

Love A Child, Inc.

Consolidated Financial Statements

Years Ended December 31, 2015 and 2014
(with Independent Auditors' Report thereon)

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Independent Auditors' Report

Board of Directors of
Love A Child, Inc.

We have audited the accompanying consolidated financial statements of Love A Child, Inc. (the "Organization") which comprise the consolidated statements of financial position as of December 31, 2015 and 2014, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated 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 consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Organization's preparation and fair presentation of the consolidated 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 Organization'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 consolidated 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 consolidated financial statements referred to above present fairly, in all material respects, the financial position of Love A Child, Inc. as of December 31, 2015 and 2014, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Dixon Hughes Goodman LLP

**Raleigh, North Carolina
June 28, 2016**

Love A Child, Inc.
Consolidated Statements of Financial Position
December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
ASSETS		
Cash and cash equivalents	\$ 1,883,152	\$ 1,256,390
Investments	435,113	226,239
Property and equipment, net	5,599,051	5,912,407
Deposits	<u>895</u>	<u>1,145</u>
Total assets	<u>\$ 7,918,211</u>	<u>\$ 7,396,181</u>
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$ 501,409	\$ 553,557
Note payable	<u>1,442,134</u>	<u>1,504,179</u>
Total liabilities	1,943,543	2,057,736
Unrestricted net assets	<u>5,974,668</u>	<u>5,338,445</u>
Total liabilities and net assets	<u>\$ 7,918,211</u>	<u>\$ 7,396,181</u>

Love A Child, Inc.
Consolidated Statements of Activities
For the Years Ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Unrestricted net assets:		
Unrestricted revenues and gains and other support:		
Contributions	\$ 13,019,566	\$ 12,587,316
In-kind contributions	39,895,750	21,936,815
Investment income	7,074	5,023
Unrealized gain on investments	2,261	15,337
Miscellaneous income	<u>93,566</u>	<u>88,831</u>
Total unrestricted revenues, gains and other support	<u>53,018,217</u>	<u>34,633,322</u>
Expenses:		
Program services:		
Humanitarian	<u>48,706,448</u>	<u>32,096,909</u>
Supporting services:		
Management and general	1,823,709	1,535,442
Fundraising	<u>1,851,837</u>	<u>1,699,756</u>
Total supporting services	<u>3,675,546</u>	<u>3,235,198</u>
Total expenses	<u>52,381,994</u>	<u>35,332,107</u>
Change in net assets	<u>636,223</u>	<u>(698,785)</u>
Net assets at beginning of year	<u>5,338,445</u>	<u>6,037,230</u>
Net assets at end of year	<u>\$ 5,974,668</u>	<u>\$ 5,338,445</u>

Love A Child, Inc.
Consolidated Statements of Functional Expenses
For the Years Ended December 31, 2015 and 2014

	2015				Total Expenses
	Program Services	Supporting Services			
	Humanitarian	Management	Fundraising	Total	
Contributed food and supplies	\$ 39,513,425	\$ -	\$ -	\$ -	\$ 39,513,425
Compensation	2,052,719	945,035	-	945,035	2,997,754
Contract labor	48,861	-	8,800	8,800	57,661
Fringe benefits	85,629	36,142	-	36,142	121,771
Payroll taxes	150,655	74,986	-	74,986	225,641
Communication	145,798	42,865	-	42,865	188,663
Consulting and design	88,319	150,448	-	150,448	238,767
Rent	19,643	9,201	-	9,201	28,844
Supplies	108,243	34,166	2,530	36,696	144,939
Shipping and freight	1,265,762	6,154	-	6,154	1,271,916
Churches/schools/childcare	2,382,462	-	-	-	2,382,462
TV ministry	610,252	-	1,423,921	1,423,921	2,034,173
Other ministries	12,544	-	-	-	12,544
Utilities	376,275	4,710	-	4,710	380,985
Insurance	37,058	31,355	-	31,355	68,413
Vehicle maintenance	134,091	1,107	-	1,107	135,198
Travel and lodging	201,594	18,549	-	18,549	220,143
Postage	248,059	-	248,059	248,059	496,118
Dues and subscriptions	310	28,459	-	28,459	28,769
Advertising	5,946	-	-	-	5,946
Equipment lease	-	35,046	-	35,046	35,046
Interest expense	51,124	16,144	-	16,144	67,268
Printing	168,527	-	168,527	168,527	337,054
Professional--accounting	-	81,319	-	81,319	81,319
Professional--legal	22,485	16,202	-	16,202	38,687
Bank charges	12,399	24,683	-	24,683	37,082
Credit card processing fees	-	162,687	-	162,687	162,687
Taxes and licenses	68,599	7,017	-	7,017	75,616
Depreciation	645,780	39,664	-	39,664	685,444
Building cleaning and maintenance	238,579	41,955	-	41,955	280,534
Promotional events	11,310	11,310	-	11,310	22,620
Education/seminars	-	1,542	-	1,542	1,542
Miscellaneous	-	2,963	-	2,963	2,963
Total expenses	\$ 48,706,448	\$ 1,823,709	\$ 1,851,837	\$ 3,675,546	\$ 52,381,994

