

ANNUAL REPORT 2019



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INTRODUCTION



FOREWORD

The year 2019 was a turning point for us. Although the year had – and almost always has – only 365 days, it was the most substantial year ever. It was filled with organizational and personal growth, regional development, important milestones, new partnerships, achievements and joy, but also dead ends, internal changes and experiences. On the occasion of our 5th anniversary, we opened a community education center in Brno. Key players in charge of regional innovation strategies, leaders in education, instructors, students, developers and journalists all came to our beautiful community space on that September day. It was readily visible how much we have grown since the inception of the original innocent idea to teach girls to program to give them access to job opportunities and for companies to bring diversity to their work teams. We also stopped to look at everything that we have accomplished, we took a step back and put into words how we see the future development of our organization and its impact on society.

„The year 2019 was filled with organizational and personal growth, regional development, important milestones, new partnerships, achievements and joy, but also dead ends, internal changes and experiences.“

We defined our mission more accurately. We are a community that inspires, educates and applies new IT talents to enhance diversity and competitiveness. Our stories do not end when a course is completed but with the specific application of the acquired skills and knowledge in practice: when a participant applies to a technologically-oriented university, gets a new IT job, uses the new skills to pursue an existing but changing profession or launches a new project.

Increasing digital literacy and interest in technical and lifelong learning is the subject of many Czechitas popularization activities. It is an essential component of our social responsibility. We presented, discussed and prepared workshops for visitors at almost 100 Czech and foreign conferences and we

appeared in 400 articles in the media. As tradition has it, we provided dozens of volunteers for EU [Code Week](#) in October and [The Hour of Code](#) in December; they used our resources to teach the basics of programming at schools, libraries and companies. Children as well as

adults learned to create a gaming web app using a tutorial at the [Codemas](#) advent campaign. We also organized the [Women in Tech](#) conference together with Kiwi.com, we attended the women's [football tournament of the Social Responsibility Association](#) on Wenceslas Square and we prepared the first [Bazaar](#) with lectures on sustainability.

The main pillar of our activities is education. We taught children and adults, mainly women, the basics of programming, testing, data analytics and security at 214 one-day workshops and long-term courses. Our new events included workshops such as *Discover the World of IT*, *Robot Invasion 2*, *Program a Game with Micro: bit*, *IT Analysis*, *Introduction to XXL Programming*, *Voice Assistant* and long-term courses *Data Analytics Basics*, *How to Run Your Own Online Store*, *Javascript 2* and *I Create Websites from A to Z*. We organized day camps, weekend camps on robotics and microelectronics as well as *IT summer schools* for secondary school female students. Our goal is to inspire children and adolescents to study engineering, to increase their interest in technology development and its safe usage. As part of the *Czechitas New Generation* project and with the support of Microsoft and a strong partner network, we have recently organized workshops and discussion meetings for teachers and school principals. We discussed how to increase motivation to support digital skills teaching in schools and to convey the experience of how such teaching can take place.

This year again, we sent hundreds of future data analysts and programmers from five *Digital Academy: Data* intensive three-month requalification courses that we created three years ago with the support of Google.org. We also piloted a new Academy in Brno with a focus on Web Application Development. We also organized three hackathons and our popular *Job Fairs* in Brno and Prague. Matching students with potential employers in our partner network is one way of imagining the appli-

cability of knowledge. We keep track of more than 300 stories about women who have obtained more technical jobs through us, taking advantage of our job fairs, workshops and career development evenings. This year, we introduced the Career and Mentoring portal [About IT Work](#) thanks to support from Accenture and the European Union.

The basis of everything we do is our community. A community that brings leaders in education together in one place. Connecting people who learn with those who want to teach. Thanks to the support of CTP Invest, we gave them the biggest gift of all for our 5th birthday in September: Czechitas House, the first Czechitas educational community center in Czechia. Over 1500 square meters in Brno. A place where we can meet, inspire and educate children, entire families, young talents and adults.

And we grew sideways as well. This year we added three new teams to the map. Olomouc and thanks to the support of ŠKODA AUTO Mladá Boleslav and Liberec as well. We are grateful to Google.org, who has supported us in regional development for a long time. Our team already has 49 employees, 565 volunteers, coaches, instructors and over one hundred partners.

And since we grew in all directions this year, we also focused on the internal running of the organization. In May, we created a new role called Chief Operating Officer and named 6 key points in the team that we decided to work on. These points comprised clear structure and processes, team care, process automation, financial sustainability, a pure and top-quality product and the gradual planned construction of other smaller centers in other branches.

A huge thanks goes to **Accenture**, **CTP**, **Google.org** and **Microsoft**, our general partners, thanks to whom we can invest in the development of regional centers,

regions themselves, online education and venture into unexplored territories. We thank our strategic partners **Avast, Nestlé, Oracle Netsuite, SAP, ŠKODA AUTO, T-Mobile, Thermo Fisher Scientific** and **Verizon** for their long-term commitment to educating and applying new talents and bringing lessons into the real world.

