

**FOUNDATION FOR
ORANGE COUNTY PUBLIC
SCHOOLS, INC.**

Financial Statements

**For The Years Ended
June 30, 2009 and 2008**

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Foundation for Orange County Public Schools, Inc.
Orlando, Florida

We have audited the accompanying statements of financial position of Foundation for Orange County Public Schools, Inc. as of June 30, 2009 and 2008, and the related statements of activities and changes in net assets, functional expenses and cash flows for the years then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

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

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Foundation for Orange County Public Schools, Inc. as of June 30, 2009 and 2008, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Berman Hopkins Wright & LaHam, LLP

September 12, 2009
Winter Park, Florida

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Foundation for Orange County Public Schools, Inc.

STATEMENTS OF FINANCIAL POSITION

ASSETS

	June 30,	
	<u>2009</u>	<u>2008</u>
ASSETS		
Cash and cash equivalents	\$ 829,916	\$ 1,050,489
Investments	54,981	-
Accounts receivable	2,250	125,100
Florida prepaid tuition scholarships	1,255,926	1,290,650
Prepaid expenses	1,062	557
Property and equipment - net	<u>3,350</u>	<u>2,266</u>
Total assets	<u>\$ 2,147,485</u>	<u>\$ 2,469,062</u>

LIABILITIES AND NET ASSETS

LIABILITIES		
School/districts assets held	\$ 224,478	\$ 227,430
Other liabilities	24,121	19,588
Deferred revenue	<u>88,355</u>	<u>21,000</u>
Total liabilities	<u>336,954</u>	<u>268,018</u>
NET ASSETS		
Unrestricted	(50,625)	164,658
Temporarily restricted	1,806,687	1,981,917
Permanently restricted	<u>54,469</u>	<u>54,469</u>
Total net assets	<u>1,810,531</u>	<u>2,201,044</u>
Total liabilities and net assets	<u>\$ 2,147,485</u>	<u>\$ 2,469,062</u>

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

For The Year Ended June 30, 2009

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Contributions	\$ 92,642	\$ -	\$ -	\$ 92,642
Fundraising events	129,270	-	-	129,270
Grants	-	250,836	-	250,836
Read 2 succeed	-	43,749	-	43,749
Middle school kids	-	16,730	-	16,730
ALP dividend	-	825	-	825
Other income	39,997	-	-	39,997
In kind donations	32,707	27,856	-	60,563
Net assets released from restrictions	<u>515,226</u>	<u>(515,226)</u>	<u>-</u>	<u>-</u>
Total revenue and support	<u>809,842</u>	<u>(175,230)</u>	<u>-</u>	<u>634,612</u>
Program services:				
Read 2 succeed	47,754	-	-	47,754
Teacher enhancement	16,980	-	-	16,980
Grants	268,815	-	-	268,815
Orange County scholars	34,724	-	-	34,724
Middle school kids	161,433	-	-	161,433
Count me in	137,548	-	-	137,548
ALP memorial scholarship	2,500	-	-	2,500
Support services:				
Fundraising	181,773	-	-	181,773
General and administrative	<u>173,598</u>	<u>-</u>	<u>-</u>	<u>173,598</u>
Total expenses	<u>1,025,125</u>	<u>-</u>	<u>-</u>	<u>1,025,125</u>
Change in net assets	<u>(215,283)</u>	<u>(175,230)</u>	<u>-</u>	<u>(390,513)</u>
Net assets, beginning of year	<u>164,658</u>	<u>1,981,917</u>	<u>54,469</u>	<u>2,201,044</u>
Net assets, end of year	<u>\$ (50,625)</u>	<u>\$ 1,806,687</u>	<u>\$ 54,469</u>	<u>\$ 1,810,531</u>

