

STATE OF NORTH CAROLINA

MARTIN COMMUNITY COLLEGE

WILLIAMSTON, NORTH CAROLINA

FINANCIAL STATEMENT AUDIT REPORT

FOR THE YEAR ENDED JUNE 30, 2006

OFFICE OF THE STATE AUDITOR

LESLIE W. MERRITT, JR., CPA, CFP

STATE AUDITOR

MARTIN COMMUNITY COLLEGE

WILLIAMSTON, NORTH CAROLINA

FINANCIAL STATEMENT AUDIT REPORT

FOR THE YEAR ENDED JUNE 30, 2006

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AUDITOR'S TRANSMITTAL

The Honorable Michael F. Easley, Governor The General Assembly of North Carolina Board of Trustees, Martin Community College

We have completed a financial statement audit of Martin Community College for the year ended June 30, 2006, and our audit results are included in this report. You will note from the independent auditor's report that we determined that the financial statements are presented fairly in all material respects.

Our consideration of internal control over financial reporting and compliance and other matters based on an audit of the financial statements disclosed certain deficiencies that are detailed in the Audit Findings and Recommendations section of this report. The College's response is included following each finding.

North Carolina General Statutes require the State Auditor to make audit reports available to the public. Copies of audit reports issued by the Office of the State Auditor may be obtained through one of the options listed in the back of this report.

Leslie W. Merritt, Jr., CPA, CFP

Leslie W. Merritt, Jr.

State Auditor

June 4, 2007

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Leslie W. Merritt, Jr., CPA, CFP State Auditor

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INDEPENDENT AUDITOR'S REPORT

Board of Trustees Martin Community College Williamston, North Carolina

We have audited the accompanying financial statements of Martin Community College, a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2006, which collectively comprise the College's basic financial statements, as listed in the table of contents. These financial statements are the responsibility of Martin Community College's management. Our responsibility is to express opinions on these financial statements based on our audit. We did not audit the financial statements of Martin Community College Foundation, Inc., which represent 100% of the College's discretely presented component unit. Those financial statements were audited by other auditors whose report thereon has been furnished to us, and our opinion, insofar as it relates to the amounts included for this entity, is based on the report of the other auditors.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. The financial statements of the discretely presented component unit were not audited in accordance with *Government Auditing Standards*. 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 the significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the report of other auditors provide a reasonable basis for our opinion.

In our opinion, based on our audit and the report of other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of Martin Community College and its discretely presented component unit as of June 30, 2006, and the respective changes in financial position and cash flows, where applicable, thereof for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated April 27, 2007, on our consideration of the College's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our

INDEPENDENT AUDITOR'S REPORT (CONCLUDED)

testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

The Management's Discussion and Analysis, as listed in the table of contents, is not a required part of the basic financial statements but is supplementary information required by accounting principles generally accepted in the United States of America. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the supplementary information. However, we did not audit the information and express no opinion on it.

Leslie W. Merritt, Jr., CPA, CFP

Leslie W. Merritt, Jr.

State Auditor

April 27, 2007

MARTIN COMMUNITY COLLEGE MANAGEMENT'S DISCUSSION AND ANALYSIS

Martin Community College is one of the 58 community colleges in the North Carolina Community College System. The College's service area includes Martin, Bertie, and Washington counties. The College offers both curriculum and continuing education classes.

This section of the Martin Community College annual financial report presents Management's Discussion and Analysis of the financial performance of the College during the fiscal year which ended June 30, 2006. This discussion should be read in conjunction with the accompanying financial statements and the related notes.

Using the Annual Financial Report

The annual report consists of financial statements, prepared in accordance with Governmental Accounting Standards Board (GASB) Statement No.35, *Basic Financial Statements - and Management's Discussion and Analysis - for Public Colleges and Universities*. The financial statements focus on the financial condition of the College, the results of operations, and cash flows of the College as a whole.

The financial statements as directed by GASB Statement No. 35 present financial information in a form similar to that used by corporations. They are prepared under the accrual basis of accounting, whereby revenues and assets are recognized when the service is provided and expenses and liabilities are recognized when others provide service, regardless of when cash is exchanged.

The College's net assets are one indicator of its financial stability. The Statement of Net Assets includes all assets and liabilities. The increase or decrease in net assets is an indicator of the movement or erosion of the College's financial condition.

The Statement of Revenues, Expenses, and Changes in Net Assets presents the revenues earned and expenses incurred during the fiscal year. Activities are reported as operating or nonoperating. A college's dependency on State aid and gifts could result in operating deficits because the financial reporting model classifies State appropriations and gifts as nonoperating revenues. The utilizations of capital assets are reflected in the financial statements as depreciation.

The Statement of Cash Flows presents information related to cash inflows and outflows summarized by operating, noncapital financing, capital financing, and related investing activities. The direct method is used to present cash flow.

The notes to the financial statement provide additional information that is essential to a full understanding of the data provided.

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)

Financial Analysis

Condensed Statement of Net Assets

(in thousands)

		2006	2005	 Variance	Percentage Change
Current Assets	\$	1,458	\$ 1,385	\$ 73	5 %
Capital Assets		3,993	4,201	(208)	(5) %
Other Assets		602	609	 (7)	(1) %
Total Assets		6,053	 6,195	 (142)	(2) %
Current Liabilities		292	253	39	15 %
Noncurrent Liabilities		260	177	 83	47 %
Total Liabilities	_	552	 430	 122	28 %
Invested in Capital Assets		3,993	4,201	(208)	(5) %
Restricted		810	711	99	14 %
Unrestricted		698	853	 (155)	(18) %
Total Net Assets	\$	5,501	\$ 5,765	\$ (264)	(5) %

The Statement of Net Assets presents the assets, liabilities, and net assets for the College. The College's total net assets decreased \$264 thousand from 2005. The results of the College's financial operations for the year caused a \$142 thousand decrease in total assets. The decrease was primarily due to a reduction of \$100 thousand in bookstore inventories, \$18 thousand for repair and renovations available for the College's roof and a decrease of \$25 thousand from the Golden Leaf Grant. Also, the \$208 thousand decrease in invested in capital assets was mostly due to the \$296 thousand depreciation of capital assets with an offset of \$88 thousand capital equipment purchase as shown below.

