# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2017 AND 2016

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CERTIFIED PUBLIC ACCOUNTANTS

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#### **INDEPENDENT AUDITOR'S REPORT**

The Board of Directors New York City Gay and Lesbian Anti-Violence Project, Inc.

We have audited the accompanying financial statements of New York City Gay and Lesbian Anti-Violence Project, Inc. (the "Agency"), which comprise the statements of financial position as of June 30, 2017 and 2016, 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 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.

#### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of New York City Gay and Lesbian Anti-Violence Project, Inc. as of June 30, 2017 and 2016, 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.

Lederer, Levine & Associates, LLC

Lyndhurst, NJ February 5, 2018

## NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. STATEMENTS OF FINANCIAL POSITION AS OF JUNE 30, 2017 AND 2016

| ASSETS   | *************************************** | 2017   | <br>2016  |
|--|---|--|---|
| Cash and cash equivalents (Notes B and G) Contributions receivable (Notes B and C) Government grants and other receivables (Notes B and H) Prepaid expenses and other assets Property and equipment, net (Notes B and D) Security deposits | \$                                      | 80,002<br>582,000<br>921,037<br>22,260<br>116,246<br>121,231 | \$<br>103,408<br>233,930<br>438,653<br>13,176<br>118,710<br>121,831 |
| TOTAL ASSETS   | \$                                      | 1,842,776  | \$<br>1,029,708   |
| LIABILITIES  |   |  |   |
| Accrued expenses and other payables Refundable advances Loan payable (Note E) Deferred rent payable (Note H)   | \$                                      | 292,129<br>60,738<br>113,941                                 | \$<br><br>344,972<br>72,897<br>40,000<br>61,779                     |
| TOTAL LIABILITIES  | *************************************** | 466,808  | <br>519,648   |
| COMMITMENTS AND CONTINGENCIES (Note H)   |   |  |   |
| NET ASSETS   |   |  |   |
| Unrestricted Temporarily restricted (Note I)   | · Aggregation                           | 567,237<br>808,731   | <br>145,681<br>364,379  |
| TOTAL NET ASSETS   | *************************************** | 1,375,968  | <br>510,060   |
| TOTAL LIABILITIES AND NET ASSETS   | \$                                      | 1,842,776  | \$<br>1,029,708   |

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED JUNE 30, 2017 AND 2016

|   |                                 | 2017                      |                                   |                   |                                 |               | 2016                      |          |                                 |
|---|---------------------------------|---------------------------|-----------------------------------|-------------------|---------------------------------|---------------|---------------------------|----------|---------------------------------|
| SUPPORT AND REVENUE:  | Unrestricted                    | Temporarily<br>Restricted | Total                             |                   | Unrestricted                    |               | Temporarily<br>Restricted |          | Total                           |
| Special events - revenue<br>Less: cost of direct benefits to donors                 | \$ 229,161<br>(37,973)          | €                         | \$ 229,161                        | $\sim$            | \$ 274,993 (49,558)             | <del>\$</del> |                           | <b>↔</b> | 274,993<br>(49,558)             |
| Net revenue from special events   | 191,188                         |                           | 191,188                           | 88                | 225,435                         | 1             |                           |          | 225,435                         |
| Government grants (Note H) Contributions Donated goods and services (Notes B and F) | 2,287,818<br>780,260<br>185,897 | 902,000                   | 2,287,818<br>1,687,260<br>185,897 | 318<br>260<br>397 | 2,074,150<br>350,183<br>237,927 |               | 354,791                   |          | 2,074,150<br>704,974<br>237,927 |
| Net assets released from restrictions   | 462,648                         | (462,648)                 | 077'00                            | 0/3               | 40,974<br>560,873               |               | (560,873)                 |          | 40,374                          |
| TOTAL SUPPORT AND REVENUE   | 3,971,089                       | 444,352                   | 4,415,441                         | 4                 | 3,489,142                       |               | (206,082)                 |          | 3,283,060                       |
| EXPENSES:   |                                 |                           |                                   |                   |                                 |               |                           |          |                                 |
| Program services<br>Management and general<br>Fundraising and development           | 2,674,552<br>620,039<br>254,942 |                           | 2,674,552<br>620,039<br>254,942   | 552<br>339<br>342 | 2,395,049<br>626,003<br>333,336 |               |                           |          | 2,395,049<br>626,003<br>333,336 |
| TOTAL EXPENSES  | 3,549,533                       |                           | 3,549,533                         | 533               | 3,354,388                       |               |                           |          | 3,354,388                       |
| Change in Net Assets  | 421,556                         | 444,352                   | 865,908                           | 908               | 134,754                         |               | (206,082)                 |          | (71,328)                        |
| Net Assets - Beginning of Year  | 145,681                         | 364,379                   | 510,060                           | 090               | 10,927                          |               | 570,461                   |          | 581,388                         |
| Net Assets - End of Year  | \$ 567,237                      | \$ 808,731                | \$ 1,375,968                      | н                 | \$ 145,681                      | <del>⇔</del>  | 364,379                   | ₽        | 510,060                         |

