TURNING POINTE AUTISM FOUNDATION

FINANCIAL STATEMENTS AS OF DECEMBER 31, 2022 AND 2021

TOGETHER WITH AUDITOR'S REPORT



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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Turning Pointe Autism Foundation:

Opinion

We have audited the accompanying financial statements of Turning Pointe Autism Foundation, (a nonprofit organization), which comprise the statement of financial position as of December 31, 2022 and 2021, and the related statements of activities, cash flows, and functional expenses for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Turning Pointe Autism Foundation, Inc. as of December 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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



Independent Auditor's Report To the Board of Directors of Turning Pointe Autism Foundation Page two

Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Turning Pointe Autism Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, which raise substantial doubt about Turning Pointe Autism Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

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DUGAN & LOPATKA

Warrenville, Illinois March 27, 2023

TURNING POINTE AUTISM FOUNDATION STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2022 AND 2021

<u>ASSETS</u>

2022	2021
\$ 1,061,967	\$ 1,182,070
554,133	480,131
313,856	-
100,000	100,000
264,000	156,000
718	418
2,294,674	1,918,619
6,323,015	6,559,116
-	96,852
-	212,000
275,137	327,381
275,137	636,233
\$ 8,892,826	\$ 9,113,968
	\$ 1,061,967 554,133 313,856 100,000 264,000 718 2,294,674 6,323,015 - - 275,137 275,137

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES: Note payable, current maturities Accounts payable and accrued expenses	\$	\$ 94,624 203,136
Total current liabilities	348,039	297,760
LONG-TERM LIABILITIES:	1 201 464	1 424 400
Note payable, net of current maturities, net of deferred financing costs	1,381,464	1,424,490
Total liabilities	1,729,503	1,722,250
COMMITMENTS		
NET ASSETS:		
Without donor restrictions	7,063,323	7,194,866
With donor restrictions	100,000	196,852
Total net assets	7,163,323	7,391,718
	\$ 8,892,826	\$ 9,113,968

TURNING POINTE AUTISM FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

		2022			2021			
	Without Donor	With Donor		Without Donor	With Donor			
	Restrictions	Restrictions	Total	Restrictions	Restrictions	Total		
PUBLIC SUPPORT AND REVENUE:								
Contributions	\$ 573,989	\$ -	\$ 573,989	\$ 660,257	\$ 6,196	\$ 666,453		
Fundraising	646,202	-	646,202	701,474	-	701,474		
Program service fees	4,939,765	-	4,939,765	4,268,357	-	4,268,357		
Enterprise revenue	35,365	-	35,365	31,006	-	31,006		
Investment (loss) income	(50,868)	-	(50,868)	18,288	-	18,288		
Other revenues	435		435	908		908		
Total public support and revenue	6,144,888		6,144,888	5,680,290	6,196	5,686,486		
RECLASSIFICATION:								
Net assets released upon satisfaction of								
time or purpose restrictions	96,852	(96,852)						
FUNCTIONAL EXPENSES:								
Program services	5,615,507	-	5,615,507	5,062,549	-	5,062,549		
Management and general	572,471	-	572,471	538,359	-	538,359		
Fundraising	499,161		499,161	444,782		444,782		
Total functional expenses	6,687,139		6,687,139	6,045,690		6,045,690		
Change in net assets, before forgiveness of debt/employee retention credit	(445,399)	(96,852)	(542,251)	(365,400)	6,196	(359,204)		
Employee retention credit	313,856	-	313,856	-	-	-		
Forgiveness of debt				589,900		589,900		
Change in net assets	(131,543)	(96,852)	(228,395)	224,500	6,196	230,696		
NET ASSETS, Beginning of year	7,194,866	196,852	7,391,718	6,970,366	190,656	7,161,022		
NET ASSETS, End of year	\$ 7,063,323	\$ 100,000	\$ 7,163,323	\$ 7,194,866	\$ 196,852	\$ 7,391,718		

The accompanying notes are an integral part of this statement.

