The San Jose Public Library Foundation

(A California Nonprofit Organization)

Audited Financial Statements &
Independent Auditor's Report
December 31, 2018

Chavan & Associates, LLP
Certified Public Accounts
1475 Saratoga Ave, Suite 180
San Jose, CA 95129

The San Jose Public Library Foundation
(A California Nonprofit Organization)

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Chavan & Associates, LLP
Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

Board of Directors
The San Jose Public Library Foundation
San Jose, California

Report on the Financial Statements

We have audited the accompanying financial statements of The San Jose Public Library Foundation (a California Nonprofit Organization), which comprise the statement of financial position as of December 31, 2018, the related statements of activities, functional expenses and cash flows for the year then ended, and the 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 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.

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Emphasis of Matter

As discussed in Note 1 to the financial statements, in December 31, 2018, the organization adopted new accounting guidance from Accounting Standards Update (ASU) No. 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*. Our opinion is not modified with respect to this matter

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The San Jose Public Library Foundation as of December 31, 2018, 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.

C & A LLP

April 20, 2019
San Jose, California

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Financial Statements

The San Jose Public Library Foundation
(A California Nonprofit Organization)
Statement of Financial Position
December 31, 2018

ASSETS	
Cash and cash equivalents	$ 1,739,130
Operating investments	1,501,710
Promises to give, net	9,627
Grants receivable	200,000
Other assets	3,121
Property and equipment, net	677
Total Assets	$ 3,454,265
LIABILITIES	
Accounts payable	$ 20,642
Accrued expenses	3,821
Grants payable	382,694
Total Liabilities	407,157
NET ASSETS	
Without donor restrictions:	
Undesignated	687,651
With donor restrictions	2,359,457
Total Net Assets	3,047,108
Total Liabilities and Net Assets	$ 3,454,265

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

The San Jose Public Library Foundation

(A California Nonprofit Organization)

Statement of Activities

For the Year Ended December 31, 2018

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE, SUPPORT AND GAINS			
Contributions	$ 171,757	$ 1,254,705	$ 1,426,462
Grant revenue:			
Grants	100,000	2,164,749	2,264,749
Direct administrative fees	337,500	-	337,500
Administrative fees	154,580	(154,580)	-
Total grant revenue	592,080	2,010,169	2,602,249
In-kind contributions	10,020	18,185	28,205
Net investment return	8,607	-	8,607
Other revenue	4,500	-	4,500
Net assets released from restrictions:			
Satisfaction of program restrictions	1,434,116	(1,434,116)	-
Total Revenue and Support	2,221,080	1,848,943	4,070,023
EXPENSES AND LOSSES			
Program expenses:			
Library branches support	113,139	-	113,139
Library programs and projects	1,399,282	-	1,399,282
Total program expenses	1,512,421	-	1,512,421
Management and general expenses	157,529	-	157,529
Fundraising	116,272	-	116,272
Loss on uncollectable promises to give	2,500	-	2,500
Total Expenses and Losses	1,788,722	-	1,788,722
Change in Net Assets	432,358	1,848,943	2,281,301
Total Net Assets - Beginning	255,293	510,514	765,807
Total Net Assets - Ending	$ 687,651	$ 2,359,457	$ 3,047,108

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

The San Jose Public Library Foundation
(A California Nonprofit Organization)
Statement of Functional Expenses
For the Year Ended December 31, 2018

