# NATIONAL POSTAL MAIL HANDLERS UNION

A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO DECEMBER 31, 2019 AND 2018

## ASSETS

	2019	2018
CURRENT ASSETS		
Cash and cash equivalents	\$9,978,337	\$10,295,887
Accounts receivable - local unions	50,562	59,985
Accounts receivable - other	1,269,691	1,421,885
Tax refunds receivable	1,647,788	1,720,647
Interest receivable	62,471	69,406
Loans to local unions	0	57,303
Prepaid expenses	221,910	290,249
Total current assets	13,230,759	13,915,362
INVESTMENTS		
Marketable securities — at fair value	7,517,308	7,650,945
FIXED ASSETS		
Furniture, fixtures and equipment	1,958,930	2,181,710
Leasehold improvements	488,782	291,600
	2,447,712	2,473,310
Accumulated depreciation		
and amortization	(1,481,254)	(1,822,006)
Total fixed assets	966,458	651,304
OTHER ASSETS		
Inventory of promotional items	-	13,571
Deposits	223,279	194,509
Total other assets	223,279	208,080
TOTAL ASSETS	\$21,937,804	\$22,425,691

# LIABILITIES

#### **CURRENT LIABILITIES**

Accounts payable	<b>*</b> 0 <b>=</b> 10 000	*** *** ***
and accrued expenses	\$2,512,268	\$2,699,989
Dues collected for local unions	118,987	22,485
Deferred dues revenue	36,469	8,798
Deferred rent liability	46,188	56,115
Total current liabilities	2,713,912	2,787,387
LONG-TERM LIABILITIES		
Deferred rent liability	37,686	19
Security deposit — sublease	0	9,377
Net unfunded pension (asset) liability	(590,942)	1,223,586
Total long-term liabilities	(553,256)	1,232,982
TOTAL LIABILITIES	2,160,656	4,020,369
NET ASSETS WITHOUT DONOR		
RESTRICTIONS	19,777,148	18,405,322
TOTAL LIABILITIES AND NET ASSETS		
WITHOUT DONOR RESTRICTIONS	\$21,937,804	\$22,425,691

