

LLOYD A. FRY FOUNDATION

FINANCIAL STATEMENTS

June 30, 2017 and 2016

LLOYD A. FRY FOUNDATION
Chicago, Illinois

FINANCIAL STATEMENTS
June 30, 2017 and 2016

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INDEPENDENT AUDITOR'S REPORT

The Board of Directors
Lloyd A. Fry Foundation
Chicago, Illinois

Report on the Financial Statements

We have audited the accompanying financial statements of Lloyd A. Fry Foundation (the Foundation), which comprise the statements of financial position as of June 30, 2017 and 2016, and the related statements of activities 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.

(Continued)

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Lloyd A. Fry Foundation 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.

A handwritten signature in black ink that reads "CROWE HORWATH LLP". The letters are in all caps and have a cursive, flowing style.

Crowe Horwath LLP

Chicago, Illinois
December 22, 2017

LLOYD A. FRY FOUNDATION
STATEMENTS OF FINANCIAL POSITION
June 30, 2017 and 2016

	<u>2017</u>	<u>2016</u>
ASSETS		
Cash and equivalents	\$ 9,545,549	\$ 9,892,888
Accrued dividends and interest receivable	96,143	93,426
Prepaid expenses	20,178	3,824
Excise tax receivable	725,863	377,844
Investments	163,070,166	150,360,092
Beneficial interest in Lloyd A. Fry Trusts held by others	7,121,957	7,121,957
Furniture and equipment, net	<u>40,076</u>	<u>36,822</u>
Total assets	<u>\$ 180,619,932</u>	<u>\$ 167,886,853</u>
LIABILITIES AND NET ASSETS		
Accrued expenses	\$ 71,960	\$ 71,557
Unconditional grants payable	2,290,000	2,245,000
Federal excise tax	<u>562,655</u>	<u>286,506</u>
Total liabilities	2,924,615	2,603,063
Unrestricted net assets	170,573,360	158,161,833
Temporarily restricted net assets	<u>7,121,957</u>	<u>7,121,957</u>
Total net assets	<u>177,695,317</u>	<u>165,283,790</u>
Total liabilities and net assets	<u>\$ 180,619,932</u>	<u>\$ 167,886,853</u>

See accompanying notes to financial statements.

LLOYD A. FRY FOUNDATION
STATEMENTS OF ACTIVITIES
Years ended June 30, 2017 and 2016

	<u>2017</u>	<u>2016</u>
Changes in unrestricted net assets		
Revenue:		
Interest income	\$ 262,884	\$ 314,447
Dividends	2,152,364	3,339,995
Release from restriction, distributions from Lloyd A. Fry Trusts	451,977	412,993
Other	<u>88,271</u>	<u>10,529</u>
	<u>2,955,496</u>	<u>4,077,964</u>
Expenditures:		
Grants authorized	7,929,474	7,491,023
Administrative and other expenses	1,557,487	1,523,449
Investment management fees	804,878	818,125
Federal excise tax expense (benefit)	<u>428,182</u>	<u>(32,094)</u>
	<u>10,720,021</u>	<u>9,800,503</u>
Expenditures over revenue	<u>(7,764,525)</u>	<u>(5,722,539)</u>
Net gains (losses) on investments:		
Realized	6,494,101	3,426,440
Unrealized	<u>13,681,951</u>	<u>(10,564,675)</u>
	<u>20,176,052</u>	<u>(7,138,235)</u>
Increase (decrease) in unrestricted net assets	12,411,527	(12,860,774)
Changes in temporarily restricted net assets		
Change in beneficial interests in Lloyd A. Fry Trusts held by others	451,977	412,993
Release from restriction, distributions from Lloyd A. Fry Trusts	<u>(451,977)</u>	<u>(412,993)</u>
Change in temporarily restricted net assets	<u>-</u>	<u>-</u>
Total change in net assets	12,411,527	(12,860,774)
Net assets		
Beginning of year	<u>165,283,790</u>	<u>178,144,564</u>
End of year	<u>\$ 177,695,317</u>	<u>\$ 165,283,790</u>

See accompanying notes to financial statements.