We would like to thank all the other partners who support our projects, who mentor, lend us their “chairs” and software. Thanks to everyone who lent a hand in 2019, who gave us time and energy, talked about us, taught us and shared their knowledge, put time and effort into thinking about our future direction or simply liked us. Finally, the most important thank you goes to everyone on the Czechitas team. The entire internal team, lecturers, workshopppers, coaches and mentors. For everything that this team has created. For a job well done, far beyond the average employee, a great heart, humility and love for what we do.

Příkrylová
Dita Příkrylová
CEO & Founder



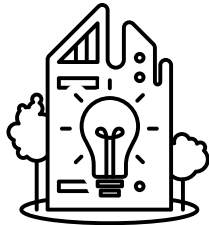
VISION AND APPROACH

Mission

Our mission is to inspire, motivate and educate new talents in order to strengthen diversity and competitiveness in IT. We create a community that connects people who want to learn IT with those who want to teach IT. We bring together private companies, government and local government, campuses and schools, community experts, other projects and non-profit initiatives, and people learning and looking for jobs. We want to become a partner in lifelong learning.

Vision

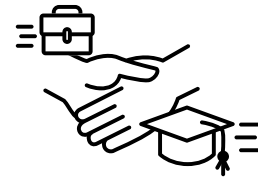
Our vision is to become the largest informal educational institution for the professions of the future in Czechia. We strive to increase the number of talents in technical fields and to increase IT and digital literacy among groups that are less represented and threatened by digitalization. We transform social thinking. We show that technology is not only the future on the job market but it is a daily necessity. We demonstrate that IT can be interesting for boys and girls, men and women.



We will build regional innovation educational **centers** and online platforms to support popularization, education, talent applicability and community development.



100,000 new talents will increase their interest in technologies and self digital literacy.



Most of them will utilize their newly acquired skills and knowledge when applying to technical university, when getting a new job, improving their current profession or starting a business of their own.

Approach

Our approach is based on four pillars: the popularization of technical education, education itself, job market talent and fostering the community. We therefore organize lectures, discussion meetings, educational campaigns, workshops, long-term courses, requalification academies, day camps, weekend camps for children, job fairs, career counseling, mentoring and community events for children, women, teachers, parents and companies.

SOCIAL ISSUE AND OUR SOLUTION



SOCIAL ISSUE

One of the social problems we have been trying to solve since our inception is the long-term low number of women working in information technology. With technological advancement, some professions will cease to exist completely and new ones will arise. Those will require technical skills. As a result of digitalization and automation, the requirements for existing professions are also increasing. According to a study by ManpowerGroup¹, IT positions are already second in terms of being hardest to fill. According to a McKinsey study², by 2030, 25% of employees will have to change their jobs due to digitalization, and women between the ages of 25 and 40 are the most vulnerable group.

Czechia is among the worst places in the European Union when companies are looking for IT specialists. Up to 80% of companies have problems³. Even the influx of university graduates will not satisfy the demand for technical staff as less and less students study technical fields every year.

The last reason why we also focus on education of children and adolescents is the support of the Czech education system, where the education of informatics cannot react quickly enough to the dynamic changes in technologies and the job market. The new generation needs to be motivated and introduced to the IT world with the help of the latest educational tools. They need to be introduced to programming and computing as something that will increasingly be a part of their future career. It is necessary to show children and young people that it is not enough to be able to use modern technologies but to also teach them the creative process. IT is the future. Theirs too.

1 [The Skills Revolution 2.0](#) (2017)

2 [Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation](#) (2017)

3 [Enterprises that had hard-to-fill vacancies for ICT specialists](#) (2017)

OUR SOLUTION

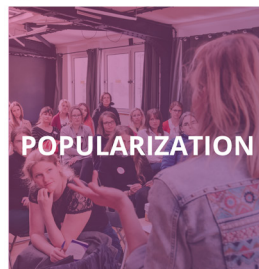
OUTPUTS AND TARGET GROUPS

Our target groups include children and adolescents between the ages of 8 and 18, primary and secondary school teachers, parents of children under 18, secondary school girls, companies seeking new talents and diversity on the job market, universities, primary and secondary schools, the professional community and last but not least women 19 years and older with the motivation to learn new skills and requalify into IT. We focus on mothers on maternity leave and fresh graduates from universities.

Czechitas activities are subsidized for students thanks to cooperation with partners who are interested in new talent. The standard price is between 150 CZK to 15,990 CZK depending on the intensity of the activity, the region and the level of difficulty.

