

COMPEER ROCHESTER, INC.

**Financial Statements
as of December 31, 2015
Together with
Independent Auditor's Report**

INDEPENDENT AUDITOR'S REPORT

April 26, 2016

To the Board of Directors of
Compeer Rochester, Inc.:

Report on the Financial Statements

We have audited the accompanying financial statements of Compeer Rochester, Inc. (a New York not-for-profit corporation), which comprise the statement of financial position as of December 31, 2015, and the related statements of activities and change in net assets, functional expenses and cash flows for the year 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 audit. We conducted our audit 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 organization'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 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 financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Compeer Rochester, Inc. as of December 31, 2015, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

INDEPENDENT AUDITOR'S REPORT (Continued)

Report on Summarized Comparative Information

We have previously audited Compeer Rochester, Inc.'s 2014 financial statements, and our report dated April 23, 2015 expressed an unmodified opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2014, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Rizzo DiBianco Her: Banerjee CPAs

COMPEER ROCHESTER, INC.

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2015 AND 2014

| | <u>2015</u> | <u>2014</u> |
|--|-------------------|-------------------|
| ASSETS | | |
| CURRENT ASSETS: | | |
| Cash and equivalents | \$ 9,708 | \$ 7,147 |
| Accounts receivable | 19,643 | 20,093 |
| Investments | 148,002 | 182,415 |
| Prepaid expenses and other current assets | <u>9,973</u> | <u>15,451</u> |
| Total current assets | 187,326 | 225,106 |
| BENEFICIAL INTEREST IN POOLED LIFE INCOME FUND | 63,970 | 68,523 |
| RESTRICTED INVESTMENTS | 315,159 | 315,813 |
| OFFICE EQUIPMENT, net of accumulated depreciation of \$101,832 and \$99,302 as of December 31, 2015 and 2014, respectively | <u>6,336</u> | <u>8,866</u> |
| | <u>\$ 572,791</u> | <u>\$ 618,308</u> |
| LIABILITIES AND NET ASSETS | | |
| CURRENT LIABILITIES: | | |
| Line-of-credit | \$ 197,342 | \$ 137,525 |
| Accounts payable | 7,920 | 10,676 |
| Accrued payroll and payroll taxes | <u>33,656</u> | <u>25,769</u> |
| Total current liabilities | <u>238,918</u> | <u>173,970</u> |
| NET ASSETS: | | |
| Unrestricted - Board Designated | 148,002 | 182,415 |
| Unrestricted | 71,742 | 142,587 |
| Temporarily restricted | 75,190 | 80,397 |
| Permanently restricted | <u>38,939</u> | <u>38,939</u> |
| Total net assets | <u>333,873</u> | <u>444,338</u> |
| | <u>\$ 572,791</u> | <u>\$ 618,308</u> |

The accompanying notes are an integral part of these statements.

COMPEER ROCHESTER, INC.

STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS
 FOR THE YEAR ENDED DECEMBER 31, 2015
 (With Comparative Totals for 2014)

