fiscal 2007 annual acknowledgement

ferf

financial executives research foundation

The Foundation's Vision

To be the source for financial solutions.
To identify, develop and provide leading edge content, through objective research, to the FEI member and Foundation supporter in a format that is accessible and practical.

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

RESPONSIBILITY FOR FINANCIAL STATEMENTS
AND INTERNAL CONTROLS

The financial statements of Financial Executives Research Foundation, Inc. (FERF) were prepared by management, in conformity with accounting principles generally accepted in the United States of America.

FERF management is responsible for the integrity and objectivity of the financial statements, which are presented using the accrual basis of accounting and, accordingly, include some amounts based upon judgment and estimates.

FERF maintains a system of internal controls over financial reporting, including safeguarding of assets against unauthorized acquisition, use or disposition, which is designed to provide reasonable assurance to FERF's management and Board of Trustees regarding the preparation of reliable published financial statements and the safeguarding of assets. The accounting procedures and related system of internal controls are designed to assure that the books and records reflect the transactions of FERF, are in accordance with established policies and procedures, and implemented by qualified personnel. Even an effective internal controls system, no matter how well designed, has inherent limitations — including the possibility of the circumvention or overriding of controls — and, therefore, can provide only reasonable assurance with respect to financial statement preparation and such asset safeguarding. Further, because of changes in conditions, internal controls system effectiveness may vary over time.

The Board of Trustees — through the Office of the Chair, Budget and Investment Committee, Audit Committee and FERF's Treasurer — reviews the financial and accounting operations of FERF, including the review and discussion of periodic financial statements, the evaluation and adoption of budgets, and the basis of engagement and report of the independent auditors.

J.H. Cohn LLP, an independent public accounting firm, has audited the financial statements of FERF, and their report is included herein. The independent auditors were given unrestricted access to all financial and related data, including minutes of all meetings of the Board of Trustees. The auditors meet with the members of the Audit Committee, in the absence of management personnel, to discuss the results of their audit, and are afforded an opportunity to present their comments with respect to the adequacy of internal controls and the quality of the financial reporting of FERF.

Michael P Cangemi

Michael P. Cangemi
President and CEO

September 10, 2007

Message To Our Supporters

You told us what to research, and we listened! Sarbanes-Oxley Section 404 Implementation costs, compensation, sourcing, risk management and internal control, eXtensible Business Reporting Language (XBRL), income tax disclosures…these are only a few of the issues that Financial Executives Research Foundation (FERF) addressed in the 41 publications and articles delivered to you this year alone.

For nearly 63 years, FERF, the research affiliate of Financial Executives International (FEI), has strived to advance the profession and practices of financial management through **independent research and education**. Through projects **initiated by FEI members**, FERF objectively investigates the evolving role of financial executives, the practices of financial management, and the techniques to improve management effectiveness. By drawing from the knowledge and expertise of 15,000 FEI members, FERF's work facilitates members learning from their peers and provides a **unique contribution to the advancement of the profession.**

Through our publications and professional development programs, FERF provides **timely analysis** of the accounting, auditing and corporate governance issues facing FEI's **private company members** and **public company members** on issues of local, national and global significance. Because we draw on the experiences of FEI members, our work provides timely, practical education on how to deal with the challenges facing our profession.

For the 2006-2007 fiscal year FERF identified **four key goals**. First and foremost, we set our **primary focus on continuing to produce unique, high-value, FEI member-driven research**. This is the second year that all U.S. FEI members were provided free access to our reports and alerts. This program continues to be a success. Some key examples include: Sarbanes-Oxley Section 404 Cost Survey, Financial Executive Compensation Survey, A Top-Down Approach to Risk Management and Internal Control, Review of SEC Comment Letters and Technology Issues for Financial Executives. These, as well as, all our publications are aligned with topics of interest as identified by FEI technical committees and FEI chapters.