<u>TURNING POINTE AUTISM FOUNDATION</u> <u>STATEMENT OF CASH FLOWS</u> FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022		2021	
CASH FLOWS FROM OPERATING ACTIVITIES:				
Change in total net assets	\$	(228,395)	\$	230,696
Adjustments to reconcile change in total net assets	ψ	(220,375)	Ψ	250,070
to net cash (used in) provided by operating activities:				
Depreciation		321,525		308,528
Forgiveness of debt				(589,900)
Unrealized (gain) loss on investments		54,547		(11,896)
Change in assets and liabilities:		,		
(Increase) in program service fees receivable		(74,002)		(83,376)
(Increase) decrease in unconditional promise to give		96,852		(6,196)
(Increase) in other receivables		(313,856)		-
(Increase) decrease in other assets		(300)		477
Increase in accounts payable and accrued expenses		74,762		12,833
Net cash (used in) operating activities		(68,867)		(138,834)
CASH FLOWS FROM INVESTING ACTIVITIES:				
Purchase of investments		-		(370,751)
Proceeds from sale of investments		101,697		366,000
Purchase of property and equipment		(85,424)		(435,641)
Net cash provided by (used in) investing activities		16,273		(440,392)
CASH FLOWS FROM FINANCING ACTIVITIES:				
Payments on notes payable		(67,509)		(93,759)
CHANGE IN CASH AND CASH EQUIVALENTS		(120,103)		(672,985)
CASH AND CASH EQUIVALENTS, Beginning of year		1,182,070		1,855,055
CASH AND CASH EQUIVALENTS, End of year	\$	1,061,967	\$	1,182,070
SUPPLEMENTAL DISCLOSURES: Interest paid	\$	67,305	\$	61,102

TURNING POINTE AUTISM FOUNDATION STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2022

	Autism School	Adult Services	Total Program Services	Management and General	Fundraising	Total
FUNCTIONAL EXPENSES:						
Salaries and related expenses	\$ 3,903,845	\$ 358,506	\$ 4,262,351	\$ 428,825	\$ 194,329	\$ 4,885,505
Occupancy	356,559	6,503	363,062	12,129	31,308	406,499
Professional fees	269,103	655	269,758	80,366	1,182	351,306
Fundraising	-	-	-	-	240,117	240,117
Depreciation	263,984	45,202	309,186	6,202	6,137	321,525
Insurance	84,683	1,442	86,125	2,568	2,600	91,293
Interest	63,819	1,086	64,905	2,357	43	67,305
Supplies	75,855	21,008	96,863	3,605	1,567	102,035
Advertising and website development	68,131	1,160	69,291	7,642	15,732	92,665
Travel and transportation	53,502	796	54,298	8,411	777	63,486
Miscellaneous	39,507	161	39,668	20,366	5,369	65,403
Total functional expenses	\$ 5,178,988	\$ 436,519	\$ 5,615,507	\$ 572,471	\$ 499,161	\$ 6,687,139

TURNING POINTE AUTISM FOUNDATION STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2021

	Autism School		dult vices	 Total Program Services	nagement and General	Fu	Indraising	 Total
FUNCTIONAL EXPENSES:								
Salaries and related expenses	\$ 3,520,389	\$ 3	383,276	\$ 3,903,665	\$ 392,133	\$	192,175	\$ 4,487,973
Occupancy	296,796		57,774	354,570	9,591		9,299	373,460
Professional fees	81,760		5,625	87,385	90,144		2,686	180,215
Fundraising	-		20	20	144		198,063	198,227
Depreciation	253,878		43,043	296,921	5,842		5,766	308,529
Insurance	63,270		13,523	76,793	2,254		2,319	81,366
Interest	47,589		10,171	57,760	1,914		(2,742)	56,932
Supplies	83,325		25,837	109,162	5,297		1,011	115,470
Advertising and website development	56,534		12,266	68,800	4,244		6,500	79,544
Travel and transportation	63,677		7,845	71,522	15,857		2,135	89,514
Miscellaneous	28,945		7,006	 35,951	 10,939		27,570	 74,460
Total functional expenses	\$ 4,496,163	\$ 5	566,386	\$ 5,062,549	\$ 538,359	\$	444,782	\$ 6,045,690

