

TO: WSBA Budget and Audit Committee Members
FROM: Jorge Perez Chief Financial Officer & Governor Daniel Clark, Treasurer
DATE: January 27th, 2021
RE: Investment Recommendation

ACTION/DISCUSSION : For the Budget and Audit to approve investing \$2,000,000 of General Fund Reserves in the Balanced Income Portfolio offered by Morgan Stanley
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BACKGROUND

In October of 2020 the Budget and Audit Committee recommended we commence a search for alternative investments in light of the low level of current returns on WSBA's available funds. To comply with this request a smaller subcommittee group was formed consisting of Governor Bryn Peterson, Governor P.J. Grabicki, Governor Mathew Dresden, Treasurer Daniel Clark and Chief Financial Officer Jorge Perez.

PROCESS and OUTCOMES

The subcommittee met several times to discuss our alternatives for investment there were 2 investment types we focused on:

1. Jumbo CD's: Purchase of initial offerings to capture teaser rates
2. Bond Funds holding a combination of both corporate and Government Bonds

Purchase of Jumbo CD's offer 1 key advantage over any Bond Fund and that is preservation of principal through the FDIC guarantee up to \$250,000 dollars. However the tradeoff is returns, Jumbo CD's with a 6 month to 12 month maturity have rendered a return of under 100 bps since 2010 (see Chart A). In addition given the \$250,000 FDIC limit we would need to churn at the least 8 CD's at least twice a year and seek teaser rates that may have a maturity of under 6 months which in turn increases the churn. In addition accounting for CD's and accrued interest will add transactional processing for the accounting team. While not a disqualifier something to consider.

Bond Funds while not guaranteed by the Federal Government do have significant yield advantages. Historically over the past 10 years Bond Funds of the like of the Balance Income Fund offered by Morgan Stanley, have yielded returns of an average of 2.1% over 10 years (See below Chart B) as compared to the Jumbo CD scenario.

Moving funds into a bond fund will require a close partnership with the investment bank. In the case we accept this proposal monthly meetings will be had with the investment bank to ensure trends are holding to the risk related to bond prices and corresponding rates. Pricing is also a consideration, shares purchased from these funds

would average \$.06 (six cents) per share. The overall purchase price of \$2,000,000 in shares would be roughly \$1,800 dollars. Compared to a return of 2.5% on \$2,000,000 or \$50,000 yielding a net return of \$48,200.

RECOMMENDATION

After having met with 3 different investment firms Russell Investments, Merrill Lynch and Morgan Stanley we recommend Morgan Stanley. Russell is disqualified by the fact that they can't accept investments our size (too small) and would require us to hire another money manager. Merrill Lynch provided some good investment strategy information but lacked specific fund recommendations. Morgan Stanley provides us familiarity (we have over \$2MM invested in their Money Market Account) a formidable investment alternative in their Balanced Fund and ease of investment as all we would need to do is purchase the amount from our money market account held by them.

In summary we are recommending a \$2,000,000 investment in the Balanced Fund with Morgan Stanley starting immediately.

CHART A

CD and savings rates in the 2010s

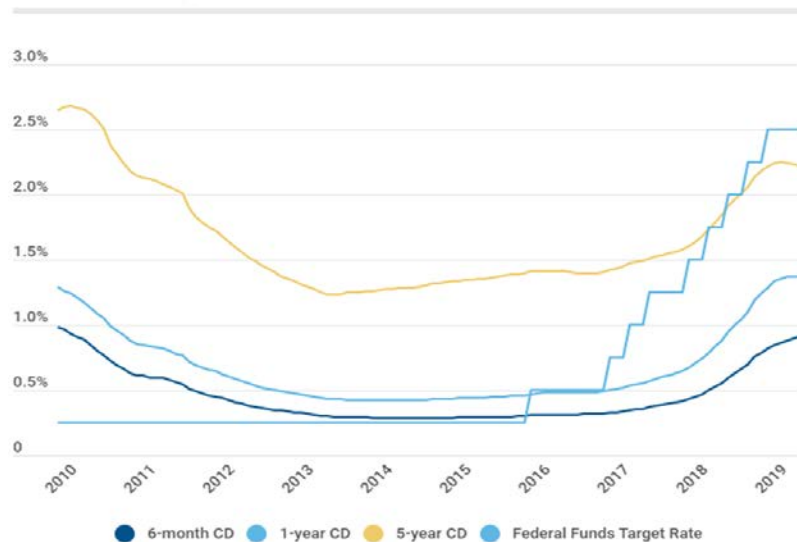
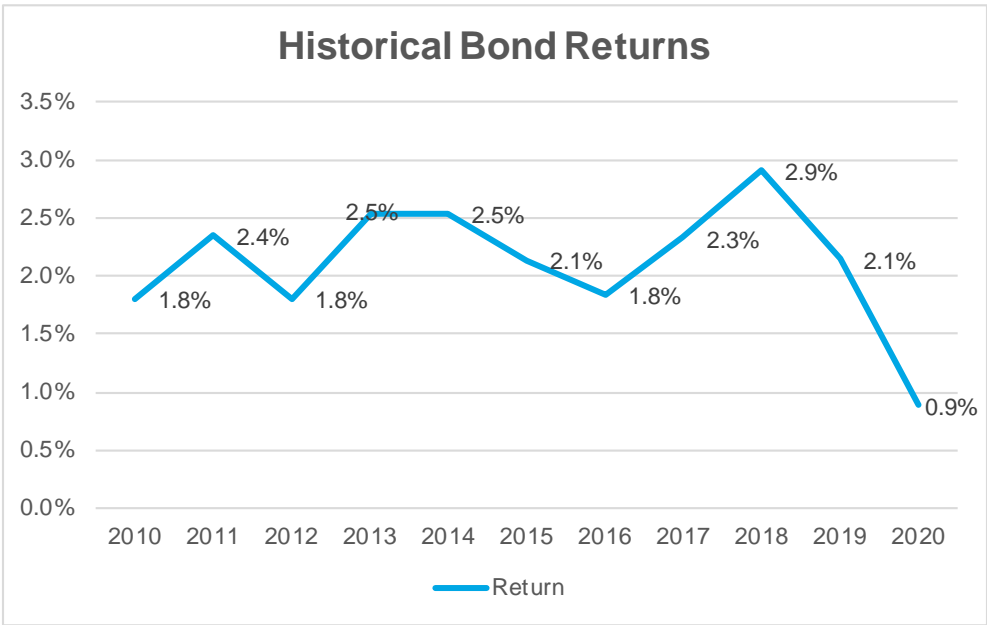


CHART B



Trailing Returns	<u>3 Mo</u>	<u>1 yr</u>	<u>3YR</u>	<u>5Yr</u>	<u>10Yr</u>
Portfolio Return	2.5%	4.7%	4.5%	4.9%	5.0%

TO: WSBA Budget and Audit Committee Members
FROM: Governor Daniel Clark, Treasurer
DATE: January 27th, 2021
RE: Financial Analysis of November 2020 WSBA Financials for FY 2021 2/12 Completed

Included in the January 27, 2021 Budget and Audit Committee meetings are our unaudited financial statements through 2/12 of Fiscal Year 2021, or through November 2020. The significant figures of this for committee members are 2/12 through the Year, WSBA is running a budget surplus for FY 2021 compared to an anticipated budget deficit with budgeted expenses for FY 2021 resulting in approximately a 200k deficit and need to use reserves to cover operations as passed by the BOG in September 2020.

The latest financial data shows 2/12 months through the year that WSBA had generated a net revenue increase for the General fund of \$337,801. This is significant as with the anticipated loss for the year, two months out of 12 into the fiscal year and WSBA is operating at an approximately \$537k positive net increase through 1/6 of the year complete. It should be noted however, that these preliminary numbers very well may change as we go further into the year. Additionally, WSBA's Executive team has notified me of various additional FY 2021 Budget requests that they will be requesting of the Budget and Audit committee to continue to provide robust services to our members and the public for FY 2021 which will continue to raise expenditures in the FY 2021 Budget. These will be presented to the committee in subsequent meetings and to the full BOG for potential consideration and adoption.

I wanted to personally thank each of you for your continued commitment to be engaged and provide absolutely fantastic input and oversight as part of the Budget and Audit committee. As Treasurer, I firmly believe that for all of us to be successful in what we do, there needs to be collaboration and buy-in from each of us, the WSBA financial team, Executive Team and Executive Director. I think our committee is an example of great things that can be done, and are continuing to be done when we all work collaboratively and respectfully together. To that end, I would like to personally thank each of you for your outstanding work and dedication to helping us achieve great results for the organization, membership and the public. It has been and continues to be a true honor to be a part of this!

In any event, it is my continued commitment to each of you and the rest of the Board of Governors, WSBA members, and the public to continue transparency, communication and conveyance of timely financial information of WSBA operations. Thank you and please let me know if you have any questions.

Respectfully,

Dan Clark
WSBA Treasurer and District 4 Governor
WSBA #35901

WASHINGTON STATE
B A R A S S O C I A T I O N

Financial Reports

(Audited)

Year to Date September 30, 2020

Prepared by Maggie Yu, Controller

Submitted by

Jorge Perez, Chief Financial Officer

December 8, 2020

WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

From: Maggie Yu, Controller

Re: Key Financial Benchmarks for the Preliminary Fiscal Year to Date (YTD) through September 30, 2020

Date: November 6, 2020

	% of Year	Current Year % YTD	Current Year \$ Difference ¹	Prior Year YTD	Comments
Salaries	100%	101.49%	(\$173,488) Over reforecast	100.99%	Over reforecast due to higher than anticipated temporary labor costs, offset by lower than budgeted spending on regular salaries
Benefits	100%	93.09%	\$293,841 Under reforecast	94.56%	Under reforecast due to eliminated and open positions
Other Indirect Expenses	100%	104.04%	(\$156,477) Over reforecast	106.54%	Over reforecast due to larger than unexpected legal fees
Total Indirect Expenses	100%	100.18%	(\$36,124) Over reforecast	100.04%	Over reforecast for the reasons described above

General Fund Revenues	100%	100.45%	\$94,854 Over reforecast	104.48%	Over reforecast due to increased license and MCLE revenue
General Fund Direct Expenses	100%	76.99%	\$618,525 Under reforecast	93.36%	Under reforecast due to canceled events and corresponding travel.
General Fund Net	100%	927.49%	\$716,279 Over reforecast	-925.72%	Over reforecast

CLE Revenue	100%	84.77%	(\$299,824) Under reforecast	96.02%	Under reforecast due to low than anticipated attendance and canceled seminars
CLE Direct Expenses	100%	62.69%	\$225,854 Under reforecast	145.77%	Under reforecast due to canceled live seminars
CLE Indirect Expenses	100%	102.76%	(\$36,123) Over reforecast	99.48%	Due to reforecast FTE allocations
CLE Net	100%	-107.35%	(\$110,184) Under reforecast	-37.38%	Under reforecast for the reasons described above

¹ Dollar difference is calculated based on pro-rated budget figures (total annual budget figures divided by 12 months) minus actual revenue and expense amounts as of September 30, 2020 (12 months into the fiscal year).

Checking & Savings Accounts

General Fund

Checking

<u>Bank</u>	<u>Account</u>	<u>Amount</u>
Wells Fargo	General	\$ 436,077

Total

<u>Investments</u>	<u>Rate</u>	<u>Amount</u>
Wells Fargo Money Market	0.08%	\$ 5,274,142
UBS Financial Money Market	0.01%	\$ 1,081,258
Morgan Stanley Money Market	0.08%	\$ 3,353,446
Merrill Lynch Money Market	0.10%	\$ 1,983,123

General Fund Total \$ 12,128,046

Client Protection Fund

Checking

<u>Bank</u>	<u>Amount</u>
Wells Fargo	\$ 659,736

<u>Investments</u>	<u>Rate</u>	<u>Amount</u>
Wells Fargo Money Market	0.08%	\$ 4,105,963
Morgan Stanley Money Market	0.01%	\$ 106,904

Client Protection Fund Total \$ 4,872,603

Grand Total Cash & Investments \$ 17,000,649

Indirects: Temporary salary line item under budget by 2.54%

Please see the details below:

Budgeted Temps:

Dept Code	FY20 Reforecast	As of September		Comments
		Actuals	Variance	
ADMIN	11,400.00	14,692.13	3,292.13	Licensing Season Temp
CBS	4,457.00	4,598.00	141.00	Front Desk Receptionist - Licensing Season
DISC	64,509.00	27,573.80	(36,935.20)	Temp for Scanning and Two Law Student Interns
CLEP	9,600.00	-	(9,600.00)	CLE Video Editor
LICMR	11,520.00	12,274.50	754.50	Licensing Temp
MCLE	143,543.00	114,217.92	(29,325.08)	Four MCLE Temps Reforecasted
Total	245,029.00	173,356.35	(71,672.65)	

Unanticipated Temps:

	As of September	Open Position		
Dept Code	Actuals	Cost	variance	Comments
ADMIN	7,877.33	19,285.33	(11,408.00)	Temp for Licensing/Audit
ATJ	28,500.13		28,500.13	Employee on a paid leave replaced by a temp
TECH	29,064.00	71,979.91	(42,915.91)	Developer's open position replaced by a Temp
Total	65,441.46	91,265.24	(25,823.78)	
Grand Total	238,797.81			

As of September				
Budgeted	As of September	Budgeted	Unanticipated	
Reforecast	Budgeted Actuals	Variance	Temps Variance	Total Variance
\$224,609.92	\$173,356.35	\$51,253.57	(25,823.78)	\$25,429.78

Balance Sheet
September, 2020

ASSETS	Prior Year General, CLE, and Sections Funds	Current Year General, CLE, and Sections Funds	Prior Year CPF	Current Year CPF	Current Year TOTAL
Cash & cash equivalents	1,050,946.62	436,077			436,077
Amex credit card service fee	4,049	5,436			5,436
Investments- money market + CDs	9,308,909	11,691,969			11,691,969
Restricted Cash		-	348,164	659,736	659,736
Restricted Investments- money market + CDs			4,067,626	4,212,867	4,212,867
Due to/from GF-CPF	308,249	142,636	(308,249)	(142,636)	-
Accounts Receivable	21,347	56,595			56,595
A/R Misc	45,765	13,681			13,681
Accrued Interest Receivables	13,927	-	-	-	-
Allowance for Bad Debt		(994)	-	-	(994)
OP Backorders	8,534	5,204			5,204
Unapplied receipts	(3,852)	(2,534)			(2,534)
CLE inventory	271,953	317,061			317,061
Deferred seminar costs	15,491	14,500			14,500
Prepaid expenses	509,154	719,144			719,144
Property & equipment, net	1,201,588.8	338,315			338,315
Software Canned		202,884	-	-	202,884
Software Custom		304,024	-	-	304,024
TOTAL ASSETS	12,756,061	14,243,997	4,107,542	4,729,967	18,973,964
LIABILITIES					
Accounts payable	556,941	868,578			868,578
Accounts payable-year end/misc	76,559	128,355			128,355
Refunds payable	1,111	1,111			1,111
CPF committed gifts			291,398.8	536,836	536,836
Accrued expenses	541,259	669,066			669,066
Future rent obligations	1,088,106	1,095,752			1,095,752
Unearned seminar/other revenue	21,498	28,862			28,862
Deferred licensing fees	3,982,123	4,080,334			4,080,334
Amex credit card service fee		5,436			5,436
Other deferred revenue	56,548	110,900			110,900
Deferred grant revenue	47,870	47,870			47,870
LAW Fund/WSBF Contributions	-	50			50
TOTAL LIABILITIES	6,372,016	7,036,314	291,399	536,836	7,573,150
RETAINED EARNINGS					
GENERAL FUND BALANCE	4,736,537	5,528,234			5,528,234
CLE FUND BALANCE	526,285	469,241			469,241
CPF FUND BALANCE			3,816,143	4,193,130	4,193,130
WSBC FUND BALANCE					-
SECTIONS FUND BALANCE	1,121,224	1,210,209			1,210,209
TOTAL FUND BALANCE	6,384,046	7,207,684	3,816,143	4,193,130	11,400,814
TOTAL LIABILITIES AND RETAINED EARNINGS	12,756,061	14,243,997	4,107,542	4,729,966	18,973,964