Next, FERF set our sights on **delivering enhanced value to FEI chapters**. This was achieved through consistent and proactive outreach to communicate the value that FERF can provide to chapters and their local members. Our **Chapter Challenge** program continues to deliver professional development based on our research, which resulted in research presentations to FEI's Fort Wayne, Inland Empire, Pittsburgh, Oklahoma City, and Twin Cities chapters. Our research reports also provided the opportunity for the Boston, Central Pennsylvania, Cincinnati and New Jersey chapters to honor long standing and dedicated members. Additionally, FERF research was distributed to local scholarship recipients in order to advance their education. As a result of these and other **Chapter Challenge** initiatives, FERF's **financial support from FEI Chapters** continued to **set new record levels** this year.

Our accomplishments to date were also made possible by our third goal – **to strengthen the work of FERF Board Committees**. The Board enhanced its governance of FERF by establishing seven committees, a significant step toward ensuring the sustainability and success of the Foundation in the years to come. For example, our **Research Committee** — comprised of members representing chapters, technical committees and academia—ensures that our publications are relevant to FEI members and the broader financial community. Meanwhile, our **Development Committee** is active in identifying initiatives and programs to promote the value proposition of contributing to FERF—thus securing ongoing financial support for this year, as well as, for many years to come.

Finally, in order to continue to deliver our research to FEI members and others, FERF established a goal to continue to **diversify our revenue stream** through our research sponsor program that provides broader distribution of our research to financial executives.

These goals kept us focused on continued enhancements to our publications and articles — including many which provide continuing professional education credits. FERF services include the "Ask FERF" research service and "FELIX", a moderated, e-mail based discussion forum. This continues to be a beneficial resource for private and smaller companies that have fewer resources to respond to financial issues versus their public company peers.

Our newest publication, the **Research Forum**, highlights key research findings and initiatives and demonstrates how they are used by FEI members. This forum also provides summaries of research from other organizations that may be of interest to our readers. Additionally, we continue to contribute to FEI newsletters, including our Finance and Information Technology newsletter. Your response through financial contributions continues to be supportive of all our efforts—as this is the **third consecutive year** that FERF has seen a modest **increase in net assets**.

We would like to thank our fellow FERF trustees and FEI officers and directors for their efforts during the past year. Special acknowledgement to past chair **Joan Netzel** for leading our Strategic Planning committee, and to trustees **David Braden, Marie Hollein**, and **Marsha Hunt** for chairing their respective committees and for taking on the added responsibility of joining the Executive Committee. Thanks also to the FEI and FERF staff, including Vice President of Research and Operations **Cheryl Graziano**, Director of Financial Services **Lorna Raagas**, Director of Development **Janet Russell**, and Director of Research and Corporate Secretary **Bill Sinnett**.

Most especially, **FERF is thankful to all the FEI members and individual, corporate and chapter donors** that support our research in so many ways. Our work is made possible by your recognition of the **value FERF provides to FEI members** and the finance profession at large. We look forward to collaborating with you to identify professional development and relevant research for the finance profession.

George Boyadjis
FERF Chair

Michael P. Cangemi
FERF President & CEO

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FERF WOULD LIKE TO ACKNOWLEDGE AND THANK THE FOLLOWING FEI CHAPTER, CORPORATE, AND INDIVIDUAL DONORS FOR THEIR SUPPORT OF FERF FOR FISCAL 2007.

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Howmedica Osteonics, Inc.
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Zehm, Laura
Zezas, Andrew
Ziegenfuss, Douglas

In Memoriam

FEI Philadelphia Chapter
In memory of Guy McCormick

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The Foundation's Vision

To be the source for financial solutions. To identify, develop and provide leading edge content, through objective research, to the FEI member and Foundation supporter in a format that is accessible and practical.

Financial Executives Research Foundation, Inc.

Report on Financial Statements

Years Ended June 30, 2007 and 2006

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

Index

J.H. COHN LLP
Accountants and Consultants since 1919

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Report of Independent Public Accountants

The Board of Trustees
Financial Executives Research Foundation, Inc.

