

DEVELOPMENT WORKSHOP, INC.

Financial Statements with Independent Auditors' Report

June 30, 2016 and 2015

giving direction to your future

DEVELOPMENT WORKSHOP, INC.

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors Development Workshop, Inc. Idaho Falls, Idaho

We have audited the accompanying financial statements of Development Workshop, Inc. (a nonprofit organization), which comprise the statements of financial position as of June 30, 2016 and 2015, 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 audit 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.

IDAHO FALLS | REXBURG | DRIGGS | BOZEMAN | WEST YELLOWSTONE

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Development Workshop, Inc. as of June 30, 2016 and 2015, 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.

Gings & Jowbarn

Idaho Falls, Idaho November 15, 2016

DEVELOPMENT WORKSHOP, INC. Statements of Financial Position June 30, 2016 and 2015

	2016	2015
Assets		
Current Assets		
Cash and cash equivalents	\$ 474,763	\$ 451,048
Accounts receivable (net of allowance for		
uncollectible accounts of \$3,040 and \$2,700)	464,701	456,432
Related party receivable	4,189	9,791
Other receivable	-	8,439
Inventories	486,781	474,556
Prepaid expenses	42,403	27,594
Total Current Assets	1,472,837	1,427,860
Property, Plant and Equipment		
Construction in progress	11,008	88,125
Land	1,036,187	1,036,187
Land improvements	75,102	75,102
Buildings	4,134,517	3,897,961
Machinery and equipment	2,485,937	2,381,789
	7,742,751	7,479,164
Less accumulated depreciation	(2,916,774)	(2,653,368)
Net Property, Plant and Equipment	4,825,977	4,825,796
Other Assets		
Restricted cash - USDA Note Reserve Account	44,280	44,280
Long-term investments	222,721	598,364
Membership in Transitional Living Center	25,655	25,655
Investment - Development Workshop Enterprises, LLC	2,000	2,000
Total Other Assets	294,656	670,299
	\$ 6,593,470	\$ 6,923,955

Liabilities and Net Assets	2016	2015
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 52,182	\$ 97,765
Accrued payroll	121,703	102,473
Accrued other liabilities	30,849	81,824
Current portion of lease payable	50,787	41,654
Current portion of long-term debt	79,028	77,495
Total Current Liabilities	334,549	401,211
Long-Term Liabilities		
Lease payable	123,374	141,016
Long-term debt	1,034,100	1,102,109
Accrued all purpose leave	219,143	236,379
Total Long-Term Liabilities	1,376,617	1,479,504
Total Liabilities	1,711,166	1,880,715
Net Assets		
Unrestricted		
Undesignated	4,838,024	4,998,960
Designated for debt service	44,280	44,280
Total Net Assets	4,882,304	5,043,240
	\$ 6,593,470	\$ 6,923,955

DEVELOPMENT WORKSHOP, INC. Statement of Activities Year Ended June 30, 2016

	U	nrestricted	Te	emporarily Restricted	Total
Support and Revenue					
Products income	\$	1,133,878	\$	-	\$ 1,133,878
Service contracts income		1,961,977		-	1,961,977
Title XIX income		1,436,560		-	1,436,560
Dept. of Vocational Rehabilitation					
Extended Employment Services		377,328		-	377,328
Dept. of Vocational Rehabilitation		177,530		-	177,530
Other income		142,678		-	142,678
School districts		21,666		-	21,666
United Way		35,436		-	35,436
Interest income		10,282		-	10,282
Gain (loss) on investments		(5,951)		-	(5,951)
Other grant income		200		-	200
Donations		-		126,421	126,421
Net assets released from restrictions		126,421		(126,421)	
Total Support and Revenue		5,418,005			 5,418,005

	Unrestricted	Temporarily Restricted	Total_
Expenses			
Program Services			
Rehabilitation	796,583	-	796,583
Production	1,502,007	-	1,502,007
Medicaid	1,243,625	-	1,243,625
Janitorial	1,136,372		1,136,372
Total Program Services	4,678,587		4,678,587
Support Services General and administrative			
expense	900,354		900,354
Total Support Services	900,354		900,354
Total Expense	5,578,941		5,578,941
Change in Net Assets	(160,936)	-	(160,936)
Net Assets at Beginning of Year	5,043,240		5,043,240
Net Assets at End of Year	\$ 4,882,304	\$ -	\$ 4,882,304

