CHAR500

NYS Annual Filing for Charitable Organizations www.CharitiesNYS.com

Send with fee and attachments to: NYS Office of the Attorney General Charities Bureau Registration Section 120 Broadway New York, NY 10271

2015 <u>Open to Pub</u>lic

General Information

For Fiscal Year Beginning	(mm/dd/yyyy) 09 /		nding (mm/dd/yyyy)	08 / 31 / 2	016
Check if Applicable:	Name of Organization: TE	ACHING MATTERS,	INC.	Employer Identification	Number (EIN):
Address Change		,		13-3770472	
Name Change	Mailing Address:		1	NY Registration Number	er:
Initial Filing		RIVE, SUITE 1270		05-36-48	
Final Filing	City / State / Zip:			Telephone:	
Amended Filing	NEW YORK, NY, 101	15	·	(212) 870-357	71
Reg ID Pending	Website:			Email:	
	www.TEACHINGMAT	TERS.ORG			
Check your organization's registration category:	7A only EPT	Lonly X DUAL (7A &		onfirm your Registration harities Registry at www	
2. Certification					
See instructions for certifica	tion requirements. Imprope	r certification is a violation	of law that may be subject t	o penalties.	
					and belief,
	Signature		Print Name a	ind Title	Date
Chief Financial Officer					
	Signature		Print Name a	ind Title	Date
3. Annual Reportin	a Exemption				
	apply to your registration, of you cannot claim an exemple fees. tion: Total contributions from	complete only parts 1, 2, a ption or are a DUAL filer the n NY State including reside	nd 3, and submit the certific at claims only one exemption nts, foundations, governm	ed Char500. No fee, sci on, you must file applica ent agencies, etc. did n	nedules, or additional ble schedules and ot exceed \$25,000
Or the organization	n did not engage a professio qualifies for another 7A exer	mption (see instructions).			
3b. EPTL filing exer	nption: Gross receipts did n	ot exceed \$25,000 and the	e market value of assets di	d not exceed \$25,000	at any time during
4. Schedules and /	Attachments				
See the following page for a checklist of schedules and		d your organization use a p d raising activity in NY Sta			mmercial co-venturer
attachments to complete your filing.	Yes X No 4b. Did	the organization receive	government grants? If yes,	complete Schedule 4b.	:
5. Fee					
See the checklist on the	7A filing fee:	EPTL filing fee:	Total fee:	Make a single che	ck or money order
next page to calculate your fee(s). Indicate fee(s) you are submitting here:	\$25.	\$250.	\$ 275.	payat	le to:

CHAR500 Annual Filing for Charitable Organizations (Updated December 2015)

CHAR500

Annual Filing Checklist

Simply submit the certified CHAR500 with no fee, schedule, or additional attachments IF:

- Your organization is registered as 7A only and you marked the 7A filing exemption in Part 3.
- Your organization is registered as EPTL only and you marked the EPTL filling exemption in Part 3.
- Your organization is registered as DUAL and you marked both the 7A and FPTI filling exemption in Part 3.

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	ecklist of Schedules and Attachments