We have audited the accompanying statements of financial position of Financial Executives Research Foundation, Inc. as of June 30, 2007 and 2006, and the related statements of activities 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 Financial Executives Research Foundation, Inc. as of June 30, 2007 and 2006, and the changes in its net assets and cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

As discussed in Note 1 to the financial statements, in 2007, Financial Executives Research Foundation, Inc. adopted the provisions of Statement of Financial Accounting Standards No. 158 "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans - an amendment of Financial Accounting Standards Board Statements No. 87, 88, 106 and 132R."

J.H. Cohn LLP

Roseland, New Jersey
September 10, 2007

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

STATEMENTS OF FINANCIAL POSITION
JUNE 30, 2007 AND 2006
(In Thousands)

ASSETS	2007	2006
Current assets:		
Cash	**$ 24**	$ 23
Investments	**1,364**	1,213
Accounts receivable, net of allowance for doubtful accounts of $3 and $3	**15**	49
Total current assets	**1,403**	1,285
Equipment, net	**6**	10
Prepaid expenses	**18**	8
Totals	**$1,427**	$1,303

LIABILITIES AND NET ASSETS	2007	2006
Current liabilities:		
Accounts payable and accrued liabilities	**$ 125**	$ 163
Deferred revenues	**33**	33
Total current liabilities	**158**	196
Pension plan and other post-retirement benefits	**74**	13
Total liabilities	**232**	209
Net assets:		
Unrestricted	**1,235**	1,085
Minimum pension liability adjustment	**(40)**	9
Total net assets	**1,195**	1,094
Totals	**$1,427**	$1,303

See Notes to Financial Statements.

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

STATEMENTS OF ACTIVITIES
YEARS ENDED JUNE 30, 2007 AND 2006
(In Thousands)

	2007	2006
Revenues:		
Contributions	**$ 745**	$ 745
Underwriting and sponsorships	**113**	115
	858	860
Research publications sales:		
Book and executive reports	**30**	40
Articles and reports to FEI	**100**	100
	130	140
Total operating revenues	**988**	1,000
Expenses:		
Research and publishing:		
Research and production	**324**	344
Distribution	**6**	8
Marketing	**134**	126
	464	478
Fundraising, underwriting and sponsorships	**237**	216
Administration and general	**270**	268
Total expenses	**971**	962
Excess of operating revenues over expenses	**17**	38
Non-operating revenues:		
Investment income - dividends and interest	**65**	63
Unrealized gain (loss) on investments	**68**	(6)
Total non-operating revenues	**133**	57
Increase in net assets before minimum pension liability adjustment	**150**	95
Minimum pension liability adjustment	**(9)**	148
Increase in net assets before effect of adoption of SFAS 158	**141**	243
Effect of adoption of SFAS 158	**(40)**	
Increase in net assets	**101**	243
Net assets, beginning of year	**1,094**	851
Net assets, end of year	**$1,195**	$1,094

See Notes to Financial Statements.

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2007 AND 2006
(In Thousands)

	2007	2006
Operating activities:		
Increase in net assets	**$101**	$243
Adjustments to reconcile increase in net assets		
to net cash provided by operating activities:		
Depreciation	**5**	10
Decrease in allowance for doubtful accounts		(2)
Noncash effect of minimum pension liability adjustment		
and change in intangible pension assets		2
Noncash contribution	**(1)**	(5)
Unrealized (gains) losses on investments	**(68)**	6
Changes in operating assets and liabilities:		
Accounts receivable and prepaid expenses	**24**	(22)
Accounts payable and accrued liabilities	**(38)**	9
Deferred revenues		(15)
Pension plan and other post-retirement benefits	**61**	(200)
Net cash provided by operating activities	**84**	26
Investing activities:		
Investment in money market funds	**(83)**	(66)
Proceeds from sales and maturities of fixed income and equity		
mutual funds		50
Net cash used in investing activities	**(83)**	(16)
Net increase in cash	**1**	10
Cash, beginning of year	**23**	13
Cash, end of year	**$ 24**	$ 23

See Notes to Financial Statements.

FINANCIAL EXECUTIVES RESEARCH FOUNDATION, INC.