Total liabilities increased by \$122 thousand. The largest increase was in long-term liabilities. This \$83 thousand increase is the result of an increase in unused vacation leave. The remaining \$39 thousand increase in liabilities was a result of normal operations.

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)

<u>Capital Assets</u> (in thousands)

	 2006	2005	 variance_	Total Percentage Change
Land	\$ 100	\$ 100	\$ 0	0 %
Other	10	10		
Buildings	2,881	3,051	(170)	(6) %
Machinery and Equipment	171	186	(15)	(8) %
General Infrastructure	 831	 854	 (23)	(3) %
Total Capital Assets, Net	\$ 3,993	\$ 4,201	\$ (208)	(5) %

There was no significant capital asset activity during the year. The \$208 thousand decrease in capital assets was mostly due to the utilization or depreciation of capital assets as noted above.

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)

Condensed Statement of Revenues, Expenses, and Changes in Net Assets

(in thousands)

	2006	2005	Variance	Total Percentage Change
Operating Revenues				
Student Tuition and Fees, Net	\$ 205	\$ 315	\$ (110)	(35) %
Federal Grants and Contracts	1,706	1,712	(6)	
State and Local Grants/Contracts	126	69	57	83 %
Sales and Services, Net	525	559	(34)	(6) %
Other Operating Revenues	30	29	1	3 %
Total Operating Revenues	2,592	2,684	(92)	(3) %
Operating Expenses				
Personal Services	4,968	4,959	9	
Supplies and Materials	1,647	996	651	65 %
Services	1,287	1,160	127	11 %
Scholarships and Fellowships	1,131	1,176	(45)	(4) %
Utilities	258	263	(5)	(2) %
Depreciation	296	379	(83)	(22) %
Total Operating Expenses	9,587	8,933	654	7 %
Nonoperating Revenues				
State Aid	4,756	4,539	217	5 %
County Appropriations	876	882	(6)	(1) %
Other Nonoperating Revenues	517	82	435	530 %
Total Nonoperating Revenues	6,149	5,503	646	12 %
Other Revenues				
Capital Aid and Grants	582	193	389	202 %
Total Revenues	9,323	8,380	943	11 %
Net Assets				
Change in Net Assets	(264)	(553)	289	(52) %
Net Assets, July 1, 2005	5,765	6,318	(553)	(9) %
Net Assets, June 30, 2006	\$ 5,501	\$ 5,765	\$ (264)	(5) %

Total operating revenues has decreased by \$92 thousand. The decrease of \$110 thousand for student tuition and fees is primarily due to the increase in the scholarship discounts. The increase of \$57 thousand in the State and local grants/contracts account is attributed to the addition of the North Carolina Community College Grant and the Professional Development Award.

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONCLUDED)

Total operating expenses were increased by \$654 thousand with the most significant contribution from an increase of \$651 thousand in supplies and materials. This increase of \$651 thousand in supplies and materials can be attributed to large purchases of computers and instructional supplies.

Nonoperating revenues increased by twelve per cent with the largest increase in other nonoperating revenues at five hundred thirty per cent. Other revenues increased by 202% attributed primarily to equipment purchased with State dollars.

The change in net assets for the fiscal year of 2005-2006 is a negative fifty-two per cent (-52%) with an ending balance of \$5,500,725.

Economic Forecast

Martin Community College believes that the economic future of the College looks very good. Martin Community College has managed to control rising costs with fewer funds and progress toward improvement. We have positive discussions in progress with our three service counties (Martin, Bertie, Washington) which should address our needs for future expansion of the College (through land acquisition and capital improvement). Forecasts from the State Office of Budget and Management indicate that the State's economy is slowly improving and that this should allow funding initiatives already approved by the State Legislature regarding salaries and multi-campus funding.

Martin Community College, with focus on the development of its citizens, will continue the strong commitment to its Small Business Area and professional service training. Also, Martin Community College has initiated the development of a Nursing Diploma Program with a goal to open classes in the summer of 2007. The beginning of the Nursing Diploma Program will depend on approvals from the North Carolina Community College Board, The NC Nursing Board, and funding. Also, Martin Community College is partnering with Pitt Community College to bring a high tech wafer manufacturer into the Martin-Pitt Technology Park.

Martin Community College Statement of Net Assets June 30, 2006

Exhibit A-1

ASSETS Current Assets: Cash and Cash Equivalents Restricted Cash and Cash Equivalents	\$ 1,004,066.74 221,702.20
Receivables (Note 4) Due from State of North Carolina Component Units Inventories	69,342.73 125.91 162,836.58
Total Current Assets	 1,458,074.16
Noncurrent Assets: Restricted Cash and Cash Equivalents Restricted Due from Primary Government Capital Assets - Nondepreciable (Note 5) Capital Assets - Depreciable, Net (Note 5)	454,305.38 147,518.75 109,500.00 3,883,586.79
Total Noncurrent Assets	4,594,910.92
Total Assets	 6,052,985.08
LIABILITIES Current Liabilities:	
Accounts Payable and Accrued Liabilities (Note 6) Unearned Revenue Funds Held for Others	119,942.90 23,022.23 16,622.34 132,880.41
Long-Term Liabilities - Current Portion (Note 7) Total Current Liabilities	292,467.88
Noncurrent Liabilities: Long-Term Liabilities (Note 7)	259,792.20
Total Liabilities	552,260.08
NET ASSETS Invested in Capital Assets, Net of Related Debt Restricted for: Nonexpendable:	3,993,086.79
Scholarships and Fellowships Expendable:	32,715.87
Scholarships and Fellowships Loans Capital Projects	189,474.79 4,511.27 552,485.92
Other Unrestricted	 30,229.81 698,220.55
Total Net Assets	\$ 5,500,725.00