DEVELOPMENT WORKSHOP, INC. Statement of Activities Year Ended June 30, 2015

	Unrestricted		T	emporarily Restricted	 Total
Support and Revenue					
Products income	\$	1,075,491	\$	-	\$ 1,075,491
Service contracts income		2,021,241		-	2,021,241
Title XIX income		1,340,239		-	1,340,239
Dept. of Vocational Rehabilitation					
Extended Employment Services		420,814		-	420,814
Dept. of Vocational Rehabilitation		179,266		-	179,266
Other income		139,321		-	139,321
School districts		28,028		-	28,028
United Way		31,374		-	31,374
Interest income		9,523		-	9,523
Gain on investments		3,964		-	3,964
Other grant income		14,947		-	14,947
Donations		_		295,561	295,561
Net assets released from restrictions		295,561		(295,561)	
Total Support and Revenue		5,559,769		<u>-</u>	 5,559,769

	Unrestricted	Temporarily Restricted	Total_
Expenses			
Program Services			
Rehabilitation	748,606	-	748,606
Production	1,436,874	-	1,436,874
Medicaid	1,094,627	-	1,094,627
Janitorial	1,129,944		1,129,944
Total Program Services	4,410,051		4,410,051
Support Services General and administrative			
expense	841,699		841,699
Total Support Services	841,699		841,699
Total Expense	5,251,750		5,251,750
Other Income and Expenses Gain on sale of fixed assets	9,186	<u>-</u>	9,186
Total Other Income and Expenses	9,186		9,186
Change in Net Assets	317,205	-	317,205
Net Assets at Beginning of Year	4,726,035		4,726,035
Net Assets at End of Year	\$ 5,043,240	\$ -	\$ 5,043,240

DEVELOPMENT WORKSHOP, INC. Statement of Functional Expenses Year Ended June 30, 2016

	Program Services					
	Rehabilitation	Production	Medicaid			
Direct Materials Purchases	\$ -	\$ 387,491	\$ -			
Total Direct Materials		387,491				
Direct Labor						
Client labor	1,950	47,889	-			
Production labor	1,512	417,236	94			
Staff labor	563,648	193,479	824,656			
Payroll taxes	44,151	36,508	65,400			
Insurance - Workers Comp	14,378	20,747	20,573			
Insurance - Employee	55,168	87,836	88,902			
Retirement Costs	5,893	5,929	7,528			
Total Direct Labor	686,700	809,624	1,007,153			
Other Expenses						
Advertising	_	_	_			
Bad debts	_	_	_			
Commissions	_	28,856	_			
Data processing	10,391	3,192	15,076			
Depreciation	32,814	102,180	90,476			
Dues and subscriptions	157	-	800			
Freight - out	-	10,707	_			
Insurance - general	7,981	16,286	17,723			
Interest	3,615	21,903	12,387			
Office supplies/postage	451	203	1,154			
Office equipment/lease expense	-	-	-			
Other expenses	2,704	7,372	3,861			
Professional development	1,144	-	1,131			
Professional services	-	_	-			
Public relations	2,099	13	294			
Rent	5,886	89	10,729			
Repairs and maintenance	6,621	37,317	24,502			
Samples	-	-	-			
Service contract supplies	-	221	-			
Shop and program supplies	6,821	8,134	5,087			
Small tool and appliances	1,186	8,307	2,922			
Sub-contracted services	-	9,142	-			
Taxes and licenses	1,236	5,006	3,742			
Telephone	8,080	481	1,420			
Travel	544	=	1,567			
Utilities	6,191	44,145	22,115			
Vehicle operation/maintenance	11,962	1,338	21,486			
Total Other Expenses	109,883	304,892	236,472			
Total Expenses	\$ 796,583	\$ 1,502,007	\$ 1,243,625			