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

For The Year Ended June 30, 2008

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Contributions	\$ 112,597	\$ -	\$ -	\$ 112,597
Fundraising events	158,410	-	-	158,410
Grants	-	282,529	-	282,529
Read 2 succeed	-	42,606	-	42,606
Middle school kids	-	465,451	-	465,451
ALP dividend	-	3,525	-	3,525
Other income	57,601	-	-	57,601
In kind donations	11,832	19,720	-	31,552
Net assets released from restrictions	<u>903,840</u>	<u>(903,840)</u>	<u>-</u>	<u>-</u>
Total revenue and support	<u>1,244,280</u>	<u>(90,009)</u>	<u>-</u>	<u>1,154,271</u>
Program services:				
Read 2 succeed	39,817	-	-	39,817
Teacher enhancement	85,102	-	-	85,102
Grants	267,411	-	-	267,411
Orange county scholars	147,930	-	-	147,930
Middle school kids	445,423	-	-	445,423
Count me in	103,357	-	-	103,357
ALP memorial scholarship	3,259	-	-	3,259
Support services:				
Fundraising	122,025	-	-	122,025
General and administrative	<u>169,924</u>	<u>-</u>	<u>-</u>	<u>169,924</u>
Total expenses	<u>1,384,248</u>	<u>-</u>	<u>-</u>	<u>1,384,248</u>
Change in net assets	<u>(139,968)</u>	<u>(90,009)</u>	<u>-</u>	<u>(229,977)</u>
Net assets, beginning of year	<u>304,626</u>	<u>2,071,926</u>	<u>54,469</u>	<u>2,431,021</u>
Net assets, end of year	<u>\$ 164,658</u>	<u>\$ 1,981,917</u>	<u>\$ 54,469</u>	<u>\$ 2,201,044</u>

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

STATEMENTS OF CASH FLOWS

	For The Year Ended June 30,	
	2009	2008
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (390,513)	\$ (229,977)
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	1,384	1,199
Loss on transfer of scholarships	-	97,953
Unrealized gain on investments	(980)	-
(Increase) decrease in assets:		
Accounts receivable	122,850	(114,847)
Florida prepaid tuition scholarships	34,724	49,977
Prepaid expenses	(505)	4,835
Increase (decrease) in liabilities:		
School/district assets held	(2,952)	70,339
Other liabilities	4,533	1,571
Deferred revenue	67,355	(91,500)
CASH USED IN OPERATING ACTIVITIES	(164,104)	(210,450)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of property and equipment	(2,468)	-
Proceeds from sale of scholarships	-	74,860
Proceeds from sale of investments	-	275,645
Purchases of investments	(54,001)	-
CASH (USED IN) PROVIDED BY INVESTING ACTIVITIES	(56,469)	350,505
Net (decrease) increase in cash and cash equivalents	(220,573)	140,055
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	1,050,489	910,434
CASH AND CASH EQUIVALENTS AT END OF YEAR	\$ 829,916	\$ 1,050,489

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

STATEMENT OF FUNCTIONAL EXPENSES

For The Year Ended June 30, 2009

	Program Services							Support Services		Total Expenses	
	Read 2	Teacher	Orange County Grants	Orange County	Middle School	Count Me	ALP Memorial	Total	General and		
	Succeed	Enhancement		Scholars	Kids	In	Scholarship		Fundraising		Administrative
Salaries and payroll taxes	\$ 23,090	\$ -	\$ 18,129	\$ -	\$ 79,435	\$ 83,836	\$ -	\$ 204,490	\$ 100,947	\$ 101,786	\$ 407,223
Employee health insurance	449	-	3,032	-	2,462	4,784	-	10,727	6,177	10,714	27,618
Retirement benefits and fees	899	-	523	-	2,835	2,695	-	6,952	3,523	3,582	14,057
Insurance	157	-	99	-	551	480	-	1,287	583	3,712	5,582
Rent	3,944	-	7,888	-	7,888	7,888	-	27,608	-	3,944	31,552
Professional services	1,188	-	-	-	1,188	1,188	-	3,564	-	1,371	4,935
Bank charges	-	-	-	-	-	-	-	-	-	2,137	2,137
Equipment maintenance	88	-	-	-	-	-	-	88	-	402	490
Printing and office supplies	1,619	-	575	-	1,629	1,699	-	5,522	17,591	11,958	35,071
Travel	96	-	-	-	2,271	189	-	2,556	-	1,677	4,233
Professional development	-	-	-	-	-	573	-	573	-	965	1,538
Marketing	2,610	-	-	-	-	-	-	2,610	4,374	4,591	11,575
Communications	-	-	6,234	-	3,967	6,467	-	16,668	10,201	-	26,869
Meetings/conferences	-	-	-	-	3,660	-	-	3,660	-	4,650	8,310
Events	8,061	-	-	-	8,103	14,285	-	30,449	25,992	7,488	63,929
Memberships	-	-	-	-	-	-	-	-	-	6,547	6,547
Teacher training	-	4,761	-	-	3,046	-	-	7,807	-	-	7,807
Teacher grants	-	-	225,411	-	592	-	-	226,003	-	-	226,003
Other grants	-	-	-	-	-	1,350	-	1,350	-	-	1,350
Scholarships	-	67	-	34,724	-	-	2,250	37,041	-	-	37,041
Business cards	-	8,652	-	-	-	-	-	8,652	-	-	8,652
Teacher of the year	-	3,500	-	-	-	-	-	3,500	-	-	3,500
Newsletter/ mailing	347	-	-	-	1,104	2,146	-	3,597	4,152	2,261	10,010
Other fundraising costs	-	-	-	-	-	-	-	-	3,019	-	3,019
Consultants	-	-	-	-	-	5,182	-	5,182	-	-	5,182
Program support	179	-	2,204	-	264	66	-	2,713	-	-	2,713
Teacher Stipends	-	-	-	-	17,375	-	-	17,375	-	-	17,375
Curriculum	-	-	-	-	14,953	-	-	14,953	-	-	14,953
Website support	-	-	4,720	-	9,440	4,720	-	18,880	4,720	4,400	28,000
Literacy materials	4,722	-	-	-	-	-	-	4,722	-	-	4,722
Miscellaneous	305	-	-	-	-	-	250	555	-	1,193	1,748
Total expenses before depreciation	47,754	16,980	268,815	34,724	160,763	137,548	2,500	669,084	181,279	173,378	1,023,741
Depreciation	-	-	-	-	670	-	-	670	494	220	1,384
Total expenses	\$ 47,754	\$ 16,980	\$ 268,815	\$ 34,724	\$ 161,433	\$ 137,548	\$ 2,500	\$ 669,754	\$ 181,773	\$ 173,598	\$ 1,025,125

