

**Audited Combined Financial Statements  
and Supplemental Information**

**AMERICAN SOCIETY OF APPRAISERS & AFFILIATES**

**Reston, Virginia**

**June 30, 2011 and 2010**

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## Independent Auditor's Report

To the Board of Governors  
American Society of Appraisers  
Reston, Virginia

We have audited the accompanying combined statements of financial position of the American Society of Appraisers and its Affiliates as of June 30, 2011 and 2010, and the related combined statements of activities and changes in net assets, and cash flows for the years then ended. These financial statements are the responsibility of the Society's management. Our responsibility is to express an opinion on these combined financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the American Society of Appraisers as of June 30, 2011 and 2010 and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States.

December 12, 2011

COMBINED STATEMENTS OF FINANCIAL POSITION  
 AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

	June 30,	
	2011	2010
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 1,505,422	\$ 1,692,145
Accounts receivable, net	226,455	94,587
Inventory	72,348	73,920
Prepaid expenses and other assets	<u>202,506</u>	<u>387,283</u>
<b>TOTAL CURRENT ASSETS</b>	2,006,731	2,247,935
 <b>PROPERTY AND EQUIPMENT</b>		
Furniture and equipment	813,910	1,027,396
Leasehold improvements	<u>36,798</u>	<u>10,445</u>
	850,708	1,037,841
Accumulated depreciation	<u>( 328,850)</u>	<u>( 511,655)</u>
	521,858	526,186
 <b>OTHER ASSETS</b>		
Investments	1,363,358	906,513
Deposits	<u>47,742</u>	<u>10,881</u>
	<u>1,411,100</u>	<u>917,394</u>
	<u>\$ 3,939,689</u>	<u>\$ 3,691,515</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 216,767	\$ 148,008
Accrued expenses	114,641	91,129
Due to related parties	82,841	97,772
Deferred rent liability	0	36,012
Deferred member dues	1,167,228	1,103,906
Other deferred revenue	<u>408,143</u>	<u>414,426</u>
<b>TOTAL CURRENT LIABILITIES</b>	1,989,620	1,891,253
 <b>NET ASSETS</b>		
Unrestricted - general operating	1,682,918	1,538,233
Temporarily restricted	<u>267,151</u>	<u>262,029</u>
	<u>1,950,069</u>	<u>1,800,262</u>
	<u>\$ 3,939,689</u>	<u>\$ 3,691,515</u>

See notes to financial statements.

COMBINED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

For the Year Ended June 30, 2011

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
<b>REVENUES</b>			
Membership dues and fees	\$ 2,481,974		\$ 2,481,974
Education and training	1,895,232		1,895,232
Annual conference	431,610		431,610
Journals	136,906		136,906
Investment income	112,783	\$ 478	113,261
Royalties and other	34,272	196	34,468
Publications	21,680		21,680
Discipline committees	13,373		13,373
Contributions and donations	770	10,591	11,361
Net assets released from restriction:			
Scholarships and grants	<u>6,143</u>	<u>( 6,143)</u>	<u>0</u>
TOTAL REVENUES	5,134,743	5,122	5,139,865
<b>EXPENSES</b>			
Program Services:			
Education and training	1,593,228		1,593,228
Conference and meetings	173,589		173,589
Publications and journals	245,080		245,080
Legislative affairs	148,616		148,616
Committees and foundation	250,416		250,416
Public relation	<u>72,961</u>	<u>0</u>	<u>72,961</u>
	2,483,890	0	2,483,890
Supporting Services:			
Management and administrative	989,884		989,884
Governance	791,299		791,299
Membership	<u>724,985</u>	<u>0</u>	<u>724,985</u>
	<u>2,506,168</u>	<u>0</u>	<u>2,506,168</u>
TOTAL EXPENSES	4,990,058	0	4,990,058
CHANGE IN NET ASSETS	144,685	5,122	149,807
Net Assets, beginning of year	<u>1,538,233</u>	<u>262,029</u>	<u>1,800,262</u>
NET ASSETS, END OF YEAR	<u>\$ 1,682,918</u>	<u>\$ 267,151</u>	<u>\$ 1,950,069</u>

See notes to financial statements.