The solution to the social problem is based on four pillars:

- » **Popularization of technical education** in public and among target groups
- » **Technical training itself:** programming, coding, data analytics, IT security, testing, digital marketing, graphic design and IT project management
- » **Soft skills education and employability** of graduates of training courses and job market activities
- » **Building a community** of IT professionals and volunteers who wish to learn with us and co-create our activities



FIRST PILLAR

Popularization of technical education for individual target groups includes:

- » Participation at development, mentoring and other thematic conferences and festivals
- » Lectures in schools
- » One-day IT workshops
- » Articles and publications
- » Online courses and campaigns
- » Czechitas Thesis Award (for the best female IT bachelor thesis)

THIRD PILLAR

Applicability of graduates is based on:

- » One-day soft-skills workshops
- » Connecting female students with employers in the form of internships and employment positions
- » Career coaching and mentoring
- » Job Fair Czechitas
- » Meetings and other advanced education for graduates of the Digital Academy
- » Education of partner companies

SECOND PILLAR

Technical skills training includes:

- » Long-term evening courses
- » Digital Academy (intensive three-month course for women on the topic of data analytics or front-end web development)
- » Summer IT school for secondary school girls
- » Day camps for children between the ages of 8 and 18
- » Hackathons
- » Workshops for teachers and school principals
- » Webinars and online courses
- » Creation of tutorials for self-study and methodologies for teaching IT

FOURTH PILLAR

Building a community of IT professionals and volunteers includes:

- » Regular meetings of corporate partners, lecturers and volunteers, discussion of market trends, sharing best case practices
- » Training of IT professionals in teaching skills

EXPECTED OUTCOME AND IMPACT ON DIRECT AND INDIRECT TARGET GROUPS

We expect the following impacts among target groups:

- » Increased or newly created motivation in children and adolescents to study at a technical university
- » Higher IT and digital literacy
- » Increased motivation of primary and secondary school teachers to teach content relevant to the job market in computer science lessons
- » Parent support in the study of IT or work in IT, removing mental barriers and fears
- » Education of women in IT, teaching them to use newly acquired skills and knowledge in their current position, to move to a more attractive position or for them to change their career path to IT
- » Increasing women's interest in IT
- » Increasing diversity and empowering teams with new female talent in IT companies
- » Increase the interest of IT professionals to share their knowledge and experience

RESOURCES, ACTIVITIES AND RESULTS IN THE MONITORED PERIOD



SOURCES USED

We were able to implement our activities thanks to financial and non-financial resources or barter cooperation with companies and individuals, including the very active involvement of our own employees. Partner cooperation most often includes financial support, lending of premises to hold events, know-how of own employees. Below is a brief summary of the different types of resources:



FINANCIAL SOURCES

- » admission to events, gifts, sponsorship, grants and funds



TIME SOURCES

- » training, coaching, volunteering



TANGIBLE SOURCES

- » offices, technical equipment, furniture



INTANGIBLE SOURCES

- » know-how of the functioning of the organization, know-how of lecturers, knowledge and skills of internal employees

IMPLEMENTED ACTIVITIES

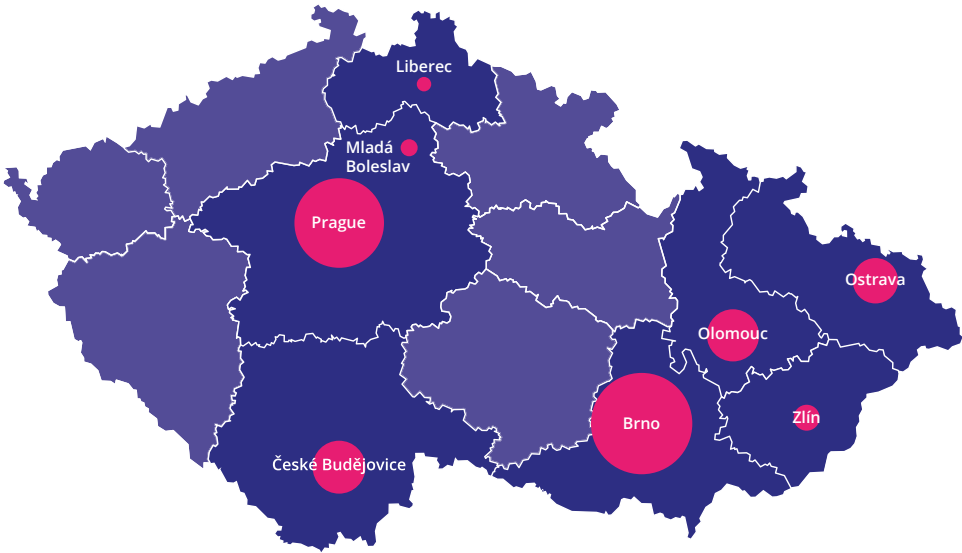
The main goal for 2019 was to actively involve **10,000** individuals through our activities. Our activities focused on popularization, education and applicability in IT.