	Program Services					
	Library Branches Support	Library Programs & Projects	Total	Management and General	Fundraising	Total Expenses
Salaries	$ 13,132	$ 52,526	$ 65,658	$ 78,000	$ 52,034	$ 195,692
Payroll Taxes	966	3,865	4,831	5,739	3,829	14,399
Employee Benefits	1,432	5,726	7,158	8,503	5,672	21,333
Grants to Library	96,051	262,344	358,395	-	-	358,395
Grants to Others	-	957,376	957,376	-	-	957,376
Outside Services	-	93,028	93,028	44,070	19,797	156,895
Conferences and Meetings	-	-	-	4,669	-	4,669
Promotional Activities	-	-	-	-	1,008	1,008
Donor Appreciation	-	-	-	-	543	543
Licenses and Fees	455	1,818	2,273	3,256	3,127	8,656
In-Kind Expenses	672	20,874	21,546	3,994	2,664	28,204
Office	-	-	-	4,079	111	4,190
Printing and Postage	-	-	-	-	25,775	25,775
Insurance	199	797	996	1,184	790	2,970
Travel	213	851	1,064	3,019	843	4,926
Rent	19	77	96	114	79	289
Depreciation	-	-	-	902	-	902
Total expenses included in the expense section in the statement of activities	$ 113,139	$ 1,399,282	$ 1,512,421	$ 157,529	$ 116,272	$ 1,786,222

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

The San Jose Public Library Foundation
(A California Nonprofit Organization)
Statement of Cash Flows
For the Year Ended December 31, 2018

CASH FLOWS FROM OPERATING ACTIVITIES:	
Change in net assets	$ 2,281,301
Adjustments to reconcile change in net assets to net cash provided by/used for operating activities:	
Depreciation expense	902
Realized and unrealized (gain) loss on operating investments	(8,157)
Loss on uncollectable promises to give	2,500
Changes in operating assets and liabilities:	
Promises to give, net	19,122
Other assets	(1,333)
Accounts payable	3,969
Accrued expenses	3,226
Grants payable	372,694
Net cash provided by (used for) operating activities	2,674,224
CASH FLOWS FROM INVESTING ACTIVITIES:	
Purchases of operating investments	(1,500,000)
Proceeds from sales of operating investments	6,446
Net cash provided by (used for) investing activities	(1,493,554)
Net change in cash and cash equivalents	1,180,670
Cash and cash equivalents - beginning of year	558,460
Cash and cash equivalents - end of year	$ 1,739,130

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

NOTE 1 - PRINICPAL ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

The San Jose Public Library Foundation (the "Organization" or the "Foundation") is a 501(c)(3) corporation founded in 1987. The Foundation was established to develop resources that enhance the public library system in San Jose, California. The Foundation's mission is to provide advocacy, financial support and innovative leadership to transform San Jose's public libraries into vibrant learning centers. The Foundation identifies two programs in its financial statements, Library Branches Support and Library Programs and Projects.

The Foundation also administers the funding of the SJ Learns program authorized by the City Manager of the City of San Jose through a Memorandum of Understanding (MOU) with the City of San Jose Public Library Department (City). The SJ Learns program is an education initiative aimed to bolster academic achievement by expanding promising and innovative after-school programs for San Jose students in kindergarten through third grade. The Foundation charges the City an administrative rate of not greater than 15% of the total amount available for program expenditure. The activities of the SJ Learns program are included in the Foundation's Library Programs and Projects operations.

Basis of Presentation

The financial statements are presented in conformity with accounting principles generally accepted in the United States of America (GAAP) for not-for-profit entities (FASB Topic 958, ASU 2016-14).

Cash and Cash Equivalents

The Foundation considers all cash and highly liquid financial instruments with original maturities of three months or less, which are neither held for nor restricted by donors for long-term purposes, to be cash and cash equivalents. Cash and highly liquid financial instruments restricted to building projects, endowments that are perpetual in nature, or other long-term purposes are excluded from this definition, as applicable.

Receivables and Credit Policies

Accounts receivable consist primarily of noninterest-bearing amounts due for program support services. Management has determined the allowance for uncollectable accounts receivable based on historical experience, an assessment of economic conditions, and a review of subsequent collections. Accounts receivable are written off when deemed uncollectable. As of December 31, 2018, there were no accounts receivable nor an allowance for accounts receivable.

Promises to Give and Grant Receivable

The Foundation records unconditional promises to give and grants receivable that are expected to be collected within one year at net realizable value. Unconditional promises to give and grants expected to be collected in future years are initially recorded at fair value using present value techniques incorporating risk-adjusted discount rates designed to reflect the assumptions market participants would use in pricing the asset. In subsequent years, amortization of the discounts is included in contribution revenue in the statements of activities. The Foundation determines the allowance for uncollectable promises to give and grants receivable based on historical experience, an assessment of economic conditions, and a review of subsequent collections. Promises to give and grant receivable are written off when deemed uncollectable. As of December 31, 2018, the allowance for uncollectable accounts was $-.

