
**Louisiana State Board of
Social Work Examiners**

Agreed-Upon Procedures

June 30, 2021

Louisiana State Board of Social Work Examiners

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Independent Accountant's Report On Applying Agreed-Upon Procedures

To Management of
Louisiana State Board of Social Work Examiners
Baton Rouge, Louisiana

We have performed the procedures enumerated below, solely to assist the users in assessing certain controls and in evaluating management's assertions about the Louisiana State Board of Social Work Examiners (the "Board") compliance with certain laws and regulations for the fiscal year ended June 30, 2021. The Board's management is responsible for its financial records, establishing internal controls over financial reporting, and compliance with applicable laws and regulations.

The Board and the Louisiana Legislative Auditor have agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the engagement. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures and associated findings are as follows:

Written Policies and Procedures

1. Obtain and inspect the entity's written policies and procedures and observe that they address each of the following categories and subcategories, as applicable:
 - a) **Budgeting**, including preparing, adopting, monitoring, and amending the budget.
 - b) **Purchasing**, including (1) how purchases are initiated; (2) how vendors are added to the vendor list; (3) the preparation and approval process of purchase requisitions and purchase orders; (4) controls to ensure compliance with the public bid law; and (5) documentation required to be maintained for all bids and price quotes.
 - c) **Disbursements**, including processing, reviewing, and approving.
 - d) **Receipts/Collections**, including receiving, recording, and preparing deposits. Also, policies and procedures should include management's actions to determine the completeness of all collections for each type of revenue (e.g. periodic confirmation with outside parties, reconciliation of receipt number sequences, reasonableness of cash collections based on licenses issued).
 - e) **Payroll/Personnel**, including (1) payroll processing, and (2) reviewing and approving time and attendance records, including leave and overtime worked.

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- f) **Contracting**, including (1) types of services requiring written contracts, (2) standard terms and conditions, (3) legal review, (4) approval process, and (5) monitoring process.
 - g) **Credit Cards (and debit cards, fuel cards, P-Cards, if applicable)**, including (1) how cards are to be controlled, (2) allowable business uses, (3) documentation requirements, (4) required approvers of statements, and (5) monitoring card usage (e.g., determining the reasonableness of fuel card purchases).
 - h) **Travel and expense reimbursement**, including (1) allowable expenses, (2) dollar thresholds by category of expense, (3) documentation requirements, (4) time-frame in which requests must be submitted and (5) required approvers.
 - i) **Ethics**, including (1) the prohibitions as defined in Louisiana Revised Statute 42:1111-1121, (2) actions to be taken if an ethics violation takes place, (3) system to monitor possible ethics violations, and (4) requirement that all employees annually attest through signature verification that they have read the entity's ethics policy.
 - j) **Debt Service**, including (1) debt issuance approval, (2) continuing disclosure/EMMA reporting requirements, (3) debt reserve requirements, and (4) debt service requirements.
 - k) **Disaster Recovery/Business Continuity**, including (1) identification of critical data and frequency of data backups, (2) storage of backups in a separate physical location isolated from the network, (3) periodic testing/verification that backups can be restored, (4) use of antivirus software on all systems, (5) timely application of all available system and software patches/updates, and (6) identification of personnel, processes, and tools needed to recover operations after a critical event.

Results

We obtained the Board's policies and procedures from management. The Board's written policies and procedures do not include a subcategory for disaster recovery/business continuity.

Annual Fiscal Report (AFR)

2. Obtain the financial statements from the AFR submitted to the Division of Administration's (DOA) Office of Statewide Reporting and Accounting Policy for the current and prior periods. Perform analytical procedures comparing current and prior period amounts, by line item. Report any variances of 10% or greater for line items that are 10% or more of the respective total assets/deferred outflows of resources, liabilities/deferred inflows of resources, net position, revenues, or expenses, and management's explanation of the variance.

Results

Variances of 10% or greater were noted in the following AFR line items: The Board incurred a 208% decrease in unrestricted net position and a 133% increase in administrative expenses. Management's explanation has been received and reported within management's response and corrective action plan.