COMBINED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

For the Year Ended June 30, 2010

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
<b>REVENUES</b>			
Membership dues and fees	\$ 2,430,657		\$ 2,430,657
Education and training	1,731,254		1,731,254
Annual conference	713,782		713,782
Journals	187,106		187,106
Investment income	77,447	\$ 83	77,530
Publications	47,362		47,362
Royalties and other	39,928	1,407	41,335
Contributions and donations	2,574	15,728	18,302
Discipline committees	3,830		3,830
Net assets released from restriction:			
Scholarships and grants	<u>5,549</u>	<u>( 5,549)</u>	<u>0</u>
TOTAL REVENUES	<u>5,239,489</u>	<u>11,669</u>	<u>5,251,158</u>
<b>EXPENSES</b>			
Program Services:			
Education and training	1,665,035		1,665,035
Conference and meetings	551,917		551,917
Publications and journals	321,127		321,127
Public relations	169,756		169,756
Legislative affairs	148,616		148,616
Committees and foundation	<u>108,025</u>	<u>0</u>	<u>108,025</u>
	<u>2,964,476</u>	<u>0</u>	<u>2,964,476</u>
Supporting Services:			
Membership	701,480		701,480
Management and administrative	652,490		652,490
Governance	<u>635,395</u>	<u>0</u>	<u>635,395</u>
	<u>1,989,365</u>	<u>0</u>	<u>1,989,365</u>
TOTAL EXPENSES	<u>4,953,841</u>	<u>0</u>	<u>4,953,841</u>
CHANGE IN NET ASSETS	285,648	11,669	297,317
Net Assets, beginning of year	<u>1,252,585</u>	<u>250,360</u>	<u>1,502,945</u>
NET ASSETS, END OF YEAR	<u>\$ 1,538,233</u>	<u>\$ 262,029</u>	<u>\$ 1,800,262</u>

See notes to financial statements.

COMBINED STATEMENTS OF CASH FLOWS  
AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

	Year Ended June 30,	
	2011	2010
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ 149,807	\$ 297,317
Changes to increase (decrease) net assets not affecting cash:		
Depreciation and amortization expense	147,233	100,762
Realized (gain) loss on sales of investments	( 149)	23,224
Unrealized loss (gain) on investments and certificates of deposit	( 74,006)	( 73,191)
Loss from disposal of fixed assets	3,698	0
Effect of changes in revenue and expense accruals:		
Accounts receivable	( 131,868)	( 2,495)
Prepaid expenses and other assets	145,711	( 219,414)
Accounts payable and accrued expenses	92,271	( 141,027)
Deferred rent liability	( 36,012)	( 27,371)
Deferred revenue	57,039	21,274
Net (increase) decrease in inventory	1,572	( 36,050)
Net increase in deposits	( 36,861)	0
Net increase in due to related parties	( 14,931)	( 4,803)
NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	303,504	( 61,774)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchases/reinvestments in investments	( 383,541)	( 694,789)
Proceeds from sale of investments	852	679,814
Purchases of equipment and leasehold improvements	( 107,538)	( 200,534)
NET CASH USED BY INVESTING ACTIVITIES	( 490,227)	( 215,509)
DECREASE IN CASH	( 186,723)	( 277,283)
Cash, beginning of year	1,692,145	1,969,428
CASH, END OF YEAR	\$ 1,505,422	\$ 1,692,145

See notes to financial statements.