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

Martin Community College Statement of Revenues, Expenses, and Changes in Net Assets For the Figure Year Ended June 20, 200

For the Fiscal Year Ended June 30, 2006 Exhibit A-2

REVENUES Operating Revenues: Student Tuition and Fees, Net (Note 9) Federal Grants and Contracts State and Local Grants and Contracts Sales and Services, Net (Note 9) Other Operating Revenues	\$ 204,946.39 1,705,902.38 126,072.42 525,314.07 30,254.64
Total Operating Revenues	2,592,489.90
EXPENSES Operating Expenses: Personal Services Supplies and Materials Services Scholarships and Fellowships Utilities	4,968,023.89 1,646,873.08 1,287,115.26 1,130,846.57 258,271.01
Depreciation	295,686.74
Total Operating Expenses	9,586,816.55
Operating Loss	(6,994,326.65)
NONOPERATING REVENUES (EXPENSES) State Aid County Appropriations Noncapital Grants Noncapital Gifts Investment Income, Net Refund to Grantors Other Nonoperating Revenues	4,755,819.14 875,812.00 323,660.73 35,242.25 49,466.45 (18,787.00) 127,023.88
Net Nonoperating Revenues (Expenses)	6,148,237.45
Loss Before Other Revenues	(846,089.20)
State Capital Aid County Capital Appropriations Capital Grants	529,869.97 15,000.00 36,648.23
Decrease in Net Assets	(264,571.00)
NET ASSETS Net Assets, July 1, 2005	5,765,296.00
Net Assets, June 30, 2006	\$ 5,500,725.00

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

Martin Community College Statement of Cash Flows For the Fiscal Year Ended June 30, 2006

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CASH FLOWS FROM OPERATING ACTIVITIES		
Received from Customers	\$	2,630,927.56
Payments to Employees and Fringe Benefits	•	(4,800,934.26)
Payments to Vendors and Suppliers		(3,147,042.70)
Payments for Scholarships and Fellowships Other Receipts		(1,114,985.21) 230,589.37
Other Receipts		250,509.57
Net Cash Used by Operating Activities		(6,201,445.24)
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
State Aid Received		4,755,819.14
County Appropriations		875,812.00
Noncapital Grants Received Noncapital Gifts Received		514,862.81 35,242.25
Cash Provided by Noncapital Financing Activities		6,181,736.20
		0,101,730.20
CASH FLOWS FROM CAPITAL AND RELATED		
FINANCING ACTIVITIES		000 504 00
State Capital Aid Received County Capital Appropriations		363,564.22 15,000.00
Capital Grants Received		36,648.23
Acquisition and Construction of Capital Assets		(169,357.82)
Net Cash Provided by Capital and Related Financing Activities		245,854.63
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Income		49,466.45
Cash Provided by Investing Activities		49,466.45
Net Increase in Cash and Cash Equivalents Cash and Cash Equivalents, July 1, 2005		275,612.04 1,404,462.28
Cash and Cash Equivalents, June 30, 2006	\$	1,680,074.32
RECONCILIATION OF OPERATING LOSS		
TO NET CASH USED BY OPERATING ACTIVITIES		
Operating Loss Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities:	\$	(6,994,326.65)
Depreciation Expense		295,686.74
Miscellaneous Nonoperating Income		208,794.83
Changes in Assets and Liabilities:		CE 000 00
Receivables Inventories		65,009.23 100,593.10
Accounts Payable and Accrued Liabilities		(60,208.60)
Unearned Revenue		7,393.53
Funds Held for Others		3,690.80
Compensated Absences		171,921.78
Net Cash Used by Operating Activities	\$	(6,201,445.24)

Martin Community College Statement of Cash Flows For the Fiscal Year Ended June 30, 2006

Exhibit A-3
Page 2

\$ 1,004,066.74
221,702.20
•
454,305.38
\$ 1,680,074.32
\$ 81,770.95
\$

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

Martin Community College Foundation, Inc. Statement of Financial Position December 31, 2005

<u>December 31, 2005</u>	Exhibit B-1
ASSETS Cook and Cook Equivalents	¢ 261.267.49
Cash and Cash Equivalents Property and Equipment, Net	\$ 261,267.48 340,248.61
Total Assets	601,516.09
NET ASSETS	
Unrestricted	474,783.25
Temporarily Restricted	3,630.47
Permanently Restricted	123,102.37
Total Net Assets	\$ 601,516.09

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

Martin Community College Foundation, Inc. Statement of Activities For the Fiscal Year Ended December 31, 2005

Exhibit B-2

CHANGES IN UNRESTRICTED NET ASSETS	
Revenues and Gains: Contributions Income on Investments Fund Raising Income Sale/Death of Horses - (Loss) Other	\$ 195,496.00 54.68 65,276.16 (39,603.49) 3.690.35
Total Unrestricted Revenues and Gains	 -,
	 224,913.70
Expenses and Losses: Contributions to College - Scholarships Contributions to College - Depreciation of Horses Management and General Fund Raising	12,351.84 45,869.16 11,775.64 33,090.44
Total Expenses	103,087.08
Increase in Unrestricted Net Assets	121,826.62
CHANGES IN PERMANENTLY RESTRICTED NET ASSETS Contributions	14,575.00
Increase in Permanently Restricted Net Assets	 14,575.00
Increase in Net Assets Net Assets at Beginning of Year	 136,401.62 465,114.47
Net Assets at End of Year	\$ 601,516.09

The accompanying notes to the financial statements are an integral part of this statement

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MARTIN COMMUNITY COLLEGE NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2006

NOTE 1 - SIGNIFICANT ACCOUNTING POLICIES

A. Financial Reporting Entity - The concept underlying the definition of the financial reporting entity is that elected officials are accountable to their constituents for their actions. As required by accounting principles generally accepted in the United States of America, the financial reporting entity includes both the primary government and all of its component units. An organization other than a primary government serves as a nucleus for a reporting entity when it issues separate financial statements. Martin Community College is a component unit of the State of North Carolina and an integral part of the State's *Comprehensive Annual Financial Report*.

