

**Women Employed  
Audit Report  
For the Year Ended June 30, 2016**

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# Selden Fox

Accounting for your future

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## INDEPENDENT AUDITOR'S REPORT

Board of Directors  
Women Employed  
Chicago, Illinois

We have audited the accompanying financial statements of **Women Employed**, a District of Columbia not-for-profit corporation, which comprise the statement of financial position as of June 30, 2016 and 2015, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as, evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Women Employed as of June 30, 2016, and 2015, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

*Selden Fox, Ltd.*

October 21, 2016

**Women Employed**  
**Statement of Financial Position**  
**June 30,**

<b>Assets</b>	<u>2016</u>	<u>2015</u>
Current assets:		
Cash and cash equivalents:		
Operating	\$ 801,980	\$ 769,646
Restricted for future programs	403,292	360,008
<b>Total cash and cash equivalents</b>	<b>1,205,272</b>	<b>1,129,654</b>
Certificates of deposit - unrestricted	-	400,000
Investments	415,352	-
Accounts receivable	6,015	20,560
Grants receivable	475,000	769,000
Prepaid expenses	48,959	43,078
<b>Total current assets</b>	<b>2,150,598</b>	<b>2,362,292</b>
Noncurrent assets:		
Deposits	11,908	31,882
Grants receivable	135,000	185,000
Office furniture and equipment, at cost, less accumulated depreciation of \$81,184 (\$75,656 in 2015)	11,382	24,314
<b>Total assets</b>	<b>\$ 2,308,888</b>	<b>\$ 2,603,488</b>

<b>Liabilities and Net Assets</b>	<u>2016</u>	<u>2015</u>
Current liabilities:		
Accounts payable	\$ 11,313	\$ 105,977
Accrued expenses	46,058	28,754
<b>Total current liabilities</b>	<b>57,371</b>	<b>134,731</b>
Deferred rent, long-term	88,625	99,459
<b>Total liabilities</b>	<b>145,996</b>	<b>234,190</b>
Net assets:		
Unrestricted:		
Invested in property and equipment	11,382	24,314
Board designated - Working Capital Fund Available for operations	405,000	405,000
<b>Total unrestricted</b>	<b>1,156,269</b>	<b>1,071,958</b>
Temporarily restricted	1,006,623	1,297,340
<b>Total net assets</b>	<b>2,162,892</b>	<b>2,369,298</b>
<b>Total liabilities and net assets</b>	<b>\$ 2,308,888</b>	<b>\$ 2,603,488</b>

See accompanying notes.

**Women Employed  
Statement of Activities  
For the Year Ended June 30,**

	2016		
	Unrestricted	Temporarily Restricted	Total
Public support and revenue:			
Public support - contributions:			
Individuals	\$ 233,230	\$ -	\$ 233,230
Corporations, foundations, and trusts	336,826	1,021,000	1,357,826
Net assets released from restriction	1,311,717	(1,311,717)	-
<b>Total contributions</b>	<b>1,881,773</b>	<b>(290,717)</b>	<b>1,591,056</b>
Special events	418,855	-	418,855
Less special event expense	(95,206)	-	(95,206)
<b>Net revenues from     special events</b>	<b>323,649</b>	<b>-</b>	<b>323,649</b>
<b>Total public support</b>	<b>2,205,422</b>	<b>(290,717)</b>	<b>1,914,705</b>
Other revenue:			
Investment income	17,041	-	17,041
Miscellaneous	310	-	310
<b>Total other revenue</b>	<b>17,351</b>	<b>-</b>	<b>17,351</b>
<b>Total support and revenue</b>	<b>2,222,773</b>	<b>(290,717)</b>	<b>1,932,056</b>

	2015		
	Unrestricted	Temporarily Restricted	Total
Public support and revenue:			
Public support - contributions:			
Individuals	\$ 287,950	\$ -	\$ 287,950
Corporations, foundations, and trusts	392,945	1,928,000	2,320,945
Net assets released from restriction	1,179,985	(1,179,985)	-
<b>Total contributions</b>	<b>1,860,880</b>	<b>748,015</b>	<b>2,608,895</b>
Special events	442,437	-	442,437
Less special event expense	(98,192)	-	(98,192)
<b>Net revenues from     special events</b>	<b>344,245</b>	<b>-</b>	<b>344,245</b>
<b>Total public support</b>	<b>2,205,125</b>	<b>748,015</b>	<b>2,953,140</b>
Other revenue:			
Investment income	3,809	-	3,809
Miscellaneous	44,758	-	44,758
<b>Total other revenue</b>	<b>48,567</b>	<b>-</b>	<b>48,567</b>
<b>Total support and revenue</b>	<b>2,253,692</b>	<b>748,015</b>	<b>3,001,707</b>