Check the schedules you must submit with your CHAR500 as described in Part	.4:
If you answered "yes" in Part 4a, submit Schedule 4a: Professional Fund R	aisers (PFR), Fund Raising Counsel (FRC), Commercial Co-Venturers (CCV
If you answered "yes" in Part 4b, submit Schedule 4b: Government Grant	is
Check the financial attachments you must submit with your CHAR500:	
X IRS Form 990, 990-EZ, or 990-PF, and 990-T if applicable	
X All additional IRS Form 990 Schedules, including Schedule B (Schedule	of Contributors).
Our organization was eligible for and filed an IRS 990-N e-postcard. We	have included an IRS Form 990-EZ for state purposes only.
If you are a 7A only or DUAL filer, submit the applicable independent Certified	d Public Accountant's Review or Audit Report:
Review Report if you received total revenue and support greater than \$	250,000 and up to \$500,000.
X Audit Report if you received total revenue and support greater than \$50	0,000
No Review Report or Audit Report is required because total revenue an	d support is less than \$250,000
We are a DUAL filer and checked box 3a, no Review Report or Audit Rep	port is required
Calculate Your Fee	
For 7A and DUAL filers, calculate the 7A fee:	Is my Registration Category 7A, EPTL, DUAL or EXEMPT
\$0, if you checked the 7A exemption in Part 3a	Organizations are assigned a Registration Category upon registration with the NY Charities Bureau:
X \$25, if you did not check the 7A exemption in Part 3a	7A filers are registered to solicit contributions in New York
For EPTL and DUAL filers, calculate the EPTL fee:	under Article 7-A of the Executive Law ("7A")
\$0, if you checked the EPTL exemption in Part 3b	EPTL filers are registered under the Estates, Powers & Trusts Law ("EPTL") because they hold assets and/or conduct
\$25, if the NET WORTH is less than \$50,000	activites for charitable purposes in NY.
\$50, if the NET WORTH is \$50,000 or more but less than \$250,000	DUAL filers are registered under both 7A and EPTL.
\$100, if the NET WORTH is \$250,000 or more but less than \$1,000,000	EXEMPT filers have registered with the NY Charities Bureau and meet conditions in <u>Schedule E - Registration</u> Exemption for Charitable Organizations. These
X \$250, if the NET WORTH is \$1,000,000 or more but less than \$10,000,	
\$750, if the NET WORTH is \$10,000,000 or more but less than \$50,000	Confirm your Registration Category and learn more about NY
\$1500, if the NET WORTH is \$50,000,000 or more	law at www.CharitiesNYS.com.

Send Your Filing

Send your CHAR500, all schedules and attachments, and total fee to:

NYS Office of the Attorney General Charities Bureau Registration Section 120 Broadway New York, NY 10271

Where do I find my organization's NET WORTH?

NET WORTH for fee purposes is calculated on:

- IRS From 990 Part I, line 22
- IRS Form 990 EZ Part I line 21
- IRS Form 990 PF, calculate the difference between Total Assets at Fair Market Value (Part II, line 16(c)) and Total Liabilities (Part II, line 23(b)).



Financial Statements for Year Ended August 31, 2016 and August 31, 2015



Certified Public Accountants

One Battery Park Plaza New York, NY 10004-1405 Te1: (212) 661 - 7777 Fax: (212) 661 - 4010

Independent Auditor's Report

To the Board of Directors Teaching Matters, Inc.

We have audited the accompanying financial statements of Teaching Matters, Inc. ("TMI") which comprise the statement of financial position as of August 31, 2016 and August 31, 2015 and the related statements of activities, functional expenses and cash flows for the years then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the financial statements referred to in the first paragraph on the previous page present fairly, in all material respects, the financial position of Teaching Matters, Inc. as of August 31, 2016 and August 31, 2015 and the results of its activities and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Condon O'M ears Moderaty & Donnelly LLP



Statement of Financial Position

Assets

	Aug	ust 31
	2016	2015
Assets		
Cash and cash equivalents		
Operating	\$ 777,717	\$ 410,118
Board designated	750,000	· -
Investments at fair value	4,119,147	5,167,619
Accounts receivable, net	416,026	605,659
Contributions receivable	115,000	493,130
Prepaid expenses	47,965	16,687
Furniture, equipment and leasehold improvements, at cost, net of accumulated depreciation and amortization of \$569,464 and \$555,629 for 2016 and 2015, respectively	41,864	14 144
respectively	41,804	<u>14,144</u>
Total assets	<u>\$ 6,267,719</u>	<u>\$ 6,707,357</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 210,593	\$ 148,828
Deferred revenue and deposits	111,950	62,300
Total liabilities	322,543	211,128
Net assets		
Unrestricted	5,800,176	5,965,229
Temporarily restricted	145,000	531,000
Total net assets	5,945,176	6,496,229
Total liabilities and net assets	<u>\$ 6,267,719</u>	\$ 6,707,357

TEACHING MATTERS, INC.