| | 2015 | | | Total | 2014 |
|--|-------------------|------------------------|------------------------|-------------------|-------------------|
| | Unrestricted | Temporarily Restricted | Permanently Restricted | | |
| SUPPORT AND REVENUE: | | | | | |
| Government grant contracts | \$ 489,010 | \$ - | \$ - | \$ 489,010 | \$ 444,603 |
| Contributions | 57,403 | 5,000 | - | 62,403 | 66,371 |
| Other grants | 2,705 | 13,600 | - | 16,305 | 106,578 |
| Special events | 209,025 | - | - | 209,025 | 180,180 |
| Net assets released from restriction | 18,600 | (18,600) | - | - | - |
| Total support and revenue | 776,743 | - | - | 776,743 | 797,732 |
| EXPENSES: | | | | | |
| Program | 663,237 | - | - | 663,237 | 578,506 |
| Management and general | 123,468 | - | - | 123,468 | 159,512 |
| Fundraising | 44,605 | - | - | 44,605 | 40,888 |
| Cost of direct benefit to donors | 33,380 | - | - | 33,380 | 41,717 |
| Total expenses | 864,690 | - | - | 864,690 | 820,623 |
| OTHER INCOME (EXPENSE): | | | | | |
| Shared services - Compeer, Inc. | - | - | - | - | 7,307 |
| Tax credit | - | - | - | - | 1,829 |
| Interest and dividends | 10,094 | 856 | - | 10,950 | 10,787 |
| Net realized and unrealized (loss) gain on investments | (17,803) | (1,510) | - | (19,313) | 14,870 |
| Change in value of pooled life income fund | - | (4,553) | - | (4,553) | 1,184 |
| Interest expense | (9,602) | - | - | (9,602) | (6,939) |
| Total other income | (17,311) | (5,207) | - | (22,518) | 29,038 |
| CHANGE IN NET ASSETS | (105,258) | (5,207) | - | (110,465) | 6,147 |
| NET ASSETS - beginning of year | 325,002 | 80,397 | 38,939 | 444,338 | 438,191 |
| NET ASSETS - end of year | <u>\$ 219,744</u> | <u>\$ 75,190</u> | <u>\$ 38,939</u> | <u>\$ 333,873</u> | <u>\$ 444,338</u> |

The accompanying notes are an integral part of these statements.

COMPEER ROCHESTER, INC.

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2015
(With Comparative Totals for 2014)

| | 2015 | | | | | 2014 |
|---------------------------------------|-------------------|---------------------------|------------------|--|-------------------|-------------------|
| | Program | Management and General | Fundraising | Cost of Direct Benefit to Donors | Total | |
| Salaries | \$ 401,352 | \$ 76,997 | \$ 3,004 | \$ - | \$ 481,353 | \$ 448,216 |
| Occupancy | 69,452 | - | - | - | 69,452 | 70,023 |
| Payroll taxes | 50,280 | 5,889 | 230 | - | 56,399 | 55,114 |
| Employee benefits | 48,421 | 6,448 | 406 | - | 55,275 | 44,605 |
| Consultants | - | 23,479 | 30,000 | - | 53,479 | 51,013 |
| Food and room rental (special events) | - | - | 2,808 | 19,173 | 21,981 | 23,441 |
| Equipment rental | 16,514 | - | 3,400 | - | 19,914 | 19,379 |
| Golf course fees | - | - | 1,421 | 14,207 | 15,628 | 18,276 |
| Insurance | 12,131 | - | - | - | 12,131 | 9,921 |
| Meetings and travel | 8,688 | - | - | - | 8,688 | 7,647 |
| Printing | 7,585 | - | 686 | - | 8,271 | 4,332 |
| Legal and professional | - | 8,125 | - | - | 8,125 | 8,125 |
| Telephone | 7,812 | - | - | - | 7,812 | 8,705 |
| SPR FFS mentor expenses | 7,410 | - | - | - | 7,410 | 8,825 |
| Supplies | 4,576 | - | 1,539 | - | 6,115 | 6,249 |
| Payroll processing | 5,411 | - | - | - | 5,411 | 4,252 |
| Dues and subscriptions | 3,873 | - | - | - | 3,873 | 3,252 |
| Service charge | 3,393 | - | - | - | 3,393 | 3,222 |
| Volunteer recruitment | 3,238 | - | - | - | 3,238 | 2,045 |
| Background checks | 3,223 | - | - | - | 3,223 | 1,978 |
| Postage and shipping | 2,902 | - | - | - | 2,902 | 4,011 |
| Depreciation | - | 2,530 | - | - | 2,530 | 2,167 |
| Training | 2,356 | - | - | - | 2,356 | 5,043 |
| Food and beverage (office) | 1,116 | - | 1,111 | - | 2,227 | 1,013 |
| Client enrichment | 2,096 | - | - | - | 2,096 | 2,553 |
| Repairs and maintenance | 1,086 | - | - | - | 1,086 | 635 |
| Public relations | 322 | - | - | - | 322 | 3,061 |
| Fundraising events | - | - | - | - | - | 3,520 |
| Total expenses | <u>\$ 663,237</u> | <u>\$ 123,468</u> | <u>\$ 44,605</u> | <u>\$ 33,380</u> | <u>\$ 864,690</u> | <u>\$ 820,623</u> |