We include the following among Czechitas' popularization activities:

- » Active participation at 70 development, mentoring and other thematic conferences and festivals, lectures at schools
- » Booth with interactive program Introduction to Programming with Ozobots at three Majales festivals, TEDx Liberec, Future Port Prague, Concert for the Future on 17 November on Wenceslas Square, Forbes Conference in Ostrava and more than 20 others
- » Co-organizing the launch of the Hello RUBY book with Dynasty publishing
- » Participation in the final of the Global Goals World Cup of the Association of Social Responsibility in Support of Popularization of UN Goals
- » The Hour of Code campaign, where we taught 885 children the basics of programming
- » Codemas Christmas Campaign
- » Popularization campaign called Little Things Matter with graduates of our Digital Academy in the regions, supported by our partner T-Mobile
- » Family Day and Open Week at the opening of the education center in Brno
- » Czechitas Thesis Award
- » 405 references in the media
- » Media partnership with Drbna portal

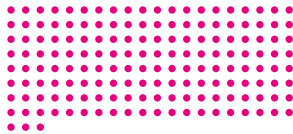
We include the following among Czechitas' education activities:

We organized a total of **238 educational events**, of which 200 were designated for adults, primarily for women, and 38 for children and adolescents. The largest number of events was organized in Brno and Prague. We regularly organize events in České Budějovice, Liberec, Mladá Boleslav, Olomouc, Ostrava and Zlín.



Brno	90
Č. Budějovice	20
Mladá Boleslav	6
Liberec	4
Olomouc	19
Ostrava	16
Prague	75
Zlín	8

These included 163 one-day workshops, 37 three-month and intensive weekly courses as well as 6 Academies for women that focused not only on data analysis but also on front-end web development this year.



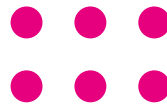
163

one-day workshops



31

long-term courses



6

Digital Academies



Our courses for women mainly focused on programming, web design and data analytics. Marginally, we also looked at testing and graphic design.



 Digital
academy



 DataGirls



 Digital
Marketing



 Online
Security



 Graphic
Design



 Career
Development



 {?} I can code



 I know IT



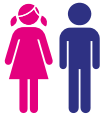
 I can test it



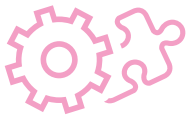
 I build
websites



Furthermore, we aimed to promote the quality and creativity of teaching IT topics in schools. That is why we organized 4 workshops for school principals and teachers to share innovations in teaching and to pass on our best case practices.



In terms of activities for children and adolescents, we organized 5 day camps, 3 IT summer schools, 11 after-school clubs and other one-day workshops. Thematically, the events were focused on a general overview of IT, such as an introduction to programming, security and graphics, and for younger children we focused on including robotic toys in the classroom.



19

one-day
workshops



11

after-school
clubs



5

day
camps



3

IT Summer Schools

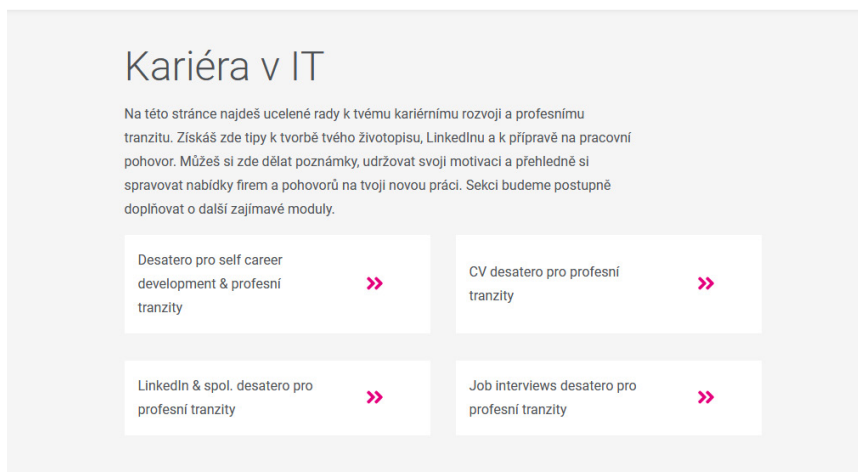


We have also decided to focus on online learning. We have publicly published three new online courses on HTML / CSS or JavaScript website development and Python programming.

Another goal in the online field was to create the [About IT Work](#) career portal that will focus on the world of IT work and the description of specific IT jobs.



Moreover, anyone can create an account on [moje.czechitas.cz](#) and pursue an IT career topic individually. Participants will find tips on finding and getting a job and their career transit.



We include the following among Czechitas' applicability activities:

In the field of promoting **employability**, we organized career workshops and evenings and focused on the implementation of career education within our development programs. In addition, we provided career consultations and linked women to more technical positions in companies and organized two Job Fair Czechitas.

RESULTS ACHIEVED AND THEIR IMPACT

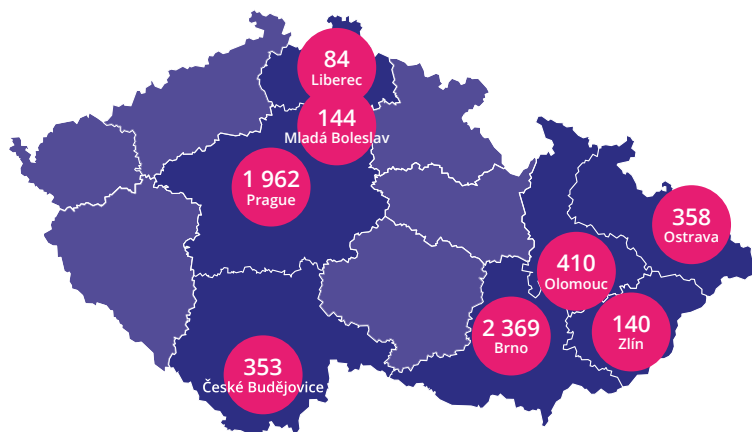
The goal of involving 10,000 individuals through all our activities has been met.