Statement of Activities

			Year Ende	Year Ended August 31		
		2016		-	2015	
		Temporarily			Temporarily	
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
Public support and revenue						
Contributions	\$ 691,787	\$ 30,000	\$ 721,787	\$ 635,363	\$ 731,000	\$1,366,363
Net assets released					٠.	
from restrictions	416,000	(416,000)	1	376,500	(376,500)	
Total public support	1,107,787	(386,000)	721,787	1,011,863	354,500	1,366,363
Government grants	512,290	ŧ	512,290	539,404	ı	539,404
Program service fees	3,404,302	•	3,404,302	3,364,272	1	3,364,272
Realized and unrealized gains						•
(loss) on investments	131,204		131,204	(164,545)	J	(164.545)
Investment income, net	135,979	1	135,979	104,190	\$	104,190
Total revenue	4,183,775	1	4,183,775	3,843,321		3,843,321
Total public support						
and revenue	5,291,562	(386,000)	4,905,562	4,855,184	354,500	5,209,684
Expenses						
Program services	4,424,748	ı	4,424,748	4,809,814		4,809,814
Management and general	684,215	ŧ	684,215	719,462	. 1	719,462
Fund-raising	347,652		347,652	333,033	1	333,033
Total expenses	5,456,615		5,456,615	5,862,309	•	5,862,309
Increase (decrease)						
in net assets	(165,053)	(386,000)	(551,053)	(1,007,125)	354,500	(652,625)
Net assets, beginning of year	5,965,229	531,000	6,496,229	6,972,354	176,500	7,148,844
Net assets, end of year	\$5,800,176	\$ 145,000	\$5,945,176	\$5,965,229	\$ 531,000	\$6,496,219
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See notes to financial statements.

Statement of Functional Expenses
Year Ended August 31, 2016
(with Summarized Comparative Totals for the Year Ended August 31, 2015)

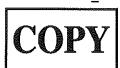
			2016		2015
•.		Management			
	Program	and	Fund-		
	Services	General	Raising	Total	Total
Salaries and related expenses	\$3,263,694	\$ 484,348	\$ 244,331	\$3,992,373	\$4,139,617
Professional fees	591,095	88,803	12,204	692,102	930,126
Computer software and expenses	75,905	4,145	1,834	81,884	80,896
Meetings, conferences and travel	97,801	19,493	15,920	133,214	165,311
Occupancy	157,985	. 23,930	11,827	193,742	161,362
Dues, fees and subscriptions	24,929	11,019	4,091	40,039	48,569
Office supplies and expense	14,129	4,591	7,837	26,557	26,999
Postage and messengers	24,428	3,700	1,829	29,957	14,893
Printing and stationery	35,282		5,685	40,967	86,886
Telephone	9,148	1,386	685	11,219	11,484
Temporary help, recruiting, and training	18,238	ı	4,557	22,795	23,132
Marketing and promotion	39,536	8,028	32,222	79,786	86,859
Other	72,578	20,937	4,630	98,145	82,639
Total expenses before depreciation					
and amortization	4,424,748	670,380	347,652	5,442,780	5,858,773
Depreciation and amortization	all the second s	13,835	The state of the s	13,835	3,536
Total expenses	\$4,424,748	\$ 684,215	\$ 347,652	\$5,456,615	\$5,862,309
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TEACHING MATTERS, INC.

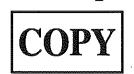
Statement of Functional Expenses Year Ended August 31, 2015

	Year Ended August 31, 2015	ugust 31, 2015		
		Management		
	Program	and	Fund-	
	DEL VICES	General	Kaising	10131
Salaries and related expenses	\$3,357,273	\$ 516,828	\$ 265,516	\$4,139,617
Professional fees	827,313	102,813	1	930,126
Computer software and expenses	79,370	1,044	482	80,896
Meetings, conferences and travel	124,000	37,720	3,591	165,311
Occupancy	130,703	20,977	9,682	161,362
Dues, fees and subscription	38,588	2,728	7,253	48,569
Office supplies and expense	15,819	4,926	6,254	26,999
Postage and messengers	12,063	1,936	894	14,893
Printing and stationery	74,938	7,045	4,903	86,886
Telephone	9,302	1,493	689	11,484
Temporary help, recruiting, and training	23,132	•	1	23,132
Marketing and promotion	44,272	13,054	29,533	86,859
Other	73,041	5,362	4,236	82,639
Total expenses before depreciation				
and amortization	4,809,814	715,926	333,033	5,858,773
Depreciation and amortization	•	3,536	t	3,536
Total expenses	\$4,809,814	\$ 719,462	\$ 333,033	\$5,862,309