Note* Total Retained Earnings must equal fund balance

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LICENSE FEES					
REVENUE:	_____	_____	_____	_____	_____
LICENSE FEES	16,317,618.00	1,355,482.94	16,511,946.75	(194,328.75)	101.19%
TOTAL REVENUE:	<u><u>16,317,618.00</u></u>	<u><u>1,355,482.94</u></u>	<u><u>16,511,946.75</u></u>	<u><u>(194,328.75)</u></u>	<u><u>101.19%</u></u>

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
ACCESS TO JUSTICE					
REVENUE:					
TOTAL REVENUE:	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	
DIRECT EXPENSES:					
ATJ BOARD RETREAT	2,000.00	-	-	2,000.00	0.00%
LEADERSHIP TRAINING	2,000.00	-	-	2,000.00	0.00%
ATJ BOARD EXPENSE	24,000.00	789.98	5,633.73	18,366.27	23.47%
STAFF TRAVEL/PARKING	2,700.00	-	242.88	2,457.12	9.00%
STAFF MEMBERSHIP DUES	120.00	-	-	120.00	0.00%
PUBLIC DEFENSE	7,000.00	-	2,148.66	4,851.34	30.70%
RECEPTION/FORUM EXPENSE	2,000.00	-	1,885.80	114.20	94.29%
TOTAL DIRECT EXPENSES:	<u>39,820.00</u>	<u>789.98</u>	<u>9,911.07</u>	<u>29,908.93</u>	<u>24.89%</u>
INDIRECT EXPENSES:					
SALARY EXPENSE (1.92 FTE)	185,736.00	11,517.13	152,478.81	33,257.19	82.09%
BENEFITS EXPENSE	80,467.00	3,915.26	48,917.46	31,549.54	60.79%
OTHER INDIRECT EXPENSE	52,781.00	5,034.25	54,809.24	(2,028.24)	103.84%
TOTAL INDIRECT EXPENSES:	<u>318,984.00</u>	<u>20,466.64</u>	<u>256,205.51</u>	<u>62,778.49</u>	<u>80.32%</u>
TOTAL ALL EXPENSES:	<u>358,804.00</u>	<u>21,256.62</u>	<u>266,116.58</u>	<u>92,687.42</u>	<u>74.17%</u>
NET INCOME (LOSS):	<u><u>(358,804.00)</u></u>	<u><u>(21,256.62)</u></u>	<u><u>(266,116.58)</u></u>		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
ADMINISTRATION					
REVENUE:					
INTEREST INCOME	100,000.00	(9,647.19)	122,531.55	(22,531.55)	122.53%
TOTAL REVENUE:	100,000.00	(9,647.19)	122,531.55	(22,531.55)	122.53%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	4,200.00	44.00	3,942.00	258.00	93.86%
STAFF MEMBERSHIP DUES	950.00	-	-	950.00	0.00%
LAW LIBRARY	279.00	10.48	94.32	184.68	33.81%
TOTAL DIRECT EXPENSES:	5,429.00	54.48	4,036.32	1,392.68	74.35%
INDIRECT EXPENSES:					
SALARY EXPENSE (7.98 FTE)	702,386.00	45,060.96	652,145.36	50,240.64	92.85%
BENEFITS EXPENSE	230,920.00	18,773.64	223,456.04	7,463.96	96.77%
OTHER INDIRECT EXPENSE	219,369.00	20,988.43	228,506.26	(9,137.26)	104.17%
TOTAL INDIRECT EXPENSES:	1,152,675.00	84,823.03	1,104,107.66	48,567.34	95.79%
TOTAL ALL EXPENSES:	1,158,104.00	84,877.51	1,108,143.98	49,960.02	95.69%
NET INCOME (LOSS):	(1,058,104.00)	(94,524.70)	(985,612.43)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
ADMISSIONS					
REVENUE:					
EXAM SOFT REVENUE	33,000.00	-	10,395.00	22,605.00	31.50%
BAR EXAM FEES	1,300,000.00	-	1,145,620.00	154,380.00	88.12%
RULE 9/LEGAL INTERN FEES	13,350.00	-	11,000.00	2,350.00	82.40%
SPECIAL ADMISSIONS	37,200.00	-	39,645.00	(2,445.00)	106.57%
TOTAL REVENUE:	1,383,550.00	-	1,206,660.00	176,890.00	87.21%
DIRECT EXPENSES:					
POSTAGE	3,570.00	128.40	1,779.66	1,790.34	49.85%
STAFF TRAVEL/PARKING	14,900.00	4,387.94	16,751.28	(1,851.28)	112.42%
STAFF MEMBERSHIP DUES	650.00	150.00	600.00	50.00	92.31%
SUPPLIES	2,000.00	145.00	1,613.87	386.13	80.69%
FACILITY, PARKING, FOOD	85,000.00	3,693.41	100,467.80	(15,467.80)	118.20%
EXAMINER FEES	26,000.00	7,000.00	24,000.00	2,000.00	92.31%
UBE EXMINATIONS	120,000.00	13,176.00	47,696.00	72,304.00	39.75%
BOARD OF BAR EXAMINERS	28,500.00	-	1,570.60	26,929.40	5.51%
BAR EXAM PROCTORS	30,000.00	3,250.00	18,252.25	11,747.75	60.84%
CHARACTER & FITNESS BOARD	15,000.00	93.94	4,024.74	10,975.26	26.83%
DISABILITY ACCOMMODATIONS	17,250.00	-	11,991.57	5,258.43	69.52%
CHARACTER & FITNESS INVESTIGATIONS	500.00	-	-	500.00	0.00%
LAW SCHOOL VISITS	1,600.00	17.00	629.14	970.86	39.32%
COURT REPORTERS	15,000.00	884.45	7,789.05	7,210.95	51.93%
CONFERENCE CALLS	3.79	-	16.00	(12.21)	422.16%
ONLINE LEGAL RESEARCH	3,675.00	595.90	2,979.50	695.50	81.07%
LAW LIBRARY	1,116.00	42.39	381.51	734.49	34.19%
TOTAL DIRECT EXPENSES:	364,764.79	33,564.43	240,542.97	124,221.82	65.94%
INDIRECT EXPENSES:					
SALARY EXPENSE (6.80 FTE)	534,949.00	42,820.47	516,406.66	18,542.34	96.53%
BENEFITS EXPENSE	204,543.00	14,449.88	185,514.52	19,028.48	90.70%
OTHER INDIRECT EXPENSE	186,931.00	17,879.05	194,653.45	(7,722.45)	104.13%
TOTAL INDIRECT EXPENSES:	926,423.00	75,149.40	896,574.63	29,848.37	96.78%
TOTAL ALL EXPENSES:	1,291,187.79	108,713.83	1,137,117.60	154,070.19	88.07%
NET INCOME (LOSS):	92,362.21	(108,713.83)	69,542.40		

Washington State Bar Association
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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
BOARD OF GOVERNOR					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
WASHINGTON LEADERSHIP INSTITUTE	100,000.00	-	80,000.00	20,000.00	80.00%
BOG MEETINGS	210,500.00	1,046.30	47,952.37	162,547.63	22.78%
BOG COMMITTEES' EXPENSES	30,000.00	491.44	7,729.08	22,270.92	25.76%
BOG RETREAT	15,000.00	5,048.08	5,349.08	9,650.92	35.66%
BOG CONFERENCE ATTENDANCE	44,000.00	556.30	7,785.59	36,214.41	17.69%
BOG TRAVEL & OUTREACH	30,000.00	1,267.62	8,978.48	21,021.52	29.93%
CONSULTING SERVICES	5,000.00	3,292.00	3,292.00	1,708.00	65.84%
TOTAL DIRECT EXPENSES:	434,500.00	11,701.74	161,086.60	273,413.40	37.07%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.00 FTE)	66,113.00	5,372.28	69,444.81	(3,331.81)	105.04%
BENEFITS EXPENSE	20,407.00	1,846.77	24,549.95	(4,142.95)	120.30%
OTHER INDIRECT EXPENSE	27,490.00	2,628.20	28,613.79	(1,123.79)	104.09%
TOTAL INDIRECT EXPENSES:	114,010.00	9,847.25	122,608.55	(8,598.55)	107.54%
TOTAL ALL EXPENSES:	548,510.00	21,548.99	283,695.15	264,814.85	51.72%
NET INCOME (LOSS):	(548,510.00)	(21,548.99)	(283,695.15)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
COMMUNICATION STRATEGIES					
REVENUE:					
APEX LUNCH/DINNER	2,250.00	-	2,250.00	-	100.00%
50 YEAR MEMBER TRIBUTE LUNCH	300.00	-	50.00	250.00	16.67%
WSBA LOGO MERCHANDISE SALES	342.59	-	342.59	-	100.00%
TOTAL REVENUE:	2,892.59	-	2,642.59	250.00	91.36%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	4,700.00	-	3,923.53	776.47	83.48%
STAFF MEMBERSHIP DUES	1,515.00	-	900.00	615.00	59.41%
SUBSCRIPTIONS	3,000.00	276.82	3,106.44	(106.44)	103.55%
DIGITAL/ONLINE DEVELOPMENT	1,450.00	-	32.87	1,417.13	2.27%
APEX DINNER	23,000.00	20,097.09	23,612.72	(612.72)	102.66%
50 YEAR MEMBER TRIBUTE LUNCH	10,707.57	-	10,758.07	(50.50)	100.47%
COMMUNICATIONS OUTREACH	34,000.00	-	20,522.84	13,477.16	60.36%
TELEPHONE	325.00	80.13	317.28	7.72	97.62%
CONFERENCE CALLS	30.00	-	112.70	(82.70)	375.67%
TOTAL DIRECT EXPENSES:	78,727.57	20,454.04	63,286.45	15,441.12	80.39%
INDIRECT EXPENSES:					
SALARY EXPENSE (4.44 FTE)	297,765.00	23,330.08	288,274.18	9,490.82	96.81%
BENEFITS EXPENSE	117,948.00	8,183.11	104,529.50	13,418.50	88.62%
OTHER INDIRECT EXPENSE	122,055.00	11,660.21	126,947.75	(4,892.75)	104.01%
TOTAL INDIRECT EXPENSES:	537,768.00	43,173.40	519,751.43	18,016.57	96.65%
TOTAL ALL EXPENSES:	616,495.57	63,627.44	583,037.88	33,457.69	94.57%
NET INCOME (LOSS):	(613,602.98)	(63,627.44)	(580,395.29)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CONFERENCE & BROADCAST SERVICES					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
TRANSLATION SERVICES	9,000.00	-	4,467.45	4,532.55	49.64%
TOTAL DIRECT EXPENSES:	9,000.00	-	4,467.45	4,532.55	49.64%
INDIRECT EXPENSES:					
SALARY EXPENSE (7.11 FTE)	407,873.00	36,207.68	413,980.60	(6,107.60)	101.50%
BENEFITS EXPENSE	159,798.00	11,499.56	154,252.68	5,545.32	96.53%
OTHER INDIRECT EXPENSE	195,453.00	18,693.37	203,519.57	(8,066.57)	104.13%
TOTAL INDIRECT EXPENSES:	763,124.00	66,400.61	771,752.85	(8,628.85)	101.13%
TOTAL ALL EXPENSES:	772,124.00	66,400.61	776,220.30	(4,096.30)	100.53%
NET INCOME (LOSS):	(772,124.00)	(66,400.61)	(776,220.30)		

Washington State Bar Association
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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
DISCIPLINE					
REVENUE:					
DIVERSIONS	-	-	375.00	(375.00)	
AUDIT REVENUE	2,500.00	-	1,864.75	635.25	74.59%
RECOVERY OF DISCIPLINE COSTS	90,000.00	4,611.10	99,805.23	(9,805.23)	110.89%
DISCIPLINE HISTORY SUMMARY	14,000.00	1,399.92	17,291.73	(3,291.73)	123.51%
TOTAL REVENUE:	106,500.00	6,011.02	119,336.71	(12,836.71)	112.05%
DIRECT EXPENSES:					
DEPRECIATION-SOFTWARE	2,300.00	-	2,292.20	7.80	99.66%
PUBLICATIONS PRODUCTION	250.00	-	48.53	201.47	19.41%
STAFF TRAVEL/PARKING	35,000.00	-	28,253.07	6,746.93	80.72%
STAFF MEMBERSHIP DUES	4,877.00	500.00	4,142.25	734.75	84.93%
TELEPHONE	2,849.40	195.33	2,339.39	510.01	82.10%
COURT REPORTERS	30,000.00	1,336.55	17,752.60	12,247.40	59.18%
OUTSIDE COUNSEL/AIC	1,000.00	-	1,106.39	(106.39)	110.64%
LITIGATION EXPENSES	35,000.00	1,975.02	28,262.29	6,737.71	80.75%
DISABILITY EXPENSES	7,500.00	3,150.00	9,887.28	(2,387.28)	131.83%
ONLINE LEGAL RESEARCH	43,188.20	8,889.41	48,272.15	(5,083.95)	111.77%
LAW LIBRARY	5,800.00	528.59	7,265.09	(1,465.09)	125.26%
TRANSLATION SERVICES	1,000.00	120.00	1,030.00	(30.00)	103.00%
TOTAL DIRECT EXPENSES:	168,764.60	16,694.90	150,651.24	18,113.36	89.27%
INDIRECT EXPENSES:					
SALARY EXPENSE (36.93 FTE)	3,599,769.00	274,713.81	3,585,819.99	13,949.01	99.61%
BENEFITS EXPENSE	1,196,980.00	94,835.33	1,150,734.13	46,245.87	96.14%
OTHER INDIRECT EXPENSE	1,015,202.00	97,131.69	1,057,496.28	(42,294.28)	104.17%
TOTAL INDIRECT EXPENSES:	5,811,951.00	466,680.83	5,794,050.40	17,900.60	99.69%
TOTAL ALL EXPENSES:	5,980,715.60	483,375.73	5,944,701.64	36,013.96	99.40%
NET INCOME (LOSS):	(5,874,215.60)	(477,364.71)	(5,825,364.93)		