LLOYD A. FRY FOUNDATION
STATEMENTS OF CASH FLOWS
Years ended June 30, 2017 and 2016

	<u>2017</u>	<u>2016</u>
Cash flows from operating activities		
Net decrease in net assets	\$ 12,411,527	\$ (12,860,774)
Adjustments to reconcile change in net assets to net cash flow used in operating activities:		
Depreciation	12,765	19,151
Net realized and unrealized losses (gains) on investments	(20,176,052)	7,138,235
Changes in:		
Accrued dividends and interest receivable	(2,717)	19,436
Prepaid expenses	(16,354)	(3,824)
Excise tax receivable	(348,019)	(216,719)
Accrued expenses	403	(11,115)
Unconditional grants payable	45,000	(170,500)
Federal excise tax	<u>276,149</u>	<u>(210,094)</u>
Net cash used in operating activities	(7,797,298)	(6,296,204)
 Cash flows from investing activities		
Additions of furniture and equipment	(16,019)	(31,806)
Proceeds from sales of investments	46,259,522	61,175,868
Purchases of investments	<u>(38,793,544)</u>	<u>(53,051,905)</u>
Net cash provided by investing activities	<u>7,449,959</u>	<u>8,092,157</u>
 Net change in cash and cash equivalents	(347,339)	1,795,953
 Cash and equivalents		
Beginning of year	<u>9,892,888</u>	<u>8,096,935</u>
 End of year	<u>\$ 9,545,549</u>	<u>\$ 9,892,888</u>
 Supplemental cash flow disclosure		
Cash paid for taxes	<u>\$ 500,000</u>	<u>\$ 451,310</u>

See accompanying notes to financial statements.

LLOYD A. FRY FOUNDATION
NOTES TO FINANCIAL STATEMENTS
June 30, 2017 and 2016

NOTE 1 - NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities: The Lloyd A. Fry Foundation (the "Foundation") is a nonprofit private charitable foundation which distributes grants principally to charitable organizations.

Cash Equivalents: The Foundation considers all investments purchased with an original maturity of three months or less to be cash equivalents. The Foundation maintains its cash in bank accounts which, at times, may exceed federally insured limits. The Foundation has not experienced any losses in such accounts. Management believes that the Foundation is not exposed to any significant credit risk on cash.

Investments: Investments are reported at fair value. The fair value of corporate bonds and equity securities traded on national securities exchanges is the last reported sales price. Purchases and sales of securities are accounted for on the trade date. Interest is recorded as earned and dividends are recorded on the ex-dividend date. Investments in other investment partnerships are valued at fair value based on the applicable percentage ownership of the investment partnerships' net assets or net asset value (NAV) as of the measurement date as provided by the investment partnerships. The investment partnerships value the underlying securities and other financial instruments on a fair value basis of accounting. The estimated fair values of underlying assets of certain investment partnerships, which may include private placements and other securities for which prices are not readily available, are determined by the general partner or sponsor of the respective investment partnership, and may not reflect amounts that could be realized upon immediate sale, nor amounts that ultimately may be realized. Accordingly, the estimated fair values may differ significantly from the values that would have been used had a ready market existed for these investments.

The Foundation invests in a variety of investments. Such investments are exposed to various risks such as interest rate, market, and credit risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of financial position.

Fair Value of Financial Instruments: The carrying amounts of financial instruments, including cash and cash equivalents, receivables, and payables, approximate fair value due to the short maturity of these instruments.

Furniture and Equipment: Furniture and equipment are stated at cost. Depreciation is being computed over the estimated useful lives of the assets using the straight-line method.

Beneficial Interest in Trusts: The Estate of Lloyd A. Fry established and funded trusts which are administered by an external trustee. The trusts make annual distributions for specified amounts to certain descendants of Lloyd A. Fry during their lifetimes. Under the terms of the trusts, the Foundation has the right to receive a portion of the excess income earned on the trust assets at the discretion of the trustee for the life (term) of the trusts as well as any residual values upon the termination of the trusts. The Foundation does not control the assets held by the outside trusts. Although the Foundation has no control over the administration of the funds held in these term trusts, the estimated fair value of the expected future cash flows from the trusts is recognized as an asset in the accompanying financial statements.

The Trusts made distributions to the Foundation of \$451,977 and \$412,993 during fiscal years 2017 and 2016, respectively.

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NOTE 1 - NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Unconditional Grants Payable: Grant expense is recognized in the period the unconditional grant is approved. Conditional grants that are subject to satisfaction of prior conditions by the intended recipients are not reflected in the financial statements. There were no conditional grants at June 30, 2017 and 2016.