(cont'd)

**Women Employed**  
**Statement of Activities (cont'd)**  
**For the Year Ended June 30,**

	2016			2015		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
Expenses:						
Program services:						
Public Education and Policy	\$ 1,538,574	\$ -	\$ 1,538,574	\$ 1,421,879	\$ -	\$ 1,421,879
College Collaborative	62,925	-	62,925	269,390	-	269,390
<b>Total program services</b>	<b>1,601,499</b>	<b>-</b>	<b>1,601,499</b>	<b>1,691,269</b>	<b>-</b>	<b>1,691,269</b>
Supporting services:						
Management and general	207,115	-	207,115	219,397	-	219,397
Fund-raising	329,848	-	329,848	317,227	-	317,227
<b>Total supporting services</b>	<b>536,963</b>	<b>-</b>	<b>536,963</b>	<b>536,624</b>	<b>-</b>	<b>536,624</b>
<b>Total expenses</b>	<b>2,138,462</b>	<b>-</b>	<b>2,138,462</b>	<b>2,227,893</b>	<b>-</b>	<b>2,227,893</b>
<b>Increase (decrease)       in net assets</b>	<b>84,311</b>	<b>(290,717)</b>	<b>(206,406)</b>	<b>25,799</b>	<b>748,015</b>	<b>773,814</b>
Net assets, beginning of the year	1,071,958	1,297,340	2,369,298	1,046,159	549,325	1,595,484
Net assets, end of the year	<b>\$ 1,156,269</b>	<b>\$ 1,006,623</b>	<b>\$ 2,162,892</b>	<b>\$ 1,071,958</b>	<b>\$ 1,297,340</b>	<b>\$ 2,369,298</b>

See accompanying notes.

**Women Employed**  
**Statement of Functional Expenses**  
**For the Year Ended June 30, 2016**

	Program Services			Supporting Services		Total
	Public Education and Policy	College Collaborative	Total	Management and General	Fund-raising	2016
Salaries	\$ 914,150	\$ 25,616	\$ 939,766	\$ 111,104	\$ 222,987	\$ 1,273,857
Employee benefits	108,513	2,066	110,579	11,807	9,359	131,745
Payroll taxes	64,808	1,903	66,711	8,394	16,185	91,290
Workers' compensation and unemployment insurance	14,830	420	15,250	1,928	3,597	20,775
Retirement benefits	39,929	1,272	41,201	5,566	5,500	52,267
Legal and accounting fees	-	-	-	26,496	-	26,496
Purchased services	186,365	8,800	195,165	2,307	20,502	217,974
Telephone	16,544	3,565	20,109	1,192	1,983	23,284
Office supplies and stationery	6,849	743	7,592	1,448	2,196	11,236
Printing	15,625	-	15,625	1,640	5,272	22,537
Postage and delivery	4,614	-	4,614	970	3,894	9,478
Rent and utilities	104,258	3,333	107,591	12,984	23,689	144,264
General insurance	6,024	110	6,134	739	1,342	8,215
Travel and training	23,360	421	23,781	7,347	5,256	36,384
Literature and library	1,039	-	1,039	148	226	1,413
Bank charges	-	-	-	4,937	-	4,937
Membership dues and fees	2,098	-	2,098	2,040	1,153	5,291
Equipment leases and licenses	19,485	13,888	33,373	2,370	4,476	40,219
Equipment maintenance	662	-	662	81	152	895
Advertising	348	-	348	11	-	359
Miscellaneous	86	-	86	2,513	15	2,614
Depreciation	8,987	175	9,162	1,093	2,064	12,319
Loss on disposal	-	613	613	-	-	613
<b>Total expenses</b>	<b>\$ 1,538,574</b>	<b>\$ 62,925</b>	<b>\$ 1,601,499</b>	<b>\$ 207,115</b>	<b>\$ 329,848</b>	<b>\$ 2,138,462</b>

See accompanying notes.