The accompanying financial statements present all funds of the College and the component unit for which the College's Board of Trustees is financially accountable. The College's component unit is discretely presented in the financial statements. Discretely presented component unit's financial data are reported in separate financial statements because of its use of different GAAP reporting models and to emphasize its legal separateness.

Discretely Presented Component Unit – Martin Community College Foundation, Inc. (the Foundation) is a legally separate not-for-profit corporation and is reported as a discretely presented component unit based on the nature and significance of its relationship to the College.

The Foundation is a legally separate, tax-exempt component unit of the College. The Foundation acts primarily as a fund-raising organization to supplement the resources that are available to the College in support of its programs. The Foundation board consists of twelve members. Although the College does not control the timing or amount of receipts from the Foundation, the majority of resources, or income thereon, that the Foundation holds and invests are restricted to the activities of the College by the donors. Because these restricted resources held by the Foundation can only be used by, or for the benefit of the College, the Foundation is considered a component unit of the College and is reported in separate financial statements because of the difference in its reporting model, as described below.

The Martin Community College Foundation, Inc. is a private not-forprofit organization that reports its financial results under Financial Accounting Standards Board (FASB) Statements. As such, certain

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

revenue recognition criteria and presentation features are different from Governmental Accounting Standards Board (GASB) revenue recognition criteria and presentation features. No modifications have been made to the Foundation's financial information in the College's financial reporting entity for these differences.

The financial statements for the College and its discretely presented component unit are presented as of and for the fiscal year ended June 30, 2006, except for Martin Community College Foundation, Inc., whose financial statements are as of and for the fiscal year ended December 31, 2005.

During the year ended December 31, 2005, the Foundation distributed \$12,351.84 to the College for unrestricted purposes. Complete financial statements for the Foundation can be obtained from Martin Community College Foundation, Inc., 1161 Kehukee Park Road, Williamston, NC 27892.

B. Basis of Presentation – The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB).

Pursuant to the provisions of GASB Statement No. 34, Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments, as amended by GASB Statement No. 35, Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities, the full scope of the College's activities is considered to be a single business-type activity and accordingly, is reported within a single column in the basic financial statements.

In accordance with GASB Statement No. 20, Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities That Use Proprietary Fund Accounting, the College does not apply Financial Accounting Standards Board (FASB) pronouncements issued after November 30, 1989, for proprietary activities, unless the GASB amends its pronouncements to specifically adopt FASB pronouncements issued after that date.

C. Basis of Accounting – The financial statements of the College have been prepared using the economic resource measurement focus and the accrual basis of accounting. Under the accrual basis, revenues are recognized when earned, and expenses are recorded when an obligation has been incurred. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

- **D.** Cash and Cash Equivalents This classification includes undeposited receipts, petty cash, cash on deposit with private bank accounts, and deposits held by the State Treasurer in the short-term investment fund. The short-term investment fund maintained by the State Treasurer has the general characteristics of a demand deposit account in that participants may deposit and withdraw cash at any time without prior notice or penalty.
- **E.** Receivables Receivables consist of tuition and fees charged to students and charges for auxiliary enterprises' sales and services. Receivables also include amounts due from the federal government, State and local governments, and private sources in connection with reimbursement of allowable expenditures made pursuant to contracts and grants that are verifiable, measurable, and expected to be collected and available for expenditures for which the resource provider's conditions have been satisfied. Receivables are recorded at book value with no provision for uncollectible amounts.
- **F. Inventories** Inventories, consisting of expendable supplies, are valued at cost using the first-in, first-out method. Merchandise for resale is valued using the retail inventory method.
- **G.** Capital Assets Capital assets are stated at cost at date of acquisition or fair value at date of donation in the case of gifts. The College capitalizes assets that have a value or cost in excess of \$5,000 at the date of acquisition and an expected useful life of more than one year. Library books are generally not considered to have a useful life of more than one year unless part of a collection and are expensed in the year of acquisition.

Depreciation is computed using the straight-line method over the estimated useful lives of the assets, generally 10 to 40 years for general infrastructure, 10 to 40 years for buildings, and 5 to 25 years for equipment.

The art collection is capitalized at cost or fair value at the date of donation. This collection is considered inexhaustible and is therefore not depreciated.

H. Restricted Assets – Unexpended capital contributions are classified as restricted assets because their use is limited by donor/grantor agreements. Certain other assets are classified as restricted because their use is limited by external parties or statute.

- I. Noncurrent Long-Term Liabilities Noncurrent long-term liabilities include compensated absences that will not be paid within the next fiscal year.
- **J.** Compensated Absences The College's policy is to record the cost of vacation leave when earned. The policy provides for a maximum accumulation of unused vacation leave of 30 days which can be carried forward each July 1 or for which an employee can be paid upon termination of employment. Also, any accumulated vacation leave in excess of 30 days at year end is converted to sick leave. Under this policy, the accumulated vacation leave for each employee at June 30 equals the leave carried forward at the previous June 30 plus the leave earned, less the leave taken between July 1 and June 30.

In addition to the vacation leave described above, compensated absences include the accumulated unused portion of the special annual leave bonuses awarded by the College to all full-time permanent employees as of September 30, 2002, and as of July 1, 2003. The unused portion of this leave remains available until used, not withstanding the limitations on annual leave carried forward described above.

