create employment and increasing the employment of young people in EU Member States.

Due to the Covid-19 pandemic, all StartNet Europe negotiations have moved to the online space. While NGOs' cooperation continued, its intensity was greatly affected by the Covid-19 measures and availabilities of the online space. The partners have informed each other about the possibilities of new challenges in the field of youth employment.

Alliance for Youth - NESTLÉ

In 2021, EPIC nonprofit was also an active member of the Alliance for Youth, coordinated by Nestlé, bringing together several important employers, selected NGOs, and some personal agencies in Slovakia.

The activities of this network of organizations were also heavily influenced by restrictions related to the Covid-19 pandemic.

5.4. Support of public policies

The programme aims to actively contribute to the creation of an environment that enables and promotes access and inclusion into society for vulnerable citizens.

In 2021, EPIC nonprofit continued its active operations as a member of **several advisory bodies**:

- American Chamber of Commerce's Business-Academic Cooperation Committee;
- Committee on Employment and Social Affairs of the American Chamber of Commerce;
- Coordinating Committee on Horizontal Principles Equality between Men and Women and Non-Discrimination;
- Monitoring Committee for the Human Resources Operational Program;
- The Commission at the Monitoring Committee for the Human Resources Operational Programme;
- Alliance for Youth NESTLÉ

6. Overview on financial revenues and expenditures

6.1 Annual financial statement, assessment of basic information it contains

Annual Financial Statement as of December 31, 2021 creates an appendix of this report and contains:

- Balance sheet
- Profit and loss account
- Notes

6.2 Statement of auditor to the Annual Financial Statement, in case an obligation to verify it by an auditor has arisen

The non-profit organization was not obliged to have its financial statements verified by an auditor.

6.3 Overview of cash revenue and expenditures

| | |
|---|---------------------|
| Cash balance as of 1.1.2021: | 23 321,31 € |
| Revenue: | |
| - Main services provided | 0,00 € |
| - EPIC Australia | 60 000,00 € |
| - Donations of legal entities and individuals | 0,00 € |
| - Hopes-4-Low grant | 69,52 € |
| - CERUSI grant | 17 722,33 € |
| - INTERREG grant | 17 063,64 € |
| - IUVENTA YC grant | 62 192,00 € |
| - Share of paid tax | 0,00 € |
| - Overpayments, advance payments and erroneous payments | 7 966,36 € |
| - Interests | 0,50 € |
| Total revenue: | 165 014,35 € |
| Expenditures: | |
| - Employment support | 0,00 € |
| - Support of social entrepreneurship | 47 731,57 € |
| - Support of youth employment | 61 284,69 € |
| - Return of overpayments, erroneous payments | 0,00 € |
| - Other administrative expenditure | 65 718,67 € |
| Total expenditures: | 174 734,83 € |
| Cash balance as of 31.12.2021: | 13 600,83 € |