**Women Employed**  
**Statement of Functional Expenses**  
**For the Year Ended June 30, 2015**

	Program Services			Supporting Services		Total
	Public Education and Policy	College Collaborative	Total	Management and General	Fund-raising	2015
Salaries	\$ 905,114	\$ 86,826	\$ 991,940	\$ 130,352	\$ 191,624	\$ 1,313,916
Employee benefits	118,747	8,886	127,633	15,748	13,887	157,268
Payroll taxes	65,811	6,481	72,292	8,986	14,003	95,281
Workers' compensation and unemployment insurance	11,795	942	12,737	1,423	2,388	16,548
Retirement benefits	44,813	4,940	49,753	5,975	9,424	65,152
Legal and accounting fees	-	-	-	17,714	-	17,714
Purchased services	87,090	122,109	209,199	6,625	37,969	253,793
Telephone	14,989	2,407	17,396	1,382	2,017	20,795
Office supplies and stationery	6,113	578	6,691	620	1,452	8,763
Printing	12,333	170	12,503	1,693	6,400	20,596
Postage and delivery	3,783	116	3,899	966	3,545	8,410
Rent and utilities	95,839	10,864	106,703	11,193	21,917	139,813
General insurance	5,734	654	6,388	669	1,309	8,366
Travel and training	15,226	346	15,572	4,749	3,531	23,852
Literature and library	1,143	-	1,143	132	87	1,362
Bank charges	-	-	-	5,458	-	5,458
Membership dues and fees	1,921	675	2,596	1,638	913	5,147
Equipment leases and licenses	17,495	22,221	39,716	1,863	3,931	45,510
Equipment maintenance	671	-	671	72	152	895
Advertising	1,281	-	1,281	135	-	1,416
Miscellaneous	416	-	416	770	57	1,243
Depreciation	11,565	1,175	12,740	1,234	2,621	16,595
<b>Total expenses</b>	<b>\$ 1,421,879</b>	<b>\$ 269,390</b>	<b>\$ 1,691,269</b>	<b>\$ 219,397</b>	<b>\$ 317,227</b>	<b>\$ 2,227,893</b>

See accompanying notes.

**Women Employed  
Statement of Cash Flows  
For the Year Ended June 30,**

	<u>2016</u>	<u>2015</u>
Net cash provided by (applied to) operating activities:		
(Decrease) increase in net assets	\$ (206,406)	\$ 773,814
Adjustments to reconcile (decrease) increase in net assets to net cash provided by (applied to) operating activities:		
Deferred rent	(10,834)	(7,761)
Depreciation	12,319	16,595
Loss on disposal	613	-
Non-cash contributions of investments	(6,023)	(25,066)
Gain on investments	(8,599)	-
Cash provided by (applied to) other operating activities:		
Accounts receivable	14,545	(3,627)
Grants receivable	344,000	(774,000)
Prepaid expenses	(5,881)	(39,167)
Deposits	19,974	-
Accounts payable	(94,664)	(29,290)
Accrued expenses	17,304	7,266
	<u>76,348</u>	<u>(81,236)</u>
<b>Net cash provided by (applied to) operating activities</b>	<b>76,348</b>	<b>(81,236)</b>
Net cash (applied to) provided by investing activities:		
Purchase of fixed assets	-	(5,520)
Purchase of certificates of deposit	-	(675,000)
Proceeds from noncash contributions of investments	6,023	25,066
Proceeds from maturity of certificates of deposit	400,000	925,000
Purchase of investments	(452,003)	-
Proceeds from sale of investments	45,250	-
	<u>(730)</u>	<u>269,546</u>
<b>Net cash provided by investing activities</b>	<b>(730)</b>	<b>269,546</b>
<b>Net increase in cash and cash equivalents</b>	<b>75,618</b>	<b>188,310</b>
Cash and cash equivalents, beginning of the year	<u>1,129,654</u>	<u>941,344</u>
Cash and cash equivalents, end of the year	<u>\$ 1,205,272</u>	<u>\$ 1,129,654</u>

See accompanying notes.



## Women Employed Notes to the Financial Statements

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### 1. Summary of Significant Accounting Policies

Women Employed (Organization) was incorporated under the laws of the District of Columbia on October 19, 1977, pursuant to the General Not-for-profit Corporation Act. The Organization's goal is to improve the economic status of women earning low wages through research, public education, and policy development.