When classifying compensated absences into current and noncurrent, leave is considered taken using a last-in, first-out method.

K. Net Assets – The College's net assets are classified as follows:

Invested in Capital Assets – This represents the College's total investment in capital assets.

Restricted Net Assets – **Nonexpendable** – Nonexpendable restricted net assets include endowments and similar type assets whose use is limited by donors or other outside sources, and, as a condition of the gift, the principal is to be maintained in perpetuity.

Restricted Net Assets – **Expendable** – Expendable restricted net assets include resources for which the College is legally or contractually obligated to spend in accordance with restrictions imposed by external parties.

Unrestricted Net Assets – Unrestricted net assets include resources derived from student tuition and fees, sales and services, unrestricted gifts, and interest income.

Restricted and unrestricted resources are tracked using a fund accounting system and are spent in accordance with established fund authorities. Fund authorities provide rules for the fund activity and are separately established for restricted and unrestricted activities. When both restricted and unrestricted funds are available for expenditure, the decision for funding is transactional based within the departmental management system in place at the College.

- L. Scholarship Discounts Student tuition and fees revenues and certain other revenues from College charges are reported net of scholarship discounts in the accompanying Statement of Revenues, Expenses, and Changes in Net Assets. The scholarship discount is the difference between the actual charge for goods and services provided by the College and the amount that is paid by students or by third parties on the students' behalf. Student financial assistance grants, such as Pell grants, and other federal, State, or nongovernmental programs, are recorded as either operating or nonoperating revenues in the accompanying Statement of Revenues, Expenses, and Changes in Net Assets. To the extent that revenues from these programs are used to satisfy tuition, fees, and other charges, the College has recorded a scholarship discount.
- M. Revenue and Expense Recognition The College classifies its revenues and expenses as operating or nonoperating in the accompanying Statement of Revenues, Expenses, and Changes in Net Assets. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the College's principal ongoing operations. Operating revenues include activities that have characteristics of exchange transactions, such as (1) student tuition and fees, (2) sales and services of auxiliary enterprises, and (3) certain federal, State and local grants and contracts. Operating expenses are all expense transactions incurred other than those related to capital and noncapital financing or investing activities as defined by GASB Statement No. 9, Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions. Revenues from nonexchange transactions and State aid that represent subsidies or gifts to the College, as well as investment income, are considered nonoperating since these are either investing, capital or noncapital financing activities. Capital contributions are presented separately after nonoperating revenues and expenses.

N. County Appropriations – County appropriations are provided to the College primarily to fund its plant operation and maintenance function and to fund construction projects, motor vehicle purchases, and maintenance of equipment. Unexpended county current appropriation and county capital appropriation do not revert and are available for future use by the College.

NOTE 2 - DEPOSITS AND INVESTMENTS

All funds of the College are deposited in board-designated official depositories and are required to be collateralized in accordance with *North Carolina General Statute* 115D-58.7. Official depositories may be established with any bank or savings and loan association whose principal office is located in North Carolina. Also, the College may establish time deposit accounts, money market accounts, and certificates of deposit. The amount shown on the Statement of Net Assets as cash and cash equivalents includes cash on hand totaling \$528.00, and deposits in private financial institutions with a carrying value of \$0.00 and a bank balance of \$165,954.35.

The North Carolina Administrative Code (20 NCAC 7) requires all depositories to collateralize public deposits in excess of federal depository insurance coverage by using one of two methods, dedicated or pooled. Under the dedicated method, a separate escrow account is established by each depository in the name of each local governmental unit and the responsibility of monitoring collateralization rests with the local unit. Under the pooling method, each depository establishes an escrow account in the name of the State Treasurer to secure all of its public deposits. This method shifts the monitoring responsibility from the local unit to the State Treasurer.

Custodial credit risk is the risk that in the event of a bank failure, the College's deposits may not be returned to it. As of June 30, 2006, the College's bank balance in excess of federal depository insurance coverage was covered under the pooling method.

The College is authorized to invest idle funds as provided by G.S. 115D-58.6. In accordance with this statute, the College and the Board of Trustees manage investments to ensure they can be converted into cash when needed.

Generally, funds belonging to the College may be invested in the form of investments pursuant to G.S. 159-30(c), as follows: a commingled investment pool established and administered by the State Treasurer pursuant to G.S. 147-69.3, obligations of or fully guaranteed by the United States; obligations of the State of North Carolina; bonds and notes of any North Carolina local government or public authority; obligations of certain nonguaranteed federal agencies; prime quality commercial paper bearing specified ratings and banker's acceptances; The North Carolina Capital Management Trust, an SEC registered mutual fund; repurchase agreements; and evidences of ownership of, or fractional undivided interests in, future interest and principal payments on either direct obligations of or fully guaranteed by the United States government, which are held by a specified bank or trust company or any state in the capacity.

At June 30, 2006, the amount shown on the Statement of Net Assets as cash and cash equivalents includes \$1,679,546.32 which represents the College's equity position in the State Treasurer's Short-Term Investment Fund. The Short-Term Investment Fund (a portfolio within the State Treasurer's Investment Pool, an external investment pool that is not registered with the Securities and Exchange Commission and does not have a credit rating) had a weighted average maturity of 1.18 years as of June 30, 2006. Assets and shares of the Short-Term Investment Fund are valued at amortized cost, which approximates fair value. Deposit and investment risks associated with the State Treasurer's Investment Pool (which includes the State Treasurer's Short-Term Investment Fund) are included in the State of North Carolina's Comprehensive Annual Financial Report. An electronic version of this report is available by accessing the North Carolina Office of the State Controller's Internet home page http://www.ncosc.net/ and clicking on "Financial Reports", or by calling the State Controller's Financial Reporting Section at (919) 981-5454.