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

STATEMENT OF FUNCTIONAL EXPENSES

For The Year Ended June 30, 2008

	Program Services								Support Services		Total Expenses
	Read 2	Teacher	Orange County		Middle School	Count Me	ALP Memorial	General and			
	Succeed	Enhancement	Grants	Scholars	Kids	In	Scholarship	Fundraising	Administrative		
Salaries and payroll taxes	\$ 19,016	\$ -	\$ 16,477	\$ -	\$ 138,353	\$ 80,068	\$ -	\$ 253,914	\$ 79,022	\$ 87,357	\$ 420,293
Employee health insurance	-	-	1,919	-	6,130	4,609	-	12,658	5,248	12,701	30,607
Retirement benefits and fees	1,060	-	621	-	6,042	4,000	-	11,723	2,894	8,382	22,999
Insurance	351	-	-	-	902	351	-	1,604	-	3,805	5,409
Rent	3,944	-	7,888	-	7,888	7,888	-	27,608	-	3,944	31,552
Professional services	1,050	-	-	-	1,050	1,050	-	3,150	-	1,189	4,339
Bank charges	-	-	-	-	-	-	-	-	-	1,950	1,950
Equipment maintenance	64	-	-	-	-	-	-	64	-	410	474
Printing and office supplies	694	-	-	-	11,247	1,085	-	13,026	-	12,551	25,577
Travel	128	-	-	-	1,054	333	-	1,515	-	1,195	2,710
Professional development	100	-	-	-	-	-	-	100	-	2,485	2,585
Marketing	-	-	-	-	-	-	-	-	-	2,811	2,811
Communications	-	-	-	-	30,000	-	-	30,000	-	-	30,000
Meetings/conferences	-	-	-	-	9,427	-	-	9,427	-	3,209	12,636
Events	907	-	1,814	-	53,236	3,628	-	59,585	4,535	4,535	68,655
Memberships	-	-	-	-	-	-	-	-	-	4,081	4,081
Teacher training	-	62,792	-	-	8,920	-	-	71,712	-	-	71,712
Teacher grants	-	-	235,616	-	21,717	-	-	257,333	-	-	257,333
Other grants	-	-	-	-	8,838	-	-	8,838	-	-	8,838
Scholarships	-	12,004	-	147,930	-	-	3,000	162,934	-	-	162,934
Business cards	-	10,306	-	-	-	-	-	10,306	-	-	10,306
Fundraising costs	-	-	-	-	-	-	-	-	30,326	-	30,326
Consultants	-	-	-	-	71,637	-	-	71,637	-	-	71,637
Program support	73	-	3,076	-	4,724	345	-	8,218	-	-	8,218
Teacher Stipends	-	-	-	-	33,667	-	-	33,667	-	-	33,667
Curriculum	-	-	-	-	29,921	-	-	29,921	-	-	29,921
Website support	-	-	-	-	-	-	-	-	-	1,078	1,078
Literacy materials	11,979	-	-	-	-	-	-	11,979	-	-	11,979
Cost of new hire	-	-	-	-	-	-	-	-	-	17,712	17,712
Miscellaneous	451	-	-	-	-	-	259	710	-	-	710
Total expenses before depreciation	39,817	85,102	267,411	147,930	444,753	103,357	3,259	1,091,629	122,025	169,395	1,383,049
Depreciation	-	-	-	-	670	-	-	670	-	529	1,199
Total expenses	\$ 39,817	\$ 85,102	\$ 267,411	\$ 147,930	\$ 445,423	\$ 103,357	\$ 3,259	\$ 1,092,299	\$ 122,025	\$ 169,924	\$ 1,384,248

The accompanying notes are an integral part of this financial statement.