### STATEMENTS OF ACTIVITIES

REVENUE     2019     2019       Per capita assessments	STATEMENTS OF ACTIVITIES		
Member per capita     7,143,157     7,087,454       Associate per capita     1,008,350     1,013,875       8,151,507     8,101,329       MHBP service fee     5,122,008     5,615,412       Investment return, net     756,628     35,565       National Billing Program     146,319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     2     2,402,539     2,433,965       Salaries and employee benefits     1,560,906     1,677,327       Net periodic pension cost - service cost     306,817     304,571       Other components of net periodic pension cost     119,1261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     2,7758     43,206       Computer services     82,667     77,877 <th>REVENUE</th> <th>2019</th> <th>2018</th>	REVENUE	2019	2018
Associate per capita     1.008,350     1.013,875       8,151,507     8,101,329       MHBP service fee     5,122,008     5,615,412       Investment return, net     756,628     35,565       National Billing Program     146,1319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Computer services     282,667     77,877	Per capita assessments		
Associate per capita     1.008,350     1.013,875       8,151,507     8,101,329       MHBP service fee     5,122,008     5,615,412       Investment return, net     756,628     35,565       National Billing Program     146,1319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Computer services     282,667     77,877	Member per capita	7,143,157	7,087,454
8,151,507     8,101,329       MHBP service fee     5,122,008     5,615,412       Investment return, net     756,628     35,555       National Billing Program     146,319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     E     E       Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost     - service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296			
Investment return, net     756,628     35,565       National Billing Program     146,319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     23,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost     net orgonents of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876     11.285,012       Automobile and housing     117,541     112,325     Bank charges     70,264     52,296       Charitable contributions     2,7758     43,206     Computer services     82,667     77,877       Convention     579     7,361     Depreciation and amortization     260,514     243,420       Insurance and bonding     3		8,151,507	8,101,329
National Billing Program     146,319     147,448       Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     -     -       Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     277,758     43,200       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,	MHBP service fee	5,122,008	5,615,412
Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES	Investment return, net	756,628	35,565
Royalties     274,618     290,163       Rental income     107,186     176,320       Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES	National Billing Program	146,319	147,448
Sale of promotional items     20,091     29,134       Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     300,617     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     2,7758     43,200       Computer services     82,667     7,787       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879 </td <td>Royalties</td> <td>274,618</td> <td>290,163</td>	Royalties	274,618	290,163
Miscellaneous     33,021     32,575       Total revenue     14,611,378     14,427,946       EXPENSES     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost - service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074	Rental income	107,186	176,320
Total revenue     14,611,378     14,427,946       EXPENSES     Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost - service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Printing and publications     438,618     364,611       P	Sale of promotional items	20,091	29,134
EXPENSES       Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,078     880,989	Miscellaneous	33,021	32,575
Per capita taxes     2,402,539     2,433,965       Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     244,2420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications	Total revenue	14,611,378	14,427,946
Salaries and wages     3,105,555     3,354,497       Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,200       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items	EXPENSES		
Payroll taxes and employee benefits     1,560,906     1,677,327       Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items	Per capita taxes	2,402,539	2,433,965
Net periodic pension cost – service cost     306,817     304,571       Other components of net periodic pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989	Salaries and wages	3,105,555	3,354,497
Other components of net periodic pension cost143,492206,846Revenue Sharing Program, net1,868,2752,074,876Income and property taxes1,191,2611,285,012Automobile and housing117,541112,325Bank charges70,26452,296Charitable contributions27,75843,206Computer services82,66777,877Convention5797,361Depreciation and amortization260,514243,420Insurance and bonding37,41634,312Leased equipment31,31534,922Meetings and conferences287,879246,716Miscellaneous4,9944,764Office supplies and postage180,074155,345Printing and publications438,618364,611Professional fees769,709623,686Promotional items25,16127,821Rent850,078880,989Repairs and maintenance61,85346,993Scholarships44,50051,000Telephone67,38881,146Travel and lodging517,236386,825Total expenses14,454,38914,812,709EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DecREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS18,405,32219,153,401	Payroll taxes and employee benefits	1,560,906	1,677,327
pension cost     143,492     206,846       Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships	Net periodic pension cost — service cost	306,817	304,571
Revenue Sharing Program, net     1,868,275     2,074,876       Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     14,454,389     14,812,709       EXCESS (DEFICI	Other components of net periodic		
Income and property taxes     1,191,261     1,285,012       Automobile and housing     117,541     112,325       Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     156,989     (384,763)       Pension-relate	pension cost	143,492	206,846
Automobile and housing   117,541   112,325     Bank charges   70,264   52,296     Charitable contributions   27,758   43,206     Computer services   82,667   77,877     Convention   579   7,361     Depreciation and amortization   260,514   243,420     Insurance and bonding   37,416   34,312     Leased equipment   31,315   34,922     Meetings and conferences   287,879   246,716     Miscellaneous   4,994   4,764     Office supplies and postage   180,074   155,345     Printing and publications   438,618   364,611     Professional fees   769,709   623,686     Promotional items   25,161   27,821     Rent   850,078   880,989     Repairs and maintenance   61,853   46,993     Scholarships   44,500   51,000     Telephone   67,388   81,146     Travel and lodging   517,236   386,825     Total expenses   12,14,837   (363,316)     DECREASE IN NET ASSETS WITHOUT   1,371,826	Revenue Sharing Program, net	1,868,275	2,074,876
Bank charges     70,264     52,296       Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       Pension-related changes other than net periodic pension cost	Income and property taxes	1,191,261	1,285,012