The accompanying notes are an integral part of these financial statements.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED JUNE 30, 2017

|  |                         |                           | 2017         |                             |               |                    |
|--|-------------------------|---------------------------|--------------|-----------------------------|---------------|--------------------|
|  | Program<br>Services     | Management<br>and General |              | Fundraising and Development |               | Total              |
| Salaries<br>Payroll taxes and employee benefits                                | \$ 1,612,938<br>316,489 | \$ 269,578                | <del>ν</del> | 150,134<br>29,459           | <del>\$</del> | 2,032,650 399,079  |
| Total salaries and related costs   | 1,929,427               | 322,709                   |              | 179,593                     |               | 2,431,729          |
| Professional fees and consultants (Note F)<br>Hotline volunteers (Note F)      | 10,299<br>165.110       | 185,234                   |              | 20,563                      |               | 216,096<br>165.110 |
| Occupancy (Note H)   | 318,595                 | 53,248                    |              | 29,655                      |               | 401,498            |
| Special events (Note F)  | 2,900                   |                           |              | 42,291                      |               | 45,191             |
| Travel and transportation  | 10,244<br>81,564        | 4,662                     |              |                             |               | 10,244<br>86,226   |
| Printing and design  | 6,908                   | 1,223                     |              | 5,700                       |               | 13,831             |
| Equipment rentals (Note H)   | 16,930                  | 3,170                     |              | 1,576                       |               | 21,676             |
| Software, office and equipment maintenance                                     | 45,807                  | 3,502                     |              | 1,951                       |               | 51,260             |
| Telephone and communication  | 31,635                  | 3,582                     |              | 1,995                       |               | 37,212             |
| Office and program supplies  | 7,526                   | 1,177                     |              | 655                         |               | 9,358              |
| Postage and mailing  | 2,084                   | 319                       |              | 3,266                       |               | 5,669              |
| Interest expense   |                         | 58                        |              |                             |               | 28                 |
| Insurance  | 12,142                  | 1,621                     |              | 905                         |               | 14,665             |
| Staff expenses and dues  | 14,037                  | 792                       |              | 3,727                       |               | 18,556             |
| Fees and assessments   | 162                     | 34,845                    |              |                             |               | 35,007             |
| Depreciation and amortization  | 11,182                  | 1,869                     |              | 1,041                       |               | 14,092             |
| Bad debts expense  |                         | 2,028                     |              |                             |               | 2,028              |
| Sub-total  | 2,674,552               | 620,039                   |              | 292,915                     |               | 3,587,506          |
| Less: expenses deducted directly from revenues on the statements of activities |                         |                           |              | 37,973                      |               | 37,973             |
| Total Exnanses   | \$ 2 674 552            | \$ 620 039                | ¥            | 254 942                     | <del>c</del>  | 3 549 533          |
|  |                         |                           | 11           | 1,04,046                    | <b> </b>      | - 11               |

The accompanying notes are an integral part of these financial statements.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED JUNE 30, 2016