Program	Serv					
Janitorial		Total Program Services	eneral and ninistrative		Total Expenses	
					-	
\$ -	\$	387,491	\$ 595	\$	388,086	
_		387,491	595		388,086	
1,192		51,031	20,404		71,435	
667,091		1,085,933	255		1,086,188	
69,090		1,650,873	480,685		2,131,558	
58,368		204,427	39,006		243,433	
30,585		86,283	11,537		97,820	
152,085		383,991	58,989		442,980	
23,384		42,734	8,887		51,621	
1,001,795		3,505,272	619,763		4,125,035	
			· · · · · · · · · · · · · · · · · · ·			
			16,062		16,062	
-		-	11,737		11,737	
52 225		92 191	11,/3/			
53,325		82,181	0.960		82,181	
1,232		29,891	9,860		39,751	
7,139		232,609	30,797		263,406	
45		1,002	5,057		6,059	
2.044		10,707	26		10,733	
2,944		44,934	24,448		69,382	
-		37,905	26,105		64,010	
-		1,808	12,246		14,054	
-		-	14,944		14,944	
3,270		17,207	21,062		38,269	
30		2,305	3,009		5,314	
-		-	28,465		28,465	
-		2,406	23,312		25,718	
2,799		19,503	241		19,744	
6,669		75,109	13,728		88,837	
-		-	17		17	
44,698		44,919			44,919	
-		20,042	2,356	22,398		
1,205		13,620	9,101		22,721	
6,100		15,242	3,234		18,476	
178		10,162	2,115		12,277	
<u>-</u>		9,981	2,117		12,098	
878		2,989	4,948		7,937	
1,003		73,454	10,453		83,907	
 3,062		37,848	 4,556		42,404	
 134,577		785,824	279,996		1,065,820	
\$ 1,136,372	\$	4,678,587	\$ 900,354	\$	5,578,941	

DEVELOPMENT WORKSHOP, INC. Statement of Functional Expenses Year Ended June 30, 2015

	Program Services					
	Rehabilitation	Production	Medicaid			
Direct Materials Purchases	\$ -	\$ 358,755	\$ -			
Total Direct Materials		358,755				
Direct Labor						
Client labor	6,405	55,310	-			
Production labor	1,152	433,738	66			
Staff labor	529,803	172,216	751,455			
Payroll taxes	40,848	38,403	57,550			
Insurance - Workers Comp	10,743	9,717	14,672			
Insurance - Employee	54,286	54,391	72,092			
Retirement Costs	6,059	5,068	5,373			
Total Direct Labor	649,296	768,843	901,208			
Other Expenses						
Advertising	-	-	_			
Bad debts	-	-	-			
Commissions	_	29,471	_			
Data processing	6,397	744	10,309			
Depreciation	23,154	93,909	63,669			
Dues and subscriptions	140	-	60			
Freight - out	_	13,526	-			
Insurance - general	13,164	13,117	18,609			
Interest	3,152	22,095	12,564			
Office supplies/postage	209	166	329			
Office equipment/lease expense	-	-	-			
Other expenses	2,385	8,566	3,197			
Professional development	1,073	189	577			
Professional services	-	-	-			
Public relations	996	-	324			
Rent	3,835	313	250			
Repairs and maintenance	4,413	29,557	17,663			
Samples	-	29	-			
Service contract supplies	-	570	-			
Shop and program supplies	3,486	11,378	9,116			
Small tool and appliances	1,386	8,882	3,808			
Sub-contracted services	-	23,086	250			
Taxes and licenses	954	2,768	2,103			
Telephone	12,321	2,481	7,503			
Travel	4,040	46	2,381			
Utilities	4,740	45,378	20,073			
Vehicle operation/maintenance	13,465	3,005	20,634			
Total Other Expenses	99,310	309,276	193,419			
Total Expenses	\$ 748,606	\$ 1,436,874	\$ 1,094,627			

Program	Serv	ices				
		Total				
T		Program	General and		Total	
 Janitorial		Services	Administrative		Expenses	
\$ 	\$	358,755	\$ -	\$	358,755	
		358,755			358,755	
13,454		75,169	17,322		92,491	
650,067		1,085,023	455		1,085,478	
85,744		1,539,218	455,868		1,995,086	
55,991		192,792	35,873		228,665	
14,313		49,445	8,810		58,255	
137,068		317,837	50,635		368,472	
 28,572		45,072	8,656		53,728	
985,209		3,304,556	577,619		3,882,175	
_		_	21,377		21,377	
_		_	6,330		6,330	
46,793		76,264	0,550		76,264	
373		17,823	4,788		22,611	
5,375		186,107	21,789		207,896	
3,373		200	4,537		4,737	
_		13,526	4,557		13,526	
6,212		51,102	21,578		72,680	
0,212		37,811	22,460		60,271	
-						
-		704	12,647		13,351	
2 455		17.602	12,737		12,737	
3,455		17,603	30,884		48,487	
-		1,839	5,990		7,829	
-		1 220	32,602		32,602	
- 050		1,320	14,137		15,457	
850		5,248	240		5,488	
8,516		60,149	12,664		72,813	
50.066		29 52 426	105		29 52.561	
52,866		53,436	125	53,56		
185		24,165	2,985		27,150	
4,944		19,020	5,473		24,493	
6,072		29,408	1,742		31,150	
120		5,945	1,026	6,971		
615		22,920	7,965	30,885		
3,351		9,818	3,787	13,605		
212		70,403	11,314		81,717	
 4,796		41,900	4,903		46,803	
 144,735		746,740	264,080		1,010,820	
\$ 1,129,944	\$	4,410,051	\$ 841,699	\$	5,251,750	