NOTES TO FINANCIAL STATEMENTS
(In Thousands)

Note 1 - Business and summary of significant accounting policies:

Business:

Financial Executives Research Foundation, Inc. (the "Foundation") serves as the research affiliate of Financial Executives International ("FEI"), which is a nonprofit membership organization in the United States of America.

Basis of accounting:

The financial statements of the Foundation have been prepared on the accrual basis of accounting.

Use of estimates:

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

Concentrations of credit risk:

Financial instruments that expose the Foundation to concentrations of credit risk consist primarily of cash and accounts receivable. The Foundation places its cash with a high credit quality financial institution. At times, such amounts may exceed Federally insured limits.

The Foundation closely monitors the extension of credit to its customers while maintaining allowances for potential credit losses. On a periodic basis, the Foundation evaluates its accounts receivable and establishes an allowance for doubtful accounts, based on a history of past write-offs and collections and current credit considerations.

Investments:

Equity securities with readily determinable fair values and all investments in debt securities are carried at fair value in the statements of financial position with unrealized gains (losses) included in the statements of activities.

Equipment:

Equipment is recorded at cost if purchased, or at fair value on date of donation. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets.

Revenue recognition:

Contributions:

Contributions are recognized in the period the donor makes the formal commitment. Accounts receivable include pledges outstanding as of June 30, 2007, less an estimate for pledges not expected to be collected.

Note 1 - Business and summary of significant accounting policies (continued):

Underwriting and sponsorships:

Underwriting and sponsorships are recognized in the period in which the related research report is published.

Deferred revenues:

Deferred revenues consist of monies received on account of donations, a research event and publication sales. These monies, collected in advance of the period they apply, will be recognized as income in the following year.

Contributed services:

The Foundation does not record the monetary value of services contributed to it by members of the Foundation's Board of Trustees and its committees, or companies and organizations that participate in the research process, because such services do not meet the recognition criteria of SFAS 116, "Accounting for Contributions Received and Contributions Made".

Expenses:

Expenses are assigned to activities that fulfill the Foundation's objectives as a nonprofit organization. Expenses that are assigned to more than one activity are allocated utilizing a variety of factors and estimates.

Research and production:

Research and production expenses include the engagement of researchers, staff time, and the production and distribution processes. These expenses are recorded upon completion of identifiable segments of the project. Contracts awarded to individuals or organizations for research services provided to the Foundation are recognized on a percentage of completion basis.

Distribution:

Distribution includes postage and handling arising from the shipping of publications.

Marketing:

Marketing includes personnel costs related to the promotion of research.

Fundraising:

Fundraising includes the costs of the annual support campaign and includes staff time and the printing and mailing of solicitation materials.

(In Thousands)

Note 1 - Business and summary of significant accounting policies (concluded):

Administration and general:

Administration and general includes an allocated portion of senior management and staff support time and administrative services provided by FEI.

Income taxes:

The Foundation has been recognized as an organization exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. However, revenue earned on activities which are unrelated to the Foundation's exempt purpose is taxable. The Foundation had no unrelated business income in 2007 and 2006.

Change in accounting policy:

On September 29, 2006, the Financial Accounting Standards Board ("FASB") issued Statement of Financial Accounting Standards No. 158, "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans - an amendment of FASB Statements No. 87, 88, 106 and 132(R)" ("SFAS 158"). SFAS 158 requires an employer that sponsors a defined benefit postretirement plan to report the current economic status (the overfunded or underfunded status) of the plan in its balance sheet/statement of financial position to measure the plan assets and plan obligations as of the balance sheet/statement of financial position date, and to include enhanced disclosures about the plan.

Reclassifications:

Certain amounts in the 2006 financial statements have been reclassified to conform with the 2007 presentation.

Note 2 - Investments:

Investments consist of the following:

	2007	2006
Money market funds	**$ 327**	$ 283
Fixed income funds and securities	**344**	397
Equity mutual funds	**568**	417
Balanced mutual fund	**125**	116
Totals	**$1,364**	$1,213

The mutual funds are managed by a subsidiary of a major bank. Under terms of the Foundation's investment policy, certain longer-term funds may be invested in equity funds. Net gains and losses on investments include unrealized gains (losses) of $68 and $(6) in 2007 and 2006, respectively.