|  |                         |                           | 2016                        |   |                    |
|--|-------------------------|---------------------------|-----------------------------|---|--------------------|
|  | Program<br>Services     | Management<br>and General | Fundraising and Development |   | Total              |
| Salaries<br>Payroll taxes and employee benefits                                | \$ 1,359,947<br>266,252 | \$ 253,981                | \$ 185,458<br>36,315        | ₩ | 1,799,386          |
| Total salaries and related costs   | 1,626,199               | 303,806                   | 221,773                     |   | 2,151,778          |
| Professional fees and consultants (Note F)<br>Hotline volunteers (Note F)      | 72,584<br>161,298       | 116,931                   | 36,581                      |   | 226,096<br>161,298 |
| Occupancy (Note H)   | 272,293                 | 75,352                    | 37,133                      |   | 384,778            |
| Special events (Note F)<br>Program activities                                  | 38.057                  |                           | 60,562                      |   | 60,562<br>38 057   |
| Travel and transportation  | 79,106                  | 550                       | 623                         |   | 80,279             |
| Printing and design  | 7,822                   | 719                       | 8,168                       |   | 16,709             |
| Equipment rentals (Note H)   | 15,735                  | 4,854                     | 2,010                       |   | 22,599             |
| Equipment repairs and maintenance  | 39,371                  | 3,904                     | 2,851                       |   | 46,126             |
| Telephone and communication  | 31,211                  | 4,089                     | 2,986                       |   | 38,286             |
| Office and program supplies  | 8,398                   | 1,363                     | 827                         |   | 10,588             |
| Postage and mailing  | 1,697                   | 174                       | 2,100                       |   | 3,971              |
| Interest expense   |                         | 669                       |                             |   | 669                |
| Insurance  | 10,843                  | 1,598                     | 1,167                       |   | 13,608             |
| Staff expenses and dues  | 15,999                  | 39,433                    | 4,062                       |   | 59,494             |
| Fees and assessments   | 1,088                   | 32,207                    | 231                         |   | 33,526             |
| Depreciation and amortization  | 13,348                  | 2,493                     | 1,820                       |   | 17,661             |
| Bad debts expense  |                         | 37,831                    |                             |   | 37,831             |
| Sub-total  | 2,395,049               | 626,003                   | 382,894                     |   | 3,403,946          |
| Less: expenses deducted directly from revenues on the statements of activities |                         |                           | 49,558                      |   | 49,558             |
| Total Expenses   | \$ 2,395,049            | \$ 626,003                | \$ 333,336                  | ₩ | 3,354,388          |

The accompanying notes are an integral part of these financial statements.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2017 AND 2016

|  |         | 2017                                     |            | 2016                                   |
|--|---------|--|------------|--|
| CASH FLOWS FROM OPERATING ACTIVITIES: Change in net assets   | \$      | 865,908                                  | \$         | (71,328)                               |
| Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:   |         |  |            |  |
| Depreciation and amortization Deferred rent Bad debts expense  |         | 14,092<br>52,162<br>2,028                |            | 17,661<br>61,779<br>37,831             |
| Changes in operating assets and liabilities:  (Increase) Decrease in assets:  Contributions receivable  Government grants and other receivable  Prepaid expenses and other assets  Security deposits |         | (350,098)<br>(482,384)<br>(9,084)<br>600 |            | 60,497<br>(4,448)<br>43,557<br>(4,435) |
| (Decrease) Increase in liabilities: Accrued expenses and other payables Refundable advances  |         | (46,343)<br>(12,159)                     |            | (113,845)<br>(70,137)                  |
| Net Cash Provided (Used) by Operating Activities   |         | 34,722                                   | April 1980 | (42,868)                               |
| CASH FLOWS FROM INVESTING ACTIVITIES: Property and equipment acquisitions  |         | (18,128)                                 | *********  | (3,704)                                |
| Net Cash Used by Investing Activities  | ******* | (18,128)                                 |            | (3,704)                                |
| CASH FLOWS FROM FINANCING ACTIVITIES:  Proceeds from loans payable  Principal repayments of loans payable  |         | (40,000)                                 |            | 89,154<br>(49,154)                     |
| Net Cash (Used) Provided by Financing Activities   |         | (40,000)                                 |            | 40,000                                 |
| NET DECREASE IN CASH AND CASH EQUIVALENTS  |         | (23,406)                                 |            | (6,572)                                |
| Cash and cash equivalents - beginning of year  |         | 103,408                                  | ********** | 109,980                                |
| CASH AND CASH EQUIVALENTS - END OF YEAR  | \$_     | 80,002                                   | \$         | 103,408                                |
| Supplementary Disclosure of Cash Flow Information: Cash paid during the year for interest  | \$      | 58                                       | \$         | 699                                    |

### NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016

#### Note A - Organization and Nature of Activities

The New York City Gay and Lesbian Anti-Violence Project, Inc ("AVP") (the "Agency") empowers lesbian, gay, bisexual, transgender, queer ("LGBTQ") and HIV-affected communities and allies to end all forms of violence through organizing and education, and supports survivors through counseling and advocacy. AVP operates a free and confidential 24-hour bilingual hotline staffed by AVP staff and trained volunteers, provides crisis intervention, safety planning, counseling and advocacy to individual survivors of violence and engages in community outreach and education to prevent and end violence within and against LGBTQ and HIV-affected communities in New York City. AVP coordinates the NYS Domestic Violence Network which addresses LGBTQ and HIV-affected domestic violence throughout the state. AVP also trains and educates "mainstream service providers", including law enforcement agencies, in NYS about violence within and against the LGBTQ and HIV-affected communities. In 2014, AVP launched a Legal Services Program, which provides free holistic, direct legal services to underserved LGBTQ and HIV-affected survivors of intimate partner violence and sexual violence in all five boroughs. AVP also coordinates the National Coalition of Anti-Violence Programs ("NCAVP") which is a national coalition of programs that addresses the pervasive problem of violence committed against and within the LGBTQ and HIV-affected communities throughout the United States.

AVP receives its principal support and revenue from governmental sources, private individuals and corporate foundations.

AVP is a not-for-profit corporation exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and is located in New York, NY.

#### Note B - Summary of Significant Accounting Policies

#### **Basis of Accounting**

The Agency follows accounting principles generally accepted in the United States of America ("U.S. GAAP") which include certain specialized requirements set forth by the Financial Accounting Standards Board.

#### Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which is February 5, 2018.

#### Accounting for Uncertainty in Income Taxes

The Agency's accounting policy is to record liabilities for uncertain tax positions when a liability is probable and estimable. Management is not aware of any violation of its tax status as an organization exempt from income taxes, nor of any exposure to unrelated business income tax.

#### Cash and Cash Equivalents

The Agency considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

#### **Contributions Receivable**

Contributions receivable, which consist of unconditional promises to give, are recognized as revenue in the year received. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years have not been discounted to net present value of their estimated future cash flows, unless management deems the discount amount to be immaterial to the financial statements.

#### **Government Grants and Other Receivables**

Federal, State, and City government grants and contract revenue is recognized when the corresponding program expenditures are made, or when milestones are reached, in accordance with the terms of the related contracts.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016 (Continued)

#### Note B - Summary of Significant Accounting Policies (continued)

#### Contributions

Contributions that are restricted by the donor 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.

#### **Donated Goods and Services**

Donated goods and services are recorded at the estimated fair value.

#### **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 certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

#### **Property and Equipment**

Property and equipment are stated at cost, less accumulated depreciation and amortization. The Agency capitalizes property and equipment with a useful life of two years or more and a cost of \$1,000 or more, unless the acquisition is reimbursed by a government grant, and the grantor retains title to the property or equipment. In those instances, the purchase is expensed in the year incurred. Depreciation and amortization are provided, using the straight-line method, over the estimated useful lives of the assets.

#### **Fair Value Measurements**

Fair value measurements are based on 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.

#### Reclassification

Certain line items in the June 30, 2016 financial statements have been reclassified to conform to the June 30, 2017 presentation.

#### Note C - Contributions Receivable

Contributions receivable consist of the following as of June 30, 2017 and 2016:

Unconditional promises to be collected in:

|   | 2017                  | 2016       |
|---|-----------------------|------------|
| Less than one year<br>One to five years | \$ 482,000<br>100,000 | \$ 233,930 |
| •                                       | \$ <u>582,000</u>     | \$ 233,930 |

The Agency has not recorded an allowance for doubtful accounts based on management's estimate of the credit worthiness of contributors and grantors.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016 (Continued)

#### Note D - Property and Equipment

Property and equipment consist of the following as at June 30, 2017 and 2016:

|   | Estimated Useful |                   |                   |
|---|------------------|-------------------|-------------------|
|   | Lives            | 2017              | 2016              |
| Computers                                 | 3 years          | \$ 194,867        | \$ 194,867        |
| Computer software                         | 3 years          | 3,485             | 3,485             |
| Furniture and equipment                   | 5-10 years       | 264,523           | 252,895           |
| Leasehold improvements                    | 10 years         | 305,782           | 305,782           |
| Website                                   | 3 years          | <u> 12,500</u>    | 12,500            |
|   | ·                | 781,157           | 769,529           |
| Less: accumulated depreciation and amount | rtization        | (664,911)         | (650,819)         |
| ·   |                  | \$ <u>116,246</u> | \$ <u>118,710</u> |