NOTE 3 - DONOR RESTRICTED ENDOWMENTS

The College's endowment assets are pooled with State agencies and similar institutions in short-term investments with the State Treasurer's Cash and Investment Pool and are reported as restricted cash and cash equivalents – noncurrent on the accompanying financial statements. If a donor has not provided specific instructions, State law permits the Board of Trustees to authorize for expenditure the net appreciation, realized and unrealized, of the assets of the endowment funds. Annual payouts from the College's endowment funds are based on an adopted spending policy, which limits spending to 100% of the interest earnings unless the donor has stipulated otherwise. At June 30, 2006, net appreciation of \$775.36 was available to be spent, all of which was restricted to specific purposes.

NOTE 4 - RECEIVABLES

Receivables at June 30, 2006, were as follows:

		Amount
Current Receivables:		
Students	\$	23,259.35
Accounts		21,962.69
Intergovernmental		24,120.69
Total Current Receivables	_\$	69,342.73

NOTE 5 - CAPITAL ASSETS

A summary of changes in the capital assets for the year ended June 30, 2006, is presented as follows:

	Balance July 1, 2005	Increases	Decreases	Balance June 30, 2006
Capital Assets, Nondepreciable: Land Art, Literature, and Artifacts	\$ 100,000.00 9,500.00	\$ 0.00	\$ 0.00	\$ 100,000.00 9,500.00
Total Capital Assets, Nondepreciable	109,500.00			109,500.00
Capital Assets, Depreciable: Buildings Machinery and Equipment General Infrastructure	6,862,137.83 1,406,745.68 1,048,055.65	169,357.82	81,770.95	6,862,137.83 1,494,332.55 1,048,055.65
Total Capital Assets, Depreciable	9,316,939.16	169,357.82	81,770.95	9,404,526.03
Less Accumulated Depreciation: Buildings Machinery and Equipment General Infrastructure	3,811,405.74 1,220,163.59 193,683.17	169,753.44 102,797.42 23,135.88		3,981,159.18 1,322,961.01 216,819.05
Total Accumulated Depreciation	5,225,252.50	295,686.74		5,520,939.24
Total Capital Assets, Depreciable, Net	4,091,686.66	(126,328.92)	81,770.95	3,883,586.79
Capital Assets, Net	\$ 4,201,186.66	\$ (126,328.92)	\$ 81,770.95	\$ 3,993,086.79

NOTE 6 - ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

Accounts payable and accrued liabilities at June 30, 2006, were as follows:

	Amount
Accounts Payable Accrued Payroll Intergovernmental Payables Other	\$ 3,837.18 109,622.67 22.24 6,460.81
Total Accounts Payable and Accrued Liabilities	\$ 119,942.90

NOTE 7 - LONG-TERM LIABILITIES

A summary of changes in the long-term liabilities is presented as follows:

	Balance July 1, 2005	 Additions	 Reductions	<u>J</u>	Balance June 30, 2006	_	Current Portion
Compensated Absences	\$ 220,750.83	\$ 307,832.77	\$ 135,910.99	\$	392,672.61	\$	132,880.41

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 8 - OPERATING LEASE OBLIGATIONS

Future minimum lease payments under noncancelable operating leases consist of the following at June 30, 2006:

Fiscal Year	Amount				
2007 2008	\$	29,820.00 7,455.00			
Total Minimum Lease Payments	\$	37,275.00			

Rental expense for all operating leases during the year was \$29,820.00.

NOTE 9 - REVENUES

A summary of eliminations and allowances by revenue classification is presented as follows:

	 Gross Revenues		Less Scholarship Discounts	Net Revenues			
Operating Revenues:							
Student Tuition and Fees	\$ 815,893.54	\$	610,947.15	\$	204,946.39		
Sales and Services: Sales and Services of Auxiliary Enterprises:							
Dining Bookstore	\$ 58,361.91 451,891.63	\$	0.00 29.971.27	\$	58,361.91 421,920.36		
Other	 45,031.80	_	29,971.27	_	45,031.80		
Total Sales and Services	\$ 555,285.34	\$	29,971.27	\$	525,314.07		

NOTE 10 - OPERATING EXPENSES BY FUNCTION

The College's operating expenses by functional classification are presented as follows:

		Personal Services		Supplies and Materials	_	Services		Scholarships and Fellowships		Utilities		Depreciation	_	Total
Instruction	\$	2,526,912.85	\$	953,915.85	\$	289,204.93	\$	0.00	\$	0.00	\$	0.00	\$	3,770,033.63
Public Service		63,815.82				14,345.37								78,161.19
Academic Support		668,009.09		361.31		184,131.52								852,501.92
Student Services		267,688.03		12,806.33		26,417.31								306,911.67
Institutional Support		1,065,658.98		126,476.49		439,646.81								1,631,782.28
Operations and Maintenance of Plant		298,568.10		60,167.23		296,340.65				258,271.01				913,346.99
Student Financial Aid								1,130,846.57						1,130,846.57
Auxiliary Enterprises		77,371.02		493,145.87		37,028.67								607,545.56
Depreciation	_		_		_		_		_		_	295,686.74	_	295,686.74
Total Operating Expenses	\$	4,968,023.89	\$	1,646,873.08	\$	1,287,115.26	\$	1,130,846.57	\$	258,271.01	\$	295,686.74	\$	9,586,816.55

NOTE 11 - PENSION PLANS

A. Retirement Plans – Each permanent full-time employee, as a condition of employment, is a member of the Teachers' and State Employees' Retirement System. The Teachers' and State Employees' Retirement System (System) is a cost sharing multiple-employer defined benefit pension plan administered by the North Carolina State Treasurer.

Benefit and contribution provisions for the Teachers' and State Employees' Retirement System are established by *North Carolina General Statutes* 135-5 and 135-8 and may be amended only by the North Carolina General Assembly. Employer and member contribution rates are set each year by the North Carolina General Assembly based on annual actuarial valuations. For the year ended June 30, 2006, these rates were set at 2.34% of covered payroll for employers and 6% of covered payroll for members.