**General** – These financial statements, which are presented on the accrual basis of accounting, have been prepared to focus on the Organization as a whole and to present balances and transactions according to the existence or absence of donor imposed restrictions. This has been accomplished by classification of net assets and transactions into two classes: temporarily restricted or unrestricted.

Net assets and revenues, expenses, and gains and losses are classified based on the existence or absence of donor imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

**Permanently Restricted Net Assets** – Net assets subject to donor imposed stipulations that may be maintained permanently by the Organization. Generally, the donors of these assets permit the Organization to use all or part of the income earned on related investments for general or specific purposes. There are no permanently restricted net assets.

**Temporarily Restricted Net Assets** – Net assets subject to donor imposed stipulations that may or will be met by the actions of the Organization or the passage of time.

**Unrestricted Net Assets** – Net assets not subject to donor imposed stipulations.

Revenues are reported as increases in unrestricted net assets, unless use of the related assets is limited by donor imposed restrictions. Expenses are reported as decreases in unrestricted net assets. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in unrestricted net assets, unless their use is restricted by explicit donor stipulation or by law. Expiration of temporary restrictions on net assets (i.e., the donor imposed stipulated purpose has been fulfilled or the stipulated time period has elapsed) are reported as reclassifications between the applicable classes of net assets.

Contributions, including unconditional promises to give, are recognized as revenue in the period received. Conditional promises to give are not recognized until they become unconditional, that is, when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value.

**Contributions With Restrictions Met in the Same Year** – Contributions received with donor imposed restrictions that are met in the same year as received are reported as unrestricted revenues. This is true even when the pledge and receipt occur during the same year.

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

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**1. Summary of Significant Accounting Policies (cont'd)**

**Release of Restrictions on Net Assets for Acquisition of Office Furniture and Equipment** – Contributions of exhaustible long-lived assets, or of cash or other assets used to acquire them, without donor stipulations concerning the use of such long-lived assets, are reported as revenues of the temporarily restricted net asset class. The restrictions are considered to be released over the estimated useful lives of the long-lived assets using the Organization's depreciation policies. See Note 7 for additional disclosures.

**Use of Estimates** – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America 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 financial statements, and the reported amounts of revenues and expenses during the reporting period. Significant estimates used in the preparation of these financial statements include the determination of collectibility of amounts due from others, the determination of useful lives of office furniture and equipment ranging from three to ten years, and the allocation of expenditures to various service functions. Actual results could differ from those estimates.

**Certain Significant Concentrations** – At June 30, 2016, the Organization had \$151,423 of deposits with financial institutions and brokerages recorded as cash and cash equivalents not insured by the Federal Deposit Insurance Corporation, Securities Investor Protection Corporation or private insurance.

**Cash and Cash Equivalents** – The Organization considers all highly liquid instruments purchased with a maturity of three months or less to be cash equivalents. A portion of cash and cash equivalents has been restricted for grants received in advance of when the donors intend them to be used.

**Fair Value of Investments** – The Organization's securities are accounted for at fair value with unrealized gains and losses reported in the statement of activities. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements are reported in a three-level valuation hierarchy based on the reliability of observable and unobservable inputs as follows:

**Level 1** - Valuations are based on quoted prices in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date.

**Level 2** – Valuations are based on the quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, and model-derived valuations whose significant inputs are observable.

**Level 3** – Valuations are based on unobservable inputs for the asset or liability that reflect the reporting entity's own data and assumptions that market participants would use in pricing the asset or liability.

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

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**1. Summary of Significant Accounting Policies (cont'd)**

**Fair Value of Investments (cont'd)** - The Organization's investment securities consist primarily of publicly traded stocks and mutual funds valued based on quoted market prices and classified in Level 1 of the hierarchy.

**Furniture and Equipment** – Replacement of major assets of property are capitalized at historical cost. In-kind donations are capitalized at their fair value at the date of donation. Maintenance, repairs and minor replacements are expensed. The book value of property sold or retired is removed from the related property and accumulated depreciation accounts. Depreciation is provided on the straight-line method at rates based on estimated lives of three, five, seven or ten years.

**Income Taxes** – The Organization is tax exempt under Section 501(c)(3) of the Internal Revenue Code. As such, it is not subject to federal income taxes, except for taxes on unrelated business income. There was no taxable unrelated business income in 2016 or 2015. The Organization is registered as a lobbyist under Section 501(h) of the Internal Revenue Code. The Organization's lobbying expenditures did not exceed the permitted amounts in 2016 or 2015. Accordingly, no provision for income taxes has been included in the accompanying financial statements.