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

Love A Child, Inc.
Consolidated Statements of Functional Expenses
For the Years Ended December 31, 2015 and 2014

(Continued)

	2014				Total Expenses
	Program Services	Supporting Services			
	Humanitarian	Management	Fundraising	Total	
Contributed food and supplies	\$ 21,901,774	\$ -	\$ -	\$ -	\$ 21,901,774
Compensation	1,753,660	807,329	-	807,329	2,560,989
Contract labor	50,744	-	14,000	14,000	64,744
Fringe benefits	108,280	38,459	-	38,459	146,739
Payroll taxes	154,686	64,557	-	64,557	219,243
Communication	123,968	35,559	-	35,559	159,527
Consulting and design	92,666	136,455	-	136,455	229,121
Rent	21,549	8,284	-	8,284	29,833
Supplies	112,540	35,512	3,854	39,366	151,906
Shipping and freight	1,194,051	7,413	-	7,413	1,201,464
Churches/schools/childcare	3,829,225	-	-	-	3,829,225
TV ministry	561,315	-	1,309,734	1,309,734	1,871,049
Other ministries	12,342	-	-	-	12,342
Utilities	408,012	4,435	-	4,435	412,447
Insurance	35,439	31,336	-	31,336	66,775
Vehicle maintenance	119,550	1,039	-	1,039	120,589
Travel and lodging	183,647	18,502	-	18,502	202,149
Postage	232,343	4	232,343	232,347	464,690
Dues and subscriptions	306	17,345	-	17,345	17,651
Advertising	9,255	-	-	-	9,255
Equipment lease	-	35,224	-	35,224	35,224
Interest expense	53,225	28,315	-	28,315	81,540
Printing	139,825	-	139,825	139,825	279,650
Professional--accounting	-	74,200	-	74,200	74,200
Professional--legal	16,602	25,015	-	25,015	41,617
Bank charges	11,051	24,525	-	24,525	35,576
Credit card processing fees	84,631	39,826	-	39,826	124,457
Taxes and licenses	60,990	6,918	-	6,918	67,908
Depreciation	621,163	37,036	-	37,036	658,199
Building cleaning and maintenance	187,863	35,248	-	35,248	223,111
Promotional events	16,207	16,207	-	16,207	32,414
Education/seminars	-	6,699	-	6,699	6,699
Total expenses	<u>\$ 32,096,909</u>	<u>\$ 1,535,442</u>	<u>\$ 1,699,756</u>	<u>\$ 3,235,198</u>	<u>\$ 35,332,107</u>

Love A Child, Inc.
Consolidated Statements of Cash Flows
For the Years Ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Cash flows from operating activities:		
Change in net assets	\$ 636,223	\$ (698,785)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	685,444	658,199
Non-operating in-kind contributions	(382,325)	(35,041)
Unrealized gains on investments	(2,261)	(15,337)
Contribution of land for program services	-	147,587
Gain on disposal of property and equipment	-	(1,700)
Net change in:		
Deposits	250	(395)
Accounts payable and accrued expenses	(52,148)	(2,670)
Net cash provided by operating activities	<u>885,183</u>	<u>51,858</u>
Cash flows from investing activities:		
Proceeds from sale of investments	5,179	253,433
Proceeds from sale of property and equipment	-	2,700
Purchase of property and equipment	(201,555)	(261,435)
Net cash used in investing activities	<u>(196,376)</u>	<u>(5,302)</u>
Cash flows from financing activities:		
Principal payments on note payable	(62,045)	(59,283)
Net change in line of credit	-	(249,892)
Net cash used in financing activities	<u>(62,045)</u>	<u>(309,175)</u>
Net change in cash and cash equivalents	626,762	(262,619)
Cash and cash equivalents at beginning of year	<u>1,256,390</u>	<u>1,519,009</u>
Cash and cash equivalents at end of year	<u>\$ 1,883,152</u>	<u>\$ 1,256,390</u>
Supplemental disclosures of cash flow information:		
Cash paid for interest	<u>\$ 67,268</u>	<u>\$ 81,540</u>
Noncash investing and financing activities:		
Contributed investments	<u>\$ 211,792</u>	<u>\$ 17,041</u>
Contributed property and equipment	<u>\$ 170,533</u>	<u>\$ 18,000</u>