DEVELOPMENT WORKSHOP, INC. Statements of Cash Flows Years Ended June 30, 2016 and 2015

	2016		2015
Cash Flows from Operating Activities			
Change in Net Assets	\$ (160,936)	\$	317,205
Adjustments to reconcile net assets			
to net cash provided (used) by operating activities			
(Gain) loss on sale of assets	-		(9,186)
(Gain) loss on investments	5,951		(3,964)
Depreciation	263,406		207,896
Net change in			
Accounts receivable	(2,667)		(42,526)
Other receivables	8,439		2,009
Inventories	(12,225)		67,269
Prepaid expenses	(14,809)		(1,144)
Accounts payable	(45,583)		18,710
Accrued expenses	(31,745)		35,310
Accrued all purpose leave	 (17,236)		6,227
Net Cash Provided (Used)			
by Operating Activities	 (7,405)	•	597,806
Cash Flows from Investing Activities			
Proceeds from sale of property and equipment	-		9,186
Proceeds from sale of investments	464,166		272,564
Purchases of property and equipment	(222,697)		(413,642)
Purchases of investments	 (94,474)	•	(420,618)
Net Cash Provided (Used)			
by Investing Activities	146,995		(552,510)

Cash Flows from Financing Activities		
Payments on long-term debt	(66,476)	(65,762)
Payments on capital lease	(49,399)	(29,072)
Proceeds from long-term debt		203,780
Net Cash Provided (Used)		
by Financing Activities	(115,875)	108,946
Net Increase in Cash	23,715	154,242
Cash at Beginning of Year	495,328	341,086
Cash at End of Year	\$ 519,043	\$ 495,328
Noncash Information		
Capitalized equipment from leases	\$ 40,890	\$ 211,742
Balances Per Statements of Financial Position		
Cash and cash equivalents	\$ 474,763	\$ 451,048
Restricted Cash - USDA Note Reserve Account	44,280	44,280
	\$ 519,043	\$ 495,328

DEVELOPMENT WORKSHOP, INC. Notes to Financial Statements

Years Ended June 30, 2016 and 2015

1. Summary of Significant Accounting Policies

Nature of Activities

The Development Workshop, Inc. (the Workshop) was incorporated in August 1973 and is governed by a Board of Directors who serve without compensation. The Workshop operates a community rehabilitation program to provide vocational services, training, and employment to persons with disabilities with the goal of making them self-supporting. The Workshop serves individuals primarily in a nine county area in eastern Idaho through facilities located in Idaho Falls, Rexburg, and Salmon.

The revenues of the Workshop are derived primarily from the following sources:

- 1. Contracts with various governmental agencies for services provided in training and employment of persons with a wide range and severity of disabilities.
- 2. Sale of products and services to federal and state governmental agencies.
- 3. Sale of products and services in the private sector.
- 4. Contributions by civic organizations, foundations, corporations, trusts and individuals.

Donated services are not recorded in the books unless the services are to be capitalized, in which case the services are recorded at their fair market value.

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles.

Financial Statement Presentation

The Workshop reports financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. Each class is defined as follows:

Permanently Restricted - Those net assets resulting from inflows of assets whose use is limited by donor-imposed restrictions, which do not expire by passage of time.

Temporarily Restricted - Those net assets resulting from inflows of assets whose use is limited by donor-imposed restrictions which expire by passage of time or are fulfilled by actions of the Workshop.

Unrestricted - Those net assets that are neither permanently or temporarily restricted.

DEVELOPMENT WORKSHOP, INC.