NOTES TO COMBINED FINANCIAL STATEMENTS  
AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE A - INTRODUCTION AND SIGNIFICANT ACCOUNTING POLICIES

The American Society of Appraisers and Affiliates (the Society) is an international professional society originally founded in 1936 and incorporated in July 1952 as a not-for-profit, non-stock corporation in the State of Delaware. The Society's mission is to promote the exchange of ideas and experiences among its members and to cultivate professional excellence in its membership through education, accreditation, publication and other related services. The Society's headquarters are located in the Washington, DC metropolitan area. The Society has several discipline committees that represent the interest of certain specialties within the appraisal and valuation profession.

Affiliates

In July 1967, the Society established the American Society of Appraisers Educational Foundation (the Foundation) as a tax-exempt not-for-profit 501(c)(3) organization to conduct the educational, research, and charitable activities of the Society. The Foundation provides scholarships and grants for the Society's various educational courses and programs designed to advance the profession of appraisal and valuation.

The Society has also established a political action committee (ASA-PAC) to further the political and legislative interest of the appraisal profession. The financial statements contained herein include the financial information of the Foundation and the ASA-PAC.

The accompanying combined financial statements include the accounts of the Society and its affiliates with all significant inter-company accounts and transactions eliminated.

Accounting Codification Standards

The Foundation adopted FASB issue SFAS No. 168, *The FASB Accounting Standards Codification and the Hierarchy of Generally Accepted Accounting Principles*. SFAS No. 168, which was primarily codified into the FASB Accounting Standards Codification (ASC) Topic 105 as the sole source of authoritative accounting principles recognized by the FASB to be applied by non-public entities in the preparation of financial statements in conformity with GAAP (the GAAP hierarchy).

Basis of Accounting

The financial statements of the Society have been prepared in accordance with accounting principles generally accepted in the United States, which involves the application of accrual accounting; accordingly, revenues and expenses are recognized when earned or incurred.

Advertising Costs

Advertising costs are expensed as incurred and totaled \$36,330 and \$21,292 for 2011 and 2010 respectively.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the use of management's estimates that affect the reported amounts and disclosures in the financial statements. Actual amounts could differ from those estimates.

NOTES TO COMBINED FINANCIAL STATEMENTS  
AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE A - INTRODUCTION AND SIGNIFICANT ACCOUNTING POLICIES (continued)

Income Taxes

The Society is exempt from Federal income tax under Section 501(c)(6) of the U.S. Internal Revenue Code. The Educational Foundation is exempt from the federal income taxes under IRC Section 501(c)(3). Income from certain activities not directly related to the Society's tax exempt purpose is subject to taxation as unrelated business income.

Under the provisions of Statement of Financial Accounting Standards ASC Topic 740, *Income Taxes* (ASC 740), the Society is required to disclose unrecognized tax benefits. Management has evaluated the effect of the guidance provide by ASC 740 and all other tax positions that could have a significant effect on the financial statement and determined that the Society had no uncertain tax positions at June 30, 2011 and 2010 that required disclosure or recognition.

Cash

The Society maintains several bank accounts at various national financial institutions. Accounts at each institution are insured by the Federal Deposit Insurance Corporation (FDIC) up to the insured limits. The Society, at times, maintains cash balances in excess of FDIC limits.

Certificates of Deposit

The certificates of deposit earn interest at annual rates ranging from .25% to 5% with maturity dates through August 2012.

Accounts Receivable

The Society's receivables include amounts due for the sale of its publications, education course offerings, accreditation services, and royalty agreements. Management believes that June 30, 2011 and 2010 balances will be collected and has made no provision for uncollectible receivables. Included in the June 30, 2011 accounts receivable balance is an amount due from a vendor in dispute that was in arbitration at June 30, 2011. A settlement agreement was reached October 20, 2011.

Inventory

Inventory consists of publications and educational materials that are valued at cost on a first-in, first-out (FIFO) basis.

Prepaid Expenses and Other Assets

Prepaid expenses consist primarily of amounts prepaid by the Society for future conferences, course development, maintenance agreements, liability insurance, and employee benefit plans.