All our activities resulted in 5,821 full-time educational courses for adults, children and adolescents. We inspired many of them to continue their education in IT. 179 participants attended the intensive Digital Academy course and took their first step towards their career advancement into or within the IT world.

Our online education got 2,873 people involved and participants were given access to our education and counseling regardless of gender, age, regional and time availability.

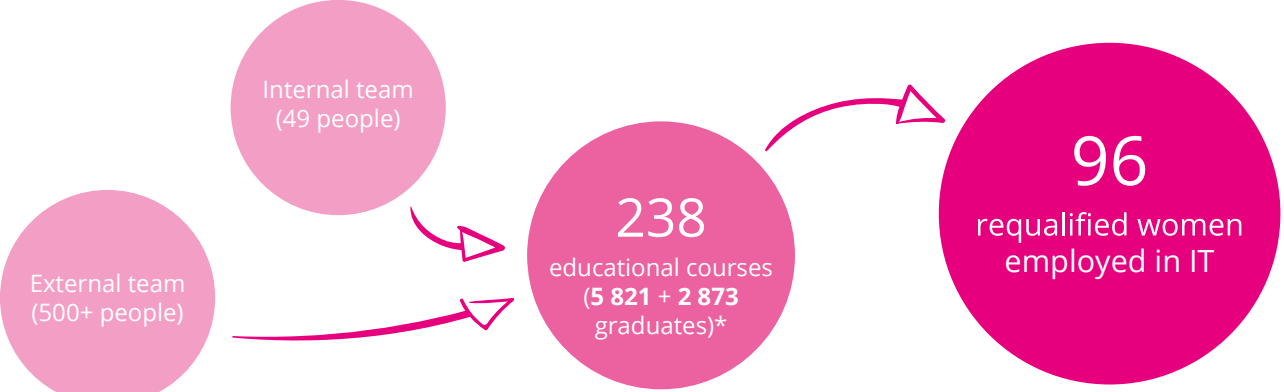
In addition, through an online campaign and simple tutorials, we invited teachers and parents to train students / children in the basics of programming.

We managed to connect 96 women with more technical jobs.



$$\begin{aligned} & 5,821 \text{ Standard educational activities} \\ & + 2,873 \text{ Online courses} \\ & + 1,005 \text{ Online campaigns} \\ & + 1,496 \text{ Popularization events} \\ \hline & > 10,000 \text{ GRADUATES} \end{aligned}$$

PRESENTATION OF RESOURCES, ACTIVITIES AND RESULTS WITHIN THE REPORTING PERIOD



* 5,821 graduates of regular courses and 2,873 graduates of online courses

QUALITY MONITORING

Quality monitoring was ensured both internally and externally. Internally within the framework of communication between production teams and evaluation of each event with clearly defined goals, externally using feedback forms from graduates (in the number of thousands of feedbacks received) and direct feedback with our partners. We improve our training courses by following trends on the IT market by attending international and local conferences.

YEAR-OVER-YEAR COMPARISON

Reached goals	2018	2019
Number of educational events	146	238
Number of graduates from full time educational events	4,344	5,821
Number of women employed in IT	113	96

PLANNING AND FURTHER DEVELOPMENT



PLANNING AND GOALS

Our ambition is to become the largest community and relevant institution of informal education in IT and its applicability in the professions of the future in Czechia within three years. This means that in the course of 2020, we are slowly **redirecting our attention to adults, while still focusing**

on women as a group most threatened by digitalization. We will strive to increase their digital and IT literacy, teach them programming, testing, coding and data analytics during our requalification courses and help them to apply that knowledge in practice. We will continue to work with children in order to get them excited about technology, their work, safe internet usage and lifelong learning.

We will focus on regional development in the Czechitas Go Local project supported by Google.org, building the organization structure for its sustainable development, automation of internal systems, data reporting, unification of marketing communications, cooperation with state and regional institutions, new product development, lecturer care, work with talent and leadership development, process optimization and corporate culture.

For 2020, we have prepared **162 one-day workshops for children and adults, 85 long-term, intensive and requalification courses and 104 popularisation, community and other events** at our eight locations. Digital Academy: Web is being prepared in Prague and Brno

on top of the traditional Digital Academy: Data. As part of the new Czechitas Scholarship project supported by the European Union, we are also preparing a Testing Academy in Brno, České Budějovice and Ostrava. We will continue to develop an educational portal for our students, a new website and a mentoring platform. We are also preparing a new online shop.

We will lay the groundwork for placing our activities **under one roof** when we create the largest branch – **in Prague**

– and gradually create other community educational centers where our workshops and courses will be held. Places where our regular events, meet-ups, educational and informal evenings take place. Places where companies can come and tell us what's new. Places where new stories will be written.