Washington State Bar Association
Statement of Activities
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100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
DIVERSITY					
REVENUE:					
DONATIONS	130,000.00	-	125,000.00	5,000.00	96.15%
WORK STUDY GRANTS	5,187.00	-	-	5,187.00	0.00%
TOTAL REVENUE:	135,187.00	-	125,000.00	10,187.00	92.46%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	4,000.00	-	964.09	3,035.91	24.10%
STAFF MEMBERSHIP DUES	640.00	-	-	640.00	0.00%
COMMITTEE FOR DIVERSITY	6,000.00	131.86	2,519.18	3,480.82	41.99%
DIVERSITY EVENTS & PROJECTS	15,250.00	523.70	21,478.54	(6,228.54)	140.84%
INTERNAL DIVERSITY OUTREACH	200.00	-	-	200.00	0.00%
TOTAL DIRECT EXPENSE:	26,090.00	655.56	24,961.81	1,128.19	95.68%
INDIRECT EXPENSES:					
SALARY EXPENSE (3.87 FTE)	187,061.00	10,064.88	201,163.31	(14,102.31)	107.54%
SEVERANCE PAY	-	-	738.41	(738.41)	
BENEFITS EXPENSE	81,042.00	8,529.08	99,739.21	(18,697.21)	123.07%
OTHER INDIRECT EXPENSE	106,386.00	10,179.52	110,922.03	(4,536.03)	104.26%
TOTAL INDIRECT EXPENSES:	374,489.00	28,773.48	412,562.96	(38,073.96)	110.17%
TOTAL ALL EXPENSES:	400,579.00	29,429.04	437,524.77	(36,945.77)	109.22%
NET INCOME (LOSS):	(265,392.00)	(29,429.04)	(312,524.77)		

Washington State Bar Association
Statement of Activities
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100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
FOUNDATION					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
CONSULTING SERVICES	3,000.00	-	2,000.00	1,000.00	66.67%
PRINTING & COPYING	900.00	-	-	900.00	0.00%
STAFF TRAVEL/PARKING	500.00	-	37.76	462.24	7.55%
SUPPLIES	250.00	-	-	250.00	0.00%
SPECIAL EVENTS	5,000.00	-	-	5,000.00	0.00%
BOARD OF TRUSTEES	2,000.00	18.96	504.14	1,495.86	25.21%
POSTAGE	500.00	-	177.10	322.90	35.42%
TOTAL DIRECT EXPENSES:	12,150.00	18.96	2,719.00	9,431.00	22.38%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.05 FTE)	70,951.00	6,313.70	78,209.33	(7,258.33)	110.23%
BENEFITS EXPENSE	30,738.00	2,354.98	29,163.39	1,574.61	94.88%
OTHER INDIRECT EXPENSE	28,864.00	2,776.29	30,225.85	(1,361.85)	104.72%
TOTAL INDIRECT EXPENSES:	130,553.00	11,444.97	137,598.57	(7,045.57)	105.40%
TOTAL ALL EXPENSES:	142,703.00	11,463.93	140,317.57	2,385.43	98.33%
NET INCOME (LOSS):	(142,703.00)	(11,463.93)	(140,317.57)		

Washington State Bar Association

Statement of Activities

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100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
HUMAN RESOURCES					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	250.00	-	836.00	(586.00)	334.40%
STAFF MEMBERSHIP DUES	385.00	-	-	385.00	0.00%
SUBSCRIPTIONS	2,239.10	-	2,524.50	(285.40)	112.75%
STAFF TRAINING- GENERAL	25,000.00	-	11,366.09	13,633.91	45.46%
RECRUITING AND ADVERTISING	7,000.00	189.59	3,451.17	3,548.83	49.30%
PAYROLL PROCESSING	49,000.00	3,834.93	43,935.78	5,064.22	89.66%
SALARY SURVEYS	2,900.00	-	765.20	2,134.80	26.39%
CONSULTING SERVICES	75,000.00	(747.50)	36,235.83	38,764.17	48.31%
TRANSFER TO INDIRECT EXPENSE	(161,774.10)	(3,277.02)	(99,114.57)	(62,659.53)	61.27%
TOTAL DIRECT EXPENSES:	-	-	-	-	
INDIRECT EXPENSES:					
SALARY EXPENSE (2.45 FTE)	267,155.00	45,906.39	294,004.38	(26,849.38)	110.05%
SEVERANCE PAY	-	-	22,440.97	(22,440.97)	
ALLOWANCE FOR OPEN POSITIONS	(212,871.50)	-	-	(212,871.50)	0.00%
BENEFITS EXPENSE	85,476.00	7,029.07	86,673.70	(1,197.70)	101.40%
OTHER INDIRECT EXPENSE	67,350.00	6,440.88	70,123.62	(2,773.62)	104.12%
TOTAL INDIRECT EXPENSES:	207,109.50	59,376.34	473,242.67	(266,133.17)	228.50%
TOTAL ALL EXPENSES:	207,109.50	59,376.34	473,242.67	(266,133.17)	228.50%
NET INCOME (LOSS):	(207,109.50)	(59,376.34)	(473,242.67)		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LAW CLERK PROGRAM					
REVENUE:					
LAW CLERK FEES	191,362.00	-	188,682.67	2,679.33	98.60%
LAW CLERK APPLICATION FEES	3,200.00	700.00	3,500.00	(300.00)	109.38%
TOTAL REVENUE:	194,562.00	700.00	192,182.67	2,379.33	98.78%
DIRECT EXPENSES:					
SUBSCRIPTIONS	250.00	-	250.00	-	100.00%
CHARACTER & FITNESS INVESTIGATIONS	100.00	-	-	100.00	0.00%
LAW CLERK BOARD EXPENSE	6,000.00	-	4,196.05	1,803.95	69.93%
STAFF TRAVEL/PARKING	400.00	-	37.95	362.05	9.49%
LAW CLERK OUTREACH	6,000.00	-	4,846.37	1,153.63	80.77%
TOTAL DIRECT EXPENSES:	12,750.00	-	9,330.37	3,419.63	73.18%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.25 FTE)	98,336.00	5,585.30	94,036.24	4,299.76	95.63%
BENEFITS EXPENSE	37,600.00	2,419.56	31,420.24	6,179.76	83.56%
OTHER INDIRECT EXPENSE	34,362.00	3,294.48	35,867.84	(1,505.84)	104.38%
TOTAL INDIRECT EXPENSES:	170,298.00	11,299.34	161,324.32	8,973.68	94.73%
TOTAL ALL EXPENSES:	183,048.00	11,299.34	170,654.69	12,393.31	93.23%
NET INCOME (LOSS):	11,514.00	(10,599.34)	21,527.98		

Washington State Bar Association

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100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LEGISLATIVE					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	2,500.00	-	1,825.10	674.90	73.00%
STAFF MEMBERSHIP DUES	450.00	-	-	450.00	0.00%
SUBSCRIPTIONS	2,000.00	-	1,981.80	18.20	99.09%
OLYMPIA RENT	1,500.00	-	1,293.76	206.24	86.25%
CONTRACT LOBBYIST	20,000.00	-	9,999.96	10,000.04	50.00%
LEGISLATIVE COMMITTEE	3,000.00	21.85	1,085.52	1,914.48	36.18%
BOG LEGISLATIVE COMMITTEE	250.00	-	-	250.00	0.00%
TOTAL DIRECT EXPENSES:	29,700.00	21.85	16,186.14	13,513.86	54.50%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.10 FTE)	87,076.00	6,770.78	84,200.64	2,875.36	96.70%
BENEFITS EXPENSE	34,491.00	2,196.49	28,296.27	6,194.73	82.04%
OTHER INDIRECT EXPENSE	30,239.00	2,887.34	31,434.92	(1,195.92)	103.95%
TOTAL INDIRECT EXPENSES:	151,806.00	11,854.61	143,931.83	7,874.17	94.81%
TOTAL ALL EXPENSES:	181,506.00	11,876.46	160,117.97	21,388.03	88.22%
NET INCOME (LOSS):	(181,506.00)	(11,876.46)	(160,117.97)		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LICENSING & MEMBERSHIP RECORDS					
REVENUE:					
STATUS CERTIFICATE FEES	25,000.00	2,585.01	30,299.56	(5,299.56)	121.20%
INVESTIGATION FEES	24,000.00	2,500.00	23,600.00	400.00	98.33%
PRO HAC VICE	290,000.00	43,968.00	314,809.00	(24,809.00)	108.55%
MEMBER CONTACT INFORMATION	11,000.00	1,180.55	9,896.10	1,103.90	89.96%
PHOTO BAR CARD SALES	350.00	24.00	360.00	(10.00)	102.86%
TOTAL REVENUE:	350,350.00	50,257.56	378,964.66	(28,614.66)	108.17%
DIRECT EXPENSES:					
DEPRECIATION	13,850.00	1,150.00	13,806.00	44.00	99.68%
POSTAGE	19,500.00	356.83	18,929.98	570.02	97.08%
LICENSING FORMS	2,253.10	-	2,253.10	-	100.00%
TOTAL DIRECT EXPENSES:	35,603.10	1,506.83	34,989.08	614.02	98.28%
INDIRECT EXPENSES:					
SALARY EXPENSE (4.20 FTE)	341,930.00	30,470.86	393,546.20	(51,616.20)	115.10%
BENEFITS EXPENSE	126,335.00	9,895.85	122,869.70	3,465.30	97.26%
OTHER INDIRECT EXPENSE	115,458.00	11,030.97	120,096.64	(4,638.64)	104.02%
TOTAL INDIRECT EXPENSES:	583,723.00	51,397.68	636,512.54	(52,789.54)	109.04%
TOTAL ALL EXPENSES:	619,326.10	52,904.51	671,501.62	(52,175.52)	108.42%
NET INCOME (LOSS):	(268,976.10)	(2,646.95)	(292,536.96)		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LIMITED LICENSE LEGAL TECHNICIAN PROGRAM					
REVENUE:					
SEMINAR REGISTRATIONS	4,344.00	199.00	9,580.00	(5,236.00)	220.53%
LLLT LICENSE FEES	5,735.66	670.87	6,903.30	(1,167.64)	120.36%
LLLT LATE LICENSE FEES	300.00	-	300.00	-	100.00%
INVESTIGATION FEES	300.00	-	200.00	100.00	66.67%
LLLT EXAM FEES	6,280.00	-	5,150.00	1,130.00	82.01%
LLLT WAIVER FEES	150.00	-	150.00	-	100.00%
MEMBER LATE FEES	150.00	-	150.00	-	100.00%
TOTAL REVENUE:	17,259.66	869.87	22,433.30	(5,173.64)	129.98%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	600.00	-	101.80	498.20	16.97%
LLLT BOARD	14,000.00	252.02	5,656.01	8,343.99	40.40%
LLLT OUTREACH	4,000.00	-	1,507.27	2,492.73	37.68%
LLLT EDUCATION	2,500.00	-	-	2,500.00	0.00%
POSTAGE	20.00	-	-	20.00	0.00%
LLLT EXAM WRITING	10,750.00	-	8,372.50	2,377.50	77.88%
LICENSING FORMS	2.50	-	-	2.50	0.00%
TOTAL DIRECT EXPENSES:	31,872.50	252.02	15,637.58	16,234.92	49.06%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.34 FTE)	103,650.00	5,248.40	102,301.95	1,348.05	98.70%
BENEFITS EXPENSE	39,631.00	2,705.83	34,638.83	4,992.17	87.40%
OTHER INDIRECT EXPENSE	36,836.00	3,553.59	38,688.87	(1,852.87)	105.03%
TOTAL INDIRECT EXPENSES:	180,117.00	11,507.82	175,629.65	4,487.35	97.51%
TOTAL ALL EXPENSES:	211,989.50	11,759.84	191,267.23	20,722.27	90.22%
NET INCOME (LOSS):	(194,729.84)	(10,889.97)	(168,833.93)		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
LIMITED PRACTICE OFFICERS					
REVENUE:					
INVESTIGATION FEES	1,000.00	-	800.00	200.00	80.00%
MEMBER LATE FEES	1,800.00	-	2,700.00	(900.00)	150.00%
LPO EXAMINATION FEES	26,800.00	-	22,300.00	4,500.00	83.21%
LPO LICENSE FEES	172,516.60	14,439.03	174,869.74	(2,353.14)	101.36%
LPO LATE LICENSE FEES	3,088.00	-	400.00	2,688.00	12.95%
TOTAL REVENUE:	205,204.60	14,439.03	201,069.74	4,134.86	97.99%
DIRECT EXPENSES:					
FACILITY, PARKING, FOOD	24.00	-	-	24.00	0.00%
EXAM WRITING	9,750.00	-	9,750.00	-	100.00%
ONLINE LEGAL RESEARCH	1,837.50	297.94	1,489.70	347.80	81.07%
LAW LIBRARY	279.00	10.48	94.32	184.68	33.81%
LPO BOARD	3,000.00	15.69	1,028.97	1,971.03	34.30%
LPO OUTREACH	5,000.00	-	26.64	4,973.36	0.53%
PRINTING & COPYING	-	-	112.10	(112.10)	
STAFF TRAVEL/PARKING	500.00	-	44.51	455.49	8.90%
TOTAL DIRECT EXPENSES:	20,390.50	324.11	12,546.24	7,844.26	61.53%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.09 FTE)	83,983.00	4,713.25	86,019.76	(2,036.76)	102.43%
BENEFITS EXPENSE	32,112.00	2,291.72	29,006.65	3,105.35	90.33%
OTHER INDIRECT EXPENSE	29,964.00	2,887.31	31,434.82	(1,470.82)	104.91%
TOTAL INDIRECT EXPENSES:	146,059.00	9,892.28	146,461.23	(402.23)	100.28%
TOTAL ALL EXPENSES:	166,449.50	10,216.39	159,007.47	7,442.03	95.53%
NET INCOME (LOSS):	38,755.10	4,222.64	42,062.27		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
MANDATORY CONTINUING LEGAL EDUCATION					
REVENUE:					
ACCREDITED PROGRAM FEES	516,700.00	42,200.00	512,900.00	3,800.00	99.26%
FORM 1 LATE FEES	170,000.00	18,150.00	222,800.00	(52,800.00)	131.06%
MEMBER LATE FEES	191,000.00	2,100.00	189,450.00	1,550.00	99.19%
ANNUAL ACCREDITED SPONSOR FEES	41,750.00	-	41,750.00	-	100.00%
ATTENDANCE LATE FEES	90,000.00	8,500.00	97,900.00	(7,900.00)	108.78%
COMITY CERTIFICATES	29,000.00	225.00	29,850.18	(850.18)	102.93%
TOTAL REVENUE:	1,038,450.00	71,175.00	1,094,650.18	(56,200.18)	105.41%
DIRECT EXPENSES:					
DEPRECIATION	250,000.00	20,868.00	250,392.00	(392.00)	100.16%
STAFF MEMBERSHIP DUES	500.00	-	500.00	-	100.00%
ONLINE LEGAL RESEARCH	1,837.50	297.94	1,489.70	347.80	81.07%
LAW LIBRARY	279.00	10.48	94.32	184.68	33.81%
MCLE BOARD	2,500.00	1.11	1,091.46	1,408.54	43.66%
STAFF TRAVEL/PARKING	50.00	-	9.26	40.74	18.52%
TOTAL DIRECT EXPENSES:	255,166.50	21,177.53	253,576.74	1,589.76	99.38%
INDIRECT EXPENSES:					
SALARY EXPENSE (4.65 FTE)	509,354.00	25,643.81	427,997.02	81,356.98	84.03%
BENEFITS EXPENSE	139,871.00	8,501.75	109,367.03	30,503.97	78.19%
OTHER INDIRECT EXPENSE	127,828.00	12,215.48	132,992.98	(5,164.98)	104.04%
TOTAL INDIRECT EXPENSES:	777,053.00	46,361.04	670,357.03	106,695.97	86.27%
TOTAL ALL EXPENSES:	1,032,219.50	67,538.57	923,933.77	108,285.73	89.51%
NET INCOME (LOSS):	6,230.50	3,636.43	170,716.41		