Investments

The Foundation records investment purchases at cost, or if donated, at fair value on the date of donation. Thereafter, investments are reported at their fair values in the statements of financial position. Net investment return/(loss) is reported in the statements of activities and consists of interest and dividend income, realized and unrealized capital gains and losses, less external and direct internal investment expenses.

Property and Equipment

The Foundation records property and equipment additions at cost, or if donated, at fair value on the date of donation. Depreciation and amortization are computed using the straight-line method over the estimated useful lives of the assets of 3 years. When assets are sold or otherwise disposed of, the cost and related depreciation or amortization are removed from the accounts, and any resulting gain or loss is included in the statements of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed currently. Management did not review the carrying values of property and equipment for impairment because they were immaterial to the financial statements as of December 31, 2018.

Grants payable

The Foundation provides funding to various libraries and school districts in San Jose based on grant agreements, donor restrictions and needs assessments as evaluated by management and the board.

Net Assets

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets With Donor Restrictions – Net assets subject to donor-imposed (or certain grantor-imposed) restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Revenue and Revenue Recognition

Revenue is recognized when earned. Program service fees and payments under cost-reimbursable contracts received in advance are deferred to the applicable period in which the related services are performed or expenditures are incurred, respectively. Contributions are recognized when cash, securities or other assets, an unconditional promise to give, or notification of a beneficial interest is received. Conditional promises to give are not recognized until the conditions on which they depend have been substantially met.

The Foundation charges an administration fee of up to 15% of amounts contributed to administer certain grants and contributions. The fee is earned and recognized as revenue once the grant has been awarded or the contribution has been promised. Typically, the fee is included in the total amount awarded or promised as with or without donor restrictions, as appropriate, and then a reduction of the total grant or contribution is shown in the statement of activities to account for the admin fee as revenue without donor restrictions. Some agreements separately identify the administrative portion of the grant or contribution. In these scenarios, the revenue is classified as with or without donor restrictions as appropriate and the administrative fee is separately classified as without donor restrictions. Not all agreements, awards and contracts include an administration fee and each contract is evaluated to determine the appropriate accounting treatment.

Donated Services and In-Kind Contributions

Volunteers contribute significant amounts of time to the Foundation's program services, administration, and fundraising and development activities; however, the financial statements do not reflect the value of these contributed services because they do not meet recognition criteria prescribed by generally accepted accounting principles. Contributed goods are recorded at fair value at the date of donation. The Foundation records donated professional services at the respective fair values of the services received, when applicable. The Foundation reported revenue of $28,205 for in-kind contributions during the year ended December 31, 2018.

Advertising Costs

Advertising costs are expensed as incurred and totaled $1,008 during the year ended December 31, 2018.

Functional Allocation of Expenses

The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Income Taxes

The Foundation is organized as a California nonprofit corporation and has been recognized by the IRS as exempt from federal income taxes under IRC Section 501(a) as organizations described in IRC Section 501(c)(3) and Section 23701(d) of the California Code, qualifies for the charitable contribution deduction under IRC Sections 170(b)(1)(A)(vi) and (viii), and has been determined not to be private foundations under IRC Sections 509(a)(1) and (3). The Foundation is annually required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. In addition, the Organization is subject to income tax on net income that is derived from business activities that are unrelated to its exempt purpose. Management has determined that the Foundation's unrelated business income tax was minimal and immaterial to the financial statements as of December 31, 2018.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the Foundation to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates, and those differences could be material.