Board Meetings/Minutes

3. Obtain and inspect the board minutes for the fiscal period, as well as the Board's enabling legislation, charter, bylaws, or equivalent document in effect during the fiscal period, and:
 - a) Observe that the board met with a quorum at least monthly, or on a frequency in accordance with the Board's enabling legislation, charter, bylaws, or other equivalent document.
 - b) Observe that the minutes referenced or included monthly budget-to-actual comparisons.
 - c) Access the entity's online information included in the DOA's boards and commissions database (<https://www.cfprd.doa.louisiana.gov/boardsandcommissions/home.cfm>) and observe that the entity submitted board meeting minutes for all meetings during the fiscal period.

Results

We obtained the Board's minutes of meetings for the fiscal year as well as the Board's enabling legislation. The board members met at least semiannually in accordance with their enabling legislation. The Board meeting minutes were uploaded to the DOA's boards and commissions database. However, the Board's meeting minutes do not reference or include budget-to-actual comparisons.

Bank Reconciliations

4. Obtain a listing of bank accounts for the fiscal period from management and management's representation that the listing is complete. For each of the bank accounts in the listing provided by management, obtain bank statements and reconciliations for all months in the fiscal period and observe that:
 - a) Bank reconciliations include evidence that they were prepared within 2 months of the related statement closing date (e.g., initialed and dated, electronically logged);
 - b) Bank reconciliations include evidence that a member of management/board member who does not handle cash, post ledgers, or issue checks has reviewed each bank reconciliation (e.g., initialed and dated, electronically logged); and
 - c) Management has documentation reflecting that it has researched reconciling items that have been outstanding for more than 6 months from the statement closing date; and
 - d) The reconciled balance for the final month of the fiscal period agrees to the general ledger.

Results

We obtained a listing of bank accounts and obtained management's representations that the listing is complete. We examined bank statements and reconciliations by month for the period of July 2020 – June 2021. There were no reconciling items that have been outstanding for more than 6 months at year end. A member of management or a board member reviewed each bank reconciliation during the fiscal year. The reconciled balance at June 30, 2021 agrees to the general ledger. Two of the twelve bank reconciliations were not prepared within 2 months of the statement closing date.

Receipts/Collections

5. Obtain and inspect written policies and procedures relating to employees job duties (if no written policies or procedures, inquire of employees about their job duties), and observe that job duties for collections are properly segregated such that:
 - a) Each employee responsible for collecting cash is not responsible for preparing/making bank deposits, unless another employee/official is responsible for reconciling collection documentation (e.g. pre-numbered receipts or license applications received) to the deposit.
 - b) Each employee responsible for collecting cash is not responsible for posting collection entries to the general ledger or subsidiary ledgers, unless another employee/official is responsible for reconciling ledger postings to each other and to the deposit.
 - c) The employee(s) responsible for reconciling cash collections to the general ledger and/or subsidiary ledgers, by revenue source are not responsible for collecting cash, unless another employee verifies the reconciliation.

Results

We reviewed the Board's policy relating to receipts/collections. The majority of the Board's collections are submitted online. Any payments received by mail or on-site are locked in the Administrator's desk until deposited. To mitigate the risks associated with the lack of segregation of duties, a contracted CPA completes the bank reconciliations, and the Board reviews bank reconciliations and other financial reports.

6. Inquire of management that all employees who have access to cash are covered by a bond or insurance policy for theft.

Results

The Board does accept cash collections for license applications, renewals and other payments. Employees who handle cash are covered by an insurance policy for theft/crime per the Office of Risk Management.

7. Randomly select 5 deposit dates for each of the bank accounts (select the next deposit date chronologically if no deposits were made on the dates randomly selected and randomly select a deposit if multiple deposits are made on the same day). *Alternately, the practitioner may use a source document other than bank statements when selecting the deposit dates for testing, such as a cash collection log, daily revenue report, receipt book, etc.* Obtain supporting documentation for each of the 5 deposits for each bank account and:
 - a) Trace sequentially pre-numbered receipts, system reports, and other related collection documentation to the deposit slip.
 - b) Trace the deposit slip total to the actual deposit per the bank statement.
 - c) Observe that the deposit was made within one business day of receipt at the collection location (within one week if the depository is more than 10 miles from the collection location or the deposit is less than \$100).
 - d) Trace the actual deposit per the bank statement to the general ledger.

Results

The majority of the Board's deposits for license applications and renewals are completed online. The revenue is directly deposited into the Board's cash account daily. The five receipts selected for testing included supporting documentation adequate based upon the size of the entity.