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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
MEMBER ASSISTANCE PROGRAM					
REVENUE:					
DIVERSIONS	6,750.00	-	9,750.00	(3,000.00)	144.44%
LAP GROUPS REVENUE	-	-	360.00	(360.00)	
TOTAL REVENUE:	6,750.00	-	10,110.00	(3,360.00)	149.78%
DIRECT EXPENSES:					
PUBLICATIONS PRODUCTION	200.00	-	-	200.00	0.00%
STAFF MEMBERSHIP DUES	225.00	-	226.00	(1.00)	100.44%
PROF LIAB INSURANCE	850.00	-	775.50	74.50	91.24%
TOTAL DIRECT EXPENSES:	1,275.00	-	1,001.50	273.50	78.55%
INDIRECT EXPENSES:					
SALARY EXPENSE (0.90 FTE)	82,545.00	4,090.42	80,637.42	1,907.58	97.69%
SEVERANCE PAY	-	-	4,216.40	(4,216.40)	
BENEFITS EXPENSE	26,410.00	2,322.35	30,803.09	(4,393.09)	116.63%
OTHER INDIRECT EXPENSE	24,741.00	2,369.03	25,792.29	(1,051.29)	104.25%
TOTAL INDIRECT EXPENSES:	133,696.00	8,781.80	141,449.20	(7,753.20)	105.80%
TOTAL ALL EXPENSES:	134,971.00	8,781.80	142,450.70	(7,479.70)	105.54%
NET INCOME (LOSS):	(128,221.00)	(8,781.80)	(132,340.70)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
MEMBER SERVICES & ENGAGEMENT					
REVENUE:					
ROYALTIES	49,250.00	1,075.28	47,689.21	1,560.79	96.83%
NMP PRODUCT SALES	80,000.00	1,013.00	72,192.00	7,808.00	90.24%
SEMINAR REGISTRATIONS	15,000.00	1,773.00	8,667.00	6,333.00	57.78%
TRIAL ADVOCACY PROGRAM	10,000.00	-	14,872.00	(4,872.00)	148.72%
TOTAL REVENUE:	154,250.00	3,861.28	143,420.21	10,829.79	92.98%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	2,500.00	-	98.88	2,401.12	3.96%
SUBSCRIPTIONS	500.00	15.00	195.00	305.00	39.00%
CONFERENCE CALLS	300.00	-	61.91	238.09	20.64%
YLL SECTION PROGRAM	1,100.00	-	520.00	580.00	47.27%
WYLC CLE COMPS	1,000.00	-	-	1,000.00	0.00%
WYLC OUTREACH EVENTS	2,500.00	-	96.51	2,403.49	3.86%
WYL COMMITTEE	1,500.00	(526.08)	898.51	601.49	59.90%
TRIAL ADVOCACY EXPENSES	2,500.00	-	0.05	2,499.95	0.00%
RECEPTION/FORUM EXPENSE	3,000.00	-	947.12	2,052.88	31.57%
WYLC SCHOLARSHIPS/DONATIONS/GRANT	2,500.00	-	500.00	2,000.00	20.00%
STAFF MEMBERSHIP DUES	445.00	-	100.00	345.00	22.47%
LENDING LIBRARY	6,200.00	33.18	3,396.43	2,803.57	54.78%
NMP SPEAKERS & PROGRAM DEVELOPMENT	1,500.00	-	466.06	1,033.94	31.07%
TOTAL DIRECT EXPENSES:	25,545.00	(477.90)	7,280.47	18,264.53	28.50%
INDIRECT EXPENSES:					
SALARY EXPENSE (4.24 FTE)	330,563.00	25,510.88	332,636.69	(2,073.69)	100.63%
BENEFITS EXPENSE	143,212.00	8,626.38	112,665.20	30,546.80	78.67%
OTHER INDIRECT EXPENSE	116,557.00	11,142.00	121,305.72	(4,748.72)	104.07%
TOTAL INDIRECT EXPENSES:	590,332.00	45,279.26	566,607.61	23,724.39	95.98%
TOTAL ALL EXPENSES:	615,877.00	44,801.36	573,888.08	41,988.92	93.18%
NET INCOME (LOSS):	(461,627.00)	(40,940.08)	(430,467.87)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
MEMBERSHIP BENEFITS					
REVENUE:					
SPONSORSHIPS	9,000.00	-	1,000.00	8,000.00	11.11%
INTERNET SALES	19,000.00	784.00	22,344.00	(3,344.00)	117.60%
TOTAL REVENUE:	28,000.00	784.00	23,344.00	4,656.00	83.37%
DIRECT EXPENSES:					
TRANSCRIPTION SERVICES	1,500.00	14.63	14.63	1,485.37	0.98%
LEGAL LUNCHBOX SPEAKERS & PROGRAM	2,000.00	(440.00)	440.40	1,559.60	22.02%
WSBA CONNECTS	46,560.00	15,520.00	58,200.00	(11,640.00)	125.00%
CASEMAKER & FASTCASE	136,436.00	5,416.00	141,611.69	(5,175.69)	103.79%
CONFERENCE CALLS	-	-	5.30	(5.30)	
TOTAL DIRECT EXPENSES:	186,496.00	20,510.63	200,272.02	(13,776.02)	107.39%
INDIRECT EXPENSES:					
SALARY EXPENSE (0.69 FTE)	74,151.00	7,160.21	79,474.25	(5,323.25)	107.18%
BENEFITS EXPENSE	32,124.00	1,400.61	20,940.96	11,183.04	65.19%
OTHER INDIRECT EXPENSE	18,968.00	1,813.85	19,747.60	(779.60)	104.11%
TOTAL INDIRECT EXPENSES:	125,243.00	10,374.67	120,162.81	5,080.19	95.94%
TOTAL ALL EXPENSES:	311,739.00	30,885.30	320,434.83	(8,695.83)	102.79%
NET INCOME (LOSS):	(283,739.00)	(30,101.30)	(297,090.83)		

Washington State Bar Association

Statement of Activities

For the Period from September 1, 2020 to September 30, 2020

100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
BAR NEWS					
REVENUE:					
ROYALTIES	1,215.86	-	11,701.57	(10,485.71)	962.41%
DISPLAY ADVERTISING	423,500.00	47,954.00	396,687.00	26,813.00	93.67%
SUBSCRIPT/SINGLE ISSUES	350.00	-	107.82	242.18	30.81%
CLASSIFIED ADVERTISING	12,500.00	196.00	6,813.65	5,686.35	54.51%
GEN ANNOUNCEMENTS	20,000.00	540.00	9,182.00	10,818.00	45.91%
PROF ANNOUNCEMENTS	25,000.00	2,745.00	23,506.00	1,494.00	94.02%
JOB TARGET ADVERSTISING	120,000.00	5,802.29	134,543.91	(14,543.91)	112.12%
TOTAL REVENUE:	602,565.86	57,237.29	582,541.95	20,023.91	96.68%
DIRECT EXPENSES:					
BAD DEBT EXPENSE	2,000.00	-	-	2,000.00	0.00%
POSTAGE	95,000.00	9,343.49	91,703.69	3,296.31	96.53%
PRINTING, COPYING & MAILING	250,000.00	24,979.59	220,924.88	29,075.12	88.37%
DIGITAL/ONLINE DEVELOPMENT	13,200.00	850.00	12,200.00	1,000.00	92.42%
GRAPHICS/ARTWORK	2,000.00	-	-	2,000.00	0.00%
OUTSIDE SALES EXPENSE	118,500.00	15,371.70	128,812.50	(10,312.50)	108.70%
EDITORIAL ADVISORY COMMITTEE	800.00	-	532.31	267.69	66.54%
STAFF MEMBERSHIP DUES	615.00	-	-	615.00	0.00%
TOTAL DIRECT EXPENSES:	482,115.00	50,544.78	454,173.38	27,941.62	94.20%
INDIRECT EXPENSES:					
SALARY EXPENSE (2.55 FTE)	216,483.00	16,859.54	209,870.90	6,612.10	96.95%
BENEFITS EXPENSE	85,752.00	5,442.49	72,229.64	13,522.36	84.23%
OTHER INDIRECT EXPENSE	70,099.00	6,700.01	72,944.54	(2,845.54)	104.06%
TOTAL INDIRECT EXPENSES:	372,334.00	29,002.04	355,045.08	17,288.92	95.36%
TOTAL ALL EXPENSES:	854,449.00	79,546.82	809,218.46	45,230.54	94.71%
NET INCOME (LOSS):	(251,883.14)	(22,309.53)	(226,676.51)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
OFFICE OF THE EXECUTIVE DIRECTOR					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
ED TRAVEL & OUTREACH	5,000.00	-	1,603.83	3,396.17	32.08%
LAW LIBRARY	279.00	10.48	144.29	134.71	51.72%
STAFF TRAVEL/PARKING	5,400.00	-	233.00	5,167.00	4.31%
STAFF MEMBERSHIP DUES	1,700.00	200.00	200.00	1,500.00	11.76%
TOTAL DIRECT EXPENSES:	12,379.00	210.48	2,181.12	10,197.88	17.62%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.45 FTE)	382,572.00	30,606.07	372,769.19	9,802.81	97.44%
BENEFITS EXPENSE	118,089.00	6,515.52	80,348.76	37,740.24	68.04%
OTHER INDIRECT EXPENSE	39,860.00	3,812.72	41,509.90	(1,649.90)	104.14%
TOTAL INDIRECT EXPENSES:	540,521.00	40,934.31	494,627.85	45,893.15	91.51%
TOTAL ALL EXPENSES:	552,900.00	41,144.79	496,808.97	56,091.03	89.86%
NET INCOME (LOSS):	(552,900.00)	(41,144.79)	(496,808.97)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
OFFICE OF GENERAL COUNSEL					
REVENUE:					
COPY FEES	3.96	-	3.96	-	100.00%
TOTAL REVENUE:	3.96	-	3.96	-	100.00%
DIRECT EXPENSES:					
DEPRECIATION	3,336.00	-	-	3,336.00	0.00%
STAFF TRAVEL/PARKING	300.00	-	-	300.00	0.00%
STAFF MEMBERSHIP DUES	2,725.00	500.00	800.00	1,925.00	29.36%
ONLINE LEGAL RESEARCH	11,205.00	1,787.68	9,279.74	1,925.26	82.82%
LAW LIBRARY	2,921.42	63.36	1,818.96	1,102.46	62.26%
COURT RULES COMMITTEE	3,000.00	0.91	952.32	2,047.68	31.74%
DISCIPLINE ADVISORY ROUNDTABLE	500.00	-	-	500.00	0.00%
CUSTODIANSHIPS	1,500.00	1,210.09	7,962.78	(6,462.78)	530.85%
LITIGATION EXPENSES	500.00	-	40.18	459.82	8.04%
TOTAL DIRECT EXPENSES:	25,987.42	3,562.04	20,853.98	5,133.44	80.25%
INDIRECT EXPENSES:					
SALARY EXPENSE (5.82 FTE)	460,618.00	38,200.41	472,597.46	(11,979.46)	102.60%
BENEFITS EXPENSE	159,114.00	15,682.25	183,995.59	(24,881.59)	115.64%
OTHER INDIRECT EXPENSE	159,991.00	15,287.88	166,442.76	(6,451.76)	104.03%
TOTAL INDIRECT EXPENSES:	779,723.00	69,170.54	823,035.81	(43,312.81)	105.55%
TOTAL ALL EXPENSES:	805,710.42	72,732.58	843,889.79	(38,179.37)	104.74%
NET INCOME (LOSS):	(805,706.46)	(72,732.58)	(843,885.83)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSE:					
STAFF MEMBERSHIP DUES	100.00	250.00	250.00	(150.00)	250.00%
LAW LIBRARY	1,116.00	42.39	381.51	734.49	34.19%
DISCIPLINARY BOARD EXPENSES	4,000.00	78.20	949.41	3,050.59	23.74%
CHIEF HEARING OFFICER	33,000.00	2,500.00	30,000.00	3,000.00	90.91%
HEARING OFFICER EXPENSES	2,000.00	-	(1,858.63)	3,858.63	-92.93%
HEARING OFFICER TRAINING	2,000.00	389.91	916.84	1,083.16	45.84%
OUTSIDE COUNSEL	55,000.00	4,000.00	48,234.36	6,765.64	87.70%
TOTAL DIRECT EXPENSES:	97,216.00	7,260.50	78,873.49	18,342.51	81.13%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.55 FTE)	231,661.00	8,542.56	105,895.16	125,765.84	45.71%
BENEFITS EXPENSE	80,024.00	2,770.44	36,737.29	43,286.71	45.91%
OTHER INDIRECT EXPENSE	42,609.00	4,071.82	44,330.99	(1,721.99)	104.04%
TOTAL INDIRECT EXPENSES:	354,294.00	15,384.82	186,963.44	167,330.56	52.77%
TOTAL ALL EXPENSES:	451,510.00	22,645.32	265,836.93	185,673.07	58.88%
NET INCOME (LOSS):	(451,510.00)	(22,645.32)	(265,836.93)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
OUTREACH & ENGAGEMENT					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSE:					
STAFF MEMBERSHIP DUES	825.00	-	-	825.00	0.00%
ABA DELEGATES	5,000.00	-	1,765.78	3,234.22	35.32%
ANNUAL CHAIR MEETINGS	600.00	-	510.31	89.69	85.05%
JUDICIAL RECOMMENDATIONS COMMITTEE	2,000.00	-	207.10	1,792.90	10.36%
BOG ELECTIONS	6,500.00	-	4,946.63	1,553.37	76.10%
BAR OUTREACH	16,600.00	-	226.83	16,373.17	1.37%
TOTAL DIRECT EXPENSES:	31,525.00	-	7,656.65	23,868.35	24.29%
INDIRECT EXPENSES:					
SALARY EXPENSE (2.73 FTE)	198,420.00	15,346.33	199,246.17	(826.17)	100.42%
BENEFITS EXPENSE	78,596.00	6,110.14	74,788.16	3,807.84	95.16%
OTHER INDIRECT EXPENSE	75,047.00	7,181.23	78,183.99	(3,136.99)	104.18%
TOTAL INDIRECT EXPENSES:	352,063.00	28,637.70	352,218.32	(155.32)	100.04%
TOTAL ALL EXPENSES:	383,588.00	28,637.70	359,874.97	23,713.03	93.82%
NET INCOME (LOSS):	(383,588.00)	(28,637.70)	(359,874.97)		