Statement of Cash Flows

	Year Ended August 31	
	2016	2015
Cash from operating activities		
(Decrease) in net assets	\$ (551,053)	\$ (652,625)
Adjustments to reconcile (decrease) in net assets to net		
cash (used in) operating activities Depreciation and amortization	10.005	
Realized and unrealized (gain) loss on investments	13,835	3,536
(Increase) decrease in current assets	(131,204)	164,545
Accounts receivable	189,633	1.006.200
Contributions receivable	378,130	1,026,399 (336,957)
Prepaid expenses	(31,278)	18,879
Increase (decrease) in liabilities	(51,270)	10,079
Accounts payable and accrued expenses	61,765	(298,844)
Deferred revenue and deposits	<u>49,650</u>	(43,501)
Net cash (used in) operating activities	(20,522)	(118,568)
Cash flows from investing activities		
Proceeds from the sale of investments	1,460,372	1,408,005
Purchase of investments	(280,696)	(2,509,695)
Purchase of leasehold improvements	(41,555)	(17,680)
Net cash (used in) investing activities	1,138,121	(1,119,370)
Increase (decrease) in cash		
and cash equivalents	1,117,599	(1,237,938)
Cash and cash equivalents, beginning of year	410,118	1,648,056
Cash and cash equivalents, end of year	<u>\$1,527,717</u>	<u>\$ 410,118</u>
Claratinta afa	• .	
Consists of:	A 777 717	. 440 440
Cash and cash equivalents – operating Cash and cash equivalents – board designated	\$ 777,717	\$ 410,118
Total cash and cash equivalents	<u>750,000</u> <u>\$1,527,717</u>	\$ 410,118



Notes to Financial Statements August 31, 2016 and August 31, 2015

Note 1 - Nature of organization

Teaching Matters, Inc. ("TMI") is an educational not-for-profit organization, operating in New York City since May 1994. TMI's mission is to develop and retain great Teachers and measurably increase their ability to give students in urban public schools an excellent education.

TMI's sources of financial support include contributions from private individuals, grant awards from public charities and foundations, and fees for services.

Note 2 - Summary of significant accounting policies

Financial reporting

TMI maintains two classes of net assets, as follows:

Unrestricted net assets

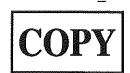
Unrestricted net assets are not subject to donor-imposed stipulations and that may be expendable for any purpose in performing the primary objectives of TMI. During 2016, the Board in agreement with management set aside a reserve of \$750,000 (Board-Designated) to be utilized to fund short-term and medium-term programmatic expansion and other identified strategic initiatives.

Temporarily restricted net assets

Temporarily restricted net assets consist of expendable grants and contributions that relate to future periods. When the time restriction ends or the purpose of the restriction is accomplished, temporary restricted net assets will be reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restriction. During 2016, the assets released from restrictions were used to fund the program described in note 1 to the financial statements.

Temporarily restricted net assets activity as of and for the years ended August 31, 2016 and August 31, 2015 are as follows:

		2016					
			Net Assets				
	Balance at	•	Released	Balance at			
	August 31,		from	August 31,			
	2015	Additions	<u>Restrictions</u>	2016			
Time restricted	\$ 531,000	\$ 30,000	\$ (416,000)	<u>\$ 145,000</u>			



Notes to Financial Statements August 31, 2016 and August 31, 2015

Note 2 - Summary of significant accounting policies (continued)

Temporarily restricted net assets (continued)

	20	15	
		Net Assets	
Balance at		Released	Balance at
August 31,		from	August 31,
2013	Support	Restrictions	2015
<u>\$ 176,500</u>	\$ 731,000	\$ (376,500)	\$ 531,000

Grants and contributions

Time restricted

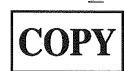
TMI reports contributions that are unrestricted as unrestricted public support. Grants and contributions that are received with donor stipulations that limit the use of the donated assets are recorded as temporarily restricted support. When a donor stipulation expires, that is, when a stipulated time restriction ends or the purpose for restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Cash equivalents

TMI considers cash equivalents to be highly liquid investments with original maturities of 90 days or less.