TURNING POINTE AUTISM FOUNDATION NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2022 AND 2021

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Turning Pointe Autism Foundation (the Foundation) is an Illinois not-for-profit corporation supported by private donations and fund-raising activities. Its purpose is to provide a place of learning in an environment that is helpful for those with autism.

The financial statements were available to be issued on March 27, 2023 with subsequent events being evaluated through this date.

Accounting Method -

The accounting records are maintained on the accrual basis which recognizes revenues as they are earned and expenses as they are incurred.

Basis of Presentation -

The financial statements have been prepared in accordance with U.S. generally accepted accounting principles ("US GAAP"), which require the Foundation to report information regarding its financial position and activities according to the following net asset classifications:

Net assets without donor restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Foundation. These net assets may be used at the discretion of the Foundation's management and the board of directors.

Net assets with donor restrictions - Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Foundation by the passage to time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. The Foundation has \$100,000 and \$196,852 restricted in future years of operation as of December 31, 2022 and 2021, respectively.

Cash and Cash Equivalents -

The Foundation considers all cash accounts, which are not subject to withdrawal restrictions or penalties, and all highly liquid investments with an initial maturity of three months or less to be cash equivalents.

Credit Risk -

Financial instruments, which potentially subject the Foundation to concentrations of credit risk, consist principally of cash. The Foundation places its cash and deposits with high credit quality financial institutions; however, deposits may exceed the federally insured limits.

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Investments -

The Foundation invests in certificates of deposit (CDs) and funds with a community foundation. The CDs are guaranteed by the FDIC and are recorded at cost due to low market volatility and tradability of the securities. The community foundation funds are reported at fair market value for financial statement purposes.

Program Service Fees Receivable -

Program service fees receivable represent fees for service due to the Foundation from schools. These receivables were reviewed at year end and amounts deemed uncollectible were written off.

Property and Equipment -

Property and equipment are carried at cost or if donated, at the estimated fair market value at date of donation. The Foundation follows the practice of capitalizing all expenditures for fixed assets in excess of \$500 and have a useful live that exceeds one year. Depreciation is computed using straight-line over the estimated useful lives of the assets, ranging from 5 to 39 years.

Revenue Recognition for Contributions and Grants -

The Foundation recognizes contributions when cash, securities or other assets; an unconditional promise to give; or a notification of a beneficial interest is received. Conditional promises to give – that is, those with a measurable performance or other barrier and a right of return – are not recognized until the conditions on which they depend have been met.

The Foundation reports gifts of cash and other assets as with donor restriction revenue if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Program Service Fees -

The Foundation provides several learning experiences for those with autism and charges program service fees to compensate for the costs of services provided.

Program service fee revenue for the Autism School is reported at the amount that reflects the consideration to which the Foundation expects to be entitled in exchange for tuition. The Foundation bills the student's school district for tuition at the end of the month in which the services were provided. Revenue is recognized as the performance obligations are satisfied. Performance obligations of educational services is simultaneously received and consumed by the students; therefore, the revenue is recognized monthly as services are provided and as the performance obligations are satisfied.

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

<u>Program Service Fees</u> - (continued)

The Foundation provides additional life skills training for adults enrolled in the adult services program to which the Foundation expects to collect services fees in exchange for these services. Revenue is recognized monthly as services are provided and as the performance obligations are satisfied.

Program services are comprised of the following at December 31, 2022 and 2021:

	2022	2021
School Adult services	\$ 4,911,9 27,8	
Total	<u>\$ 4,939,7</u>	<u>65 \$ 4,268,357</u>

Use of Estimates -

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect reported amounts and disclosures. Actual results could differ from those estimates.