Washington State Bar Association
Statement of Activities
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100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
PRACTICE OF LAW BOARD					
REVENUE:					
TOTAL REVENUE:	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	
DIRECT EXPENSES:					
PRACTICE OF LAW BOARD	12,000.00	0.91	2,746.99	9,253.01	22.89%
TOTAL DIRECT EXPENSES:	<u>12,000.00</u>	<u>0.91</u>	<u>2,746.99</u>	<u>9,253.01</u>	<u>22.89%</u>
INDIRECT EXPENSES:					
SALARY EXPENSE (0.40 FTE)	39,116.00	3,184.03	39,577.06	(461.06)	101.18%
BENEFITS EXPENSE	13,512.00	1,018.03	12,436.89	1,075.11	92.04%
OTHER INDIRECT EXPENSE	<u>10,996.00</u>	<u>1,036.47</u>	<u>11,284.22</u>	<u>(288.22)</u>	<u>102.62%</u>
TOTAL INDIRECT EXPENSES:	<u>63,624.00</u>	<u>5,238.53</u>	<u>63,298.17</u>	<u>325.83</u>	<u>99.49%</u>
TOTAL ALL EXPENSES:	<u>75,624.00</u>	<u>5,239.44</u>	<u>66,045.16</u>	<u>9,578.84</u>	<u>87.33%</u>
NET INCOME (LOSS):	<u>(75,624.00)</u>	<u>(5,239.44)</u>	<u>(66,045.16)</u>		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
PROFESSIONAL RESPONSIBILITY PROGRAM					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	4,000.00	-	1,459.40	2,540.60	36.49%
LAW LIBRARY	279.00	10.48	94.32	184.68	33.81%
CPE COMMITTEE	5,000.00	-	2,272.52	2,727.48	45.45%
TOTAL DIRECT EXPENSES:	9,279.00	10.48	3,826.24	5,452.76	41.24%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.55 FTE)	160,115.00	13,028.47	162,030.45	(1,915.45)	101.20%
BENEFITS EXPENSE	55,310.00	4,230.57	53,374.39	1,935.61	96.50%
OTHER INDIRECT EXPENSE	42,609.00	4,071.83	44,331.02	(1,722.02)	104.04%
TOTAL INDIRECT EXPENSES:	258,034.00	21,330.87	259,735.86	(1,701.86)	100.66%
TOTAL ALL EXPENSES:	267,313.00	21,341.35	263,562.10	3,750.90	98.60%
NET INCOME (LOSS):	(267,313.00)	(21,341.35)	(263,562.10)		

Washington State Bar Association
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For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
PUBLIC SERVICE PROGRAMS					
REVENUE:					
DONATIONS & GRANTS	135,000.00	-	135,000.00	-	100.00%
PSP PRODUCT SALES	200.00	-	99.00	101.00	49.50%
TOTAL REVENUE:	135,200.00	-	135,099.00	101.00	99.93%
DIRECT EXPENSES:					
DONATIONS/SPONSORSHIPS/GRANTS	205,687.98	76,753.50	207,962.88	(2,274.90)	101.11%
STAFF TRAVEL/PARKING	2,000.00	-	69.00	1,931.00	3.45%
PRO BONO & PUBLIC SERVICE COMMITTEE	2,000.00	21.49	1,366.70	633.30	68.34%
PUBLIC SERVICE EVENTS AND PROJECTS	30,500.00	19,481.00	23,131.00	7,369.00	75.84%
TOTAL DIRECT EXPENSES:	240,187.98	96,255.99	232,529.58	7,658.40	96.81%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.54 FTE)	95,912.00	8,510.26	107,831.16	(11,919.16)	112.43%
BENEFITS EXPENSE	41,552.00	3,024.30	38,520.26	3,031.74	92.70%
OTHER INDIRECT EXPENSE	42,334.00	4,034.82	43,928.12	(1,594.12)	103.77%
TOTAL INDIRECT EXPENSES:	179,798.00	15,569.38	190,279.54	(10,481.54)	105.83%
TOTAL ALL EXPENSES:	419,985.98	111,825.37	422,809.12	(2,823.14)	100.67%
NET INCOME (LOSS):	(284,785.98)	(111,825.37)	(287,710.12)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
PUBLICATION & DESIGN SERVICES					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
EQUIPMENT, HARDWARE & SOFTWARE	330.00	-	-	330.00	0.00%
SUBSCRIPTIONS	262.00	-	179.98	82.02	68.69%
SUPPLIES	300.00	-	-	300.00	0.00%
IMAGE LIBRARY	4,680.00	-	4,100.00	580.00	87.61%
TOTAL DIRECT EXPENSES:	5,572.00	-	4,279.98	1,292.02	76.81%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.09 FTE)	74,534.00	5,801.12	72,430.43	2,103.57	97.18%
BENEFITS EXPENSE	29,523.00	1,974.22	25,445.84	4,077.16	86.19%
OTHER INDIRECT EXPENSE	29,964.00	2,850.26	31,031.51	(1,067.51)	103.56%
TOTAL INDIRECT EXPENSES:	134,021.00	10,625.60	128,907.78	5,113.22	96.18%
TOTAL ALL EXPENSES:	139,593.00	10,625.60	133,187.76	6,405.24	95.41%
NET INCOME (LOSS):	(139,593.00)	(10,625.60)	(133,187.76)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
SECTIONS ADMINISTRATION					
REVENUE:					
REIMBURSEMENTS FROM SECTIONS	300,000.00	1,968.75	290,118.75	9,881.25	96.71%
TOTAL REVENUE:	300,000.00	1,968.75	290,118.75	9,881.25	96.71%
DIRECT EXPENSES:					
STAFF TRAVEL/PARKING	1,200.00	-	285.03	914.97	23.75%
SUBSCRIPTIONS	410.00	-	409.57	0.43	99.90%
CONFERENCE CALLS	300.00	-	43.59	256.41	14.53%
MISCELLANEOUS	300.00	-	-	300.00	0.00%
SECTION/COMMITTEE CHAIR MTGS	1,000.00	-	344.39	655.61	34.44%
DUES STATEMENTS	6,000.00	-	5,788.00	212.00	96.47%
STAFF MEMBERSHIP DUES	125.00	-	-	125.00	0.00%
TOTAL DIRECT EXPENSES:	9,335.00	-	6,870.58	2,464.42	73.60%
INDIRECT EXPENSES:					
SALARY EXPENSE (4.24 FTE)	161,026.00	15,262.57	205,969.36	(44,943.36)	127.91%
BENEFITS EXPENSE	69,763.00	8,023.26	94,840.49	(25,077.49)	135.95%
OTHER INDIRECT EXPENSE	116,557.00	11,142.00	121,305.89	(4,748.89)	104.07%
TOTAL INDIRECT EXPENSES:	347,346.00	34,427.83	422,115.74	(74,769.74)	121.53%
TOTAL ALL EXPENSES:	356,681.00	34,427.83	428,986.32	(72,305.32)	120.27%
NET INCOME (LOSS):	(56,681.00)	(32,459.08)	(138,867.57)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
TECHNOLOGY					
REVENUE:					
TOTAL REVENUE:	-	-	-	-	
DIRECT EXPENSES:					
CONSULTING SERVICES	110,000.00	24,862.00	127,976.67	(17,976.67)	116.34%
STAFF TRAVEL/PARKING	2,500.00	-	2,505.28	(5.28)	100.21%
STAFF MEMBERSHIP DUES	180.00	-	90.00	90.00	50.00%
TELEPHONE	24,000.00	1,224.08	20,632.92	3,367.08	85.97%
COMPUTER HARDWARE	38,000.00	-	25,229.80	12,770.20	66.39%
COMPUTER SOFTWARE	29,000.00	14,992.02	33,865.49	(4,865.49)	116.78%
HARDWARE SERVICE & WARRANTIES	55,000.00	17,267.30	57,784.86	(2,784.86)	105.06%
SOFTWARE MAINTENANCE & LICENSING	320,000.00	30,796.31	296,456.45	23,543.55	92.64%
TELEPHONE HARDWARE & MAINTENANCE	7,000.00	-	4,326.90	2,673.10	61.81%
COMPUTER SUPPLIES	10,000.00	35.20	6,059.66	3,940.34	60.60%
THIRD PARTY SERVICES	177,000.00	(582.02)	183,252.08	(6,252.08)	103.53%
TRANSFER TO INDIRECT EXPENSES	(772,680.00)	(88,594.89)	(758,180.11)	(14,499.89)	98.12%
TOTAL DIRECT EXPENSES:	-	-	-	-	
INDIRECT EXPENSES:					
SALARY EXPENSE (12.10 FTE)	1,063,911.00	78,877.04	1,072,240.83	(8,329.83)	100.78%
BENEFITS EXPENSE	380,432.00	28,732.60	354,295.10	26,136.90	93.13%
CAPITAL LABOR & OVERHEAD	(51,000.00)	-	-	(51,000.00)	0.00%
OTHER INDIRECT EXPENSE	332,628.00	31,834.29	346,587.69	(13,959.69)	104.20%
TOTAL INDIRECT EXPENSES:	1,725,971.00	139,443.93	1,773,123.62	(47,152.62)	102.73%
TOTAL ALL EXPENSES:	1,725,971.00	139,443.93	1,773,123.62	(47,152.62)	102.73%
NET INCOME (LOSS):	(1,725,971.00)	(139,443.93)	(1,773,123.62)		

Washington State Bar Association

Statement of Activities

For the Period from September 1, 2020 to September 30, 2020

100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CLE - PRODUCTS					
REVENUE:					
SHIPPING & HANDLING	1,000.00	30.00	351.15	648.85	35.12%
COURSEBOOK SALES	9,000.00	336.00	5,214.00	3,786.00	57.93%
MP3 AND VIDEO SALES	878,750.00	22,760.38	774,887.62	103,862.38	88.18%
TOTAL REVENUE:	888,750.00	23,126.38	780,452.77	108,297.23	87.81%
DIRECT EXPENSES:					
BAD DEBT EXPENSE	100.00	-	494.26	(394.26)	494.26%
DEPRECIATION	5,820.00	485.00	5,820.00	-	100.00%
STAFF MEMBERSHIP DUES	620.00	-	587.50	32.50	94.76%
COST OF SALES - COURSEBOOKS	250.00	22.54	461.53	(211.53)	184.61%
A/V DEVELOP COSTS (RECORDING)	1,500.00	-	-	1,500.00	0.00%
ONLINE PRODUCT HOSTING EXPENSES	48,000.00	5,299.52	53,393.35	(5,393.35)	111.24%
POSTAGE & DELIVERY-COURSEBOOKS	500.00	33.49	412.16	87.84	82.43%
SEMINAR BROCHURES	3,000.00	-	-	3,000.00	0.00%
POSTAGE - FLIERS/CATALOGS	3,500.00	-	-	3,500.00	0.00%
STAFF TRAVEL/PARKING	2,000.00	-	96.91	1,903.09	4.85%
TOTAL DIRECT EXPENSES:	65,290.00	5,840.55	61,265.71	4,024.29	93.84%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.56 FTE)	102,074.00	8,388.96	97,912.23	4,161.77	95.92%
BENEFITS EXPENSE	40,063.00	2,643.55	35,559.76	4,503.24	88.76%
OTHER INDIRECT EXPENSE	42,884.00	4,108.83	44,733.85	(1,849.85)	104.31%
TOTAL INDIRECT EXPENSES:	185,021.00	15,141.34	178,205.84	6,815.16	96.32%
TOTAL ALL EXPENSES:	250,311.00	20,981.89	239,471.55	10,839.45	95.67%
NET INCOME (LOSS):	638,439.00	2,144.49	540,981.22		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CLE - SEMINARS					
REVENUE:					
SEMINAR REGISTRATIONS	875,328.50	108,015.00	652,708.47	222,620.03	74.57%
SEMINAR-EXHIB/SPNSR/ETC	29,000.00	8,500.00	15,500.00	13,500.00	53.45%
TOTAL REVENUE:	904,328.50	116,515.00	668,208.47	236,120.03	73.89%
DIRECT EXPENSES:					
BAD DEBT EXPENSE	500.00	-	500.00	-	100.00%
STAFF TRAVEL/PARKING	6,000.00	-	529.31	5,470.69	8.82%
STAFF MEMBERSHIP DUES	850.00	-	587.50	262.50	69.12%
SUPPLIES	2,000.00	-	378.39	1,621.61	18.92%
COURSEBOOK PRODUCTION	3,000.00	-	169.31	2,830.69	5.64%
POSTAGE - FLIERS/CATALOGS	12,000.00	(395.37)	3,963.07	8,036.93	33.03%
POSTAGE - MISC./DELIVERY	1,000.00	-	332.64	667.36	33.26%
ACCREDITATION FEES	3,000.00	90.00	2,750.00	250.00	91.67%
SEMINAR BROCHURES	18,000.00	-	6,336.70	11,663.30	35.20%
FACILITIES	232,357.35	2,000.00	57,050.96	175,306.39	24.55%
SPEAKERS & PROGRAM DEVELOP	62,000.00	615.32	7,667.92	54,332.08	12.37%
SPLITS TO SECTIONS	100,100.00	111,200.00	110,393.40	(10,293.40)	110.28%
CLE SEMINAR COMMITTEE	250.00	25.47	55.66	194.34	22.26%
CONFERENCE CALLS	25.00	-	8.99	16.01	35.96%
TOTAL DIRECT EXPENSES:	441,082.35	113,535.42	190,723.85	250,358.50	43.24%
INDIRECT EXPENSES:					
SALARY EXPENSE (7.75 FTE)	485,567.00	45,934.05	534,331.05	(48,764.05)	110.04%
BENEFITS EXPENSE	210,364.00	14,264.88	191,192.15	19,171.85	90.89%
OTHER INDIRECT EXPENSE	213,047.00	20,396.17	222,058.06	(9,011.06)	104.23%
TOTAL INDIRECT EXPENSES:	908,978.00	80,595.10	947,581.26	(38,603.26)	104.25%
TOTAL ALL EXPENSES:	1,350,060.35	194,130.52	1,138,305.11	211,755.24	84.32%
NET INCOME (LOSS):	(445,731.85)	(77,615.52)	(470,096.64)		