Notes to Financial Statements (continued)

June 30, 2016 and 2015

1. Summary of Significant Accounting Policies (continued)

Property and Equipment

The Organization capitalizes property and equipment over \$1,000. Property and equipment purchased are recorded in the books at cost. Equipment that is leased under capital leases is recorded at the present value of the lease payments to be made over the term of the lease. All depreciable assets are being depreciated using the straight-line method, over their estimated useful lives that range from three to forty years.

Inventories

Inventories are valued at the lower of cost (first in, first out) or market.

Accounts Receivable

Accounts receivable are reported at the outstanding balances due from customers for products and services provided. Receivables are billed monthly. An allowance for uncollectible accounts has been established as an estimate of those balances which may not be collected. The allowance is based on experience and other circumstances which may affect the ability of clients and customers to make their payments. Receivables are considered impaired if payments are not received in accordance with the contractual terms. It is the Workshop's policy to charge off uncollectible accounts receivable when management determines the receivable will not be collected. As of June 30, 2016 and 2015 there was \$11,770 and \$12,980 of accounts receivable in excess of 90 days, respectively.

Investments

Investments in marketable securities with readily determinable fair values are reported at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets. Short-term investments consist of stocks and debt securities with original maturities of twelve months or less. Long-term investments consist of mutual funds and debt securities with original maturities greater than twelve months.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Workshop considers all highly liquid investments available for current use with an initial maturity of three months or less to be cash equivalents.

Contributions

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence or nature of any donor restrictions. All donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

DEVELOPMENT WORKSHOP, INC.

Notes to Financial Statements (continued)

June 30, 2016 and 2015

1. Summary of Significant Accounting Policies (continued)

Tax Exempt Status

The Workshop has received a determination from the Internal Revenue Service that it qualifies as a nonprofit organization under section 501(c)(3) of the Internal Revenue Code. The Workshop also has received a determination from the State of Idaho that it qualifies as a corporation exempt from income taxes, including the minimum tax provisions, under section 63-3025C of the Idaho Code. Accordingly, there is no accounting for income taxes in the accompanying financial statements.

The 2013 through 2015 tax years remain open to examination by the Internal Revenue Service and the Idaho State Tax Commission. These taxing authorities have the authority to examine those years until the applicable statute of limitations expire.

Statement of Functional Expenses

The costs of providing various program and supporting services have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Estimates

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

Advertising

Advertising costs are accrued as a prepaid asset when incurred and expensed each month over the estimated benefit period. Advertising expense for the year ended June 30, 2016 was \$16,062 with \$396 included as a prepaid asset at year end. Advertising expense for the year ended June 30, 2015 was \$21,377 with \$600 included as a prepaid asset at year end.

Subsequent Events

The Workshop has evaluated subsequent events and transactions through November 15, 2016, the date the financial statements were available to be issued.

2. Cash and Cash Equivalents

The Workshop maintains several checking and savings accounts in local financial institutions. At times the total cash and cash equivalents held by these financial institutions exceed FDIC insurance coverage. At June 30, 2016 and 2015, the Workshop had \$310,365 and \$287,315 uninsured and uncollateralized, respectively.

3. Restricted Cash – USDA Note Reserve Account

Cash has been restricted under a debt service agreement with the USDA to reflect the required establishment of a reserve account to be used for future note payments or for repairs or improvements to the financed facility upon prior written approval.

4. Related Party Transactions

The Development Workshop, Inc. provides administrative services to the Development Workshop Foundation, a related entity, on a reimbursement basis. Charges for services and reimbursed expenses amounted to \$67,331 and \$66,805 for the years ended June 30, 2016 and 2015, respectively.

As of June 30, 2016 and 2015, the Workshop had related party receivables outstanding from the Foundation of \$4,189 and \$9,791, respectively.

The Workshop receives contributions from the Foundation for grants, client scholarships, fixed asset purchases, and other expenses. For the years ended June 30, 2016 and 2015, the Workshop received \$92,734 and \$254,299, respectively, of contributions from the Foundation.

The Workshop leases vehicles from the Foundation under capital leases. For the year ended June 30, 2016 and 2015, the Workshop paid \$49,399 and \$32,662, respectively, to the Foundation to lease vehicles.