The accompanying notes are an integral part of these statements.

COMPEER ROCHESTER, INC.

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

| | <u>2015</u> | <u>2014</u> |
|---|-----------------|-----------------|
| CASH FLOW FROM OPERATING ACTIVITIES: | | |
| Change in net assets | \$ (110,465) | \$ 6,147 |
| Adjustments to reconcile change in net assets to net cash flow from operating activities: | | |
| Depreciation | 2,530 | 2,167 |
| Change in value of pooled life income fund | 4,553 | (1,184) |
| Net realized and unrealized loss (gain) on investments | 19,313 | (14,870) |
| Changes in: | | |
| Accounts receivable | 450 | 2,050 |
| Prepaid expenses and other current assets | 5,478 | (5,484) |
| Accounts payable | (2,756) | 2,878 |
| Accrued payroll and payroll taxes | 7,887 | (2,071) |
| Net cash flow from operating activities | <u>(73,010)</u> | <u>(10,367)</u> |
| CASH FLOW FROM INVESTING ACTIVITIES: | | |
| Purchase of investments | (10,950) | (10,787) |
| Proceeds from sale of investments | 26,704 | 52,113 |
| Purchases of equipment | <u>-</u> | <u>(8,730)</u> |
| Net cash flow from investing activities | <u>15,754</u> | <u>32,596</u> |
| CASH FLOW FROM FINANCING ACTIVITIES: | | |
| Net borrowings (repayments) on line-of-credit | <u>59,817</u> | <u>(15,900)</u> |
| Net cash flow from financing activities | <u>59,817</u> | <u>(15,900)</u> |
| CHANGE IN CASH AND EQUIVALENTS | 2,561 | 6,329 |
| CASH AND EQUIVALENTS - beginning of year | <u>7,147</u> | <u>818</u> |
| CASH AND EQUIVALENTS - end of year | <u>\$ 9,708</u> | <u>\$ 7,147</u> |

The accompanying notes are an integral part of these statements.

COMPEER ROCHESTER, INC.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2015 AND 2014

1. ORGANIZATION

The primary purpose of Compeer Rochester, Inc. (Compeer) is to provide one-to-one support for men, women, and children receiving mental health care so that they can live successful lives in their communities. This is accomplished by educating the community on mental health recovery and the awareness of Compeer's successful and cost effective service outcomes. Community volunteers are screened, trained and supported in intentional friendships to encourage and practice improved life skills, as well as foster individual socialization experiences.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting -

Compeer's financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States.

Financial Reporting -

Compeer categorizes net assets and activities as unrestricted, temporarily restricted, or permanently restricted. At December 31, 2015 and 2014, Compeer reported net assets as follows:

- Unrestricted - Unrestricted net assets include operating resources available for the support of the Organization's operating activities.
- Temporarily Restricted - Temporarily restricted net assets include resources donated to the Organization subject to time or purpose restrictions as defined by the donor.
- Permanently Restricted - Permanently restricted net assets include resources subject to donor-imposed restrictions that may be maintained permanently by the Organization.

Cash and Equivalents -

Compeer's cash consists of bank deposit accounts. For the purposes of the statements of financial position and the statements of cash flows, all short-term investments with an original maturity of three months or less are considered to be cash equivalents. These accounts may, at times, exceed federally insured limits. Compeer has not experienced any losses in such accounts and does not believe it is exposed to any significant credit risk with respect to cash and equivalents.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Support and Revenue -

A portion of Compeer's revenue is derived from grants and service agreements with government agencies. Compeer recognizes revenue when the services are provided, or the related expenses are incurred, depending on the nature of the funding terms.