8. Obtain and inspect written policies and procedures (if no written policies and procedures, inquire to management) and observe that there is a process performed to determine completeness of all collections, including electronic transfers, for each revenue source (e.g. periodic confirmation with outside parties, reconciliation of receipt number sequences, reasonableness of cash collections based on licenses issued) by a person who is not responsible for collections.

Results

The Board has a process defined to determine the completeness of collections. The executive director is responsible for reconciling the revenue log, collections, and making deposits.

9. For licensing boards, obtain a list of initial and renewal licenses granted during the period from management and management's representation that the listing is complete. Randomly select 10 individual applicants from the listing and obtain the supporting documentation (e.g. application, copy of check) from management and:

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- a) Observe that the fee paid for license was the appropriate fee based on the applicable fee schedule established by the Board or statute.
 - b) If a penalty was assessed (e.g. late fee), observe that the penalty was assessed and collected in accordance with the Board's policies.

Results

The application fees selected for testing are in agreement with the fee schedule established by the Board. No penalties were assessed on the licenses selected for testing. No exceptions noted.

- 10. For levee districts, obtain independent confirmation of the tax amounts received from the appropriate parish Sheriff's offices. Observe that the confirmed amount agrees to the amount deposited by levee district.

Results

Not applicable.

Non-Payroll Disbursements (*excluding card purchases/payments, travel reimbursements, and petty cash purchases*)

- 11. Obtain a listing of those employees involved with non-payroll purchasing and payment functions. Obtain written policies and procedures relating to employee job duties (if the agency has no written policies and procedures, inquire of employees about their job duties), and observe that job duties are properly segregated such that:
 - a) At least two employees are involved in initiating a purchase request, approving a purchase, and placing an order/making the purchase.
 - b) At least two employees are involved in processing and approving payments to vendors.
 - c) The employee responsible for processing payments is prohibited from adding/modifying vendor files, unless another employee is responsible for periodically reviewing changes to vendor files.
 - d) Either the employee/official responsible for signing checks mails the payment or gives the signed checks to an employee to mail who is not responsible for processing payments.

Results

No exceptions noted.

- 12. Obtain the entity's non-payroll disbursement transaction population (excluding cards and travel reimbursements which are addressed in separate sections below) and obtain management's representation that the population is complete. Randomly select 5 disbursements, obtain supporting documentation (e.g. purchase requisition, invoices, receipts, receiving slips) for each transaction and:
 - a) Observe that the disbursement matched the related original invoice/billing statement.
 - b) Observe that the disbursement documentation included evidence (e.g., initial/date, electronic logging) of segregation of duties tested under #11, as applicable.

Results

The selected expenses were supported by an original itemized receipt/invoice. However, the five selected invoices did not include evidence of approval.

Credit Cards/Debit Cards/Fuel Cards/P-Cards

13. Obtain from management a listing of all active credit cards, bank debit cards, fuel cards, and P-cards (cards) for the fiscal period, including the card numbers and the names of the persons who maintained possession of the cards. Obtain management's representation that the listing is complete. Randomly select 2 monthly statements or combined statements for each card (for a debit card, randomly select 2 monthly bank statements), obtain supporting documentation, and:
- a) Observe that there is evidence that the monthly statement or combined statement and supporting documentation (e.g., original receipts for credit/debit card purchases, exception reports for excessive fuel card usage) was reviewed and approved, in writing, by someone other than the authorized card holder.
 - b) Observe that finance charges and late fees were not assessed on the selected statements.

Results

The monthly credit card statements were reviewed and properly approved. There were no finance charges or late fees assessed on the selected statements.

14. Obtain supporting documentation for all transactions included on the monthly statements or combined statements selected in #13 above. For each transaction, observe that it is supported by (1) an original itemized receipt that identifies precisely what was purchased, (2) written documentation of the business/public purpose, and (3) documentation of the individuals participating in meals (for meal charges only). For missing receipts, the practitioner should describe the nature of the transaction and note whether management had a compensating control to address missing receipts, such as a "missing receipt statement" that is subject to increased scrutiny.

Results

The selected credit card statements included itemized receipts for each transaction.