6.4 Overview of the range of revenue (income) broken down by source

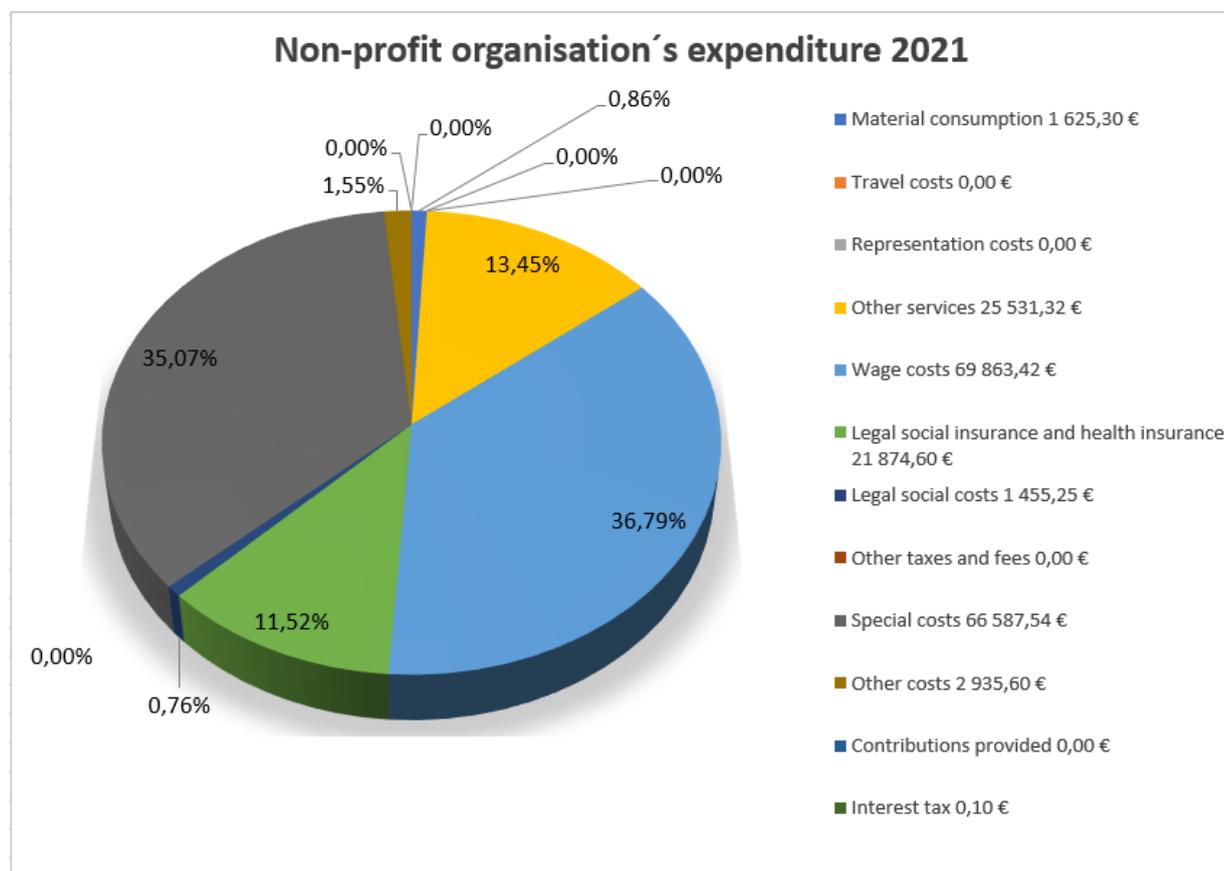
| | |
|--|---------------------|
| Revenue (income) from activity – own resources | |
| Other revenue | 3 523,03 € |
| Bank interests | 0,50 € |
| Consultancy services and other revenue | 0,00 € |
| Total: | 3 523,53 € |
| Revenue (income) for operation – private resources | |
| Financial donations from legal entities | 60 000,00 € |
| Total: | 60 000,00 € |
| Operating revenue (income) - public funds, contributions from the share of paid taxes | |
| EU Hopes4Low grant | 0,00 € |
| CERUSI grant | 26 148,46 € |
| IUVENTA – Your Career grant | 49 951,93 € |
| Interreg EU grant | 10 250,35 € |
| Share of paid tax | |
| Total: | 86 350,74 € |
| Total revenue: | 149 874,27 € |

6.5 Status and movement of assets and liabilities of the non-profit organization

| Assets | As of 01.01.2021 | Increments | Decrements | As of 31.12.2021 |
|--|-------------------------|---------------------|---------------------|-------------------------|
| Cash register | 1 199,05 € | 522,60 € | 967,19 € | 754,46 € |
| Bank accounts | 22 122,26 € | 165 014,75 € | 174 290,64 € | 12 846,37 € |
| Customers | 48,90 € | 0,00 € | 48,90 € | 0,00 € |
| Other claims | 133,70 € | 160,00 € | 293,70 € | 0,00 € |
| Different claims | 33 227,22 € | 1 324,00 € | 0,00 € | 34 551,22 € |
| Claims due to financial relations to the state and territorial self-governing units' budgets | 54 780,46 € | 36 398,81 € | 55 773,56 € | 35 405,71 € |
| Deferred expenditure | 2 489,98 € | 2 282,50 € | 2 489,98 € | 2 282,50 € |
| Deferred revenue | 0,00 € | 0,00 € | 0,00 € | 0,00 € |
| Total assets: | 114 001,57 € | 205 702,66 € | 233 863,97 € | 85 840,26 € |
| Liabilities | As of 01.01.2021 | Increments | Decrements | As of 31.12.2021 |
| Business related liabilities | 775,19 € | 24 239,23 € | 24 757,42 € | 257,00 € |
| Other liabilities | 0,00 € | 5 278,82 € | 5 228,45 € | 50,37 € |
| Unbilled deliveries | 0,00 € | 0,00 € | 0,00 € | 0,00 € |
| Payables towards employees | 4 658,93 € | 52 864,39 € | 53 045,89 € | 4 477,43 € |
| Other payables towards employees | 396,82 € | 22,96 € | 22,96 € | 396,82 € |
| Payables to social security institutions and public health insurance | 2 275,60 € | 31 898,17 € | 30 664,95 € | 3 508,82 € |
| Payables to the tax office | 1 003,01 € | 10 924,64 € | 11 026,49 € | 901,16 € |
| Liabilities due to financial relations to the state budget and budget of the territorial self-governing unit | 27 359,58 € | 62 192,00 € | 49 951,93 € | 39 599,65 € |
| Other liabilities | 1 126,84 € | 43 557,00 € | 44 363,84 € | 320,00 € |
| Deferred revenue | 0,00 € | 0,00 € | 0,00 € | 0,00 € |
| Deferred expenditure | 0,00 € | 0,00 € | 0,00 € | 0,00 € |
| Long-term commitments | 15 435,66 € | 0,00 € | 0,00 € | 15 435,66 € |
| Liabilities from the social fund | 341,47 € | 331,05 € | 408,80 € | 263,72 € |
| Total liabilities: | 53 373,10 € | 231 308,26 € | 219 470,73 € | 65 210,63 € |