Net Assets: The Foundation classifies its net assets as unrestricted, temporarily restricted, or permanently restricted. At June 30, 2017 and 2016, the Foundation does not have permanently restricted assets; accordingly, the net assets are classified as:

- *Unrestricted net assets* – Represents assets, other than beneficial interests in trusts held by others, in excess of liabilities. The trust document under which the Foundation was formed, as well as its bylaws, does not specify a restriction on the amount of grants and contributions that may be paid out of income or principal.
- *Temporarily restricted net assets* – Represents assets held by others in trust. The restrictions expire by passage of time and by the receipt of distributions from the trustee.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“US GAAP”) requires management to make estimates and assumptions affecting the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Uncertain Tax Positions: The Foundation follows guidance issued by the Financial Accounting Standards Board (FASB) with respect to accounting for uncertainty in income taxes. A tax position is recognized as a benefit only if it is “more likely than not” that the tax position would be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. Where tax positions do not meet the “more likely than not” test, no tax benefit is recorded.

The Foundation is exempt from U.S. federal income tax as well as income tax of the state of Illinois under section 501(c)(3) of the Internal Revenue Code as a Private Foundation as described in 509(a). All domestic private foundations must calculate their distributable amount annually. The Foundation's distributable amount is the amount of qualifying distributions based upon certain criteria that needs to be granted by the end of the succeeding year to avoid an excise tax for failure to distribute income.

The Foundation recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expense, respectively. The Foundation has no amounts accrued for interest or penalties as of June 30, 2017 and 2016. The Foundation is no longer subject to examination by U.S. federal taxing authorities for years before June 30, 2014, and for all state income taxes through June 30, 2014. The Foundation does not expect the total amount of unrecognized tax benefits to significantly change in the next 12 months.

Recent Accounting Guidance: In February 2016, the FASB issued (ASU) 2016-02, *Leases*. This ASU affects any entity that enters into a lease, with some specified scope exemptions. The main difference between previous US GAAP and this ASU is the recognition of lease assets and lease liabilities by lessees for those leases classified as operating leases under previous US GAAP. Nonpublic business entities should apply the amendments for fiscal years beginning after December 15, 2019. The Foundation has not yet implemented this ASU and is in the process of assessing the effect on the Foundation's financial statements.

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LLOYD A. FRY FOUNDATION
NOTES TO FINANCIAL STATEMENTS
June 30, 2017 and 2016

NOTE 1 - NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

In August 2016, the FASB issued (ASU) 2016-14, *Not-for-Profit Entities: Topic 958*. The amendments in this Update affect not-for-profit entities (“NFP’s”) and the users of their general purpose financial statements. The amendments in this Update make certain improvements to the current net asset classification requirements and the information presented in financial statements and notes about a NFP’s liquidity, financial performance, and cash flows. The amendments in the ASU are effective for annual financial statements issued for fiscal years beginning after December 15, 2017. Early application of the amendments in this Update is permitted. The Foundation has not yet implemented this ASU and is in the process of assessing the effect on the Foundation’s financial statements.

Reclassifications: Certain reclassifications have been made to prior year amounts to conform to the current year presentation. These reclassifications had no effect on the change in net assets or classification of net assets.

Subsequent Events: The Foundation has performed an analysis of the activities and transactions subsequent to June 30, 2017, to determine the need for any adjustments to and/or disclosures within the audited financial statements for the year ended June 30, 2017. Management has performed their analysis through December 22, 2017, the date the financial statements were available to be issued.

NOTE 2 - INVESTMENTS

Investments consisted of the following:

	<u>2017</u>	<u>2016</u>
Common stock		
Large cap	\$ 17,960,052	\$ 16,402,331
Mid cap	10,777,939	7,806,013
Small cap	9,556,305	7,274,800
Mutual funds		
Equity	31,629,541	25,273,098
Fixed income	14,243,622	12,840,144
Fixed Income		
Corporate bonds	7,975,896	7,557,835
Federal and agency bonds	10,053,320	11,180,337
International bonds	34,984	20,315
Real estate investment trusts	-	1,870,204
Certificate of deposit	750,000	750,000
Hedge funds	26,890,098	25,121,064
Private equity investments	<u>33,198,409</u>	<u>34,263,951</u>
	<u>\$ 163,070,166</u>	<u>\$ 150,360,092</u>

(Continued)

LLOYD A. FRY FOUNDATION
NOTES TO FINANCIAL STATEMENTS
June 30, 2017 and 2016

NOTE 3 - FAIR VALUE DISCLOSURES

FASB defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Foundation uses various methods including market, income and cost approaches. Based on these approaches, the Foundation often utilizes certain assumptions that market participants would use in pricing the asset or liability, including assumptions about risk and or the risks inherent in the inputs to the valuation technique. These inputs can be readily observable, market corroborated, or generally unobservable inputs. The Foundation utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques, the Foundation is required to provide the following information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values.

Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

- Level 1 Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Foundation has the ability to access as of the measurement date.
- Level 2 Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 Significant unobservable inputs that reflect the Foundation's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

Fair Value on a Recurring Basis: The table below presents the balances of assets and liabilities measured at fair value on a recurring basis as of June 30, 2017:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>(NAV¹)</u>	<u>Total</u>
Common stock					
Large cap	\$ 17,960,052	\$ -	\$ -	\$ -	\$ 17,960,052
Mid cap	10,777,939	-	-	-	10,777,939
Small cap	9,556,305	-	-	-	9,556,305
Mutual funds					
Equity	27,677,434	-	-	3,952,107	31,629,541
Fixed income	5,297,976	-	-	8,945,646	14,243,622
Fixed income					
Corporate bonds	-	7,975,896	-	-	7,975,896
Federal and agency bonds	10,053,320	-	-	-	10,053,320
International bonds	34,984	-	-	-	34,984
Real estate investment trusts	-	-	-	-	-
Certificate of deposit	-	750,000	-	-	750,000
Hedge funds	-	-	-	26,890,098	26,890,098
Private equity investments	-	-	-	33,198,409	33,198,409
	<u> </u>				
Total investments	<u>\$ 81,358,010</u>	<u>\$ 8,725,896</u>	<u>\$ -</u>	<u>\$ 72,986,260</u>	<u>\$ 163,070,166</u>
Beneficial interests in trusts	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 7,121,957</u>	<u>\$ -</u>	<u>\$ 7,121,957</u>

⁽¹⁾ Investments measured at NAV are presented in this table to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of financial position.

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NOTE 3 - FAIR VALUE DISCLOSURES (Continued)

Certificate of deposit account: Fair values are estimated to approximate deposit account balances, payable on demand, as no discounts for credit quality or liquidity were determined to be applicable (Level 2 inputs – market approach).

Hedge funds and private equity: For hedge funds and limited partnerships, for which there is no active market, the Foundation records these investments at the net asset value (“NAV”). The Foundation also reviews information such as historical and current performance of the underlying assets, cash flow projections, liquidity and credit premiums required by a market participant, and financial trend analysis with respect to the individual fund manager. Together, these factors are utilized in determining individual security valuations. Due to current market conditions as well as the limited trading activity of these securities, the market value of the securities is highly sensitive to assumption changes and market value volatility. In some cases, the Foundation is able to redeem these funds within 90 days of June 30th at the NAV. Foundation management has done considerable independent review of valuations reported by investment managers and determined that NAV is a reasonable and prudent estimate of fair value. Alternative investments are not readily marketable and their estimated value is subject to uncertainty. Therefore, there may be a material difference between their estimated value and the value that would have been used had a readily determinable fair value for such investments existed.

Beneficial interest in assets held by others: The fair value of beneficial interests in trust assets was determined based upon the present value of future cash flows from the trusts. The trusts cannot be redeemed by management until the termination of the trusts. (Level 3 inputs – income approach).

Description of Alternative Investments and Liquidity:

The hedge fund-of-funds alternative investments were comprised of two portfolios, Evanston Weatherlow and Maverick Stable Value Fund. Both funds were submitted for redemption during the year ended June 30, 2017. Both portfolios are offshore hedge fund-of-funds investments which invests its capital into limited partnerships.

- Evanston Weatherlow provided quarterly liquidity with 65-day notice. Evanston Weatherlow had a one year lock-up, which expired.
- Maverick Stable Value Fund (M2 shares) has a commitment period of two years. This share class provides liquidity every two years commencing on the second anniversary of the start of each investment's commitment period, with 95-day notice. With the consent of the Maverick's Board, this share class may provide quarterly liquidity, with 95-day notice, but is subject to an early termination charge during the first commitment period.

Both hedge fund-of-funds managers invest in 25 to 40 underlying hedge fund managers. Evanston Weatherlow is a multi-strategy hedge fund-of-funds manager who invests in equity long/short, credit, and global macro strategies. Maverick Stable is a multi-strategy hedge fund-of-funds manager who invests in equity long/short, multi-strategy and credit strategies. The objective for these hedge fund-of-funds is equity like returns with half the risk of the S&P 500 Index over a full market cycle. The hedge fund-of-funds investments are not intended to capture the entire equity market rally, but to better preserve capital during a down period in the equity markets.