The Organization has not been examined by the Internal Revenue Service or the Illinois Department of Revenue. Accordingly, all years under the statute of limitations (years ended June 30, 2013 through 2015) are open for examination.

**Advertising** – The Organization conducts advertising in relation to its programs which are expensed in the period they are incurred. Related expense was \$359 in fiscal 2016 (\$1,417 in 2015).

**2. Contributed Services and Property**

The Organization recognizes contributed revenue for certain professional services and property received at their fair value. For the year ended June 30, 2016, those services and property included \$9,087 of auditing and accounting services (\$11,868 in 2015).

**3. Certificates of Deposit**

Certificates of deposits were comprised of certificates from various financial institutions held in a brokerage account. The certificates had various maturity dates that extended through January 2016 with interest rates ranging from 0.45% to 0.65%. All certificates were valued at historical cost.

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

**4. Investments**

Investment securities at June 30, 2016, are as follows:

Description	2016			Total
	Level 1	Level 2	Level 3	
Money market funds	\$ 1,474	\$ -	\$ -	\$ 1,474
Bond mutual funds:				
Intermediate-term	64,930	-	-	64,930
Global	65,482	-	-	65,482
Equities	205,627	-	-	205,627
ETFs:				
International	61,438	-	-	61,438
Emerging markets	16,401	-	-	16,401
	<u>\$ 415,352</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 415,352</u>

There were no investments held at June 30, 2015.

Net investment income at June 30, 2016, consists of interest and dividends of \$11,441, unrealized gains of \$8,895, realized losses of \$296, and investment fees of \$2,999. Net investment income at June 30, 2015 consisted of interest only, totaling \$3,809.

**5. Trust Beneficiary**

During 2007, the Organization was named a beneficiary of a \$5 million fund that is administered by The Chicago Community Trust (CCT). The Organization is to receive quarterly distributions of up to 5.5% of the fair market value of the fund, net of administrative fees, subject to administrative review. Total distributions received for the year ended June 30, 2016, were \$205,703 (\$203,663 in 2015). The fair value of the fund at June 30, 2016, was \$5,041,230 (\$5,395,718 at June 30, 2015).

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

**6. Grants Receivable**

Unconditional grants receivable at June 30, 2016, by grantor and expected period of receipt, is as follows:

	<u>Less Than One Year</u>	<u>One to Five Years</u>
Restricted for future programs:		
The Chicago Community Trust	\$ 175,000	\$ -
Chicago Foundation for Women	30,000	-
Family Values At Work	20,000	-
Ford Foundation	150,000	-
Grand Victoria Foundation	100,000	-
JP Morgan Chase	-	135,000
	<u>          -</u>	<u>          135,000</u>
 Total	 <u>\$ 475,000</u>	 <u>\$ 135,000</u>

Unconditional grants receivable at June 30, 2015, by grantor and expected period of receipt, is as follows:

	<u>Less Than One Year</u>	<u>One to Five Years</u>
Restricted for future programs:		
Boeing	\$ 49,000	\$ -
The Chicago Community Trust	127,500	-
Chicago Foundation for Women	37,500	-
Family Values At Work	20,000	-
Ford Foundation	150,000	150,000
Fry Foundation	60,000	-
Joyce Foundation	250,000	-
Polk Bros. Foundation	35,000	35,000
Richard H. Driehaus Foundation	20,000	-
Union Pacific Foundation	20,000	-
	<u>          -</u>	<u>          -</u>
 Total	 <u>\$ 769,000</u>	 <u>\$ 185,000</u>

No provision has been made to provide for doubtful accounts, as all grants receivable are deemed collectible.

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

**7. Restrictions and Limitations on Net Assets**

Temporarily restricted net asset balances at June 30 consist of unexpended grant funds, available as follows:

	2016	2015
Future operations	\$ 374,167	\$ 395,000
Public education and policy	632,456	864,416
Career programs	-	37,924
	\$ 1,006,623	\$ 1,297,340

The sources of net assets released from temporary donor restrictions by incurring expenses satisfying the restricted purposes, or by the occurrence of events specified by the donor, were as follows:

	2016	2015
Future operations	\$ 280,834	\$ 195,000
Office furniture and equipment	-	1,088
Public education and policy	967,958	795,537
College collaborative	62,925	188,360
	\$ 1,311,717	\$ 1,179,985

Fixed assets were reclassified to unrestricted net assets from temporarily restricted for long-lived assets released from restrictions, in accordance with the Organization's depreciation policy during 2015 in the amount of \$1,088 (none in 2016).