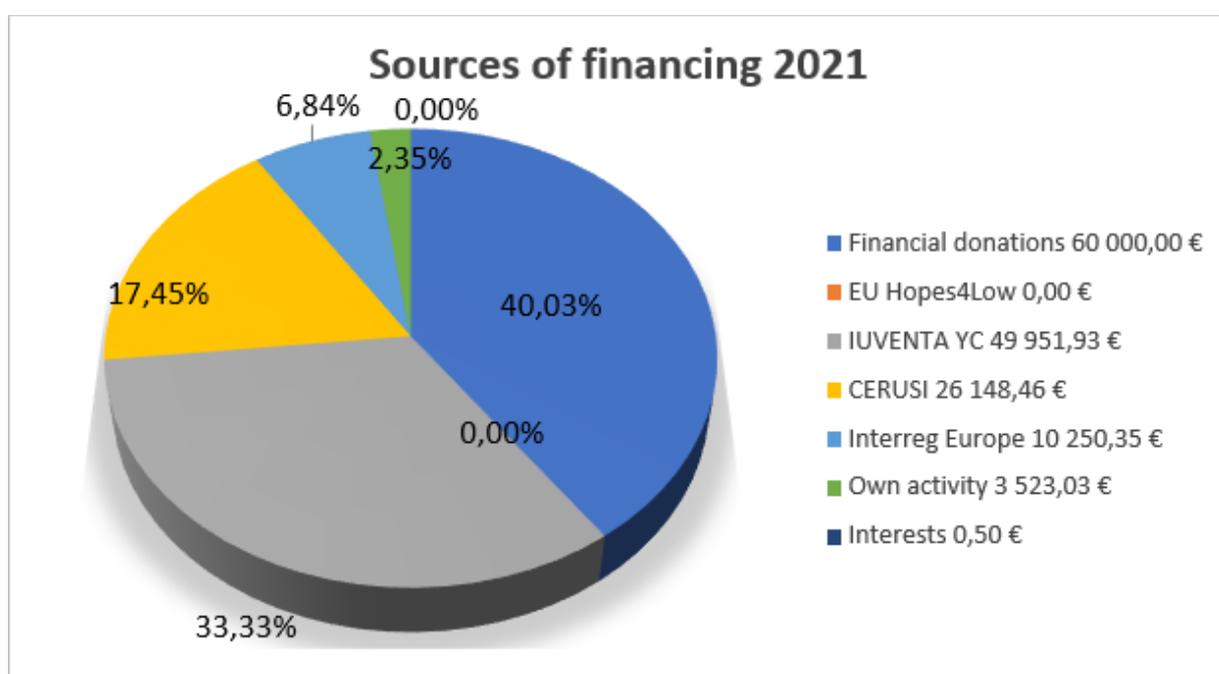
6.6 Expenditure structure

| Cost account name | Amount | Percentage |
|---|---------------------|----------------|
| Material consumption | 1 625,30 € | 0,86% |
| Travel costs | 0,00 € | 0,00% |
| Representation costs | 0,00 € | 0,00% |
| Other services | 25 531,32 € | 13,45% |
| Wage costs | 69 863,42 € | 36,79% |
| Legal social insurance and health insurance | 21 874,60 € | 11,52% |
| Legal social costs | 1 455,25 € | 0,76% |
| Other taxes and fees | 0,00 € | 0,00% |
| Special costs | 66 587,54 € | 35,07% |
| Other costs | 2 935,60 € | 1,55% |
| Contributions provided | 0,00 € | 0,00% |
| Interest tax | 0,10 € | 0,0% |
| Total | 189 873,11 € | 100,00% |



6.7 Revenue structure by source

| Source | Amount | Percentage |
|---------------------|---------------------|----------------|
| Financial donations | 60 000,00 € | 40,03% |
| EU Hopes4Low | 0,00 € | 0,00% |
| IUVENTA YC | 49 951,93 € | 33,33% |
| CERUSI | 26 148,46 € | 17,45% |
| Interreg Europe | 10 250,35 € | 6,84% |
| Own activity | 3 523,03 € | 2,35% |
| Interests | 0,50 € | 0,00% |
| Total | 149 874,27 € | 100,00% |



7. Membership in other organizations:

In 2021, the non-profit organization EPIC was a member of the following organizations and networks:

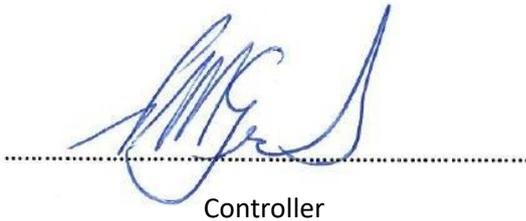
- EPIC International
- American Chamber of Commerce
- Socioforum
- Social Innovation Europe
- Alliance for YOUTH - NESTLÉ

Prepared by: Eva Havelková, EPIC non-profit coordinator for Central Europe

In Bratislava, March 30, 2022



Chairman of the Board of Trustees



Controller