5. Inventories

Major classes of inventories at June 30, 2016 and 2015 are summarized as follows:

	 2016	2015
Raw Materials	\$ 273,705	\$ 294,448
Finished Goods	 213,076	 180,108
	\$ 486,781	\$ 474,556

6. Membership in Transitional Living Center

During the fiscal year ended June 30, 1990, Development Workshop, Inc. purchased land for a client residential housing facility on behalf of Transitional Living Center, Inc. After the necessary financing for construction of the housing facility was in place, Development Workshop, Inc. transferred title of the land to Transitional Living Center, Inc. on August 31, 1992. Construction on the housing facility began in October 1992 and was completed in August 1994. Clients have been living in the facility since November 1993.

In 1994, Development Workshop, Inc. was reimbursed by HUD for a portion of the cost of the land for the Transitional Living Center. The remaining cost for the land, or \$25,655, represents the Workshop's membership in Transitional Living Center, Inc., a non-profit organization.

7. Investment – Development Workshop Enterprises, LLC

On September 25, 2006, Development Workshop, Inc. created a new for-profit company called Development Workshop Enterprises, LLC. The purpose of the new company is to provide training opportunities for people with disabilities and a vehicle for contracting with private businesses. The initial investment is being carried on the books of the Workshop at the original cost of \$2,000. There was no activity in the Development Workshop Enterprises, LLC for the years ended June 30, 2016 and 2015.

8. Fair Value Measurement

FASB ASC 820 specifies a hierarchy of valuation techniques based upon whether the inputs to those valuation techniques reflect assumptions other market participants would use based upon market data obtained from independent sources (observable inputs). The following summarizes the fair value hierarchy:

Level 1 Inputs –	Unadjusted quoted market prices for identical assets and liabilities in
	an active market.

Level 2 Inputs – Inputs other than the quoted process in active markets that are observable either directly or indirectly.

Level 3 Inputs – Inputs based on prices or valuation techniques that are both unobservable and significant to the overall fair value measurements.

FASB ASC 820 required the use of observable market data, when available, in making fair value measurements. When inputs used to measure fair value fall within different levels of the hierarchy, the level within which the fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurements. Valuation techniques used need to maximize the use of observable inputs.

8. Fair Value Measurement (continued)

The fair value measurements and levels within the fair value hierarchy of those measurements for the assets reported at fair value on a recurring basis at June 30, 2016 are as follows:

		Fair Value Measurements at Reporting Date Using					Using
			Quoted				
			Prices				
			in Active				
]	Markets for		Significant		
			Identical		Other	Si	ignificant
			Assets/		Observable	Unol	bservable
	Fair		Liabilities		Inputs		Inputs
	 Value		(Level 1)		(Level 2)		(Level 3)
Long-term Investments							
Corporate bonds	\$ 39,130	\$	39,130	\$	-	\$	-
Municipal bonds	37,642		37,642		-		-
Real estate investment trust	29,138		29,138		-		-
Equity mutual funds	83,451		83,451		-		-
International equity mutual funds	 33,360		33,360				
Total Long-term Investments	\$ 222,721	\$	222,721	\$	-	\$	

The fair value measurements and levels with the fair value hierarchy of those measurements for the assets reported at fair value on a recurring basis at June 30, 2015 are as follows:

		Fai	r Value Meası	ırem	ents at Report	ing Da	te Using
	Fair Value		Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)		Significant Other Observable Inputs (Level 2)		Significant observable Inputs (Level 3)
Long-term Investments							
Corporate bonds	\$ 39,335	\$	39,335	\$	-	\$	-
Municipal bonds	34,687		34,687		-		-
Real estate investment trust	22,930		22,930		-		-
Equity mutual funds	192,058		192,058		-		-
International equity mutual funds	103,400		103,400		-		-
Hedged equity mutual funds	20,060		20,060		-		-
Fixed income mutual funds	 185,894		185,894				
Total Long-term Investments	\$ 598,364	\$	598,364	\$	-	\$	-

8. Fair Value Measurement (continued)

Long-term investments are reported at fair value and measured on a recurring basis determined by reference to quoted market prices and other relevant information generated by market transactions.

The Organization recognizes transfers of assets into and out of levels as of the date an event or change in circumstances causes the transfer. There were no transfers between levels in the years ended June 30, 2016 and 2015.

9. Employee Retirement Plan

The Workshop has a tax sheltered deferred annuity plan, as described in Section 403(b) of the Internal Revenue Code, covering all staff employees who have met the service requirements. The contribution by the Workshop for staff employees is at a rate of zero to 2.5% of the employee's compensation depending upon the employee's length of service. Workshop contributions for Service Contract Act employees are determined by the federal contract they worked on and the contractual rate specified. Voluntary contributions to the plan are permitted to a maximum of \$18,000 with a \$5,500 additional allowance for employees who are 50 years old or older. Contributions to the retirement plan amounted to \$51,620 and \$53,727 for the years ended June 30, 2016 and 2015, respectively.