Compeer accounts for contributions in accordance with generally accepted accounting principles, whereby contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence and/or nature of any donor restrictions. Temporarily restricted net assets are reclassified to unrestricted net assets upon satisfaction of the time or purpose restrictions.

Expenses are reported as decreases in unrestricted net assets. Gains and losses on assets or liabilities are reported as increases or decreases in unrestricted net assets unless their use is restricted by explicit donor stipulation or by law. Expirations of temporary restrictions on net assets are reported as satisfaction of restrictions.

Accounts Receivable -

Trade accounts receivable are stated at the amount management expects to collect from outstanding balances. The carrying amount of accounts receivable is reduced by a valuation allowance that reflects management's best estimate of the amounts that will not be collected. Management provides for probable uncollectible amounts through a charge to earnings and a credit to a valuation allowance based on its assessment of the current status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to trade accounts receivable. Compeer considers accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required.

Investments and Beneficial Interest in Pooled Life Income Fund -

Investments are recorded at fair market value in accordance with generally accepted accounting principles. Unrealized gains or losses on investments are reflected in the statement of activities and change in net assets.

Generally accepted accounting principles also provide a framework for measuring fair value. Generally accepted accounting principles defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. Generally accepted accounting principles require that the valuation techniques maximize the use of observable inputs and minimize the use of unobservable inputs. Generally accepted accounting principles also establishes a fair value hierarchy, which prioritizes the valuations inputs into three broad levels.

Investments are valued using Level 1 inputs based on unadjusted quoted market prices within active markets. The Beneficial Interest in Pooled Life Income Fund is valued using Level 2 inputs based on quoted market prices of assets within the fund. The fund allocates units to each participant that are divided into net fair value of the entire fund for each participant's allocated share.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments and Beneficial Interest in Pooled Life Income Fund (Continued) -

Level 1 investments are recorded at fair value based on quoted market prices. Investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the accompanying financial statements.

Restricted investments include balances that are required as collateral for borrowing arrangements. In addition, restricted investments includes amounts permanently restricted by donors and the unappropriated earnings on such amounts.

Office Equipment -

Office equipment is recorded at cost. Depreciation is computed on the straight-line method over an estimated useful life of three to five years. It is Compeer's policy to capitalize all assets in excess of \$1,000 with an estimated useful life of more than one year.

Income Taxes -

Compeer has received a letter of determination from the Internal Revenue Service advising it that it qualifies as a non-profit corporation under Section 501(c)(3) of the Internal Revenue Code and, therefore, is not subject to income tax. In addition, the Organization has been determined by the Internal Revenue Service not to be a private foundation within the meaning of Section 509(a) of the Internal Revenue Code.

Compeer follows the provisions of Accounting Standards Codification (ASC) Topic 740, *Accounting for Uncertainty in Income Taxes*. For tax-exempt entities, their tax-exempt status itself is deemed to be an uncertainty, since events could potentially occur to jeopardize their tax-exempt status. As of December 31, 2015 and 2014, Compeer has not recorded any provisions for accrued interest and penalties related to uncertain tax positions. By statute, tax years 2012 through 2015 remain open to examination by the major taxing jurisdictions to which Compeer is subject.

Events Occurring After Reporting Date -

Compeer has evaluated events and transactions that occurred between December 31, 2015 and April 26, 2016, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements.

Estimates -

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts and disclosures reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Comparative Information -

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2014, from which the summarized information was derived.

Reclassifications -

Certain reclassifications were made to the prior year comparative amounts to conform to the current year presentation.