For the year ended June 30, 2006, the College had a total payroll of \$3,954,186.27, of which \$2,789,336.26 was covered under the Teachers' and State Employees' Retirement System. Total employee and employer contributions for pension benefits for the year were \$167,360.18 and \$65,270.47, respectively. The College made 100% of its annual required contributions for the years ended June 30, 2006, 2005, and 2004, which were \$65,270.47, \$63,257.48, and \$6,589.99, respectively.

The Teachers' and State Employees' Retirement System's financial information is included in the State of North Carolina's *Comprehensive Annual Financial Report*. An electronic version of this report is available by accessing the North Carolina Office of the State Controller's Internet

home page http://www.osc.state.nc.us/ and clicking on "Financial Reports," or by calling the State Controller's Financial Reporting Section at (919) 981-5454.

B. Supplemental Retirement Income Plans - IRC Section 401(k) Plan – All members of the Teachers' and State Employees' Retirement System are eligible to enroll in the Supplemental Retirement Income Plan, a defined contribution plan, created under Internal Revenue Code Section 401(k). All costs of administering the Plan are the responsibility of the Plan participants. The voluntary contributions by employees amounted to \$53,195.00 for the year ended June 30, 2006.

IRC Section 403(b) and 403(b)(7) Plans – Eligible College employees can participate in tax sheltered annuity plans created under Internal Revenue Code Sections 403(b) and 403(b)(7). The employee's eligible contributions, made through salary reduction agreements, are exempt from federal and State income taxes until the annuity is received or the contributions are withdrawn. These plans are exclusively for employees of colleges and certain charitable and other nonprofit institutions. All costs of administering and funding these plans are the responsibility of the Plan participants. No costs are incurred by the College. The voluntary contributions by employees amounted to \$12,240.00 for the year ended June 30, 2006.

NOTE 12 - OTHER POSTEMPLOYMENT BENEFITS

Health Care for Long-Term Disability Beneficiaries and Retirees – The College participates in State-administered programs which provide postemployment health insurance to eligible former employees. Eligible former employees include long-term disability beneficiaries of the Disability Income Plan of North Carolina and retirees of the Teachers' and State Employees' Retirement System. These benefits were established by Chapter 135, Article 3, Part 3, of the General Statutes and may be amended only by the North Carolina General Assembly. Funding for the health care benefit for long-term disability beneficiaries and retirees is financed on a pay-as-you-go basis. The College contributed 3.8% of the covered payroll under the Teachers' and State Employees' Retirement System for these health care benefits. For the fiscal year ended June 30, 2006, the College's total contribution to the Plan was \$105,994.78. The College assumes no liability for retiree health care benefits provided by the programs other than its required contribution. Additional detailed information about these programs can be located in the State of North Carolina's Comprehensive Annual Financial Report.

B. Long-Term Disability – The College participates in the Disability Income Plan of North Carolina (DIPNC). Established by Chapter 135, Article 6, of the General Statutes, DIPNC provides short-term and long-term disability benefits to eligible members of the Teachers' and State Employees' Retirement System. Long-term disability income benefits are advance funded on an actuarially determined basis using the one-year term cost method. The College contributes .52% of covered payroll under the Teachers' and State Employees' Retirement System to the DIPNC. For the year ended June 30, 2006, the College's total contribution to the DIPNC was \$14,504.55. The College assumes no liability for long-term disability benefits under the Plan other than its contribution. Additional detailed information about the DIPNC is disclosed in the State of North Carolina's *Comprehensive Annual Financial Report*.

NOTE 13 - RISK MANAGEMENT

The College is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters. These exposures to loss are handled via a combination of methods, and can include participation in State-administered insurance programs, purchase of commercial insurance, and self-retention of certain risks. There have been no significant reductions in insurance coverage from the previous year and settled claims have not exceeded coverage in any of the past three fiscal years.

Tort claims of up to \$500,000 are self-insured under the authority of the State Tort Claims Act. In addition, the State provides excess public officers' and employees' liability insurance up to \$5,000,000 via contract with a private insurance company. The premium, based on a composite rate, is paid by the North Carolina Community College System Office directly to the private insurer.

Fire and other property losses are covered by the Public School Insurance Fund, a State-administered public entity risk pool. This fund is financed by premiums and interest and incurs a \$10 million self-insured deductible per occurrence. Reinsurance is purchased by the fund to cover catastrophic events in excess of the \$10 million deductible. There have been no significant reductions in insurance coverage from the previous year and settled claims have not exceeded coverage in any of the past three fiscal years.

NOTES TO THE FINANCIAL STATEMENTS (CONCLUDED)

State-owned vehicles used for instructional purposes are covered by liability insurance handled by the State Department of Insurance. Liability insurance for other College-owned vehicles is covered by contracts with private insurance companies.

The College is protected for losses from employee dishonesty and computer fraud for employees paid in whole or in part from State funds. The blanket honesty bond is with a private insurance company and is handled by the North Carolina Department of Insurance with coverage of \$5,000,000 per occurrence and a \$50,000 deductible. The College is not protected from employee dishonesty and computer fraud for employees paid entirely from county and institutional funds.

Employees and retirees are provided health care coverage by the Comprehensive Major Medical Plan (Plan), a component unit of the State. The Plan is funded by employer and employee contributions and is administered by a third-party contractor.

The State Board of Community Colleges makes the necessary arrangements to carry out the provisions of the Workers' Compensation Act which are applicable to employees whose wages are paid in whole or in part from State funds. The College purchases workers' compensation insurance for employees whose salaries or wages are paid by the Board entirely from county or institutional funds.