Notes to Consolidated Financial Statements

1. Summary of Organization and Significant Accounting Policies

Love A Child, Inc. (the "Organization") exists to support needy individuals, primarily children, through humanitarian care such as medical and educational services, child support programs, orphanages, volunteer work programs, feeding programs and various other projects. The Organization is supported through contributions from the general public. The Organization offers the following programs:

- Child Care/Food Program
- Medical Crusades
- Education
- USA Church Crusades

The consolidated financial statements include the accounts of Love A Child Holding Limited Liability Company ("LLC"). The Organization is the sole member of the LLC. All significant intercompany transactions and account balances have been eliminated in consolidation.

Basis of Accounting and Presentation

The accompanying consolidated financial statements have been prepared on the accrual basis of accounting. Net assets of the Organization and changes therein are classified and reported as follows:

Unrestricted Net Assets - Net assets that are not subject to donor-imposed stipulations.

Temporarily Restricted Net Assets - Net assets subject to donor-imposed stipulations that may or will be met either by action of the Organization and/or the passage of time.

Permanently Restricted Net Assets - Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. Generally the donors of these assets permit the Organization to use all or part of the income earned on related investments for general or specific purposes.

There were no temporarily or permanently restricted net assets at December 31, 2015 or 2014.

Use of Estimates

The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenue and other support and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents

Cash and cash equivalents include checking and money market accounts. The Organization considers all highly liquid debt instruments with a maturity of three months or less when purchased to be cash equivalents.

Investments

Investments in marketable securities with readily determinable fair values and all debt securities are reported at their fair value on the consolidated statements of financial position. Unrealized gains and losses are included in

Love A Child, Inc.
Notes to Consolidated Financial Statements

the change in net assets. Investment income and gains restricted by a donor are reported as increases in unrestricted net assets if the restrictions are met (either by passage of time or by use) in the reporting period in which the income and gains are recognized.

Property and Equipment

Acquisitions of property and equipment in excess of \$5,000 are capitalized. Property and equipment are carried at cost, or if donated, at the approximate fair value at the date of donation. Depreciation is computed using the straight-line method. The general range of estimated useful lives for buildings, building improvements, and leasehold improvements are 10 to 40 years and the general range for furniture and equipment and vehicles is 3 to 10 years.

Donations of property and equipment are recorded as support at their estimated fair value. Such donations are reported as unrestricted support unless the donor has restricted the donated assets to a specific purpose. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor.

Contributions

All contributions are available for unrestricted use unless specifically restricted by the donor. Conditional promises to give are recognized when the conditions on which they depend are met. Unconditional promises to give due in the next year, are recorded at their net realizable value. Unconditional promises to give due in subsequent years are reported based on the net present value of the projected fair value at the date that those assets are expected to be received, considering the likelihood of the promise being fulfilled. In 2015 and 2014, there were no conditional or unconditional promises to give. During 2015, there were no temporarily restricted contributions received or expended.

In-kind contributions consist of food, clothes, medical supplies, equipment and investments. These contributions are recorded at fair value when received.

Income Taxes

The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, and is classified as other than a private foundation within the meaning of Section 509(a) of the Internal Revenue Code; accordingly, the accompanying consolidated financial statements do not reflect a provision or liability for federal and state income taxes. The Organization has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2015 and 2014.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis on the statements of activities. Accordingly, certain costs have been allocated among program and supporting services. Salaries and other expenses associated with a specific program are charged directly to that program while salaries that benefit more than one program are allocated to the various programs based on management's estimates of how time was spent. Other expenses that benefit more than one program are allocated by use of such methods as floor space usage and salary percentages as appropriate.

Subsequent Events

The Organization evaluated the effect of subsequent events would have on the consolidated financial statements through June 28, 2016, which is the date the consolidated financial statements were available to be issued. See Note 5 for subsequent event.

Love A Child, Inc.
Notes to Consolidated Financial Statements

2. Investments

Investments at December 31 are summarized as follows:

	<u>2015</u>	<u>2014</u>
Coins	\$ 60,656	\$ 59,012
Marketable equity securities	<u>374,457</u>	<u>167,227</u>
Total investments	<u>\$ 435,113</u>	<u>\$ 226,239</u>

Investment income of \$7,074, and \$5,023 during 2015 and 2014, respectively, consists of unrestricted interest income and dividends. Unrealized gain on investments amounted to \$2,261 and \$15,337 at December 31, 2015, and 2014, respectively.