Included within prepaid expenses and other assets is course development, which consists of the costs, associated with developing various courses for the Society. Total capitalized course development costs at June 30, 2011 and 2010 was \$113,215 and \$151,583, respectively. The costs are being amortized over three years. Amortization expense was \$39,063 and \$13,361 for the years ended June 30, 2011 and 2010, respectively.

NOTES TO COMBINED FINANCIAL STATEMENTS  
AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE A - INTRODUCTION AND SIGNIFICANT ACCOUNTING POLICIES (continued)

Prepaid Expenses and Other Assets (continued)

Included within prepaid expenses and other assets is due from employees, which consists of travel advances and other amounts advanced to employees. Total amounts due from employees at June 30, 2011 and 2010 were \$17,377 and \$700, respectively.

Property and Equipment

Property and equipment is stated at cost. Depreciation was computed using the straight-line method over the useful lives of the related assets. Depreciation expense was \$108,168 and \$100,762 for the fiscal years ended June 30, 2011 and 2010, respectively.

Deposits

Deposits consist of rental deposits placed on office leases.

Accrued Expenses

Accrued expenses consist primarily of the estimated liability for accrued leave, wages, and payroll tax related costs.

Deferred Rent Liability

The Society recognizes rent expense of its current office lease on a cash basis. Its prior lease was recognized on a straight-line basis, and its deferred rent liability reflected the effects of rent escalation clauses and the difference between actual rental payments and straight-line amortization.

Deferred Revenue

Deferred revenue consists of membership dues, education courses, conference registrations and journal subscriptions received in advance of the applicable membership period or event. Membership dues and journal subscriptions are recognized ratably over the respective members' dues/subscription period. Conference and course registration income are recognized at the time the event occurs.

Temporarily restricted net assets represent contributions and donations to the Society restricted by the donor to support the Political Action Committee and the Society's educational and/or charitable programs.

Contributions and Donations

Contributions are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Restricted donor support is reported as an increase in unrestricted net assets if the restriction expires in the reporting period in which the support is recognized. All other donor-restricted support is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction.

NOTES TO COMBINED FINANCIAL STATEMENTS

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE A - INTRODUCTION AND SIGNIFICANT ACCOUNTING POLICIES (continued)

Program Service Expense Allocation

The Society allocates management and administrative costs to its program and function areas based on employee salaries within their respective area of responsibility. Overhead costs, which include insurance, supplies, postage, printing, telephone, depreciation, etc., are allocated to functions based on management's calculation of labor costs within a program/function area as a percentage of total labor cost within the fiscal year.

Reclassifications

Certain accruals in the prior-year financial statements have been reclassified for comparative purposes to conform with the presentation in the current year financial statements. Such reclassifications have no effect on previously reported net assets.

NOTE B - DUE TO RELATED PARTIES

The Society works closely with approximately 78 local and regional chapters located throughout the United States, Canada, Mexico, Pacific Rim and Caribbean Islands. Such chapters are independently chartered and locally governed, and are not included in the Society's financial statements. The Society collects chapter dues and assessments from members on behalf of the chapters in addition to the Society's annual membership dues. Total amounts due to chapters at June 30, 2011 and 2010 were \$82,841 and \$97,772 respectively. Amounts due to chapters are remitted semi-annually.

NOTE C - FAIR VALUE MEASUREMENTS

During the year ended June 30, 2009, the Society adopted Accounting Standards Codification ASC 820, *Fair Value Measurements and Disclosures* (ASC 820). This Statement establishes a single authoritative definition of fair value, sets out a framework for measuring fair value, and requires additional disclosures about fair value measurements. The statement allows the reader of the financial statements to assess the inputs used to develop those measurements by establishing a hierarchy for ranking the quality and reliability of the information used to determine fair values.

Under ASC 820, the Society estimates that the fair value of all financial and non-financial instruments at June 30, 2011 and 2010 do not differ materially from the aggregate carrying values recorded in the accompanying statements of financial position. The estimated fair value amounts were determined by using available market information and appropriate valuation methodologies. Considerable judgment is necessarily required in interpreting market data to develop the estimates of fair value, and, accordingly, the estimates are not necessarily indicative of the amounts that the Society could realize in a current market exchange.