*„For 2020, we have prepared
162 one-day workshops
for children and adults, 85
long-term, intensive and
requalification courses
and 104 popularisation,
community and other events
at our eight locations.“*

ORGANIZATIONAL STRUCTURE AND THE TEAM



ORGANIZATIONAL STRUCTURE

The organizational structure was changed in 2019 to improve its readiness for expansion to other cities as follows:

The Co-founding & Governing Board had 4 members who actively oversaw the organization and helped to develop the organization with expert advice and presentations at public events. At the same time, they guaranteed the fulfillment of the mission and vision of the organization, including adherence to the basic values of the organization.

Directors played a vital role in leading and managing the organization and consisted of two positions:

- » CEO
- » COO

The Central Departments that were in charge of running the organization and delivering quality services focused on the following areas:

- » Partnerships & Career Development
- » Product & Delivery
- » Shared Services
- » Finance
- » Marketing
- » Regional Development (new)

Local Departments representing local teams in each branch providing services directly to target groups operated in the following cities:

- » Brno
- » České Budějovice
- » Liberec (new)
- » Mladá Boleslav (new)
- » Olomouc (new)
- » Ostrava
- » Praha
- » Zlín

The wider team consisted of a community of lecturers, coaches, event photographers and workshopers organizing on-site events and specialists expanding the expertise for the operations of the organization.

TEAM INTRODUCTION

CO-FOUNDING & GOVERNING BOARD



Dita Přikrylová



Monika Ptáčnicková



Miroslava Zatloukalová



Barbora Bühnová

DIRECTORS



Dita Přikrylová
CEO



Lenka Franců
COO

CENTRAL DEPARTMENTS

Miroslava Čechová, Head of Shared Services
& Gender Specialist
Ondřej Čejka, Head of Regional Development
Lenka Franců, Head of Partnerships
Dita Přikrylová, Head of Marketing (07–12/2019) /
Zuzana Kočárová, Marketing Manager (01–07/2019)
Kateřina Reiglová, Head of Finance
Hana Vykydalová, Head of Product and Delivery

REGIONAL MANAGERS

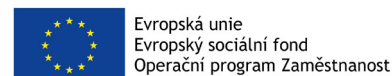
Ondřej Čejka, Regional Manager Olomouc
Hana Hřívová, Regional Manager Brno
Iva Kožíková, Regional Coordinator Zlín
Irena Pláteníková, Regional Coordinator Ostrava
Veronika Süssová, Regional Manager Prague
Huyen Truongová, Regional Coordinator České
Budějovice

INTERNAL TEAM MEMBERS

Mária Falterová, Event & Back Office Coordinator
Lucie Jurystová, Fundraising Specialist
Barbora Kadlčková, Marketing Specialist
Pavčina Kašparová, Event & Community Coordinator
Brno
Barbora Kaštylová, Event Coordinator Brno
Monika Kobylková, Event & Front Office Coordinator
Brno
Pavla Kopřivová, Career Development & Partnerships
Coordinator Brno
Adéla Krátká, Data Analyst & BI Specialist
Zuzana Kropáčová, Event Coordinator Prague
Zdenka Loučková, Event & Product Coordinator Brno
Trang Anh Mai, Product Coordinator Prague
Tereza Nedomová, Finance Specialist
Barbora Obadálková, Back Office Coordinator Brno
Andrea Obručníková, Event Coordinator & HR
Specialist
Jiří Přikryl, IT & Web Development Specialist
Luděk Roleček, Tech & Education Specialist
Adéla Sýkorová, Marketing Specialist
Pavčina Vencovská, Event Coordinator Prague
Pavla Verflová, Partnerships Coordinator Prague
Tomáš Zábranský, Web Development Specialist
Lucie Zlatohlávková, Career Developer Coordinator
Prague

COOPERATION WITH OTHER ORGANIZATIONS

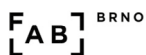
CZECHITAS GENERAL PARTNERS IN 2019



CZECHITAS STRATEGIC PARTNERS IN 2019



COMPANIES AND ORGANIZATIONS WITH WHICH WE CONTINUED OUR COLLABORATION IN 2019





INTRODUCTION OF THE ORGANISATION



BASIC INFORMATION

ORGANIZATIONAL STRUCTURE

Name of the Organization	Czechitas z.s.
Headquarters of the Organization	Jungmannova 36/31 110 00 Praha 1 ¹
Organization Establishment Date	22/8/2014
Organization Branches	Brno, České Budějovice, Liberec, Mladá Boleslav, Olomouc, Ostrava, Zlín
Legal Form	Incorporated Association
Contact	czechitas.cz/en/kontakt
Statutes	Statutes of the organization

STRUCTURE OF WORKERS

Employee Count	2018	2019
No. of employees	193	209
Of those under an employment contract	11	19
Of those on maternity leave	3	5
Of those under an agreement to perform a job	179	185
No. of volunteers	42	43
No. of external workers	271	406

As of 31 December 2019, the internal team comprised 49 employees under various forms of employment, which represents a 58% increase over 2018.