Travel and Travel-Related Expense Reimbursements (*excluding card transactions*)

15. Obtain from management a listing of all travel and travel-related expense reimbursements paid to employees and board members during the fiscal period and management's representation that the listing or general ledger is complete. Randomly select 5 reimbursements, obtain the related expense reimbursement forms/prepaid expense documentation of each selected reimbursement, as well as the supporting documentation. For each of the 5 reimbursements selected:
- a) If reimbursed using a per diem, agree the reimbursement rate to those rates established either by the State of Louisiana in PPM49 (<https://www.doa.la.gov/pages/osp/travel/TravelPolicy.aspx>) or the U.S. General Services Administration (www.gsa.gov).
 - b) If reimbursed using actual costs, observe that the reimbursement is supported by an original itemized receipt that identifies precisely what was purchased.
 - c) Observe that each reimbursement is supported by documentation of the business/public purpose (for meal charges, observe that the documentation includes the names of those individuals participating) and other documentation required by written policy (procedure #1h).
 - d) Observe that each reimbursement was reviewed and approved, in writing, by someone other than the person receiving reimbursement.

Results

We reviewed support for the travel reimbursements without exception.

Contracts

16. Obtain from management a listing of all agreements/contracts for professional services, materials and supplies, leases, and construction activities that were initiated or renewed during the fiscal period. Alternately, the practitioner may use an equivalent selection source, such as an active vendor list. Obtain management's representation that the listing is complete. Randomly select 5 contracts (or all contracts if less than 5) from the listing, excluding the practitioner's contract, and:
- a) Observe that the contract was bid in accordance with the Louisiana Procurement Code or the Louisiana Public Bid Law (e.g., solicited quotes or bids, advertised), if required by law.
 - b) Observe that the contract was approved by the governing body/board, if required by policy.
 - c) If the contract was amended (e.g. change order), observe that the original contract terms provided for such an amendment.
 - d) Randomly select one payment from the fiscal period for each of the 5 contracts, obtain the supporting invoice, agree the invoice to the contract terms, and observe that the invoice and related payment agreed to the terms and conditions of the contract.

Results

Contracts selected for testing were approved by the governing board. There were no contract amendments for the contracts selected for testing. The selected payments were supported by original itemized invoice and agreed to the terms of the related contract.

Payroll and Personnel

17. Obtain a listing of employees employed during the fiscal period, and management's representation that the listing is complete. Randomly select 5 employees (or select all employees if less than 5), obtain related paid salaries and personnel files, and agree paid salaries to authorized salaries/pay rates in the personnel files.

Results

The selected employees' payments were in accordance with the terms and conditions of their respective pay rate structure. No exceptions noted.

18. Randomly select 2 pay periods during the fiscal period. For the 5 employees/officials selected under #17 above, obtain attendance records and leave documentation for the pay period, and:
- a) Observe that all selected employees/officials documented their daily attendance and leave (e.g., vacation, sick, compensatory).
 - b) Observe that supervisors approved the attendance and leave of the selected employees.
 - c) Observe that any leave accrued or taken during the pay period is reflected in the entity's cumulative leave records.

Results

We selected 2 pay periods during the fiscal year and observed that all daily attendance was documented and attendance records were approved. We observed that leave accrued or taken during the pay periods were reflected in the cumulative leave records.

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19. Obtain a listing of those employees/officials that received termination payments during the fiscal period and management's representation that the list is complete. Randomly select 2 employees, obtain related documentation of the hours and pay rates used in management's termination payment calculations, agree the hours to the employees' cumulative leave records, and agree the pay rates to the employees' authorized pay rates in the employees' personnel files.

Results

One employee terminated during the fiscal year. We reviewed support for the termination payment calculations without exception.

20. Obtain management's representation that employer and employee portions of payroll taxes, retirement contributions, health insurance premiums, and workers' compensation premiums have been paid, and associated forms have been filed, by required deadlines.

Results

No exceptions noted.

Ethics

21. Using the 5 randomly selected employees from procedure #17 under "Payroll and Personnel" above, obtain ethics documentation from management, and:
- a) Observe that the documentation demonstrates each employee completed one hour of ethics training during the fiscal period.
 - b) Observe that the documentation demonstrates each employee attested through signature verification that he or she has read the entity's ethics policy during the fiscal period.

Results

One employee did not complete the required annual ethics training.

22. Obtain a listing of board members from management. Randomly select 5 board members and observe documentation to demonstrate that required annual ethics training was completed.

Results

One board member did not complete the required annual ethics training.