NOTES TO COMBINED FINANCIAL STATEMENTS  
 AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE D - INVESTMENTS

Investments are stated at fair value and are summarized as follows as of June 30, 2011 and 2010:

	June 30, 2011		June 30, 2010	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Certificates of deposit	\$ 449,919	\$ 448,354	\$ 88,703	\$ 88,703
Mutual funds	<u>839,257</u>	<u>915,004</u>	<u>817,635</u>	<u>817,810</u>
<b>TOTAL INVESTMENTS</b>	<b><u>\$ 1,289,176</u></b>	<b><u>\$ 1,363,358</u></b>	<b><u>\$ 906,338</u></b>	<b><u>\$ 906,513</u></b>

Investment return is summarized as follows:

	Year Ended June 30,	
	<u>2011</u>	<u>2010</u>
Interest and dividend income	\$ 39,106	\$ 27,563
Net realized and unrealized gain	<u>74,155</u>	<u>49,967</u>
<b>TOTAL INVESTMENT INCOME</b>	<b><u>\$ 113,261</u></b>	<b><u>\$ 77,530</u></b>

NOTE E - NET ASSETS

Net assets represent the difference between the Society's assets and liabilities. In accordance with ASC 958, *Not-for-Profit Entities*, net assets are classified into one of the following three categories depending on the absence or presence and nature of donor-imposed restrictions:

1. *Unrestricted Net Assets*, which are not restricted either by donors or by law.
2. *Temporarily Restricted Net Assets*, whose use is limited by donor-imposed time or purpose restrictions.
3. *Permanently Restricted Net Assets*, which have been restricted by donor or by law to be maintained by the organization in perpetuity.

The Society classifies its net assets based upon the existence, or lack, of donor-imposed restrictions. When contributions or donations that are restricted by the donor or limited as to their use are received, the Society reports these contributions or donations as temporarily restricted or permanently restricted depending upon the nature of the restriction. Upon expiration of the donor restriction, (i.e. when the stipulated time occurs or the purpose for which the donation is intended is met), the temporarily restricted net assets are released from restriction in the combined statement of activities and change in net assets.

NOTES TO COMBINED FINANCIAL STATEMENTS

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE F - OFFICE LEASE

On May 1, 2011, the Society took occupancy of its current office space in Reston, Virginia under a non-cancelable operating lease agreement that expires on November 30, 2021 (127 months). Pursuant to the agreement, the Society is subject to annual rent escalations of 4% and is responsible for its proportionate share of building costs and real estate taxes.

Pursuant to the terms of the lease, the landlord paid the Society's lease obligation under the terms of their previous lease for the period March 1 through June 30, 2011. The total of these payments is \$101,865. Furthermore, the landlord waived the first month's rent of the new base lease period. The Society's management had elected not to defer these benefits over the term of the new lease. Future minimum lease payments are stated at future cash obligations per the lease agreement.

Future minimum lease commitments under the non-cancelable office operating leases are as follows for the fiscal years ending June 30:

2012	\$ 208,489
2013	219,370
2014	240,853
2015	250,471
2016	260,490
Thereafter	<u>1,603,571</u>
	<u>\$ 2,783,244</u>

Office rent expense for the fiscal years ended June 30, 2011 and 2010 was \$186,148 and \$269,485 respectively.

NOTE G - COMMITMENTS AND CONTINGENCIES

Meeting Costs

The Society holds meetings in various hotels in the United States and contracts for such events in advance. In the event the Society is required to cancel a meeting, it may be liable for cancellation fees, which vary considerably based on the date of cancellation and the proximity of the event date. The Society had no liability for the years ended June 30, 2011 and 2010.