Washington State Bar Association

Statement of Activities

For the Period from September 1, 2020 to September 30, 2020

100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CONTINUING LEGAL EDUCATION (CLE)					
REVENUE:					
SEMINAR REGISTRATIONS	875,328.50	108,015.00	652,708.47	222,620.03	74.57%
SEMINAR-EXHIB/SPNSR/ETC	29,000.00	8,500.00	15,500.00	13,500.00	53.45%
SHIPPING & HANDLING	1,000.00	30.00	351.15	648.85	35.12%
COURSEBOOK SALES	9,000.00	336.00	5,214.00	3,786.00	57.93%
MP3 AND VIDEO SALES	878,750.00	22,760.38	774,887.62	103,862.38	88.18%
TOTAL REVENUE:	1,793,078.50	139,641.38	1,448,661.24	344,417.26	80.79%
DIRECT EXPENSES:					
COURSEBOOK PRODUCTION	3,000.00	-	169.31	2,830.69	5.64%
POSTAGE - FLIERS/CATALOGS	15,500.00	(395.37)	3,963.07	11,536.93	25.57%
POSTAGE - MISC./DELIVERY	1,000.00	-	332.64	667.36	33.26%
DEPRECIATION	5,820.00	485.00	5,820.00	-	100.00%
ONLINE EXPENSES	48,000.00	5,299.52	53,393.35	(5,393.35)	111.24%
ACCREDITATION FEES	3,000.00	90.00	2,750.00	250.00	91.67%
SEMINAR BROCHURES	21,000.00	-	6,336.70	14,663.30	30.17%
FACILITIES	232,357.35	2,000.00	57,050.96	175,306.39	24.55%
SPEAKERS & PROGRAM DEVELOP	62,000.00	615.32	7,667.92	54,332.08	12.37%
SPLITS TO SECTIONS	100,100.00	111,200.00	110,393.40	(10,293.40)	110.28%
CLE SEMINAR COMMITTEE	250.00	25.47	55.66	194.34	22.26%
BAD DEBT EXPENSE	600.00	-	994.26	(394.26)	165.71%
STAFF TRAVEL/PARKING	6,000.00	-	529.31	5,470.69	8.82%
STAFF MEMBERSHIP DUES	1,470.00	-	1,175.00	295.00	79.93%
SUPPLIES	2,000.00	-	378.39	1,621.61	18.92%
CONFERENCE CALLS	25.00	-	8.99	16.01	35.96%
COST OF SALES - COURSEBOOKS	250.00	22.54	461.53	(211.53)	184.61%
A/V DEVELOP COSTS (RECORDING)	1,500.00	-	-	1,500.00	0.00%
POSTAGE & DELIVERY-COURSEBOOKS	500.00	33.49	412.16	87.84	82.43%
STAFF TRAVEL/PARKING	2,000.00	-	96.91	1,903.09	4.85%
TOTAL DIRECT EXPENSES:	506,372.35	119,375.97	251,989.56	254,382.79	49.76%
INDIRECT EXPENSES:					
SALARY EXPENSE (9.31 FTE)	587,641.00	54,323.01	632,243.28	(44,602.28)	107.59%
BENEFITS EXPENSE	250,427.00	16,908.43	226,751.91	23,675.09	90.55%
OTHER INDIRECT EXPENSE	255,931.00	24,505.00	266,791.91	(10,860.91)	104.24%
TOTAL INDIRECT EXPENSES:	1,093,999.00	95,736.44	1,125,787.10	(31,788.10)	102.91%
TOTAL ALL EXPENSES:	1,600,371.35	215,112.41	1,377,776.66	222,594.69	86.09%
NET INCOME (LOSS):	192,707.15	(75,471.03)	70,884.58		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
DESKBOOKS					
REVENUE:					
SHIPPING & HANDLING	3,000.00	735.00	5,291.85	(2,291.85)	176.40%
DESKBOOK SALES	110,000.00	29,016.97	142,143.32	(32,143.32)	129.22%
SECTION PUBLICATION SALES	3,000.00	480.00	20,345.93	(17,345.93)	678.20%
CASEMAKER ROYALTIES	60,000.00	4,119.13	52,812.41	7,187.59	88.02%
TOTAL REVENUE:	176,000.00	34,351.10	220,593.51	(44,593.51)	125.34%
DIRECT EXPENSES:					
COST OF SALES - DESKBOOKS	75,000.00	20,426.73	93,356.90	(18,356.90)	124.48%
COST OF SALES - SECTION PUBLICATION	750.00	184.35	6,872.46	(6,122.46)	916.33%
SPLITS TO SECTIONS	1,000.00	-	3,775.79	(2,775.79)	377.58%
DESKBOOK ROYALTIES	1,000.00	-	758.49	241.51	75.85%
POSTAGE & DELIVER-DESKBOOKS	3,000.00	1,387.43	7,085.23	(4,085.23)	236.17%
FLIERS/CATALOGS	3,000.00	-	2,225.11	774.89	74.17%
ONLINE LEGAL RESEARCH	1,837.50	297.94	1,489.70	347.80	81.07%
POSTAGE - FLIERS/CATALOGS	1,500.00	-	990.83	509.17	66.06%
COMPLIMENTARY BOOK PROGRAM	2,500.00	-	2,109.90	390.10	84.40%
OBSOLETE INVENTORY	850.00	53.77	777.45	72.55	91.46%
BAD DEBT EXPENSE	100.00	-	-	100.00	0.00%
RECORDS STORAGE - OFF SITE	8,100.00	-	8,100.00	-	100.00%
STAFF MEMBERSHIP DUES	220.00	-	30.00	190.00	13.64%
SUBSCRIPTIONS	185.00	-	-	185.00	0.00%
TOTAL DIRECT EXPENSES:	99,042.50	22,350.22	127,571.86	(28,529.36)	128.81%
INDIRECT EXPENSES:					
SALARY EXPENSE (2.25 FTE)	110,788.00	8,649.83	109,770.62	1,017.38	99.08%
BENEFITS EXPENSE	43,885.00	3,917.17	46,698.13	(2,813.13)	106.41%
OTHER INDIRECT EXPENSE	61,852.00	5,922.66	64,481.35	(2,629.35)	104.25%
TOTAL INDIRECT EXPENSES:	216,525.00	18,489.66	220,950.10	(4,425.10)	102.04%
TOTAL ALL EXPENSES:	315,567.50	40,839.88	348,521.96	(32,954.46)	110.44%
NET INCOME (LOSS):	(139,567.50)	(6,488.78)	(127,928.45)		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CLIENT PROTECTION FUND					
REVENUE:					
CPF RESTITUTION	4,000.00	1,700.77	15,351.07	(11,351.07)	383.78%
CPF MEMBER ASSESSMENTS	1,000,000.00	8,340.00	1,052,670.00	(52,670.00)	105.27%
INTEREST INCOME	20,000.00	156.32	46,566.59	(26,566.59)	232.83%
TOTAL REVENUE:	1,024,000.00	10,197.09	1,114,587.66	(90,587.66)	108.85%
DIRECT EXPENSES:					
BANK FEES - WELLS FARGO	1,000.00	57.00	2,211.29	(1,211.29)	221.13%
GIFTS TO INJURED CLIENTS	500,000.00	516,356.33	591,448.86	(91,448.86)	118.29%
CPF BOARD EXPENSES	1,200.00	-	1,213.10	(13.10)	101.09%
STAFF MEMBERSHIP DUES	200.00	-	-	200.00	0.00%
TOTAL DIRECT EXPENSES:	502,400.00	516,413.33	594,873.25	(92,473.25)	118.41%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.18 FTE)	79,880.00	6,663.90	80,993.81	(1,113.81)	101.39%
BENEFITS EXPENSE	27,593.00	2,101.76	27,880.67	(287.67)	101.04%
OTHER INDIRECT EXPENSE	32,438.00	3,109.38	33,852.88	(1,414.88)	104.36%
TOTAL INDIRECT EXPENSES:	139,911.00	11,875.04	142,727.36	(2,816.36)	102.01%
TOTAL ALL EXPENSES:	642,311.00	528,288.37	737,600.61	(95,289.61)	114.84%
NET INCOME (LOSS):	381,689.00	(518,091.28)	376,987.05		

Washington State Bar Association
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For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
COVID 19					
REVENUE:					
TOTAL REVENUE:	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	
DIRECT EXPENSES:					
COVID 19	25,000.00	8,679.60	43,641.45	(18,641.45)	174.57%
TOTAL DIRECT EXPENSES:	<u>25,000.00</u>	<u>8,679.60</u>	<u>43,641.45</u>	<u>(18,641.45)</u>	<u>174.57%</u>
INDIRECT EXPENSES:					
TOTAL INDIRECT EXPENSES:	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	
TOTAL ALL EXPENSES:	<u>25,000.00</u>	<u>8,679.60</u>	<u>43,641.45</u>	<u>(18,641.45)</u>	<u>174.57%</u>
NET INCOME (LOSS):	<u>(25,000.00)</u>	<u>(8,679.60)</u>	<u>(43,641.45)</u>		

Washington State Bar Association
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	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
SECTIONS OPERATIONS					
REVENUE:					
SECTION DUES	454,005.00	3,010.00	440,687.59	13,317.41	97.07%
SEMINAR PROFIT SHARE	94,118.73	-	78,319.92	15,798.81	83.21%
INTEREST INCOME	2,320.00	11,141.71	11,141.71	(8,821.71)	480.25%
PUBLICATIONS REVENUE	10,000.00	-	6,380.23	3,619.77	63.80%
OTHER	46,100.00	1,360.00	26,028.31	20,071.69	56.46%
TOTAL REVENUE:	606,543.73	15,511.71	562,557.76	43,985.97	92.75%
DIRECT EXPENSES:					
DIRECT EXPENSES OF SECTION ACTIVITIES	562,340.00	44,916.65	183,453.70	378,886.30	32.62%
REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	298,443.75	1,968.75	290,118.75	8,325.00	97.21%
TOTAL DIRECT EXPENSES:	860,783.75	46,885.40	473,572.45	387,211.30	55.02%
NET INCOME (LOSS):	(254,240.02)	(31,373.69)	88,985.31		

Washington State Bar Association
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For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
INDIRECT EXPENSES:					
SALARIES	11,648,994.00	917,710.43	11,537,445.67	111,548.33	99.04%
SEVERANCE PAY	-	-	27,395.78	(27,395.78)	
ALLOWANCE FOR OPEN POSITIONS	(212,871.50)	-	-	(212,871.50)	0.00%
TEMPORARY SALARIES	245,029.00	2,646.00	238,797.81	6,231.19	97.46%
CAPITAL LABOR & OVERHEAD	(51,000.00)	-	-	(51,000.00)	0.00%
EMPLOYEE ASSISTANCE PLAN	5,289.60	800.00	4,400.00	889.60	83.18%
EMPLOYEE SERVICE AWARDS	2,800.00	-	1,834.95	965.05	65.53%
FICA (EMPLOYER PORTION)	892,585.09	67,874.24	840,846.67	51,738.42	94.20%
L&I INSURANCE	49,500.00	10,528.24	41,652.65	7,847.35	84.15%
WA STATE FAMILY MEDICAL LEAVE (EMPI)	17,500.00	1,321.10	16,341.65	1,158.35	93.38%
FFCRA LEAVE (EMPLOYER PORTION)	-	(2,555.13)	(4,829.79)	4,829.79	
MEDICAL (EMPLOYER PORTION)	1,580,000.00	122,283.00	1,456,525.31	123,474.69	92.19%
RETIREMENT (EMPLOYER PORTION)	1,499,603.60	114,618.87	1,424,715.71	74,887.89	95.01%
TRANSPORTATION ALLOWANCE	115,000.00	-	105,205.00	9,795.00	91.48%
UNEMPLOYMENT INSURANCE	84,500.00	3,358.08	69,189.52	15,310.48	81.88%
STAFF DEVELOPMENT-GENERAL	6,900.00	2,580.18	3,955.37	2,944.63	57.32%
TOTAL SALARY & BENEFITS EXPENSE:	15,883,829.79	1,241,165.01	15,763,476.30	120,353.49	99.24%
WORKPLACE BENEFITS	39,000.00	5,872.54	27,025.98	11,974.02	69.30%
HUMAN RESOURCES POOLED EXP	161,774.10	3,277.02	99,114.57	62,659.53	61.27%
MEETING SUPPORT EXPENSES	15,000.00	703.28	8,690.99	6,309.01	57.94%
RENT	1,925,000.00	158,125.97	1,945,727.89	(20,727.89)	101.08%
PERSONAL PROP TAXES-WSBA	7,983.96	586.83	7,983.99	(0.03)	100.00%
FURNITURE, MAINT, LH IMP	29,798.47	-	15,882.44	13,916.03	53.30%
OFFICE SUPPLIES & EQUIPMENT	45,000.00	1,530.32	30,604.15	14,395.85	68.01%
FURN & OFFICE EQUIP DEPRECIATION	53,000.00	4,284.00	51,396.00	1,604.00	96.97%
COMPUTER HARDWARE DEPRECIATION	46,436.20	3,402.00	40,144.59	6,291.61	86.45%
COMPUTER SOFTWARE DEPRECIATION	153,866.67	11,180.00	133,881.00	19,985.67	87.01%
INSURANCE	194,743.42	22,288.37	214,026.31	(19,282.89)	109.90%
PROFESSIONAL FEES-AUDIT	81,000.00	-	82,116.30	(1,116.30)	101.38%
PROFESSIONAL FEES-LEGAL	100,000.00	56,114.82	438,669.27	(338,669.27)	438.67%
TELEPHONE & INTERNET	47,000.00	4,742.26	45,833.13	1,166.87	97.52%
POSTAGE - GENERAL	28,070.69	744.57	17,370.31	10,700.38	61.88%
RECORDS STORAGE	42,000.00	2,234.73	33,966.41	8,033.59	80.87%
STAFF TRAINING	81,400.16	-	27,991.68	53,408.48	34.39%
BANK FEES	34,000.00	2,753.52	37,026.57	(3,026.57)	108.90%
PRODUCTION MAINTENANCE & SUPPLIES	12,000.00	1,151.01	10,599.23	1,400.77	88.33%
COMPUTER POOLED EXPENSES	772,680.00	88,594.89	758,180.11	14,499.89	98.12%
TOTAL OTHER INDIRECT EXPENSES:	3,869,753.67	367,586.13	4,026,230.92	(156,477.25)	104.04%
TOTAL INDIRECT EXPENSES:	19,753,583.46	1,608,751.14	19,789,707.22		

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE
SUMMARY PAGE				
LICENSE FEES	16,317,618.00	1,355,482.94	16,511,946.75	(194,328.75)
ACCESS TO JUSTICE	(358,804.00)	(21,256.62)	(266,116.58)	(92,687.42)
ADMINISTRATION	(1,058,104.00)	(94,524.70)	(985,612.43)	(72,491.57)
ADMISSIONS/BAR EXAM	92,362.21	(108,713.83)	69,542.40	22,819.81
BOARD OF GOVERNORS	(548,510.00)	(21,548.99)	(283,695.15)	(264,814.85)
COMMUNICATIONS	(613,602.98)	(63,627.44)	(580,395.29)	(33,207.69)
CONFERENCE & BROADCAST SERVICES	(772,124.00)	(66,400.61)	(776,220.30)	4,096.30
DISCIPLINE	(5,874,215.60)	(477,364.71)	(5,825,364.93)	(48,850.67)
DIVERSITY	(265,392.00)	(29,429.04)	(312,524.77)	47,132.77
FOUNDATION	(142,703.00)	(11,463.93)	(140,317.57)	(2,385.43)
HUMAN RESOURCES	(207,109.50)	(59,376.34)	(473,242.67)	266,133.17
LAP	(128,221.00)	(8,781.80)	(132,340.70)	4,119.70
LEGISLATIVE	(181,506.00)	(11,876.46)	(160,117.97)	(21,388.03)
LICENSING AND MEMBERSHIP	(268,976.10)	(2,646.95)	(292,536.96)	23,560.86
LIMITED LICENSE LEGAL TECHNICIAN	(194,729.84)	(10,889.97)	(168,833.93)	(25,895.91)
LIMITED PRACTICE OFFICERS	38,755.10	4,222.64	42,062.27	(3,307.17)
MANDATORY CLE ADMINISTRATION	6,230.50	3,636.43	170,716.41	(164,485.91)
MEMBER BENEFITS	(283,739.00)	(30,101.30)	(297,090.83)	13,351.83
MEMBER SERVICES & ENGAGEMENT	(461,627.00)	(40,940.08)	(430,467.87)	(31,159.13)
NW LAWYER	(251,883.14)	(22,309.53)	(226,676.51)	(25,206.63)
OFFICE OF THE EXECUTIVE DIRECTOR	(552,900.00)	(41,144.79)	(496,808.97)	(56,091.03)
OFFICE OF GENERAL COUNSEL	(805,706.46)	(72,732.58)	(843,885.83)	38,179.37
OGC-DISCIPLINARY BOARD	(451,510.00)	(22,645.32)	(265,836.93)	(185,673.07)
OUTREACH & ENGAGEMENT	(383,588.00)	(28,637.70)	(359,874.97)	(23,713.03)
PRACTICE OF LAW BOARD	(75,624.00)	(5,239.44)	(66,045.16)	(9,578.84)
PROFESSIONAL RESPONSIBILITY PROGRAM	(267,313.00)	(21,341.35)	(263,562.10)	(3,750.90)
PUBLICATION & DESIGN SERVICES	(139,593.00)	(10,625.60)	(133,187.76)	(6,405.24)
PUBLIC SERVICE PROGRAMS	(284,785.98)	(111,825.37)	(287,710.12)	2,924.14
LAW CLERK PROGRAM	11,514.00	(10,599.34)	21,527.98	(10,013.98)
SECTIONS ADMINISTRATION	(56,681.00)	(32,459.08)	(138,867.57)	82,186.57
TECHNOLOGY	(1,725,971.00)	(139,443.93)	(1,773,123.62)	47,152.62
CLE - PRODUCTS	638,439.00	2,144.49	540,981.22	97,457.78
CLE - SEMINARS	(445,731.85)	(77,615.52)	(470,096.64)	24,364.79
COVID 19	(25,000.00)	(8,679.60)	(43,641.45)	18,641.45
SECTIONS OPERATIONS	(254,240.02)	(31,373.69)	88,985.31	(343,225.33)
DESKBOOKS	(139,567.50)	(6,488.78)	(127,928.45)	(11,639.05)
CLIENT PROTECTION FUND	381,689.00	(518,091.28)	376,987.05	4,701.95
INDIRECT EXPENSES	(19,753,583.46)	(1,608,751.14)	(19,789,707.22)	36,123.76
TOTAL OF ALL	19,486,434.62	2,463,460.31	18,589,081.86	897,352.76
NET INCOME (LOSS)	267,148.84	(854,709.17)	1,200,625.36	