Budget

23. Obtain a copy of the legally adopted budget, including all amendments, and the Board's minutes. Observe the minutes contain approval of the budget and amendments.
24. Compare the total revenues and total expenditures of the final budget to actual total revenues and total expenditures on the financial statements or AFR. Report variances of 10% or greater.
25. Inquire of management whether the entity has updated its budget information in the DOA's boards and commissions database referred to in #3 above for the current fiscal period (i.e. period covered in these procedures). Access the online database and obtain the budget information for the current fiscal

period. Observe that the budget information contained in the database agrees to the budget adopted by the entity's board.

Results

The June 30, 2021 budget was approved and adopted by the board members and is properly documented within the minutes of meetings. The budget contained on the DOA's boards and commissions database agreed to the budget adopted by the Board. Expenditures were under budget by 14% and the Board did not amend the budget.

Debt Service

26. Obtain a listing of bonds/notes issued during the fiscal period and management's representation that the listing is complete. Select all bonds/notes on the listing, obtain supporting documentation, and observe that State Bond Commission approval was obtained for each bond/note issued.
27. Obtain a listing of bonds/notes outstanding at the end of the fiscal period and management's representation that the listing is complete. Randomly select one bond/note, inspect debt covenants, obtain supporting documentation for the reserve balance and payments, and agree actual reserve balances and payments to those required by debt covenants (including contingency funds, short-lived asset funds, or other funds required by the debt covenants).

Results

Not applicable. The Board did not issue or enter into any new debt agreements during the year ended June 30, 2021.

Sexual Harassment

28. Obtain and inspect the entity's written sexual harassment policies and procedures and observe that they address all requirements of R.S. 42:342-344, including agency responsibilities and prohibitions; annual employee training; and annual reporting requirements.
29. Obtain a listing of employees/board members employed during the fiscal period and management's representation that the listing is complete. Randomly select 5 employees/board members, obtain sexual harassment training documentation from management, and observe that the documentation demonstrates each employee/board member completed at least one hour of sexual harassment training during the calendar year.
30. Observe that the entity has posted its sexual harassment policy and complaint procedure on its website (or in a conspicuous location on the entity's premises if the entity does not have a website).
31. Obtain the entity's annual sexual harassment report for the current fiscal period, observe that the report was dated on or before February 1, and observe that it includes the applicable requirements of R.S. 42:344.

Results

We obtained the Board's sexual harassment policy from management. Employees and board members completed one hour of sexual harassment training during the year. We observed that the sexual harassment policy is posted on the Board's website. We obtained the sexual harassment report for 2020 and confirmed the report was dated on or before February 1.

Other

32. Obtain a listing of misappropriations of public funds and assets during the fiscal period and management's representation that the listing is complete. Select all misappropriations on the listing, obtain supporting documentation, and observe that the entity reported the misappropriation(s) to the legislative auditor and the district attorney of the parish in which the entity is domiciled.
33. Observe that the entity has posted on its premises and website, the notice required by R.S. 24:523.1 concerning the reporting of misappropriation, fraud, waste, or abuse of public funds. This notice is available for download or print at www.la.gov/hotline.

Results

Management stated the Board had no misappropriations of public funds or assets. The notice required by R.S. 24:523.1 is posted on the Board's premises. No exceptions noted.

Corrective Action

34. Obtain management's response and corrective action plan for any exceptions noted in the above agreed-upon procedures.

Results

Management's responses and corrective action plan follow this report at page 14.

Exceptions

The exceptions found as a result of applying the agreed-upon procedures are found in the Schedule of Exceptions at page 12.

We were engaged by the Board to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants and applicable standards of Government Auditing Standards. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the control and compliance areas identified in the Statewide Agreed-Upon Procedures. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Board and to meet our ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the use of management of the Louisiana State Board of Social Work Examiners and the Legislative Auditor, State of Louisiana, and is not intended to be and should not be used by anyone other than those specified parties. Under Louisiana Revised Statute 24:513, this report is distributed by the Legislative Auditor as a public document.

Pinell : Martinez, LLC

Covington, Louisiana
September 30, 2022

Louisiana State Board of Social Work Examiners

Schedule of Exceptions

For the Year Ended June 30, 2021

The following is a summary of exceptions noted within the agreed-upon procedures report for the period of July 1, 2020 – June 30, 2021:

Written Policies and Procedures

The Board's written policies and procedures did not include a subcategory for disaster recovery/business continuity.

Annual Fiscal Report

Variances of 10% or greater were noted in the following AFR line items: The Board incurred a 208% decrease in unrestricted net position and a 133% increase in administrative expenses. Management's explanation is noted within management's response and corrective action plan.