<u>Investments</u>

Investments are measured at fair value in the statement of financial position. Investment return (including gains and losses on investments, interest and dividends) is included in the statement of activities. TMI also invests in alternative investments. This alternative investment fund is managed by general partners who are affiliated with the same investment management company. The fair value of this alternative investment has been estimated by the general partners in the absence of readily ascertainable market values. However, because of the inherent uncertainty of valuation, those estimated values may differ from the values that would have been used had a ready market for the investments existed, and such differences could be material. This alternative investment can only be redeemed quarterly. Investments are exposed to various risks such as interest rate, market volatility, liquidity and credit. Due to the level of uncertainty related to the foregoing risks, it is reasonably possible that changes in these risks could materially affect the fair value of the investments reported in the statement of financial position at August 31, 2016.



Notes to Financial Statements (continued) August 31, 2016 and August 31, 2015

Note 2 - Summary of significant accounting policies (continued)

Fair value measurements

Accounting principles generally accepted in The United States of America establish a fair value hierarchy that prioritizes the inputs used to measure fair value into three broad levels. Level 1 inputs are defined as quoted prices in active markets for identical assets that the reporting entity has the ability to access at the measurement date. Level 2 inputs are defined as observable inputs other than Level 1 prices, such as quoted prices of similar assets, quoted prices in markets with insufficient volume or infrequent transactions (less active markets). Level 3 inputs are unobservable inputs that are significant in the measurement of fair value.

Allowance for doubtful accounts

As of August 31, 2016 and August 31, 2015, TMI has an allowance for doubtful accounts of \$50,000 and \$51,744, respectively, for any potentially uncollectible receivables. Such estimate is based on management's experience, the aging of the receivables, subsequent receipts and current economic conditions.

Furniture, equipment and leasehold improvements

Expenditures for furniture, equipment and leasehold improvements over a nominal amount are capitalized and recorded at cost. Depreciation and amortization are computed by the straight-line method over the estimated lives of the assets ranging from three to seven years.

Service and consulting fees

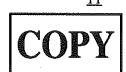
TMI reports services and consulting fees as revenue when services are rendered and the terms of the contracts are met. For services not yet provided, TMI defers the revenue until the next fiscal year.

Functional allocation of expenses

The cost of providing the various programs and other activities has been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements. Actual results could differ from these estimates.



Notes to Financial Statements (continued) August 31, 2016 and August 31, 2015

Note 2 - Summary of significant accounting policies (continued)

Concentrations of credit risk

TMI's financial instruments that are exposed to concentrations of credit risk consist primarily of cash and cash equivalents, investments, accounts receivable and contributions receivable. TMI places its cash and cash equivalents with what it believes to be quality financial institutions. TMI has not experienced any losses in such bank accounts to date. TMI invests in equities, fixed income instruments, mutual funds and an alternative investment. Investments are exposed to various risks such as interest rate, market volatility, liquidity and credit. Due to the level of uncertainty related to changes in interest rates, market volatility, liquidity and credit risks, it is reasonably possible that changes in these risks could materially affect the fair value of the investments reported in the statement of financial position at August 31, 2016. TMI monitors the collectibility of its receivables and believes that all accounts receivable and contributions receivables are collectible. As a result, TMI's management believes concentrations of credit risk are limited.

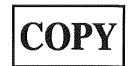
Subsequent events

TMI has evaluated events and transactions for potential recognition or disclosure through November 7, 2016, which is the date the financial statements were available to be issued.

Note 3 - Contributions receivable

As of August 31, 2016, contributions receivable are due to be collected as follows:

Due in one year	\$ 8	0,000
Due in one to five years	3	5,000
Total	<u>\$ 11</u>	5,000



Notes to Financial Statements (continued) August 31, 2016 and August 31, 2015

Notes 4 - Investments

Investments

Investments consist of equities, bonds and exchange-traded funds and are recorded at fair value, which is based on publicly quoted prices.