Washington State Bar Association Financial Summary
 Compared to Fiscal Year 2020 Budget
 For the Period from September 1, 2020 to September 30, 2020

Category	Actual Revenues	Budgeted Revenues	Actual Indirect Expenses	Budgeted Indirect Expenses	Actual Direct Expenses	Budgeted Direct Expenses	Actual Total Expenses	Budgeted Total Expenses	Actual Net Result	Budgeted Net Result
Access to Justice	-	0	256,206	318,984	9,911	39,820	266,117	358,804	(266,117)	(358,804)
Administration	122,532	100,000	1,104,108	1,152,675	4,036	5,429	1,108,144	1,158,104	(985,612)	(1,058,104)
Admissions/Bar Exam	1,206,660	1,383,550	896,575	926,423	240,543	364,765	1,137,118	1,291,188	69,542	92,362
Board of Governors	-	0	122,609	114,010	161,087	434,500	283,695	548,510	(283,695)	(548,510)
Communications Strategies	2,643	2,893	519,751	537,768	63,286	78,728	583,038	616,496	(580,395)	(613,603)
Conference & Broadcast Services	-	0	771,753	763,124	4,467	9,000	776,220	772,124	(776,220)	(772,124)
COVID 19	-	0	0	0	43,641	25,000	43,641	25,000	(43,641)	(25,000)
Discipline	119,337	106,500	5,794,050	5,811,951	150,651	168,765	5,944,702	5,980,716	(5,825,365)	(5,874,216)
Diversity	125,000	135,187	412,563	374,489	24,962	26,090	437,525	400,579	(312,525)	(265,392)
Foundation	-	0	137,599	130,553	2,719	12,150	140,318	142,703	(140,318)	(142,703)
Human Resources	-	0	473,243	207,110	-	0	473,243	207,110	(473,243)	(207,110)
Law Clerk Program	192,183	194,562	161,324	170,298	9,330	12,750	170,655	183,048	21,528	11,514
Legislative	-	0	143,932	151,806	16,186	29,700	160,118	181,506	(160,118)	(181,506)
Licensing and Membership Records	378,965	350,350	636,513	583,723	34,989	35,603	671,502	619,326	(292,537)	(268,976)
Licensing Fees	16,511,947	16,317,618	-	0	-	0	-	-	16,511,947	16,317,618
Limited License Legal Technician	22,433	17,260	175,630	180,117	15,638	31,873	191,267	211,990	(168,834)	(194,730)
Limited Practice Officers	201,070	205,205	146,461	146,059	12,546	20,391	159,007	166,450	42,062	38,755
Mandatory CLE	1,094,650	1,038,450	670,357	777,053	253,577	255,167	923,934	1,032,220	170,716	6,231
Member Assistance Program	10,110	6,750	141,449	133,696	1,002	1,275	142,451	134,971	(132,341)	(128,221)
Member Benefits	23,344	28,000	120,163	125,243	200,272	186,496	320,435	311,739	(297,091)	(283,739)
Member Services & Engagement	143,420	154,250	566,608	590,332	7,280	25,545	573,888	615,877	(430,468)	(461,627)
NW Lawyer	582,542	602,566	355,045	372,334	454,173	482,115	809,218	854,449	(226,677)	(251,883)
Office of the Executive Director	-	0	494,628	540,521	2,181	12,379	496,809	0	(496,809)	(552,900)
Office of General Counsel	4	4	823,035.81	779,723	20,853.98	25,987.42	843,889.79	805,710	(843,886)	(805,706)
OGC-Disciplinary Board	-	0	186,963	354,294	78,873	97,216	265,837	451,510	(265,837)	(451,510)
Outreach and Engagement	-	0	352,218	352,063	7,657	31,525	359,875	383,588	(359,875)	(383,588)
Practice of Law Board	-	0	63,298	63,624	2,747	12,000	66,045	75,624	(66,045)	(75,624)
Professional Responsibility Program	-	0	259,736	258,034	3,826	9,279	263,562	267,313	(263,562)	(267,313)
Public Service Programs	135,099	135,200	190,280	179,798	232,530	240,188	422,809	419,986	(287,710)	(284,786)
Publication and Design Services	-	0	128,908	134,021	4,280	5,572	133,188	139,593	(133,188)	(139,593)
Sections Administration	290,119	300,000	422,116	347,346	6,871	9,335	428,986	356,681	(138,868)	(56,681)
Technology	-	0	1,773,124	1,725,971	-	0	1,773,124	1,753,552	(1,773,124)	(1,725,971)
Subtotal General Fund	21,162,056	21,078,344	18,300,243	18,303,143	2,070,116	2,688,641	20,370,359	20,991,783	791,697	86,560
Expenses using reserve funds							20,370,359		-	-
Total General Fund - Net Result from Operations									791,697	86,560
Percentage of Budget	100.40%		99.98%		76.99%		97.04%			
CLE-Seminars and Products	1,448,661	1,793,079	1,125,787	1,093,999	251,990	506,372	1,377,777	1,600,371	70,885	192,707
CLE - Deskbooks	220,594	176,000	220,950	216,525	127,572	99,043	348,522	315,568	(127,928)	(139,568)
Total CLE	1,669,255	1,969,079	1,346,737	1,310,524	379,561	605,415	1,726,299	1,915,939	(57,044)	53,140
Percentage of Budget	84.77%		102.76%		62.69%		90.10%			
Total All Sections	562,558	606,544	-	-	473,572	860,784	473,572	860,784	88,985	(254,240)
Client Protection Fund-Restricted	1,114,588	1,024,000	142,727	139,911	594,873	502,400	737,601	642,311	376,987	381,689
Totals	24,508,456	24,677,966	19,789,707.22	19,753,578	3,518,123.61	4,657,239.56	23,307,831	24,410,817	1,200,625	267,149
Percentage of Budget	99.31%		100.18%		75.54%		95.48%			

Summary of Fund Balances:	Fund Balances Sept. 30, 2019	2020 Budgeted Fund Balances	Fund Balances Year to date
Restricted Funds:			
Client Protection Fund	3,816,143	4,197,832	4,193,130
Board-Designated Funds (Non-General Fund):			
CLE Fund Balance	526,285	579,425	469,241
Section Funds	1,121,224	866,984	1,210,209
Board-Designated Funds (General Fund):			
Operating Reserve Fund	1,500,000	1,500,000	1,500,000
Facilities Reserve Fund	550,000	550,000	550,000
Unrestricted Funds (General Fund):			
Unrestricted General Fund	2,686,537	2,773,097	3,478,234
Total General Fund Balance	4,736,537	4,823,097	5,528,233.61
Net Change in general Fund Balance		86,560	791,697
Total Fund Balance	10,200,189	10,467,338	11,400,814
Net Change In Fund Balance		267,149	1,200,625

TO: WSBA Budget and Audit Committee
FROM: Governor Daniel Clark, Treasurer
DATE: January 27th, 2021
RE: 2022 License Fee recommendation re: Limited License Legal Technician (LLLT) License Fee Recommendation

ACTION/DISCUSSION : For the Budget and Audit to approve the 2022 WSBA License fee

The Budget and Audit Committee based upon the recommendation and prior business plan drafted and submitted to the Supreme Court and Budget and Audit Committee in May 2020, had recommended to the full Board of Governors for adoption of a 2022 license fee for the LLLT active members of \$240.00. This fee was based directly on the business plan of the LLLT which had been approved and drafted by the LLLT Board. The fee proposal was an increase of \$11 dollars from the previous \$229.00 rate which had been in place the last few years which represented half of the active license fee for an active attorney rate.

The Washington State Supreme Court approved all of the Budget and Audit recommendations which were approved by the Full Board in November 2020 with the exception of the LLLT license fee which was rejected. I did not learn of this until the January BOG meeting, or I would have alerted each of you sooner. It is my understanding that the Court's concern was raising one license type during the Covid-19 pandemic. Given this, the Court felt that it was inappropriate for this year to slightly raise the LLLT member active license fees.

Given there are a total of 49 LLLT members and 45 active, the amount of difference in total license fees, in question is approximately only \$495 dollars in total extra license fee revenue. Thus, given the Court's concerns, it is my strong recommendation for 2022 that the Budget and Audit committee submit a revised recommended 2022 license fee recommendation for the LLLT's at \$229 dollars which would be the same license fee that they paid from 2019-2021 I believe and certainly seem like it would be reasonable and likely approved by the Supreme Court. It would also be parity with the other license types which remained the same for 2022.

Treasurer Recommendation: For the Budget and Audit to approve the 2022 WSBA License fee recommendations to the full BOG for potential adoption at the March 2021 meeting of \$229.00 for Active members, and according reductions for inactive set the same as they were for 2021.

Thank you and please let me know if you have any questions.

Respectfully,

Dan Clark
WSBA Treasurer & District 4 Governor
WSBA #35901

January 13, 2021

To: Dan Clark, WSBA Treasurer and Budget and Audit Committee

From: Kevin Plachy, WSBA Advancement Department Director, Shanthi Raghu, WSBA Education Programs Manager

RE: Request to Hold Per Credit Hour Charge to Sections at \$3,000.00 for FY20

The WSBA Sections split CLE revenue with WSBA per the attached fiscal policy.

Indirect expenses are part of the total expenses applied in the calculation of net revenue. Indirect expenses are applied on a per credit hour basis. For live programs, the per credit expense is calculated by taking the total indirect expenses for the CLES cost center (cost center financials for FY20 attached) and dividing it by the number of live credit hours developed throughout the fiscal year. The per credit hour expense for on-demand programs is calculated by taking the total indirect expenses for the CLEP cost center (cost center financials for FY20 attached) and dividing it by the number of on-demand credit hours developed throughout the fiscal year.

We budgeted the total per credit hour expenses (for live and on-demand) to be \$3,000.00 per credit hour when creating the budget for FY20. That number assumed the development of 400 live credits and 345 on-demand credits, which is what we normally produce in a typical year.

That said, the pandemic completely changed things. WSBA CLE moved to remote operations in March of 2020 and worked to deliver programs for virtual audiences only. Midyears scheduled for late spring and summer (large off-site multi-day in-person events) were impacted as we were no longer in a position to host them in-person as originally planned due to the pandemic.

Even under those circumstances the sections continued to work alongside WSBA CLE to develop programs. Sections even worked with WSBA CLE to develop midyears for virtual audiences to replace the in-person multi-day off-site events. As can be seen in the attached spreadsheet, WSBA CLE produced 59 programs in FY20, which is comparable to prior years (FY17, FY18 and FY19 program information is provided in the spreadsheet). Total credit hours produced in FY20 were fewer, largely because of the impacts from moving to a virtual delivery format where programs of shorter duration were often preferred.

Much of the work that goes into producing a seminar is the same regardless of the program duration (developing marketing, setting up registration, creating a coursebook, tracking attendance, reporting credits, etc...). Developing and delivering programs remotely for virtual audiences only is actually more time consuming for some of the CLE staff as they train each faculty member on the use of the webinar platform and the nuances of presenting remotely to virtual audiences (spending approximately 30 minutes per faculty member). For reference, WSBA CLE works with more than 600 faculty members per year.

In FY20, the CLE Team produced 313.25 live credits and 258.75 on demand credits. Following the calculations outlined above, the actual per credit hour expense for on-demand programs was \$689 and the per credit hour expense for live programs was \$3,025, making the total per hour indirect expense \$3,714. The calculation for the per credit hour expense is provided in the attached spreadsheet.

Instead of the \$3,714 per credit hour indirect expense, we are advocating that we pass along the budgeted expense of \$3,000 per credit hour to the sections when calculating splits.

Sections stepped up in FY20 by partnering with WSBA CLE, exercising flexibility while we transitioned to a remote operation and translated previously scheduled in-person programs successfully to a virtual format. . In the end, Section programs comprised \$435,083.00 of the total CLES revenue in FY20 (which equates to 66% of the total revenue earned from live programming).

By passing along the budgeted expense of \$3,000 per credit hour, we are acknowledging the important contribution sections made in sustaining the fiscal integrity of the CLE Fund in FY20. We also hope to incentivize Sections to partner to develop and deliver programs throughout FY21 as we continue to navigate the challenges of operating during a pandemic.

This decision would not create a loss of revenue to WSBA, but rather a transfer of revenue, over time, from the CLE Fund to the Sections Fund. See that attached spreadsheet for the calculation of the costs.

There are approximately 17 section programs developed in FY20 (highlighted in attached spreadsheet) that would likely cover all expenses and be eligible to receive a split of the net revenues in accordance with the fiscal policy.

Based on this, the amount of transfer from the CLE Fund to the Sections Fund would be approximately \$41,323. This transfer would occur over a three year period of time, with the largest transfer occurring in the first two years.

We are grateful for Sections' partnership during these challenging times. By allocating the budgeted costs of \$3,000 to Sections, we are acknowledging their support of WSBA CLE by stepping up and

continuing to deliver programs in a new environment during a time when their professional and personal lives were being greatly impacted by the pandemic. We appreciate Budget and Audit's consideration of this proposal and the sections and their members also greatly appreciate your consideration.