Foundation for Orange County Public Schools, Inc.

NOTES TO FINANCIAL STATEMENTS

June 30, 2009 and 2008

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Nature of Organization and Income Taxes

Foundation for Orange County Public Schools, Inc. (the "Foundation") was formed as a non-profit corporation under the laws of the State of Florida and has obtained recognition of its tax exempt status under Section 501(c)(3) of the Internal Revenue Code. The Foundation was formed to assist Orange County (Florida) Public Schools in carrying out its mission, goals, and objectives through community support.

The Foundation will be required to implement provisions of income tax accounting standards regarding uncertain tax positions for its year ending June 30, 2010. The Foundation uses the "Loss Contingencies" approach for evaluating uncertain tax positions and continually evaluates tax status, changes in tax laws, and any authoritative rulings.

2. Basis of Accounting and Presentation

The financial statements have been prepared utilizing the accrual basis of accounting. Under this method, revenues are recognized when earned and expenses are recognized when incurred. In addition, the Foundation is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

3. Revenue Recognition

The Foundation records contributions received and promises to give to the Foundation that are, in substance, unconditional as unrestricted, temporarily restricted, or permanently restricted support depending on the existence or nature of any donor imposed restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

4. Property and Equipment - Net

It is the Foundation's policy to capitalize property and equipment. Property and equipment is initially recorded at cost or estimated fair value if contributed. Expenditures for repairs and maintenance are expensed as incurred. Assets are being depreciated using the straight-line method over a five year useful life.

5. Functional Allocation of Expenses

The costs of providing the program and supporting services have been summarized on a functional basis. Accordingly, certain costs have been allocated among the program and supporting service benefits.

Foundation for Orange County Public Schools, Inc.

NOTES TO FINANCIAL STATEMENTS

June 30, 2009 and 2008

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

6. Cash and Cash Equivalents

The Foundation considers all highly liquid investments available for current use with an original maturity of three months or less to be cash equivalents.

7. Investments

Investments consist of open-ended mutual funds and are initially recorded at cost or fair value if contributed. At the balance sheet date, investments are adjusted to fair value as determined by quoted market prices with the adjustment recorded as investment income in the Statement of Activities and Changes in Net Assets.

8. Compensated Absences Payable

The Foundation records a liability for the estimated amounts of compensation for future absences. An accrual for unused vacation pay is recorded in the financial statements as other liabilities, based on pay rates in effect at June 30, 2009.

9. Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates, and those differences could be material.

10. Concentration of Credit Risks

Financial instruments, which potentially expose the Foundation to concentrations of credit risk, consist principally of cash and short-term investments. The Foundation's policy is to place its cash investments with high credit quality financial institutions. Cash and cash equivalents consist of bank deposits and short-term investments which, at times, may exceed federally insured limits. The Foundation maintains its cash in bank deposit accounts in banks which participate in the Federal Deposit Insurance Corporation (FDIC) Transaction Account Guarantee Program, which provides separate FDIC coverage on the full balance of personal and non-personal checking accounts, so long as they are not interest-bearing. Under that program, through December 31, 2009, all non-interest bearing accounts are fully guaranteed by the FDIC for the full balance in the account. Coverage is in addition to and separate from the coverage available under FDIC's general deposit insurance rules which provide coverage on balances up to \$250,000. After December 31, 2013, balances up to \$100,000 will be insured. As of June 30, 2009, the Foundation had balances which exceeded federally insured limits by \$506,765. The Foundation has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk on cash or cash equivalents. To mitigate this exposure, management has transferred \$365,000 to bank accounts where it believes additional FDIC coverage is available during the quarter ended September 30, 2009.

Foundation for Orange County Public Schools, Inc.

NOTES TO FINANCIAL STATEMENTS

June 30, 2009 and 2008

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

11. Reclassifications

Certain amounts contained in the prior year financial statements have been reclassified to conform to current year presentation.

12. Subsequent Events

The Foundation adopted newly issued accounting guidance relating to management's assessment of subsequent events that occur after the balance sheet date through the date that the financial statements are issued. The guidance is generally consistent with current accounting practice, but requires certain additional disclosures. This guidance was effective for periods ending after June 15, 2009 and had no impact on the Foundation's financial statements. Management has evaluated the effect subsequent events would have on the financial statements through the time these financial statements were issued on October 13, 2009.