Board Meeting/Minutes

The Board's minutes of meetings did not reference or include monthly budget-to-actual comparisons.

Bank Reconciliations

Two of the twelve bank reconciliations for the Capital One Bank checking account were prepared within 2 months of the statement closing date.

Non-Payroll Disbursements

The five disbursements selected for testing did not include evidence of approval. Consequently, we were unable to determine whether or not at least two employees were involved in the purchase / payment process.

Ethics

One employee and one board member did not complete the annual ethics training.

Budget

Comparison of total expenditures of the final budget and actual total expenditures for the June 30, 2021 fiscal year revealed a variance greater than 10%.

Louisiana State Board of Social Work Examiners

Management's Response and Corrective Action Plan

The following is a summary of exceptions noted within the agreed-upon procedures report for the period of July 1, 2019 – June 30, 2020:

Annual Fiscal Report

Variances of 10% or greater were noted in the following AFR line items: Pension related deferred outflows increased by \$73,647; pension liability increased by \$137,264; net position increased by \$360,632; and administrative expenses decreased by \$295,804.

Update: Management adequately addressed the prior year variances within the prior year report.

Receipts/Collections

The entity did not maintain sufficient documentation to support the date of receipt of payments for each deposit examined.

Update: This exception was addressed and corrected by management.

Budget

Budgeted revenues were \$666,052 and actual revenues were \$760,995, a difference of \$94,943 or 14.3%. Budgeted expenditures were \$895,953 and actual expenditures were \$683,468, a difference of \$212,485 or 23.7%.

Update: This exception has not been addressed and is noted again in the current year.



LOUISIANA

STATE BOARD *of* SOCIAL WORK EXAMINERS

September 30, 2022

Pinell & Martinez, LLC
308 S. Tyler Street, Suite 2
Covington, Louisiana 70433

The Louisiana State Board of Social Work Examiners (the "Board") concurs with the summary of exceptions noted within the agreed-upon procedures for the period of July 1, 2020 - June 30, 2021. An outline of corrective measures, where possible due to the size of the Board's staff, is listed below.

Written Policies and Procedures

The Board's written policies and procedures did not include a subcategory for disaster recovery/business continuity.

Response and Corrective Action: The Board will implement a subcategory for disaster recovery/business continuity into the written policies and procedures.

Annual Fiscal Report

Variances of 10% or greater were noted in the following AFR line items: a 208% decrease in unrestricted net position and a 133% increase in administrative expenses.

Response and Corrective Action:

208% decrease in unrestricted net position and 133% increase in administrative expenses: caused by an increase in pension expense resulting from changes in deferred inflows and deferred outflows related to pensions as calculated by LASERS' actuaries.

Board Meeting/Minutes

The Board's minutes of meetings do not reference or include monthly budget-to-actual comparisons.

Response and Corrective Action: going forward, the Board's meetings will begin to include monthly budget-to-actual comparisons and document the comparison and related discussions within the minutes of meetings.

Bank Reconciliations

Two of the twelve bank reconciliations for the Capital One Bank checking account were not prepared within 2 months of the statement closing date.

Response and Corrective Action: going forward, management will ensure that the bank reconciliations are prepared within 2 months of the related statement closing date.

Non-Payroll Disbursements

The five disbursements selected for testing did not include evidence of approval. Consequently, we were unable to determine whether or not at least two employees were involved in the purchase / payment process.

Response and Corrective Action: going forward, the Board will ensure that a board member or member of management reviews and approves each invoice (initial/date) before processing the payment.

Ethics

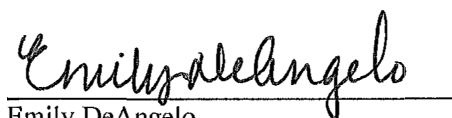
One employee and one board member did not complete the annual ethics training.

Response and Corrective Action: going forward, we will ensure that all employees and board members complete the annual ethics training.

Budget

Comparison of total expenditures of the final budget and actual total expenditures for the June 30, 2021 fiscal year revealed variances greater than 10%.

Response and Corrective Action: going forward, the Board will amend the budget if total revenues and expenditures of the final budget reveal variances greater than 10% compared to the actual revenues and expenditures.

A handwritten signature in black ink, reading "Emily DeAngelo", is written over a horizontal line.

Emily DeAngelo,
Executive Director