Charitable contributions     27,758     43,206       Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     0/SR89     (363,316)       DecREASE IN NET ASSETS WITHOUT	Automobile and housing	117,541	112,325
Computer services     82,667     77,877       Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     0VER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316) </td <td>Bank charges</td> <td>70,264</td> <td>52,296</td>	Bank charges	70,264	52,296
Convention     579     7,361       Depreciation and amortization     260,514     243,420       Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     0/VER EXPENSES     156,989     (384,763)       Pension-related changes other     1,214,837     (363,316)     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT	Charitable contributions	27,758	43,206
Depreciation and amortization260,514243,420Insurance and bonding37,41634,312Leased equipment31,31534,922Meetings and conferences287,879246,716Miscellaneous4,9944,764Office supplies and postage180,074155,345Printing and publications438,618364,611Professional fees769,709623,686Promotional items25,16127,821Rent850,078880,989Repairs and maintenance61,85346,993Scholarships44,50051,000Telephone67,38881,146Travel and lodging517,236386,825Total expenses14,454,38914,812,709EXCESS (DEFICIENCY) OF REVENUE156,989(384,763)Pension-related changes other1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT1,371,826(748,079)NET ASSETS WITHOUT1,371,826(748,079)DONOR RESTRICTIONS18,405,32219,153,401	Computer services	82,667	77,877
Insurance and bonding     37,416     34,312       Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     0VER EXPENSES     156,989     (384,763)       Pension-related changes other     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT     1,371,826     (748,079)       NET ASSETS WITHOUT     1,371,826     (748,079)       DONOR RESTRICTIONS     18,405,322     19,153,401<	Convention	579	7,361
Leased equipment     31,315     34,922       Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     156,989     (384,763)       Pension-related changes other     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT     1,371,826     (748,079)       NET ASSETS WITHOUT     1,371,826     (748,079)       DONOR RESTRICTIONS     18,405,322     19,153,401	Depreciation and amortization	260,514	243,420
Meetings and conferences     287,879     246,716       Miscellaneous     4,994     4,764       Office supplies and postage     180,074     155,345       Printing and publications     438,618     364,611       Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     18,405,322     19,153,401	Insurance and bonding	37,416	34,312
Miscellaneous4,9944,764Office supplies and postage180,074155,345Printing and publications438,618364,611Professional fees769,709623,686Promotional items25,16127,821Rent850,078880,989Repairs and maintenance61,85346,993Scholarships44,50051,000Telephone67,38881,146Travel and lodging517,236386,825Total expenses14,454,38914,812,709EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES156,989QVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS18,405,32219,153,401	Leased equipment	31,315	34,922
Office supplies and postage   180,074   155,345     Printing and publications   438,618   364,611     Professional fees   769,709   623,686     Promotional items   25,161   27,821     Rent   850,078   880,989     Repairs and maintenance   61,853   46,993     Scholarships   44,500   51,000     Telephone   67,388   81,146     Travel and lodging   517,236   386,825     Total expenses   14,454,389   14,812,709     EXCESS (DEFICIENCY) OF REVENUE   0VER EXPENSES   156,989   (384,763)     Pension-related changes other   1,214,837   (363,316)     DECREASE IN NET ASSETS WITHOUT   1,371,826   (748,079)     NET ASSETS WITHOUT   1,371,826   19,153,401     DONOR RESTRICTIONS   .   .     Beginning of the year   18,405,322   19,153,401	Meetings and conferences	287,879	246,716
Printing and publications   438,618   364,611     Professional fees   769,709   623,686     Promotional items   25,161   27,821     Rent   850,078   880,989     Repairs and maintenance   61,853   46,993     Scholarships   44,500   51,000     Telephone   67,388   81,146     Travel and lodging   517,236   386,825     Total expenses   14,454,389   14,812,709     EXCESS (DEFICIENCY) OF REVENUE   0VER EXPENSES   156,989   (384,763)     Pension-related changes other   1,214,837   (363,316)     DECREASE IN NET ASSETS WITHOUT   1,371,826   (748,079)     NET ASSETS WITHOUT   1,371,826   (748,079)     DONOR RESTRICTIONS   18,405,322   19,153,401	Miscellaneous	4,994	4,764
Professional fees     769,709     623,686       Promotional items     25,161     27,821       Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE     0YER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     19,153,401	Office supplies and postage	180,074	155,345
Promotional items   25,161   27,821     Rent   850,078   880,989     Repairs and maintenance   61,853   46,993     Scholarships   44,500   51,000     Telephone   67,388   81,146     Travel and lodging   517,236   386,825     Total expenses   14,454,389   14,812,709     EXCESS (DEFICIENCY) OF REVENUE   0VER EXPENSES   156,989   (384,763)     Pension-related changes other   1,214,837   (363,316)     DECREASE IN NET ASSETS WITHOUT   1,371,826   (748,079)     NET ASSETS WITHOUT   .   .     DONOR RESTRICTIONS   .   .     Beginning of the year   18,405,322   19,153,401		438,618	364,611
Rent     850,078     880,989       Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     .     .       Beginning of the year     18,405,322     19,153,401	Professional fees	769,709	623,686
Repairs and maintenance     61,853     46,993       Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     .     .       Beginning of the year     18,405,322     19,153,401	Promotional items		27,821
Scholarships     44,500     51,000       Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     .     .       Beginning of the year     18,405,322     19,153,401	Rent	850,078	
Telephone     67,388     81,146       Travel and lodging     517,236     386,825       Total expenses     14,454,389     14,812,709       EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES     156,989     (384,763)       Pension-related changes other than net periodic pension cost     1,214,837     (363,316)       DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS     1,371,826     (748,079)       NET ASSETS WITHOUT DONOR RESTRICTIONS     .     .       Beginning of the year     18,405,322     19,153,401	Repairs and maintenance	61,853	46,993
Travel and lodging517,236386,825Total expenses14,454,38914,812,709EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS18,405,32219,153,401	Scholarships	44,500	51,000
Total expenses14,454,38914,812,709EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS.18,405,32219,153,401	Telephone	67,388	81,146
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS18,405,32219,153,401	Travel and lodging	517,236	386,825
OVER EXPENSES156,989(384,763)Pension-related changes other than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS18,405,32219,153,401	Total expenses	14,454,389	14,812,709
than net periodic pension cost1,214,837(363,316)DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS818,405,32219,153,401	OVER EXPENSES	156,989	(384,763)
DONOR RESTRICTIONS1,371,826(748,079)NET ASSETS WITHOUT DONOR RESTRICTIONS.Beginning of the year18,405,32219,153,401		1,214,837	(363,316)
DONOR RESTRICTIONSBeginning of the year18,405,32219,153,401	DONOR RESTRICTIONS	1,371,826	(748,079)
End of the year 19,777,148 18,405,322	Beginning of the year	18,405,322	19,153,401
	End of the year	19,777,148	18,405,322