(In Thousands)

Note 3 - Equipment:

Equipment consists of the following:

	2007	2006
Furniture and fixtures	**$ 3**	$ 3
Computer software and hardware	**28**	30
Totals	**31**	33
Less accumulated depreciation	**(25)**	(23)
Net book value	**$ 6**	$10

Note 4 - Related party transactions:

The Foundation shares office facilities with FEI and bears its own administrative expenses. In 2007, the Foundation and FEI continued their agreement as to charges for administrative support costs, occupancy and computer services. Charges to the Foundation from FEI amounted to $161 in 2007 and $167 in 2006, and have been allocated to the appropriate expense categories in the statements of activities.

The Foundation is included under FEI's employees benefit plans, including health care and life insurance benefits for retired employees. The Foundation reimburses FEI for costs of these plans related to its employees. Payments made to FEI for these plans were $103 and $155 in 2007 and 2006, respectively.

The Foundation provides magazine articles, newsletters and other research services to FEI for distribution to its members. Such sales totaled $210 for each of the years ended June 30, 2007 and 2006. The Foundation believes the terms of these sales would be consistent with sales to third party customers.

The Foundation has a net receivable from FEI of approximately $5 in 2007 and a net payable to FEI of $22 in 2006.

(In Thousands)

Note 5 - Net assets:

Net assets consist of the following:

	Operations	Minimum Pension Liability Adjustment	Total
Balance, July 1, 2005	$ 990	$(139)	$ 851
Increase in net assets	95		95
Minimum pension liability adjustment		148	148
Balance, June 30, 2006	1,085	9	1,094
Increase in net assets	150		150
Minimum pension liability adjustment		(49)	(49)
Balance, June 30, 2007	$1,235	$ (40)	$1,195

Note 6 - Pension plan and other post-retirement benefits:

Qualified plan:

The qualified defined benefit pension plan covers substantially all of the employees of FEI, the Foundation and FEI Canada ("FEIC"). FEI currently funds its pension trust in amounts determined under the Projected Unit Credit Funding Method. It is FEI's policy to fund contributions to the plan as they are due. Expenses related to the plan are accrued accordingly.

Other post-retirement benefits:

FEI provides certain healthcare benefits for retired employees of FEI, the Foundation and FEIC. The plan requires FEI to contribute to individual supplemental medical plans up to the specified limit. FEI does not anticipate increases in its contributions to the supplemental medical plan in the foreseeable future, and the post-retirement benefit plan is not funded. FEI also provides a limited life insurance benefit to employees when their pension benefit commences.

In January 2005, the qualified pension plan was amended to close the plan to new employees hired subsequent to March 1, 2005 of FEI, the Foundation and FEIC. The plan continues unchanged for employees hired prior to March 1, 2005. Also in January 2005, the retiree life insurance program was amended to close the program to new entrants effective March 1, 2005.

(In Thousands)

Note 6 - Pension plan and other post-retirement benefits (continued):

Assumptions:

Assumptions used to determine the benefit obligations at June 30 were as follows:

	2007	2006
Discount rate	**6.50%**	6.75%
Rate of compensation increase	**4.00%**	4.00%
Expected long-term rates of return on plan assets (defined benefit pension plan)	**7.75%**	7.75%

The Foundation uses the expected long-term rate of return on plan assets to compute the expected return on assets. For the pension plan, the Foundation estimates the expected long-term return by utilizing a portfolio return calculator model that produces the expected return for a portfolio.