Income Taxes -

The Foundation has been determined by the Internal Revenue Service to be exempt from income tax under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income tax has been established.

The Foundation files informational returns in the U.S. federal jurisdiction and Illinois. With few exceptions, the Foundation is no longer subject to U.S. federal, state and local, or non-U.S. income tax examinations by tax authorities for years before 2019. The Foundation does not expect a material net change in unrecognized tax benefits in the next twelve months.

Advertising Costs -

Advertising costs are expensed as incurred. Advertising expense for the years ended December 31, 2022 and 2021, was \$70,501 and \$75,551, respectively.

Expense Allocations -

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include rent, utilities, insurance, interest and depreciation, which are allocated on a square footage basis, as well as salaries, payroll taxes, employee's benefits, professional fees and supplies which are allocated on the basis of estimates of time and effort.

(2) PLEDGES RECEIVABLE:

Unconditional promise to give at December 31, 2022 and 2021, is as follows -

	2022	2021
Receivable in less than one year Receivable in greater than one year and less	\$ 100,000	\$ 100,000
than five years		100,000
Total unconditional promise to give	100,000	200,000
Less - Discounts to net present value - Allowance for doubtful accounts		(3,148)
Net unconditional promise to give	<u>\$ 100,000</u>	<u>\$ 196,852</u>

(3) INVESTMENTS:

The following is a summary of investments at December 31, 2022 and 2021:

		2022		2021
Certificates of deposit – at cost, current Certificates of deposit – at cost, long term Community Foundation funds – at fair market value	\$	264,000 	\$	156,000 212,000 <u>327,381</u>
	<u>\$</u>	539,137	<u>\$</u>	695,381

Investment income for the years ended December 31, 2022 and 2021 consisted of the following:

	2022			2021		
Dividend and interest Realized gain (loss)	\$	7,478 (254)	\$	10,167 749		
Investment fees Unrealized (loss) gain		7,224 (3,545) (54,547)		10,916 (4,524) <u>11,896</u>		
	<u>\$</u>	(50,868)	<u>\$</u>	18,288		

(4) FAIR VALUE MEASUREMENTS:

The Accounting Standards Codification for Fair Value Measurements establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1:

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Foundation has the ability to access.

Level 2:

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3:

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodology used for assets measured at fair value.

<u>Community Foundation Fund</u>: Valued at the fair market value of the Foundation's shares of pooled investment portfolios as reported by Community Foundation Fund.

The preceding method described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Foundation believes its valuation method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

(4) FAIR VALUE MEASUREMENTS: (Continued)

The following table sets forth by level, within the fair value hierarchy, the Foundation's assets at fair value as of December 31, 2022, and 2021:

	Assets at Fair Value as of December 31, 2022							
Description	Level 1	Level 2	Level 3	Total				
Community Foundation Fund	<u>\$</u>	<u>\$</u>	<u>\$ 275,137</u>	<u>\$ 275,137</u>				
Assets at Fair Value as of December 31, 2021								
Description	Level 1	Level 2	Level 3	Total				
Community Foundation Fund	<u>\$</u>	<u>\$</u>	<u>\$ 327,381</u>	<u>\$ 327,381</u>				
Level 3 Gains and Losses:								

The following table sets forth a summary of changes in the fair value of the Foundation's level 3 assets for the years ended December 31, 2022 and 2021:

		2022		2021
Balance, beginning of year	\$	327,381	\$	312,734
Realized gain (loss)		(254)		749
Unrealized gain (loss) relating to instruments still held				
at the reporting date		(54,547)		11,896
Investment income (net of fees)		2,557		2,002
Balance, end of year	<u>\$</u>	257,137	<u>\$</u>	327,381

(5) **PROPERTY AND EQUIPMENT:**

The recorded value of property and equipment – net of depreciation as of December 31, 2022 and 2021 is as follows:

	2022	2021
Land Buildings and improvements Furniture and equipment	\$ 1,560,000 5,569,281 <u>486,934</u>	\$ 1,560,000 5,564,701 406,091
Total property and equipment	7,616,215	7,530,792
Less accumulated depreciation	1,293,200	971,676
Net property and equipment	<u>\$ 6,323,015</u>	<u>\$ 6,559,116</u>

(6) LIQUIDITY AND AVAILABILITY:

	December 31,			
		2022		2021
Total financial assets Donor imposed restrictions	\$	2,293,956 (100,000)	\$	2,015,471 (196,852)
Net financial assets after donor-imposed restrictions		2,193,956		1,818,619
Financial assets available to meet cash needs for general expenditures within one year	<u>\$</u>	2,193,956	<u>\$</u>	1,818,619

The Foundation receives significant contributions, some of which are restricted by donors to fund specific programs or projects. Such restricted funds are tracked for use for the identified program or project. Restricted contributions of \$-0- and \$6,196 were received and included in financial assets for the years ended December 31, 2022 and 2021 respectively.

The Foundation manages its liquidity and reserves following three guiding principles:

- operating within a prudent range of financial soundness and stability.
- maintaining adequate liquid assets to fund near-term operating needs.
- maintaining sufficient reserves to provide reasonable assurance that long-term obligations will be discharged.

The Foundation invested a total of \$275,137 in several funds to enhance the return on assets. These funds are invested in high-grade securities and are not included in liquidity calculations described above. The Foundation has long-term certificate of deposits and are not included in liquidity calculations described above.

The Foundation has a policy to maintain current financial assets less current liabilities at approximately 5 months of operating expenses. During the year, the level of liquidity and reserves was managed within the policy requirement.

(7) NOTES PAYABLE:

	 2022	 2021
Payable to a bank with monthly payments of \$11,666, principal and interest, bearing interest at 4.92% for the first 60 payments, and a variable interest rate based on the 5-year US Treasury Yield plus a margin of 2.0% for the remaining amount, due when the note matures in June, 2032, and secured by the building.	\$ 1,451,605	\$ -
Payable to a bank with monthly payments of \$9,518, plus interest of 4.44%, with the remaining amount due when the note matures in March, 2023 and secured by the building.	\$ -	\$ 1,118,613

(7) NOTES PAYABLE: (Continued)

Payable to a bank with current monthly payments of \$3,341 plus interest at the Daily Adjusting LIBOR Rate (.10% as of December 31, 2021) plus 2.0%, with the remaining amount due when the note matures in March, 2023 and secured by the mortgage. If the LIBOR rate becomes unavailable, interest will be calculated at the Prime Reference rate plus 2.0%.

	1,451,605	1,519,544
Less - current maturities	(70,141)	(94,624)
Less - unamortized debt insurance cost	<u> </u>	(430)
Long-term portion	<u>\$ 1,381,464</u>	<u>\$ 1,424,490</u>
Minimum payments due are as follows:		
Year ending December 31,		
2023 2024 2025 2026 Thereafter	\$ 70,141 73,670 77,378 81,272 <u>1,149,144</u>	
	<u>\$ 1,451,605</u>	

400.931

(8) LINE OF CREDIT:

The Foundation has a line of credit with a bank in the amount of \$350,000, bearing interest at the prime rate and is due May, 2023. The line of credit is secured by substantially all assets of the Foundation. The Foundation had a balance of \$-0- on the line of credit as of December 31, 2022 and 2021.

(9) EMPLOYEE RETIREMENT PLAN:

The Foundation created a SIMPLE IRA plan for the benefit of eligible employees. Employees may enroll in the plan and start contributing to their IRA if their compensation was in excess of \$1,000 in the prior year or is expected to be in excess of that amount in the current year. The Foundation will make a contribution to each eligible employee's plan account equal to their contributions up to 3% of the employee's compensation for the year.

Contributions to the plan for the year ended December 31, 2022, and 2021, were \$77,015 and \$68,362, respectively.