The following is a summary of investments at fair value:

	August	August 31, 2016		31, 2015
·	Cost	Fair Value	Cost	Fair Value
Fixed Income Equities	\$ 1,508,084	\$1,520,276	\$ 2,780,639	\$2,730,466
Domestic stock	1,447,923	1,548,769	1,420,315	1,401,483
International stock	393,789	344,638	384,699	331,665
Mutual Funds			,	·
Blended	440,060	396,608	424,952	394,229
International Portfolio	181,200	165,308	178,894	159,071
Alternative Investment	155,380	143,548	151,679	149,424
Cash		£±	1,281	1,281
Total	<u>\$4,126,436</u>	<u>\$4,119,147</u>	<u>\$5,342,459</u>	<u>\$5,167,619</u>

Each major class of assets measured at fair value on a recurring basis as of August 31, 2016 and August 31, 2015 are as follows:

	2016					
Description	Total	Level 1	Level 2		Level 3	
Fixed income	\$1,520,276	\$1,520,276	\$	-	\$	-
Equities						
Domestic stock	1,548,769	1,548,769	•	•		
International stock	344,638	344,638		-		ы
Mutual funds						
Blended	396,608	396,608			•	**
International portfolio	165,308	165,308	•			-
Alternative investment	143,548			***	14	3,548
Total	\$4,119,147	<u>\$3,975,599</u>	\$	### 	<u>\$ 14</u>	3,548



Notes to Financial Statements (continued) August 31, 2016 and August 31, 2015

Notes 4 - Investments

Investments (continued)

	2015					
Description	Total	Level 1	Level 2		Level 3	
Fixed income	\$2,730,466	\$2,730,466	\$	-	\$	-
Equities	,					
Domestic stock	1,401,483	1,401,483		-		-
International stock	331,665	331,665		-		-
Mutual funds						
Blended	394,229	394,229		-		-
International portfolio	159,071	159,071				-
Alternative investment	149,424	-			1	49,424
Cash	<u>1,281</u>	1,281				
Total	<u>\$5,167,619</u>	<u>\$5,018,195</u>	\$		\$ 14	49,424

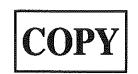
The following is a summary of changes in the fair value of TMI's Level 3 investment for the fiscal years ended:

	Au	August 31			
	2016	2015			
Beginning balance	\$ 149,424	\$ 150,000			
Loss on investment	(5,876)	<u>(576</u>)			
Ending balance	<u>\$ 143,548</u>	\$ 149,424			

Note 5 - Furniture, equipment and leasehold improvements

The following is a summary of furniture, equipment and leasehold improvements as of August 31, 2016 and August 31, 2015:

	August 31			
	2016	2015		
Furniture, equipment and				
leasehold improvements	\$ 611,328	\$ 569,773		
Less: accumulated depreciation				
and amortization	<u>569,464</u>	<u>555,629</u>		
Net property and equipment	\$ 41,864	<u>\$ 14,144</u>		



Notes to Financial Statements (continued) August 31, 2016 and August 31, 2015

Note 6 - Retirement plan

TMI maintains a defined contribution retirement plan and a tax-deferred annuity plan (the "Plan") covering all eligible employees. All eligible employees may begin participation in the Plan on the first of the month following employment at TMI. Eligible employees may defer a portion of their earnings in accordance with the Internal Revenue Code, with a corresponding matching contribution by TMI not to exceed 6% of their regular salary. Effective January 2014, the matching contribution was increased from 3% to 6%. TMI begins matching contributions after one year of service.

Employees can make additional voluntary tax deferred contributions to the Plan through further salary reductions. Contributions are invested in the Teachers Insurance and Annuity Association and the College Retirement Equities Fund. Total retirement benefit costs for the year ended August 31, 2016 and August 31, 2015 were \$101,961 and \$114,004, respectively.

Note 7 – Commitment

On March 11, 2015, TMI entered into a lease for 5 years and four months expiring November 30, 2020. The rent is based on the amount equal to the tenant's proportionate share of landlord's carrying, maintenance, operating and depreciation charge, and the amount of scheduled contributions to the landlord's capital improvement fund, as outlined in the lease. The monthly rent for 2016 and 2015 was \$13,458 and \$13,131, respectively.

In June 2016, TMI signed an amended lease agreement with their landlord for a reduction of space, which will be in effect on September 1, 2016 and will expire November 30, 2020. This will reduce the monthly rental expense to \$5,653.

As of August 31, 2016, future annual minimum lease payments under this lease are as follows:

<u>Year</u>	,	Amount	
2017		\$	67,956
2018			67,836
2019			67,836
2020			67,836
2021		\$	16,959
	Total	\$	288,423

Note 8 - Tax status

TMI is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code (the "Code"). In addition, TMI has been determined by the Internal Revenue Service to be a publicly supported organization, and not a private foundation under the meaning of Section 509(a)(1) of the Code.