Financial Instruments and Credit Risk

The Foundation manages deposit concentration risk by placing cash and money market accounts with financial institutions believed by us to be creditworthy. At times, amounts on deposit may exceed insured limits or include uninsured investments in money market mutual funds. To date, the Foundation has not experienced losses in any of these accounts. Credit risk associated with accounts receivable and promises to give is considered to be limited due to high historical collection rates and because substantial portions of the outstanding amounts are due from organizations, individuals, and foundations supportive of the Organization's mission. Investments are made by diversified investment managers/brokers whose performance is monitored by management and the Board of Directors. Although the fair values of investments are subject to fluctuation on a year-to-year basis, the Foundation believes that its investment strategies are prudent for the long-term welfare of the organization.

Change in Accounting Principle

On August 18, 2016, FASB issued Accounting Standards Update (ASU) 2016-14, Not-for-Profit Entities (Topic 958) – *Presentation of Financial Statements of Not-for-Profit Entities*. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The Foundation has implemented ASU 2016-14 and has adjusted the presentation in its financial statements accordingly. The ASU has been applied retrospectively to all periods presented which resulted in the reclassification of beginning temporarily restricted net assets to net assets with donor restrictions of $510,514 and beginning unrestricted net assets to net assets without donor restrictions of $255,293.

Relevant Upcoming New Accounting Pronouncements

In February 2016, FASB issued Accounting Standards Update (ASU) 2016-02, *Leases (ASU 2016-02)*. ASU 2016-02 requires a lessee to recognize a lease asset representing its right to use the underlying asset for the lease term, and a lease liability for the payments to be made to lessor, on its balance sheet for all operating leases greater than 12 months. ASU 2016-02 will be effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. The Organization does not anticipate this ASU will have a significant impact on its financial statements.

In January 2018, FASB issued Accounting Standards Update (ASU) 2018-01, *Leases (Topic 842): Land Easement Practical Expedient for Transition to Tope 842*. ASU 2018-01 allows for an entity to elect an optional transition practical expedient to not evaluate under Topic 842 land easements that exist or expired before the entity's adoption of Topic 842 and that were not previously accounted for as leases under Topic 840. ASU 2018-01 will be effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. The Organization does not anticipate this ASU will have a significant impact on its financial statements.

In June 2018, FASB issued Accounting Standards Update 2018-08, *Not-For-Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made.*

The FASB is issuing this update to clarify and improve the scope and the accounting guidance for contributions received and contributions made. The amendments in this update should assist entities in (1) evaluating whether transactions should be accounted for as contributions (nonreciprocal transactions) within the scope of Topic 958, Not-for-Profit Entities, or as exchange (reciprocal) transactions subject to other guidance and (2) determining whether a contribution is conditional. A public company or a not-for-profit organization that has issued, or is a conduit bond obligor for, securities that are traded, listed, or quoted on an exchange or an over-the-counter market would apply the new standard for transactions in which the entity serves as a resource provider to annual reporting periods beginning after December 15, 2018, including interim periods within that annual period. Other organizations would apply the standard to annual reporting periods beginning after December 15, 2019, and interim periods within annual periods beginning after December 15, 2020. Early adoption of the amendments in this ASU is permitted. The Organization does not anticipate this ASU will have a significant impact on its financial statements.

In August 2018, FASB issued Accounting Standards Update 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement.* Effective for all entities for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. The amendments on changes in unrealized gains and losses, the range and weighted average of significant unobservable inputs used to develop Level 3 fair value measurements, and the narrative description of measurement uncertainty should be applied prospectively for only the most recent interim or annual period presented in the initial fiscal year of adoption. All other amendments should be applied retrospectively to all periods presented upon their effective date. Early adoption is permitted upon issuance of this Update. An entity is permitted to early adopt any removed or modified disclosures upon issuance of this Update and delay adoption of the additional disclosures until their effective date. The Organization does not anticipate this ASU will have a significant impact on its financial statements.