(Continued)

LLOYD A. FRY FOUNDATION
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2017 and 2016

NOTE 3 - FAIR VALUE DISCLOSURES (Continued)

The private equity alternative investments are comprised of three private equity fund-of-funds investment portfolios that are offshore limited partnerships. Two of the private equity managers (Adams Street and Abbott Capital) are primary private equity investments while Collier Capital is a secondary private equity investment. The liquidity of the private equity fund-of-funds is estimated at 10 to 12 years with 3 one-year extensions, while the secondary fund is intended to distribute capital more quickly. Distributions may be paid out throughout the life of the investment. All managers tend to invest globally with a bias towards buyouts, venture capital, secondaries, and mezzanine.

The three private equity fund-of-funds managers invest in underlying limited partnerships and direct companies with each fund investing in well over 500 to 1,500 individual companies. The typical areas of investments for the private equity managers are within the following sectors: technology, health care, services, consumer-related, energy, telecom and financial. The exit strategy for the private equity managers underlying companies are typically the IPO market, a strategic buyer or another private equity firm.

The real estate investment trusts are comprised of two investment managers, Harrison Street and TA Associates. Harrison Street is an opportunistic/value-added real estate manager focused on multifamily, education, healthcare, and storage. TA Associates is a value-added real estate manager focused on multi-family, industrial and office. The liquidity on these investments is estimated to be 10 years. Distributions may be paid out throughout the life of the investments. These investments will be diversified geographically throughout the entire US. On average, there have been between 90 and 110 investment properties in each fund. The exit strategy for the real estate investments will either be public REITs, strategic buyers, pension funds and/or insurance companies.

The schedule below lists the remaining number of years until the partnerships are expected to be dissolved without extension, allowing the Foundation to withdraw its investment:

	<u>< 1 year</u>	<u>1 - 5 years</u>	<u>6 - 10 years</u>	<u>Thereafter</u>	<u>Total</u>
Limited partnerships:					
Private equity	\$ -	\$ 16,954,813	\$ 16,243,596	\$ -	\$ 33,198,409

The Foundation had unfunded commitments to make additional private equity investments of approximately \$11,670,000 at June 30, 2017. Subsequent to year end, management has committed approximately \$8.75 million to two new investment funds.

NOTE 4 - OTHER COMMITMENTS

The Foundation is required to make the following minimum annual rental payments under a non-cancelable lease for office space through March 31, 2027:

2018	\$ 136,802
2019	140,363
2020	143,924
2021	147,485
2022	151,046
Thereafter	<u>762,432</u>
	<u>\$ 1,482,052</u>

Rental expense (primarily for office space) was approximately \$78,300 and \$129,700 for fiscal year 2017 and 2016, respectively.

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LLOYD A. FRY FOUNDATION
NOTES TO FINANCIAL STATEMENTS
June 30, 2017 and 2016

NOTE 5 - FEDERAL EXCISE TAXES

The Foundation is classified as a private foundation pursuant to Section 509(a) of the Internal Revenue Code and, therefore, is subject to an excise tax on net investment income, including realized net gains on sales of securities. In addition, in fiscal years 2017 and 2016, a liability for deferred excise taxes was provided on the unrealized gain on investments and accrued investment income. The tax was provided for at a 2 percent rate.

The Foundation's current excise tax receivable at June 30, 2017 and 2016, was \$725,863 and \$377,844 while the deferred excise tax liability was \$562,655 and \$286,506, respectively. The provision for current and deferred federal excise taxes for the years ended June 30, 2017 and 2016, are as follows:

	<u>2017</u>	<u>2016</u>
Current excise tax	\$ 152,032	\$ 178,000
Deferred excise tax (benefit)	<u>276,150</u>	<u>(210,094)</u>
Total	<u>\$ 428,182</u>	<u>\$ (32,094)</u>

NOTE 6 - GRANT DISTRIBUTIONS

Unconditional grants authorized but not distributed as of June 30, 2017 and 2016, totaled \$2,290,000 and \$2,245,000, respectively. Grant expense for the fiscal years 2017 and 2016 consisted of the following:

	<u>2017</u>	<u>2016</u>
Unconditional grants payable at beginning of year	\$ (2,245,000)	\$ (2,415,500)
Grants distributed	7,884,474	7,661,523
Unconditional grants payable at year end	<u>2,290,000</u>	<u>2,245,000</u>
	<u>\$ 7,929,474</u>	<u>\$ 7,491,023</u>

NOTE 7 - EMPLOYEE BENEFIT PLAN

The Foundation maintains a Section 403(b) salary reduction retirement plan. The plan covers all employees. The plan agreement provides for employer contributions based on a set percentage of salary up to the annual maximum. The Foundation's contributions for 2017 and 2016 were \$87,841 and \$63,594, respectively.