**8. Operating Leases**

The Organization entered into a lease for its office space that expires February 28, 2021. Under the terms of the lease, 50% of the beginning monthly base rent is to be abated for the first 18 months of the lease. The lease specifies monthly base rental payments commencing at \$10,627 and escalating to \$12,932. Deferred rent represents the difference between rent actually paid and rent expense recognized. The total rent expense, including abated rent and rent escalations, is recognized evenly over the entire lease term. Rent expense under the lease was \$132,573 for the years ended June 30, 2016 and 2015. Rent paid under the lease was \$143,407 for the year ended June 30, 2016 (\$140,334 for the year ended June 30, 2015).

In addition, the Organization leases office equipment under a lease that expires in the year ended June 30, 2017. Rent expensed and paid under equipment leases was \$14,560 for the year ended June 30, 2016 (\$14,296 for the year ended June 30, 2015).

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

**8. Operating Leases (cont'd)**

The future rental payments required are as follows:

	Building Rentals	Equipment Rentals	Total Rentals
2017	\$ 146,480	\$ 10,742	\$ 157,222
2018	149,553	-	149,553
2019	152,626	-	152,626
2020	155,186	-	155,186
2021	103,457	-	103,457
	\$ 707,302	\$ 10,742	\$ 718,044

**9. Retirement Plan**

The Organization maintains a qualified defined contribution retirement plan. All employees who have completed one year of service are allocated a discretionary employer contribution. In 2016, the contribution totaled \$52,267, 5% of eligible compensation (\$65,152 and 6% in 2015).

**10. Concentration**

For the year ended June 30, 2016, four foundations accounted for \$410,000, \$290,000, \$200,000, and \$150,000 of public support, respectively (four foundations accounted for \$500,000, \$380,000, \$300,000 and \$270,000 of public support, respectively, for the year ended June 30, 2015). Each of the foundations individually represented more than 5% of total revenue and support for the fiscal year disclosed.

**11. Contingency**

The Organization has received significant financial assistance from various foundations under grant agreements. The disbursement of funds received under these agreements generally requires compliance with terms and conditions specified in the grant agreements, and may be subject to audit by the grantor agencies. Any disallowed claims resulting from such audits could become a liability. The Organization's management believes that the Organization is in compliance with the terms and conditions of the grant awards.

**12. Conditional Promises to Give**

The Organization has received two restricted grants during fiscal 2016 that contained conditional language related to performance on a grant and raising a specific amount of funds from other donations. Those conditions had not been met at June 30, 2016, and no contribution revenue was recognized. The amount of both these conditional promises is undeterminable at this time.

**Women Employed**  
**Notes to the Financial Statements (cont'd)**

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**12. Conditional Promises to Give (cont'd)**

During fiscal 2015, the Organization received a restricted grant that contained donor conditions related to raising a specific amount of funds from other donations. The conditions had not been met at June 30, 2015, and no contribution revenue was recognized at that time. Contribution revenue was recognized during fiscal 2016 when the conditions were met.

**13. Line of Credit**

During the year ended June 30, 2016, the Organization opened a line of credit with an investment broker that allows for borrowings collateralized by assets in brokerage accounts with a fair value of \$943,248 at June 30, 2016. The Organization can borrow money using their brokerage accounts as collateral. Maximum borrowings under the line are a factor of the fair value of the assets in the accounts and range from 30% to 40% of the fair value of the brokerage accounts' assets without further approval by the lender depending on the type of assets held in those accounts. With further approval of the lender the Organization can borrow between 50% to 90% of the fair value of the brokerage accounts' assets, depending on the type of assets held in those accounts. Maximum borrowings at June 30, 2016 without further lender approval approximate \$324,000 and \$683,000 with further lender approval. The line of credit was not used during the years ended June 30, 2016.

**14. Subsequent Events**

Subsequent to year end, the Organization entered into an agreement for various IT services. These services total \$178,000 and will be paid over the next 5 years in monthly installments.

Subsequent events have been evaluated through October 21, 2016 which is the date the financial statements were available to be issued.