In March 2019, FASB issued Accounting Standards Update 2019-03, *Not-for-Profit Entities (Topic 958): Updating the Definition of Collections*. The FASB is issuing this update to improve the definition of collections in the Master Glossary by realigning it with the definition in the American Alliance of Museums' (AAM) Code of Ethics for Museums (the Code). The FASB also is making a technical correction in Topic 360, Property, Plant, and Equipment, to clarify that the accounting and disclosure guidance for collections in Subtopic 958-360, Not-for-Profit Entities—Property, Plant, and Equipment, applies to business entities as well as not-for-profit entities, consistent with what was indicated in Statement 116. Amendments in this update are effective for annual financial statements issued for fiscal years beginning after December 15, 2019, and for interim periods within fiscal years beginning after December 15, 2020. Early application of the amendments is permitted. The amendments in this update should be applied on a prospective basis. The Organization does not anticipate this ASU will have a significant impact on its financial statements.

Subsequent Events

Management has reviewed subsequent events and transactions that occurred after the date of the financial statements through April 20, 2019, the date the financial statements were available to be issued. The financial statements include all events or transactions, including estimates, required to be recognized in accordance with generally accepted accounting principles. Management has determined that there are no non-recognized subsequent events that require additional disclosure.

NOTE 2 - LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the balance sheet date, comprise the following:

Cash and cash equivalents	$ 1,086,233
Promises to give	4,777
Total	$ 1,091,010

As part of its liquidity management plan, the foundation invest cash in CD's and money market funds.

NOTE 3 - FAIR VALUE MEASUREMENTS AND DISCLOSURES

The Foundation reports certain assets at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available. A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities that can be accessed at the measurement date.

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, the Foundation develops inputs using the best information available in the circumstances.

In some cases, the inputs used to measure the fair value of an asset or a liability might be categorized within different levels of the fair value hierarchy. In those cases, the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. Assessing the significance of a particular input to entire measurement requires judgment, taking into account factors specific to the asset or liability. The categorization of an asset within the hierarchy is based upon the pricing transparency of the asset and does not necessarily correspond to the Foundation's assessment of the quality, risk, or liquidity profile of the asset or liability.

The Foundation invests in CDs traded in the financial markets. Those CDs are valued by the custodians of the securities using pricing models based on credit quality, time to maturity, stated interest rates, and market-rate assumptions, and are classified within Level 2.

The following table presents assets and liabilities measured at fair value on a recurring basis as of December 31, 2018:

		Fair Value Measurements at Report Date Using		
Description	Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Un-observable Inputs (Level 3)
Operating investments:				
Certificates of deposit	$ 1,501,710	$ -	$ 1,501,710	$ -
Total	$ 1,501,710	$ -	$ 1,501,710	$ -

NOTE 4 - PROMISES TO GIVE AND GRANTS RECEIVABLE

Unconditional promises to give of $9,627 and grants receivable of $200,000 were estimated to be collected within one year of December 31, 2018. Therefore, no discounts have been applied to these balances.

As of December 31, 2018, two donors accounted for approximately 100 percent of grants receivable. One grantor accounted for approximately 70 percent of total contribution revenue for the year ended December 31, 2018.

NOTE 5 - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following as of December 31, 2018:

Net Assets with Donor Restrictions	
Subject to Expenditure for Specified Purpose:	
Library Branches Support	$ 310,257
Library Programs and Projects	2,049,200
Total Net Assets with Donor Restrictions	$ 2,359,457

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or other events specified by the donors as follows for the year ended December 31, 2018:

Net Assets Released from Restrictions	
Subject to Expenditure for Specified Purpose:	
Library Branches Support	$ 104,870
Library Programs and Projects	1,329,246
Total Net Assets Released from Restrictions	$ 1,434,116

NOTE 6 - FUNCTIONALIZED EXPENSES

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include salaries and wages, benefits, payroll taxes, and other personnel costs, which are allocated on the basis of total direct programmatic or functional costs.

NOTE 7 - RETIREMENT PLAN

The Foundation maintains a 401(k) profit-sharing plan which covers substantially all employees meeting certain age and service requirements. The Foundation matches employee 401(k) contributions up to a certain percentage. Contributions to the profit-sharing plan are discretionary. The Foundation reserves the right to amend or terminate the plan at any time. The employer matching contributions totaled $4,866 for the year ended December 31, 2018.