#### Note E - Loan Payable

In November 2015, the Organization entered into two (2) loan agreements with the Fund for the City of New York (the "Fund"). A loan for \$49,153.90 covered the Organization's operating expenses pending the receipt of funds from the NYC Human Resources Administration (the "HRA"). The loan was at no interest or service charges. The loan was repaid in full on February 24, 2016 by a direct recoupment from a HRA grant payment. The second loan was for \$40,000 for the supporting of various HIV/AIDS initiatives. The loan bears no interest but is subject to a one and one half percent service charge of \$600. The loan was originally due by January 30, 2016, but was subsequently paid in full on July 25, 2016 with the approval of the Fund.

\$ 40,000

#### Note F - Donated Goods and Services

Donated goods and services consisted of the following for the years ended June 30, 2017 and 2016:

|                        | 2017       | 2016       |
|------------------------|------------|------------|
| Hotline volunteers     | \$ 165,110 | \$ 161,298 |
| Lobbying consultants   | 14,000     | 36,000     |
| Special event expenses | 6,787      | 10,831     |
| Leasehold improvements |            | 29,798     |
| •                      | \$ 185,897 | \$ 237,927 |

#### Note G – Concentration of Credit Risk

The Agency maintains several bank accounts at a bank which is an institution insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. As of June 30, 2017 and 2016 there were no uninsured cash balances.

# NEW YORK CITY GAY AND LESBIAN ANTI-VIOLENCE PROJECT, INC. NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016 (Continued)

#### Note H - Commitments and Contingencies

The Agency entered into a real property lease in February, 2015. The lease term began July, 2015 and is scheduled to expire on August 31, 2026. Rental expense amounted to approximately \$376,800 for June 30, 2017 and \$323,500 for June 30, 2016, respectively. The Agency has also entered into various equipment lease agreements.

 Approximate future minimum annual rental commitments under noncancelable lease obligations are as follows:

|                                   | Office<br>Rent      | Equipment <u>Rent</u> | Totals              |
|-----------------------------------|---------------------|-----------------------|---------------------|
| For the years ended June 30, 2018 | \$ 340,000          | \$ 17,600             | \$ 357,600          |
| 2019                              | 360,000             | 16,100                | 376,100             |
| 2020                              | 370,000             | 16,100                | 386,100             |
| 2021                              | 381,000             | 16,100                | 397,100             |
| 2022                              | 393,000             | 14,300                | 407,300             |
| Thereafter                        | 1,392,000           | 11,200                | 1,403,200           |
|                                   | \$ <u>3,236,000</u> | \$ <u>91,400</u>      | \$ <u>3,327.400</u> |

AVP records rent expense on the straight-line basis as required under accounting principles generally accepted in the United States of America. Deferred rent payable amounted to \$113,941 and \$61,779 at June 30, 2017 and 2016, respectively.

2) A substantial amount of the Agency's revenues are government reimbursements. Revenues and related expenses are subject to audit verification by the funding agencies. The accompanying financial statements make no provision for possible disallowances. Although such disallowances could be substantial in amount, in the opinion of management, any actual disallowances would be immaterial.

#### Note I - Temporarily Restricted Net Assets

Temporarily restricted net assets are subject to the following restrictions at June 30:

|   | 2017              | 2016       |
|---|-------------------|------------|
| Purpose restrictions:                     |                   |            |
| NCAVP (a)                                 | \$ 200,000        | \$ 225,000 |
| Executive Discretionary funds (b)         | 123,809           |            |
| Intimate Partner Violence program support | 61,217            | 60,049     |
| Sexual Violence program support           | 10,166            | 45,167     |
| TGNC Program                              | 60,839            |            |
| Hate Violence program support (c)         | 77,700            | 25,048     |
| Legal work                                | •                 | 9,115      |
| Time restricted                           | 275,000           |            |
|   | \$ <u>808,731</u> | \$ 364,379 |

- (a) Also time restricted
- (b) includes \$60,000 of time restricted
- (c) includes \$25,000 of time restricted