3. Fair Values of Assets and Liabilities

Fair value as defined under accounting principles generally accepted in the United States of America is an exit price, representing the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. Accounting principles generally accepted in the United States of America establishes a three-tier fair value hierarchy, which prioritizes the inputs used in measuring fair value. These tiers include:

- Level 1: Observable inputs such as quoted prices in active markets.
- Level 2: Inputs other than quoted prices in active markets that are either directly or indirectly observable.
- Level 3: Unobservable inputs about which little or no market data exists, therefore requiring an entity to develop its own assumptions.

Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Organization's assessment of the significance of a particular input to the fair value measurement requires judgment, and may affect the valuation of fair value of assets and liabilities and their placement within the fair value hierarchy levels.

Assets and Liabilities at Fair Value on a Recurring Basis

When quoted prices are available in active markets for identical instruments, investment securities are classified within Level 1 of the fair value hierarchy. Level 1 investments include common stocks and mutual funds which are valued based on prices readily available in the active markets in which those securities are traded. Level 2 investments include coins which are valued on a recurring basis based on inputs that are readily available in public markets or can be derived from information available in publicly quoted markets.

The Organization does not have any financial assets or liabilities measured at fair value on a recurring basis categorized as Level 3, and there were no transfers in or out of Level 3 during 2015. There were no changes during 2015 to the Organization's valuation techniques used to measure asset and liability fair values on a recurring basis.

Love A Child, Inc.
Notes to Consolidated Financial Statements

The table below presents the balances of assets measured at fair value on a recurring basis.

	December 31, 2015			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Common stocks:				
Basic materials	\$ 7,795	\$ 7,795	\$ -	\$ -
Industrial goods	40,378	40,378	-	-
Technology	42,489	42,489	-	-
Consumer goods	13,009	13,009	-	-
Services	38,320	38,320	-	-
Healthcare	13,874	13,874	-	-
Total common stocks	<u>155,865</u>	<u>155,865</u>	<u>-</u>	<u>-</u>
Coins	60,656	-	60,656	-
Mutual funds:				
Fixed income	1,536	1,536	-	-
Large blend	7,106	7,106	-	-
Large Growth	8,206	8,206	-	-
Large Value	162,834	162,834	-	-
Mid cap blend	38,911	38,911	-	-
Total mutual funds	<u>218,952</u>	<u>218,592</u>	<u>-</u>	<u>-</u>
Total investments	<u>\$ 435,113</u>	<u>\$ 374,457</u>	<u>\$ 60,656</u>	<u>\$ -</u>
	December 31, 2014			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Common stocks:				
Basic materials	\$ 9,245	\$ 9,245	\$ -	\$ -
Industrial goods	35,866	35,866	-	-
Technology	36,255	36,255	-	-
Consumer goods	13,359	13,359	-	-
Services	39,472	39,472	-	-
Healthcare	13,803	13,803	-	-
Total common stocks	<u>148,000</u>	<u>148,000</u>	<u>-</u>	<u>-</u>
Coins	59,012	-	59,012	-
Mutual funds:				
Fixed income	4,460	4,460	-	-
Large blend	13,199	13,199	-	-
Mid cap blend	1,568	1,568	-	-
Total mutual funds	<u>19,227</u>	<u>19,227</u>	<u>-</u>	<u>-</u>
Total investments	<u>\$ 226,239</u>	<u>\$ 167,227</u>	<u>\$ 59,012</u>	<u>\$ -</u>

Love A Child, Inc.
Notes to Consolidated Financial Statements

4. Property and Equipment

Property and equipment include the following at December 31:

	<u>2015</u>	<u>2014</u>
Furniture and equipment	\$ 828,865	\$ 757,630
Vehicles	1,215,752	986,750
Land	855,700	855,700
Land improvements	380,877	380,877
Buildings	7,340,646	7,287,581
Building improvements	1,212,676	579,654
Construction in progress	<u>1,802</u>	<u>616,037</u>
	<u>11,836,318</u>	11,464,229
Less accumulated depreciation	<u>6,237,267</u>	<u>5,551,822</u>
Property and equipment, net	<u>\$ 5,599,051</u>	<u>\$ 5,912,407</u>

Construction in progress as of December 31, 2015 is related to a school construction project.