Kevin Plachy
WSBA Advancement Department Director

Shanthi Raghu
WSBA Education Programs Manager

Washington State Bar Association
Statement of Activities
For the Period from September 1, 2020 to September 30, 2020
100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CLE - SEMINARS					
REVENUE:					
SEMINAR REGISTRATIONS	875,328.50	108,015.00	652,708.47	222,620.03	74.57%
SEMINAR-EXHIB/SPNSR/ETC	29,000.00	8,500.00	15,500.00	13,500.00	53.45%
TOTAL REVENUE:	904,328.50	116,515.00	668,208.47	236,120.03	73.89%
DIRECT EXPENSES:					
BAD DEBT EXPENSE	500.00	-	500.00	-	100.00%
STAFF TRAVEL/PARKING	6,000.00	-	529.31	5,470.69	8.82%
STAFF MEMBERSHIP DUES	850.00	-	587.50	262.50	69.12%
SUPPLIES	2,000.00	-	378.39	1,621.61	18.92%
COURSEBOOK PRODUCTION	3,000.00	-	169.31	2,830.69	5.64%
POSTAGE - FLIERS/CATALOGS	12,000.00	(395.37)	3,963.07	8,036.93	33.03%
POSTAGE - MISC./DELIVERY	1,000.00	-	332.64	667.36	33.26%
ACCREDITATION FEES	3,000.00	90.00	2,750.00	250.00	91.67%
SEMINAR BROCHURES	18,000.00	-	6,336.70	11,663.30	35.20%
FACILITIES	232,357.35	2,000.00	57,050.96	175,306.39	24.55%
SPEAKERS & PROGRAM DEVELOP	62,000.00	615.32	7,667.92	54,332.08	12.37%
SPLITS TO SECTIONS	100,100.00	111,200.00	110,393.40	(10,293.40)	110.28%
CLE SEMINAR COMMITTEE	250.00	25.47	55.66	194.34	22.26%
CONFERENCE CALLS	25.00	-	8.99	16.01	35.96%
TOTAL DIRECT EXPENSES:	441,082.35	113,535.42	190,723.85	250,358.50	43.24%
INDIRECT EXPENSES:					
SALARY EXPENSE (7.75 FTE)	485,567.00	45,934.05	534,331.05	(48,764.05)	110.04%
BENEFITS EXPENSE	210,364.00	14,264.88	191,192.15	19,171.85	90.89%
OTHER INDIRECT EXPENSE	213,047.00	20,396.17	222,058.06	(9,011.06)	104.23%
TOTAL INDIRECT EXPENSES:	908,978.00	80,595.10	947,581.26	(38,603.26)	104.25%
TOTAL ALL EXPENSES:	1,350,060.35	194,130.52	1,138,305.11	211,755.24	84.32%
NET INCOME (LOSS):	(445,731.85)	(77,615.52)	(470,096.64)		

Washington State Bar Association

Statement of Activities

For the Period from September 1, 2020 to September 30, 2020

100% OF YEAR COMPLETE

	FISCAL 2020 REFORECAST	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
CLE - PRODUCTS					
REVENUE:					
SHIPPING & HANDLING	1,000.00	30.00	351.15	648.85	35.12%
COURSEBOOK SALES	9,000.00	336.00	5,214.00	3,786.00	57.93%
MP3 AND VIDEO SALES	878,750.00	22,760.38	774,887.62	103,862.38	88.18%
TOTAL REVENUE:	888,750.00	23,126.38	780,452.77	108,297.23	87.81%
DIRECT EXPENSES:					
BAD DEBT EXPENSE	100.00	-	494.26	(394.26)	494.26%
DEPRECIATION	5,820.00	485.00	5,820.00	-	100.00%
STAFF MEMBERSHIP DUES	620.00	-	587.50	32.50	94.76%
COST OF SALES - COURSEBOOKS	250.00	22.54	461.53	(211.53)	184.61%
A/V DEVELOP COSTS (RECORDING)	1,500.00	-	-	1,500.00	0.00%
ONLINE PRODUCT HOSTING EXPENSES	48,000.00	5,299.52	53,393.35	(5,393.35)	111.24%
POSTAGE & DELIVERY-COURSEBOOKS	500.00	33.49	412.16	87.84	82.43%
SEMINAR BROCHURES	3,000.00	-	-	3,000.00	0.00%
POSTAGE - FLIERS/CATALOGS	3,500.00	-	-	3,500.00	0.00%
STAFF TRAVEL/PARKING	2,000.00	-	96.91	1,903.09	4.85%
TOTAL DIRECT EXPENSES:	65,290.00	5,840.55	61,265.71	4,024.29	93.84%
INDIRECT EXPENSES:					
SALARY EXPENSE (1.56 FTE)	102,074.00	8,388.96	97,912.23	4,161.77	95.92%
BENEFITS EXPENSE	40,063.00	2,643.55	35,559.76	4,503.24	88.76%
OTHER INDIRECT EXPENSE	42,884.00	4,108.83	44,733.85	(1,849.85)	104.31%
TOTAL INDIRECT EXPENSES:	185,021.00	15,141.34	178,205.84	6,815.16	96.32%
TOTAL ALL EXPENSES:	250,311.00	20,981.89	239,471.55	10,839.45	95.67%
NET INCOME (LOSS):	638,439.00	2,144.49	540,981.22		

Clark Nuber^{PS}

Presentation to the Audit Committee of



January 27, 2021

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Service Scope & Deliverables for the Year Ended September 30, 2020

Consolidated Financial
Statement Audit for the
Year Ended September 30,
2020

Agreed-upon procedures
over the Special Report on
Budget Summary

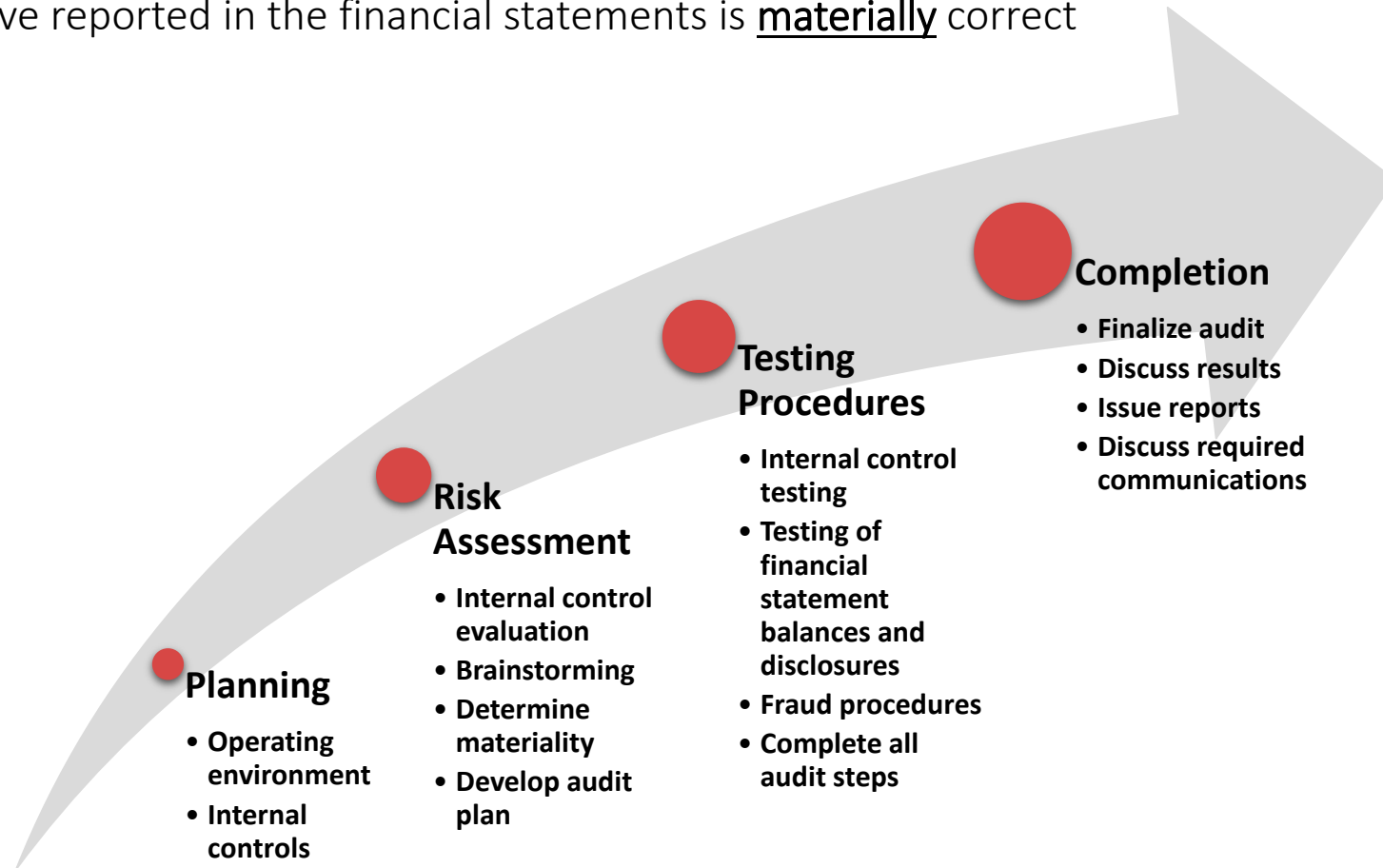
Other Services

- Preparation of draft financial statements in conjunction with the audit
- Routine management advice, as requested

Financial Statement Audit

Purpose

- Issue an opinion (“*audit report*”) that accompanies your annual financial statements
- Gives assurance to users of the financial statements (*lenders, funders, Board of Directors, etc.*) that the information you have reported in the financial statements is materially correct



Areas of Financial Statement Audit Emphasis



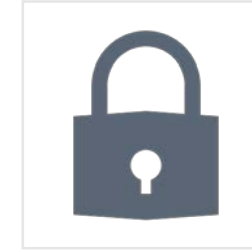
Critical Audit Areas

Revenue recognition
COVID-19 unique revenues and expenditures
Contingent liabilities



Financial Statement Estimates

Fixed assets lives
Functional allocation of expenses

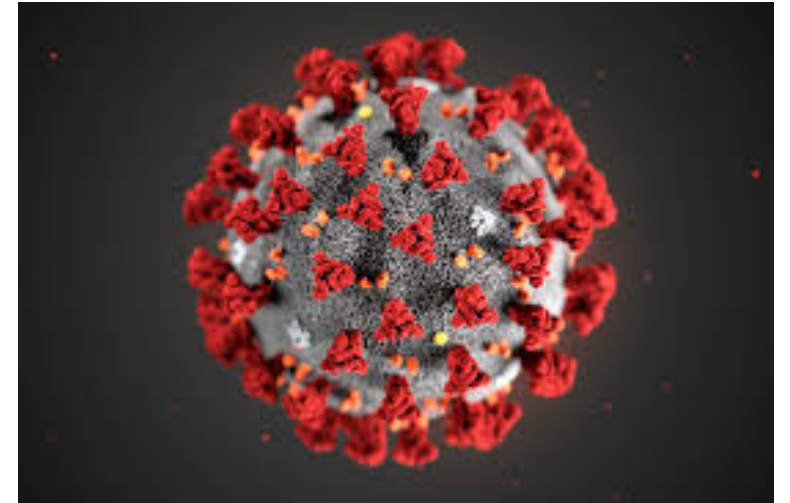


Internal Controls in the Following Areas:

Service Revenue, receivables, and cash receipts
Accounts payable, payroll, and related disbursements
Information technology
Financial reporting and closing
Entity level controls

COVID-19 Financial Statement Disclosure Considerations

- Material terms and conditions, impact on liquidity, and uncertainties involved in applying accounting guidance
- Reduction in activities and impact on operations
- Financing receivables, inventories, intangibles
- A reasonable possibility
- One year after the financial statements are issued



Financial Statement Audit Results This Year

- Unmodified opinion issued
 - Indicates the financial statements are materially correct and we did not find any reason to modify our opinion
- Audit adjustments
 - No auditor-proposed adjustments or uncorrected misstatements
- Uncorrected adjustments
 - Proposed adjustment to present net assets with donor restrictions for approximately \$29,000
 - Proposed adjustment to increase accrued liabilities and payroll expenses for accumulated compensated absences of approximately \$103,000
- Internal control deficiencies
 - No material weaknesses in accounting controls or information systems noted

Other Required Communications

Professional standards established by the AICPA require independent auditors to communicate certain matters directly to those charged with governance. This report presents a brief explanation of each of the communication requirements and our response as it relates to your organization.

Items to be Communicated	Auditor's Response
Auditor's responsibility under U.S. Auditing Standards.	Communicated in engagement letter.
Representations requested from management.	Communicated in representation letter.
Significant difficulties encountered during audit.	None.
Disagreements with management.	None.
Major issues discussed prior to retention.	None.
Consultation with other accountants.	None we are aware of.
Fraud or noncompliance with laws and regulations.	No such matters came to our attention.
Consideration of entity's ability to continue as a going concern.	No such matters require disclosure.
Other information in documents containing audited financial statements.	We are not aware of any plans to include the audited financial statements in other documents.
Qualitative aspects of accounting practices.	Policies and procedures and estimates are consistent with prior years and with practices we see at similar organizations.
Significant audit issues.	No matters were discussed.
Significant audit adjustments or uncorrected misstatements	See uncorrected misstatements identified in "Financial Statement Audit Results This year" slide.

Key Internal Controls in a Remote Work Environment

- Protect your systems while staff work remotely; for example:
 - Keeping corporate data on corporate-owned or approved devices
 - Using a VPN to encrypt traffic when working remotely
 - Using Multi-factor authentication (MFA) when accessing resources from outside of the corporate network
- Hard copy confidential documents are cross-shredded or stored in secure location
- Regular education and reminders to staff on cyber risks and required practices; increases in risk from:
 - Email attacks utilizing macro-enabled Office files
 - Phishing attacks, particularly for disbursement of funds (wire transfers, gift cards, etc.)

Looking Ahead: New FASB Standards

Revenue Recognition of Contracts with Customers – effective calendar year ending 2020 (FY 2021)

- Applies to contracts with customers.
- Recognizes revenue when (or as) the entity satisfies a performance obligation in the contract.

Leases – effective calendar year ending 2022 (FY 2023)

- Lessees to recognize all leases as liabilities on the balance sheet.
- Expense recognition to remain the same for operating and financing (capital) leases.



What is it?

Simulation of a real-world cyber attack



What is the benefit?

Awareness of hidden security holes that could result in cyber breach

Recommendations to resolve the root cause (not just the symptoms)

According to CSO Online, ["A Pen test a day keeps hackers away"](#)



What is the scope?

Phishing exercises, reconnaissance, scanning and other leading practice techniques

Final report on findings and recommendations

Did you know?

Penetration testing is now required for many federal government entities. In addition, many cyber insurance carriers are beginning to require penetration testing. Why? Because penetration testing may be the fastest way to understand your security.

Your Engagement Team

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About Clark Nuber



Located in Bellevue, WA



65+ Years in Existence



200+ Employees



Named one of the best places to work, Locally & Nationally



25 Shareholders



“Inside Public Accounting” top 100 accounting firm in the nation



Services: Audits, Reviews, & Compilations; Tax Compliance & Planning; International, State, & Local Tax Services; CFO, Bookkeeping, & Accounting Services; IT audits and more.



Serve: Not-for-Profit & Public Sector, Privately Held & Family Owned Businesses, and High Net Worth Individuals