Most of our internal staff have flexible working hours and can work from home as often as they wish. We allow and support part-time work. In 2019, 40% of female workers currently on parental leave worked with us through part-time work.

In 2019, we saw an overall increase of 30% in new employees. Most of those were lecturers, coaches, organizers and photographers of our educational events.

¹ The organization changed its HQ on October 30, 2018.

ORGANIZATION MANAGEMENT

MANAGEMENT AND EXECUTIVE BODIES

The most superior body of Czechitas consists of a four-member meeting that meets at least once a year and elects the individual executive body – the chair of the association. Competence of the membership meeting: submits proposals, comments and makes suggestions on the activities of the association, actively defends the interests of the association, assesses and approves reports on the activities of the association.

Members of the board meeting as of December 31, 2019:

- » Barbora Bühnová
- » Miroslava Zatloukalová
- » Dita Přikrylová
- » Monika Ptáčníková.

The executive (statutory) body of the organization is the chair of the association. He or she is elected by the membership meeting. The term of office is 5 years. He or she has the following competencies: acting on behalf of the association, making decisions on issues related to the functioning of the association, disposing of its assets, recruiting the employees of the association, terminating the employment of employees, makes decisions on any additional work related matters, calls the board meetings, leads the agenda of the board meeting and maintains the list of the association members.

The chair of the association as of December 31, 2019:

- » Dita Přikrylová.

SURVEILLANCE

The association did not establish a supervisory commission or any other supervisory body.

CONFLICT OF INTEREST

None of the members of the association nor its chair are in conflict of interest with the subject of the association.

INTERNAL CONTROL SYSTEMS

The organization has several internal control systems in place:

- » Limited term of the chair of the association (5 years)
- » Membership meeting at least once a year
- » Chair may expel a member of the association
- » Approval of decisions by an absolute majority of the quorum
- » Obligation of the chair to submit a strategic plan of the association to the membership meeting every three years

OWNERSHIP STRUCTURE, MEMBERSHIP AND FORMS OF CLOSE COOPERATION

OWNERSHIP STRUCTURE

Pursuant to Act No. 253/2008 Coll., on Certain Measures Against Legalization of the Proceeds of Crime, the beneficial owner of the association is its chair.

MEMBERSHIP IN OTHER ORGANIZATIONS

None.

CONNECTED PERSONS AND FORMS OF CLOSE COOPERATION

No connected persons and forms of close cooperation.

At the end of 2019, the organization was preparing for the planned transition to a new legal form of a non-profit organization "registered institute", newly Czechitas, z.u.

SOCIAL AND ENVIRONMENTAL PROFILE OF THE ORGANIZATION

SOCIAL AREA

We support IT education

We recognize the importance of IT in today's world. We are convinced that more advanced IT knowledge is essential for functioning in today's society and increasingly it is also essential for most jobs. We see efforts to modernize teaching methods in education but given the pace of technology development, we perceive the urgency of the situation and want to contribute to its improvement. That is why we educate children, girls and boys, teachers and school principals.

We support equal opportunities

Promoting opportunities and diversity within the IT field and within our organization continues to be one of our main priorities. We strengthen diversity in IT by educating women in adult courses. However, education is not just for them. For example, we create online courses available to everyone and for 2020, we have organized special workshops for adults regardless of gender. Similarly, we pay attention to educating children so that we can motivate boys and girls in the same way.

We provide equal opportunities to women and men inside the organization. We have equal opportunities for career advancement regardless of gender. Gradually, we're building a more diverse team across specializations and organization management. We are aware that this is difficult to accomplish and we want to pay more attention to this matter.

We are an attractive employer

It goes without saying that we support a healthy work-life balance, remote work, work with new technologies, ongoing employee training, corporate benefits and a friendly working environment.

Community

Our mission is to create a community in a society that supports IT education, specifically for women and children. We strengthen the community both online and personally. We organize meetings with corporate partners, participants of our workshops, internal employees and the wider team (lecturers and coaches). We actively encourage participants in our courses to give back their knowledge to the community, for example, by becoming lecturers themselves. We support volunteering.

ENVIRONMENTAL IMPACT

Waste disposal

Recycling waste is a matter of course for us. We aim not to create any waste through our activities. We achieve that, for example, by restricting printing, including contracts and other documents that we sign electronically.

Awards

National Award of the Czech Republic for Social Responsibility, 2nd place

Crystal Magnifier, finalist

FINANCE AND ACCOUNTING



BOOKKEEPING

The organization keeps accounts in accordance with Act No. 593/1991 Coll. on Accounting, as amended, Implementing Decree No. 504/2002 Coll., as amended, and Czech Accounting Standards for entities whose primary activity is not business. The accounting period is a calendar year.