Obligations and funded status:

Change in benefit obligation:

	Qualified Pension	Retiree Medical
Benefit obligation at July 1, 2005	$ 978	
Service cost	36	$ 8
Interest cost	53	
Actuarial loss	(86)	
Benefits paid	(71)	(3)
Benefit obligation at June 30, 2006	910	5
Service cost	22	19
Interest cost	59	
Actuarial gain	107	
Benefits paid	(71)	(3)
Benefit obligation at June 30, 2007	$1,027	$21

(In Thousands)

Note 6 - Pension plan and other post-retirement benefits (continued):
Obligations and funded status (continued):

	Qualified Pension	Retiree Medical
Change in plan assets:		
Fair value of plan assets at July 1, 2005	$687	
Actual return on plan assets	100	
Employer contributions	102	
Benefits paid	(71)	
Fair value of plan assets at June 30, 2006	818	
Actual return on plan assets	203	
Employer contributions	22	
Benefits paid	(71)	
Fair value of plan assets at June 30, 2007	$972	
Funded status at June 30, 2007	$ 55	$21
Funded status at June 30, 2006	$ 92	$ 5
Amounts recognized in the statement of financial position consist of:		
June 30 2007:		
Current liabilities		$ 2
Noncurrent liabilities	$ 55	19
Totals	$ 55	$21
June 30, 2006:		
Noncurrent liabilities	$ 8	$ 5

(In Thousands)

Note 6 - Pension plan and other post-retirement benefits (continued):
Obligations and funded status (continued):

	Qualified Pension	Retiree Medical
Amounts recognized in other changes in net assets consist of:		
Accumulated other changes in net assets - net actuarial loss at June 30, 2007	$ 74	
Accumulated benefit obligation at June 30, 2007	$933	
Accumulated other changes in net assets - net actuarial income at June 30, 2006	$ (9)	
Accumulated benefit obligation at June 30, 2006	$826	

Components of net periodic benefit cost and other amounts recognized in other changes in net assets:

Net periodic benefit cost:		
Service cost	$ 22	
Interest cost	59	
Expected return on plan assets	(63)	
Amortization of net actuarial cost	2	
Net periodic benefit cost at June 30, 2007	$ 20	
Net periodic benefit cost:		
Service cost	$ 36	
Interest cost	54	
Expected return on plan assets	(53)	
Amortization of net actuarial loss	16	
Net periodic benefit cost at June 30, 2006	$ 53	

The following table provides the components of the net periodic pension cost and other applicable information as follows:

As of June 30, 2007:

	Qualified Pension	Retiree Medical
Amount recognized in the statement of financial position:		
Accrued pension liability	$15	$21
Unrestricted assets - accumulated other comprehensive income	40	
Net amount	$55	$21

(In Thousands)

Note 6 - Pension plan and other post-retirement benefits (continued):

Obligations and funded status (concluded):

	Qualified Pension	Retiree Medical
As of June 30, 2006:		
Amount recognized in the statement of financial position:		
Accrued pension liability	$17	$ 5
Unrestricted assets (loss) - accumulated other comprehensive income	(9)	
Net amount	$ 8	$ 5

Plan assets:

The Group Pension Plan for Employees of Financial Executives International asset allocations at June 30, by asset category, are as follows:

Asset Category	**2007**	2006
Equities	**58.0%**	52.7%
Bonds	**34.2**	30.9
Real estate	**4.7**	4.2
Cash	**3.1**	12.2
Totals	**100.0%**	100.0%

Investment strategy:

The plan's assets are invested with the objective of being able to meet current and future benefit payment needs, while controlling pension expense volatility and future contributions. Plan assets are diversified among U.S. equities, international equities, U.S. fixed income investments and real estate. The strategic target allocation is approximately 50% U.S. equities, 10% international equities, 35% fixed income and 5% real estate.

Cash flows:

Expected contributions for 2008 are $350, which includes FEI, the Foundation and FEIC.

(In Thousands)

Note 6 - Pension plan and other post-retirement benefits (concluded):

Expected benefit payments:

Estimated future benefit payments reflecting expected future service for each of the five years subsequent to June 30, 2007 and in the aggregate for the five years thereafter for FEI, the Foundation and FEIC are as follows:

Fiscal Year Ending June 30,	Amount
2008	$ 414
2009	402
2010	382
2011	370
2012	352
2013-2017	2,269

401(k) plan:

Effective January 1, 1997, the Foundation adopted a deferred arrangement 401(k) plan whereby employees can contribute a percentage of their earnings on a tax-deferred basis. The Foundation contributed $19 and $11 to the 401(k) plan in 2007 and 2006, respectively.