5. Note Payable

In May 2011, the Organization purchased an office building in Fort Myers, Florida in part using the proceeds of a \$1,704,250 note payable. Monthly payments of principal and interest at 4.5% are made over a 20 year amortization period with a balloon payment of all principal and interest due in May 2016. The note payable is secured by the assignment of rents as well as essentially all property located in the United States of the Organization. The note payable is subject to certain debt covenants including a requirement to maintain a debt service coverage ratio of 1.3 to 1 at fiscal year end. The Organization was in compliance with this covenant for the year ended December 31, 2015.

Maturities of the note payable as of December 31 are as follows:

2016	\$ <u>1,442,134</u>
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Subsequent to year end, the Organization refinanced this note payable. Monthly payments of principal and interest at 3.95% will be made over a 60 month amortization period with a balloon payment of all principal and interest due in June 2021.

New maturities of the refinanced note payable as of December 31 are as follows:

2016	\$ 54,001
2017	108,002
2018	108,002
2019	108,002
2020	108,002
Thereafter	<u>945,036</u>
Total	<u>\$ 1,431,045</u>

Love A Child, Inc.
Notes to Consolidated Financial Statements

6. Operating Leases

The Organization is obligated under non-cancelable operating leases for certain administrative facilities and equipment. Most of the leases include options for renewal at the end of the current lease term. Total lease and rent expense for 2015 and 2014 was approximately \$64,000 and \$65,000, respectively. The following is a schedule by year of future minimum lease payments as of December 31, 2015:

2016	\$	22,008
2017		2,928
2018		2,928
2019		2,928
2020		366
		<u>31,158</u>
	\$	<u>31,158</u>

7. Concentrations

Financial instruments that potentially expose the Organization to concentrations of credit risk, as defined by U.S. GAAP, consist primarily of bank accounts with balances in excess of amounts insured by the Federal Deposit Insurance Corporation.

The Organization receives in-kind contributions from various organizations which consist primarily of seeds, vitamins, medicines, and labor related to the enhancement of the Organization's mission. The Organization received its in-kind contributions from the following organizations:

	<u>2015</u>	<u>2014</u>
MAP International	\$ 26,850,765	\$ 3,244,227
Cross International	6,768,841	-
Feed My Starving Children	5,027,046	4,474,293
World Vision	342,779	867,601
Sports Missions International	207,504	-
International Aid	148,946	6,307,824
Dr. Audrey Pullman	56,970	-
Shrewsbury Gospel Temple	39,614	-
Hands In Service	29,337	-
World Outreach Now, Inc.	-	6,546,132
Ontario Gleaners	-	186,207
Vitamin Angels	-	88,167
Hope Seed	-	57,290
Americares	-	34,410
Other	<u>423,948</u>	<u>130,664</u>
Total	<u>\$ 39,895,750</u>	<u>\$ 21,936,815</u>

Love A Child, Inc.
Notes to Consolidated Financial Statements

8. Foreign Operations

The Organization conducts humanitarian and other program operations in Haiti and has property and equipment, with a net book value of approximately \$3,016,000 located in Haiti. The Organization's revenues are from sources within the United States and it maintains its bank accounts in the United States. Account balances relating to foreign operations are reflected in the consolidated financial statements in United States dollars.

9. Donated Materials and Services

The Organization receives donated materials from a variety of sources as disclosed in Note 8. The Organization also receives donated services from a variety of unpaid volunteers. Donated services are recognized as contributions if the services (a) create or enhance non-financial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the Organization. Donated services and materials for the years ended December 31 are summarized as follows:

	<u>2015</u>	<u>2014</u>
Clothes, food and medicine	\$ 39,513,425	\$ 21,901,774
Equipment	170,533	18,000
Investments	<u>211,792</u>	<u>17,041</u>
Total	<u>\$ 39,895,750</u>	<u>\$ 21,936,815</u>

10. Joint Activities Disclosures

During the years ended December 31, 2015 and 2014, the Organization incurred \$2,034,173 and \$1,871,049, respectively, of costs related to production of television programming. The joint costs related to this activity that have been allocated among functional expenses are as follows:

	<u>2015</u>	<u>2014</u>
Program services	\$ 610,252	\$ 561,928
Fundraising	<u>1,423,921</u>	<u>1,309,734</u>
	<u>\$ 2,034,173</u>	<u>\$ 1,871,049</u>

11. 401(k) Plan

The Organization maintains a 401(k) plan for all eligible employees. An eligible employee is one that is a U.S. Citizen, has attained the age of twenty-one and has completed six months of service. The Organization makes matching contributions on the first 3% of compensation. The Organization contributed approximately \$47,000 and \$45,000 to the plan for the years ended December 31, 2015 and 2014, respectively.