NOTE B – IN KIND DONATIONS

Donated services and facilities that are measurable are recorded as contributions at their fair values at the date of receipt by the Foundation with a corresponding amount recorded as expense. During the years ended June 30, 2009 and 2008, donations of occupancy necessities, event and promotional items in the amounts of \$60,563 and \$31,552, respectively, were received from various donors. Numerous volunteers provide personnel services to the Foundation. The value of this contributed time is not reflected in these financial statements since they do not meet criteria for recognition.

NOTE C – PROPERTY AND EQUIPMENT- NET

Property and equipment - net consists of the following:

	June 30,	
	2009	2008
Computer equipment	\$ 10,378	\$ 7,910
Less accumulated depreciation	(7,028)	(5,644)
Property and equipment - net	\$ 3,350	\$ 2,266

Foundation for Orange County Public Schools, Inc.

NOTES TO FINANCIAL STATEMENTS

June 30, 2009 and 2008

NOTE D – FLORIDA PREPAID TUITION SCHOLARSHIPS

The Foundation's interest in assets consists of the following:

	June 30,	
	2009	2008
Prepaid College Fund	\$ 1,255,926	\$ 1,290,650

The scholarships consist of funds contributed to the Foundation as part of the Orange County Scholars program. Contributions are matched by the State of Florida, and recorded as temporarily restricted contribution income by the Foundation on the Statement of Activities at the time of contribution. The contributions are released from restrictions when the scholarships are paid. The funds are to be used for college scholarships for selected individuals graduating from high school in Orange County. As the scholarships are awarded, the expenditures are recorded by the Foundation on the Statements of Activities. The assets are adjusted annually to the current value of the scholarships as provided by the Florida Prepaid College Foundation, Inc. The increase in value during the year of \$76,959 was recorded as a reduction of scholarship expenditures of \$111,683 and is recorded within scholarship expense on the Statement of Functional Expenses.

Amounts used to purchase scholarships which go unused are refundable to the Foundation. This money is restricted by the donor to the Orange County Scholars program and can be used to support the college student assistance portion of the program.

NOTE E – SCHOOL/DISTRICT ASSETS HELD

The Foundation held funds for use by schools and district programs in the amounts of \$224,478 and \$227,430 at June 30, 2009 and 2008, respectively. The Foundation disburses these funds upon schools' or programs' request.

NOTE F – TEMPORARILY RESTRICTED FUNDS

Temporarily restricted funds are available for the following:

	June 30,	
	2009	2008
Read 2 Succeed	\$ 57,015	\$ 55,887
Grants	107,688	115,400
Orange County Scholars	1,487,487	1,522,211
Middle School Kids	132,525	265,772
ALP Scholarship Fund	20,972	22,647
	\$ 1,805,687	\$ 1,981,917

Foundation for Orange County Public Schools, Inc.

NOTES TO FINANCIAL STATEMENTS

June 30, 2009 and 2008

NOTE F – TEMPORARILY RESTRICTED FUNDS (continued)

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes as follows:

	For the Year Ended June 30,	
	2009	2008
Read 2 Succeed	\$ 47,754	\$ 39,817
Grants	268,815	267,411
Orange County Scholars	34,724	147,930
Middle School Kids	161,433	445,423
ALP Scholarship Fund	2,500	3,259
	<u>\$ 515,226</u>	<u>\$ 903,840</u>

NOTE G – PERMANENTLY RESTRICTED FUNDS

During the year ended June 30, 2000, the Foundation received an endowment (ALP Scholarship Fund) to be used as the donor has stipulated. The principal, \$54,469, must be maintained intact and only the investment income of the fund can be expensed. The fund is for Apopka High School seniors to attend two years of community college.

NOTE H – 401K PROFIT SHARING PLAN

The Foundation established a 401K Profit Sharing Plan effective January 1, 2006 for all qualifying employees. All employees over 21 years of age are eligible to participate in the plan. The Foundation is required to match 100% of the first 4% of the employee's deferred contribution to the plan. Contributions to the profit sharing component of the plan are at the discretion of the Foundation. As of April 30, 2009, the Foundation amended its Plan to temporarily remove the employer stated match; however it still has the option to make a discretionary year end contribution if the Board so designates it. The Foundation provided for matching contributions of \$12,557 and \$20,380 to the plan for the years ended June 30, 2009 and 2008, respectively. Employees are immediately vested in their contributions and the matching contributions. During the years ended June 30, 2009 and 2008, the Foundation incurred \$1,500 and \$1,500, respectively, of administrative expense related to the 401K plan.