Term life insurance of \$25,000 to \$50,000 is provided to eligible workers. This self-insured death benefit program is administered by the State Treasurer and funded via employer contributions. The employer contribution rate was .16% for the current fiscal year.

Additional details on the State-administered risk management programs are disclosed in the State's *Comprehensive Annual Financial Report*, issued by the Office of the State Controller.

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Office of the State Auditor



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INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

Board of Trustees Martin Community College Williamston, North Carolina

We have audited the financial statements of Martin Community College, a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2006, which collectively comprise the College's basic financial statements and have issued our report thereon dated April 27, 2007.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Other auditors audited the financial statements of the discretely presented component unit, as described in our report on the College's financial statements. The financial statements of the discretely presented component unit were not audited in accordance with *Government Auditing Standards*.

Internal Control Over Financial Reporting

In planning and performing our audit, we considered the College's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide an opinion on the internal control over financial reporting. However, we noted certain matters involving the internal control over financial reporting and its operation that we consider to be reportable conditions. Reportable conditions involve matters coming to our attention relating to significant deficiencies in the design or operation of the internal control over financial reporting that, in our judgment, could adversely affect the College's ability to record, process, summarize, and report financial data consistent with the assertions of management in the financial statements. Reportable conditions are described in the Audit Findings and Recommendations section of this report.

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS (CONCLUDED)

Finding

- 1. Weak Internal Controls Over Machinery and Equipment
- 2. Access Rights Inconsistent with Adequate Segregation of Duties and Inadequate Management Oversight

A material weakness is a reportable condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that misstatements caused by error or fraud in amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. Our consideration of the internal control over financial reporting would not necessarily disclose all matters in the internal control that might be reportable conditions and, accordingly, would not necessarily disclose all reportable conditions that are also considered to be material weaknesses. However, we believe none of the reportable conditions described above is a material weakness.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the College's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests, which are reported in the Audit Findings and Recommendations section of this report, disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*. We also noted a certain additional matter that we have reported to management of the College in a separate letter dated May 8, 2007.

This report is intended solely for the information and use of the Board of Trustees, the State Board of Community Colleges, management of the College, the Governor, the State Controller, and the General Assembly, and is not intended to be and should not be used by anyone other than these specified parties.

Leslie W. Merritt, Jr., CPA, CFP

Leslie W. Merritt, Jr.

State Auditor

April 27, 2007

AUDIT FINDINGS AND RECOMMENDATIONS

Matters Related to Financial Reporting

The following findings were identified during the current audit and describe conditions that represent significant deficiencies in internal control or noncompliance with laws, regulations, contracts, grant agreements or other matters. These findings were also reported in the prior year.

1. WEAK INTERNAL CONTROLS OVER MACHINERY AND EQUIPMENT

Internal controls over machinery and equipment are insufficient to prevent errors and safeguard assets. During our audit we noted the following:

- Responsibilities for machinery and equipment are not properly segregated. The Staff
 Accountant who has access to the general ledger oversees the annual inventory
 process, adds and removes assets from the accounting information system, disposes
 of assets, and tags equipment. Management only approves equipment and machinery
 requisitions. During our audit, there was no management review and approval of
 any adjustments/journal entries to capital assets.
- The College did not perform a physical inventory of equipment at June 30, 2006, nor prepare a reconciliation between the subsidiary for equipment and the general ledger. In addition, the College's internal equipment audit disclosed 380 items totaling \$779,232.39 missing because items were not properly tagged or their location improperly documented.

Good internal controls require management to establish and maintain effective custodial accountability procedures, adequate security over assets, and adequate segregation of duties.

Recommendation: We recommend the College strengthen internal controls including the proper segregation of duties, enhance management oversight and implement policies and procedures to enhance accountability, ensure accurate reporting and the safeguarding of assets.

College's Response: The College agrees with the finding and recommendation. The College is in the process of strengthening internal controls and developing policies and procedures to improve its accountability for reporting and safeguarding of assets. Management has already implemented procedures that address proper segregation of duties and asset safeguarding/custodial accountability. Going forward, physical inventories will be conducted on an annual basis and reconciliations between the subsidiary ledger and general ledger will be performed and reviewed by management.

AUDIT FINDINGS AND RECOMMENDATIONS (CONCLUDED)

2. Access Rights Inconsistent with Adequate Segregation of Duties and Inadequate Management Oversight

The College has granted access rights inconsistent with adequate segregation of duties in the following areas:

- The Accounts Payable Clerk could create vendor address files, alter approved requisitioned dollars to agree with vendor invoices regardless of the amount without management approval, process vouchers, print checks (access to blank check stock), and mail checks. Management did not review any vendor exception reports, which would indicate changes to the vendor file. No one outside Accounts Payable reviewed voucher packets against printed checks prior to their release. Nothing precluded the Accounts Payable Clerk from concealing payments for personal purchases and/or manipulating the vendor files.
- The Payroll Clerk also had the access rights of a Human Resource Director. She could enter employees into the payroll system and alter their pay. Management did not review any payroll exception reports that would have indicated any new employees or changes made to payroll. Because the Payroll Clerk had these access rights, she could establish fictitious employees and/or alter their pay without it being detected.

Recommendation: We acknowledge that the College implemented and enhanced internal controls effective March 2006, by removing the Accounts Payable Clerk's access to the vendor file and blank check stock as well as reviewing all voucher packets against checks prior to their disbursement. Management should continue to strengthen internal controls by either eliminating the Payroll Clerk's access to the Human Resource Director's functions or review daily the payroll exception reports for changes made to the payroll and personnel files.

College's Response: The College agrees with the finding and recommendation. As noted in the recommendation, the College has improved internal controls surrounding the Accounts Payable Clerk's access and increased management oversight by reviewing all voucher packets and checks prior to disbursement. Management is in the process of strengthening internal controls associated with the payroll function including management review and approval of payroll vouchers.

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