The Society has entered into contracts with course developers. These contracts pay a development fee upon completion of development and a royalty per class attendee. The contracts are cancellable by either party.

During the fiscal year ended June 30, 2011, the Society formed a Canadian partnership organization with the Canadian Institute of Chartered Business Valuators (CICBV) to promote and develop the profession of business and securities valuation on an international basis.

NOTES TO COMBINED FINANCIAL STATEMENTS  
AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

June 30, 2011 and 2010

NOTE G - COMMITMENTS AND CONTINGENCIES (continued)

The Society has entered into an agreement with the CICBV to jointly acquire the rights to certain material, course notes, case commentaries and related course material for use in valuation courses which the Society and the CICBV propose to co-own, revise and license to the partnership. Both the Society and the CICBV had each agreed to fund this endeavor with a \$125,000 advance. As of the date of these financial statements, the Society had funded \$61,000 of its \$125,000 obligation. Additionally, the Society and the CICBV (acting as co-owners of the partnership) have entered into an agreement with the CICBV to acquire rights to CICBV course materials for license to the partnership. For both agreements, the initial term of this agreement expires on December 31, 2015. After the initial term, the agreement may be renewed for successive five-year terms.

The partnership had no reportable financial activity for the fiscal year ended June 30, 2011.

NOTE H - RETIREMENT PLAN

The Society maintains a defined contribution 401(k) retirement plan for employees who meet certain age and length of service requirements. Employees may contribute a portion of their salaries on a tax-deferred basis up to statutory limits. The Society contributes matching contributions to the plan based upon each participant's contribution up to 5% of the participant's compensation. The Society contributed \$51,231 and \$48,680, respectively, to the plan during the fiscal years ended June 30, 2011 and 2010.

NOTE I - SUBSEQUENT EVENTS

Effective June 15, 2009, the Society adopted Statement of Financial Accounting Standard ASC Topic 855, *Subsequent Events* (ASC 855). ASC 855 establishes general standards of accounting for and disclosure of events that occur after the balance sheet date but before financial statements are issued or are available to be issued.

The Society's management has evaluated subsequent events and transactions for potential recognition or disclosure through December 12, 2011, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

Reston, Virginia

June 30, 2011 and 2010

Independent Auditor's Report on Supplemental Information

To the Board of Governors  
American Society of Appraisers  
Reston, Virginia

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of expenses by natural classification for the years ended June 30, 2011 and 2010 are presented for the purposes of additional analysis and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the combined financial statements and, in our opinion, is fairly stated in all material respects in relation to the combined financial statements taken as a whole.

December 12, 2011

SCHEDULES OF EXPENSES BY NATURAL CLASSIFICATION

AMERICAN SOCIETY OF APPRAISERS & AFFILIATES

	Year Ended June 30,	
	<u>2011</u>	<u>2010</u>
EXPENSES		
Salaries	\$ 1,652,628	\$ 1,454,060
Education courses	1,127,853	1,086,569
Governance/administration	381,697	317,063
Computer expenses	202,898	215,100
Rent	186,148	269,485
Discipline committee expenses	173,037	392,986
Employee benefits	165,605	143,557
Meetings and conference	140,960	138,035
Payroll taxes	139,500	121,981
Committees	128,206	135,856
Professional fees	118,971	149,577
Credit card and bank fees	118,048	131,702
Depreciation	108,168	100,762
Journal expenses	77,379	59,096
Other office expenses	59,369	23,507
Retirement contribution	51,231	48,680
Advertising and marketing	36,330	21,292
Office expense	36,075	40,739
Telephone	21,541	28,424
Membership	20,342	20,667
Postage and shipping	16,222	13,595
Staff training	9,579	8,231
Cost of products sold	8,844	19,713
Insurance	5,159	11,606
Printing	<u>4,268</u>	<u>1,558</u>
TOTAL EXPENSES	<u>\$ 4,990,058</u>	<u>\$ 4,953,841</u>

See notes to financial statements.