3. INVESTMENTS

Investments, including those restricted for use, consisted of the following at December 31:

| | <u>2015</u> | <u>2014</u> |
|----------------------|-------------------|-------------------|
| Cash and equivalents | \$ 8,536 | \$ 8,242 |
| Equities | 266,677 | 298,296 |
| Commodities | 13,226 | 10,424 |
| Fixed income | <u>174,722</u> | <u>181,266</u> |
| Total investments | <u>\$ 463,161</u> | <u>\$ 498,228</u> |

Restricted investments consisted of the following at December 31:

| | <u>2015</u> | <u>2014</u> |
|------------------------------|-------------------|-------------------|
| Collateral requirements | \$ 265,000 | \$ 265,000 |
| Permanently restricted | 38,939 | 38,939 |
| Unappropriated earnings | <u>11,220</u> | <u>11,874</u> |
| Total restricted investments | <u>\$ 315,159</u> | <u>\$ 315,813</u> |

Investments are managed by professional advisors under the guidance of the Board of Directors.

4. ENDOWMENT

The corpus of the endowment fund consists of permanently restricted and board designated net assets.

Interpretation of Relevant Law

Compeer's Board of Directors follows the New York Prudent Management of Institutional Funds Act (NYPMIFA) and its own governing documents. To constitute a true endowment under New York law, the restrictions must arise from clearly expressed donor limitations. Any gift received with donor restrictions must be applied in accordance with those restrictions. To do otherwise is a breach of fiduciary duty of Compeer's governing board. As a result of these interpretations, Compeer classifies as permanently restricted net assets the aggregate fair value in dollars of: (i) an endowment fund at the time it became an endowment fund; (ii) each subsequent donation to the fund at the time it is made; and (iii) each accumulation made pursuant to a direction in the applicable gift instrument at the time the accumulation is added to the fund. The determination of these components is made in good faith by Compeer's governing board, is conclusive and under New York law is held inviolate.

Endowment Net Asset Composition and Changes

| | <u>Board Designated</u> | <u>Temporarily Restricted</u> | <u>Permanently Restricted</u> | <u>Total</u> |
|---|-----------------------------|-----------------------------------|-----------------------------------|-------------------|
| Balance as of January 1, 2014 | \$ 210,775 | \$ 9,970 | \$ 38,939 | \$ 259,684 |
| Interest income | 9,986 | 801 | - | 10,787 |
| Net appreciation (realized and unrealized) | 13,767 | 1,103 | - | 14,870 |
| Appropriations | <u>(52,113)</u> | <u>-</u> | <u>-</u> | <u>(52,113)</u> |
| Balance as of December 31, 2014 | 182,415 | 11,874 | 38,939 | 233,228 |
| Interest income | 10,094 | 856 | - | 10,950 |
| Net depreciation (realized and unrealized) | (17,803) | (1,510) | - | (19,313) |
| Appropriations | <u>(26,704)</u> | <u>-</u> | <u>-</u> | <u>(26,704)</u> |
| Balance as of December 31, 2015 | <u>\$ 148,002</u> | <u>\$ 11,220</u> | <u>\$ 38,939</u> | <u>\$ 198,161</u> |

4. ENDOWMENT (Continued)

Return Objectives and Risk Parameters

Compeer has adopted an investment policy for endowment assets that attempts to provide appreciated earnings to annually fund the programs supported by the endowment and to maintain the purchasing power of the endowment assets.

Compeer's investment policy to achieve its objectives is focused on the pursuit of long-term capital growth and the preservation of endowment capital by avoiding high level risk, high volatility and low quality securities. The investment policy designates asset allocation limits as follows:

| | <u>Asset Allocation Limits</u> |
|----------------------|------------------------------------|
| Equity | 50 - 80% |
| Fixed income | 20 - 50% |
| Cash and equivalents | 0 - 20% |

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, Compeer relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Compeer targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy

Compeer has a spending policy of appropriating for distribution each year up to 4% of its donor-restricted endowment fund's average portfolio balance for the trailing 20 quarters. In establishing this policy, Compeer considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, many of which must be maintained in perpetuity because of donor-restrictions, and the possible effects of inflation.