The organization maintained its accounts and tax obligations through Trivi, a.s. using the ESO accounting program and the KS Program payroll program, up until 31 July, 2019. As of 1 August, 2019, it uses the services of 22HLAV s.r.o. Accounting documents are archived electronically on a separate server of the accounting company and in paper form in the office at Bubenské nábř. 306/13, 170 00, Prague 7, Czech Republic.

BALANCE SHEET

Assets		Balance as of the first day of the accounting period	Balance as of the last day of the accounting period
as of 31 December 2019 (in thousands of CZK)			
A.	Total fixed assets	50	16
I.	Total Intangible fixed assets	0	0
II.	Total tangible fixed assets	197	197
III.	Total current financial assets	0	0
IV.	Total adjustments to fixed assets	-147	-181
B.	Total short-term assets	8,078	10,027
I.	Total stock	0	14
II.	Total receivables	1,632	5,705
III.	Total short-term financial assets	6,434	1,729
IV.	Total other assets	12	2,579
	Total assets	8,128	10,043

Liabilities

as of 31 December 2019 (in thousands of CZK)

Balance as of the first day
of the accounting period

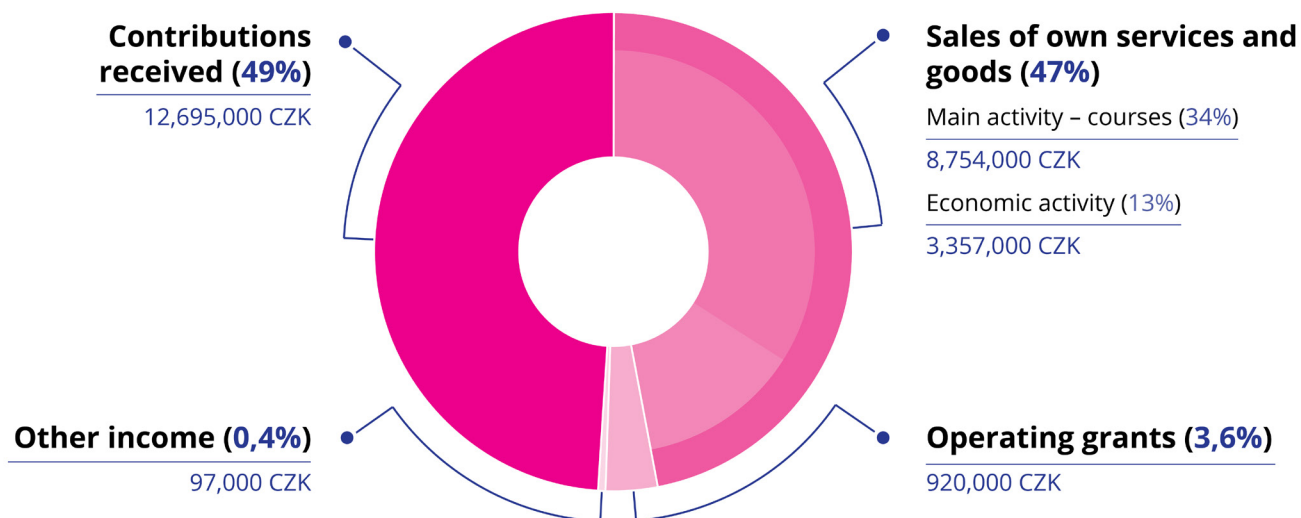
Balance as of the last day of
the accounting period

A.	Total own resources	254	-1,327
I.	Total assets	0	0
II.	Total economic result	254	-1,327
B.	Total external resources	7,874	11,370
I.	Total reserves	0	0
II.	Total long-term liabilities	0	0
III.	Total short-term payables	2,068	9,091
IV.	Total other liabilities	5,806	2,279
	Total liabilities	8,128	10,043

PROFIT AND LOSS REPORT

Profit and loss report as of 31 December 2019 (in thousands of CZK)		Balance sheet date		
		Main activity	Economic activity	Total
A.	Costs	x	x	x
I.	Consumed purchases and purchased services	15,108	2,124	17,232
II.	Changes in inventory of own activities and capitalization	0	0	0
III.	Personal expenses	8,821	1,184	10,005
IV.	Taxes and fees	9	0	9
V.	Other costs	125	0	125
VI.	Depreciation, assets sold, creation and use of reserves and allowances	33	0	33
VII.	Contributions provided	0	0	0
VIII.	Income tax	0	0	0
	Total costs	24,096	3,308	27,404
B.	Revenue	x	x	x
I.	Operating grants	920	0	920
II.	Contributions received	12,695	0	12,695
III.	Sales of own services and goods	8,754	3,357	12,111
IV.	Other income	97	0	97
V.	Proceeds from the sale of property	0	0	0
	Total revenues	22,466	3,357	25,823
C.	Profit/loss before tax	-1,630	49	-1,581
D.	Profit/loss after taxation	-1,630	49	-1,581

REVENUE STRUCTURE



PLAN FOR FURTHER MANAGEMENT

The organization plans a balanced budget for 2020 with an increase in revenues by approximately 60%, mainly due to the expansion of its operations in other cities in Czechia and the increase in the capacity of courses in Prague and Brno.