10. Operating Leases

The Workshop entered into an operating lease agreement in June 2013 for office equipment. The lease calls for monthly payments of \$901 and has a term of 60 months. Lease expense for the years ended June 30, 2016 and 2015 were \$14,944 and \$12,737, respectively. The minimum lease payments required under the operating lease as of June 30, 2016 are as follows:

2017	 \$	10,812
2018	 	10,812
		_
	\$	21,624

11. Capital Leases

In the years ended June 30, 2016 and 2015, the Workshop entered into agreements with the Development Workshop Foundation to lease vehicles under capital leases. The economic substance of the lease is that the Organization is financing the acquisition of the assets through the lease, and accordingly, it is recorded in the Workshop's assets and liabilities.

The following is an analysis of the leased assets included in fixed assets:

Vehicles	\$ 252,632
Less accumulated depreciation	(80,214)
	\$ 172,418

The lease agreements contain a bargain purchase option at the end of the lease term. The following is a schedule by years of future minimum payments required under the leases together with their present value at June 30, 2016:

2017		54,573
2018		54,573
2019		54,573
2020		17,968
2021		 105
Total min	imum lease payments	181,792
Less amou	unt representing interest	 (7,631)
		\$ 174,161

Amortization of assets held under capital leases is included in depreciation expense.

12. Long-term Debt

Long-term debt as of June 30, is as follows:

	 2016	 2015
4.25% note payable to USDA, due in monthly installments of \$3,690, including interest. Original principal amount of \$750,000. Secured by deed of trust. Final installment due July 2039.	\$ 587,417	\$ 605,451
4.03% note payable to US Bank, due in 59 monthly installments of \$826, including interest, with one final payment of all principal and interest due August 10, 2018. Original principal amount of \$44,750, secured by		
deed of trust.	20,359	29,290
3.75% note payable to USDA, due in monthly installments of \$1,894, including interest. Original principal amount of \$408,000, secured by deed of trust. Final installment due December 2040.	362,706	371,650
0% note payable to SourceAmerica, due in quarterly installments of \$10,189. Original principal amount of \$203,780, secured by deed of trust. Final installment		
due October 2019.	 142,646	 173,213
Less current portion of long-term debt	1,113,128 (79,028)	1,179,604 (77,495)
	\$ 1,034,100	\$ 1,102,109

12. Long-term Debt (continued)

Future installments of long-term debt as of June 30, 2016 are as follows:

2017	 \$	79,028
2018		80,623
2019		73,711
2020		53,179
2021		33,968
Thereafter		792,619
	\$	1,113,128

13. Line of Credit

The Workshop maintains a line of credit in the amount of \$125,000 from US Bank. The line of credit has a variable rate of interest of 0.5% plus prime, with a minimum annual interest rate of 4.25%. The interest rate as of June 30, 2016 and 2015 was 4.25%. The line of credit matures on December 10, 2016. As of June 30, 2016 and 2015, the balance of the line of credit was \$0. Advances on the line of credit during the year ended June 30, 2016 were \$225,000 and payments were \$225,000. There were no advances or payments on the line of credit in the year ended June 30, 2015.

14. Statement of Cash Flows Additional Information

Interest paid by the Workshop for the years ended June 30, 2016 and 2015 amounted to \$64,010 and \$60,271, respectively.

Since the Workshop is a non-profit organization, there are no payments for income taxes.

15. Temporarily Restricted Net Assets

During 2016, net assets were temporarily restricted for grants, client scholarships, and other expenses. The amount of contributions received from the Development Workshop Foundation for June 30, 2016 was \$92,734. The amount of other donations amounted to \$33,687. These restrictions were satisfied during the June 30, 2016 fiscal year.

15. Temporarily Restricted Net Assets (continued)

During 2015, net assets were temporarily restricted for grants, client scholarships, and other expenses. The amount of contribution received from the Development Workshop Foundation for June 30, 2015 was \$254,299. The amount of other donations amounted to \$41,262. These restrictions were satisfied during the June 30, 2015 fiscal year.

16. Permanently Restricted Net Assets

The Workshop currently has no permanently restricted net assets at June 30, 2016 and 2015.