5. RELATED PARTY TRANSACTIONS

Compeer is an affiliate member of Compeer, Inc.

During 2014, Compeer charged Compeer, Inc. for shared personnel and equipment. Shared services revenue from Compeer, Inc. totaled \$7,307 for the year ended December 31, 2014. No amounts were due from Compeer, Inc. for shared office use expenses as of December 31, 2014. The shared service agreement was terminated in 2014, and no transactions occurred between Compeer and Compeer, Inc. in 2015.

6. BENEFICIAL INTEREST IN POOLED LIFE INCOME FUND

Compeer has been named a remainder beneficiary of a gift to the pooled life income fund of United Way of Greater Rochester, Inc. Upon the death of the donor, the value of the fund will be distributed to Compeer. An asset for the gift has been recognized at the fair value of the assets contributed. Compeer's share of the fair market value of the fund was \$63,970 and \$68,523 as of December 31, 2015 and 2014, respectively. Changes in the value of the fund have been reported in the statement of activities and change in net asset as changes in temporarily restricted net assets.

7. LINE OF CREDIT

Compeer has a \$250,000 line of credit that bears interest at the greater of the prime rate (3.5% and 3.25% at December 31, 2015 and 2014, respectively) plus .25% or 5%, and is secured by Compeer's assets. The interest rate at December 31, 2015 and 2014 was 5%. The security agreement also contains a provision that pledged investments must maintain a minimum value of no less than \$265,000 at all times. The outstanding balance on the line of credit was \$197,342 and \$137,525 at December 31, 2015 and 2014, respectively. The line of credit is due on demand. Cash paid for interest related to the line of credit agreement totaled \$9,602 and \$6,939 for the years ended December 31, 2015 and 2014, respectively.

8. CONCENTRATIONS

Compeer receives funding from one entity representing approximately 39% and 38% of total support and revenue for the years ended December 31, 2015 and 2014, respectively.

9. LEASE COMMITMENTS

Compeer leases its office space under a lease agreement that expires May 31, 2020. In addition to base rentals of \$4,937 per month, Compeer is responsible for the payment of certain expenses, such as utilities and real estate taxes related to their portion of the premises of \$669 per month. Rent expense totaled approximately \$69,000 and \$70,000 for the years ended December 31, 2015 and 2014, respectively.

Compeer also leases copier equipment under a lease agreement that requires monthly payments of \$825 expiring in December 2016.

Future minimum lease payments under the terms of the above lease agreements are as follows as of December 31:

| | | |
|------|----|----------------|
| 2016 | \$ | 77,172 |
| 2017 | | 67,272 |
| 2018 | | 67,272 |
| 2019 | | 67,272 |
| 2020 | | <u>28,030</u> |
| | \$ | <u>307,018</u> |

10. BENEFIT PLAN

Compeer sponsors a defined contribution plan covering all employees who have reached the age of 21 years, worked at least 1,000 hours, and completed one year of service. Compeer matches 100% of employee contributions up to 3% of employee wages. In addition, the Board of Directors may approve a discretionary contribution to the Plan.

Matching contributions to the plan totaled \$6,371 and \$8,097 for the years ended December 31, 2015 and 2014, respectively. There were no discretionary contributions during 2015 or 2014.

11. DONATED SERVICES

Compeer has many benefactors who have made significant contributions of their time, facilities, or other forms of non-monetary giving. Generally accepted accounting principles do not allow the recognition of these contributions, unless they would normally need to be purchased to maintain operations. As a result, Compeer recognized \$5,606 for the year ended December 31, 2015 for donated rent. No contributions met the requirements set forth by generally accepted accounting principles for recognition for the year ended December 31, 2014.