Celebrating 10 Years

LUTHER C. SPEIGHT & COMPANY

A Corporation of Certified Public Accountants
and Management Consultants

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JEFFERSON HOUSING FOUNDATION, INC.

FINANCIAL STATEMENTS

TOGETHER WITH

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED DECEMBER 31, 1997

Under provisions of state law, this report is a public document. A copy of the report has been submitted to the audited, or reviewed, entity and other appropriate public officials. The report is available for public inspection at the Baton Rouge office of the Legislative Auditor and, where appropriate, at the office of the parish clerk of court.

Release Date OCT 07 1998

JEFFERSON HOUSING FOUNDATION, INC.
TABLE OF CONTENTS

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Jefferson Housing Foundation, Inc.

We were engaged to audit the accompanying statement of financial position of Jefferson Housing Foundation (a Louisiana nonprofit organization) as of December 31, 1997, and the related statement of activity for the year then ended. These financial statements are the responsibility of the Organization's management.

We were unable to complete our examination of the aforementioned financial statements because of pervasive deficiencies in the accounting system. These deficiencies are detailed in the schedule of findings and questioned costs at pages 7 through 18 in this report. These deficiencies resulted in material misstatements in the aforementioned financial statement. We were unable to satisfy ourselves about the valuation and completeness assertions in connection with the financial statements by means of other auditing procedures.

The Organization declined to present a statement of cash flows for the year ended December 31, 1997. Presentation of such statement summarizing the organization's operating, investing, and financing activities is required by generally accepted accounting principles. Additionally, the supplemental schedule of revenue and expenses by fund is also not presented due to the deficiencies in the accounting system.

Because we were unable to complete our examination of the aforementioned financial statements, and we were unable to apply other auditing procedures regarding the valuation and completeness assertions regarding the financial statements as discussed in the preceding paragraph, the scope of our work was not sufficient to enable us to express, and we do not express, an opinion on the financial statements referred to in the first paragraph.

Luther C. Speight & Co

Luther C. Speight & Company

New Orleans, Louisiana
August 31, 1998

New Orleans Office: 10001 Lake Forest Blvd Suite 404 New Orleans, LA 70127 phone (504) 244-9400 fax (504) 244-8240
Atlanta Office: 400 Colony Square Suite 200 Atlanta, GA 30361 phone (404) 870-9045 fax (404) 870-9005

Jefferson Housing Foundation, Inc.
Statement of Financial Position
As of December 31, 1997

Current Assets	
Cash	$ 17,794
Grant Receivable	16,901
Total Current Assets	34,695
Fixed Assets	
Land and Building	1,154,914
Furniture and Equipment	13,345
Less : Accumulated Deprec.	(47,772)
Fixed Assets (NET)	1,120,487
Investment In Jeff. Place Apts.	316,428
Total Assets	1,471,610
Liabilities and Net Assets	
Liabilities	
Accounts Payable	19,827
Legal Fees Payable	84,689
Deposits - Happy Street	2,000
Payroll Taxes Payable	162,226
Loans Payable	398,799
Total Liabilities	667,541
Net Assets	
Total Net Assets	804,069
Total Liabilities and Net Assets	$ 1,471,610

See The Accompanying Notes To The Financial Statements

Jefferson Housing Foundation, Inc.
Statement of Activity
For the Year Ended December 31, 1997

Revenue	
Grant Revenue	$ 99,122
Contract Revenue	54,113
Donated Assets	1,140,000
Contributions	72,275
Miscellaneous	210,391
Program Fees	1,765
Total Revenue	1,577,666
Expenses	
Salaries	321,582
Professional Fees	236,833
Dues and Subscriptions	1,156
Equipment Rental	3,876
Travel and Entertainment	3,423
Insurance	89,059
Office Supplies	4,122
Construction Expense	50,149
Postage	2,582
Printing and Binding	1,674
Rent	1,191
Depreciation	43,338
Utilities	44,329
Office Expense	22,506
Interest Expense	12,191
Building Supplies	26,437
Miscellaneous Expense	50,719
Permits/Application	3,512
Relocation Expense	28,250
Total Expenses	946,929
Change In Net Assets	630,737
Net Assets, Beginning of Year	173,332
Net Assets, End of Year	$ 804,069

See The Accompanying Notes To The Financial Statements

JEFFERSON HOUSING FOUNDATION, INC.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED, DECEMBER 31, 1997

1. SUMMARY OF SIGNIFICANT ACCOUNTING PRINCIPLES

GENERAL – Jefferson Housing Foundation, Inc. (the Organization) is a non-profit organization which is located at 2418 Westbank Expressway in Harvey, Louisiana. The Organization is in business to provide affordable housing opportunities and stimulate economic development within Jefferson Parish. Their services are designed to empower and enhance the present quality of life for low-to-moderate income families. Jefferson Housing Foundation combines education, counseling, and advocacy to equip its clients to become more prudent and informed housing consumers.

The Organization receives funding from various sources including grant monies (CDBG) funds, contract revenue, and private donations in order to accomplish its objectives.

BASIS OF ACCOUNTING - The financial statements of the Organization are prepared on the accrual basis of accounting. Accordingly, revenue is recorded when earned and expenses are recorded when incurred.

INCOME TAXES - The organization has been determined to be tax exempt under Section 501(c) of the Internal Revenue Code.

REPORT ON COMPLIANCE AND ON INTERNAL CONTROL OVER FINANCIAL REPORTING BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

We have audited the financial statements of the Jefferson Housing Foundation, Inc. (the Organization) as of and for the year ended December 31, 1997, and have issued our report thereon dated August 31, 1998. We conducted our audit in accordance with generally accepted auditing standards and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States.

Compliance

As part of obtaining reasonable assurance about whether Jefferson Housing Foundation's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grants, 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 disclosed no instances of noncompliance that are required to be reported under Government Auditing Standards.

Internal Control Over Financial Reporting

In planning and performing our audit, we considered Jefferson Housing Foundation'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 assurance 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 Jefferson Housing Foundation'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 accompanying schedule of findings and questioned costs as items #1 through # 11.

A material weakness is a 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 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 that Finding #1,#2,#3,#5,#9,#10,and #11 of the reportable conditions described above is a material weakness.

This report is intended for the information of the audit committee, management and the Legislative Auditor of the State of Louisiana. However, this report is a matter of public record and its distribution is not limited.

Luther C. Speight & Co

Luther C. Speight & Company

New Orleans, Louisiana
August 31, 1998

JEFFERSON HOUSING FOUNDATION, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
12/31/97

Finding #1: BANK RECONCILIATIONS NOT PREPARED

QUESTIONED COST:

CONDITION:

Our audit for the year ended December 31, 1997 included a request for bank reconciliations of all cash accounts. We noted four bank accounts were included on the general ledger, as follows, 1) savings 2) escrow 3) payroll and 4) operations. Our examination showed that only two of those accounts were accurately reconciled to the general ledger. The bank reconciliations for the payroll and operations accounts did not balance to the general ledger. The unreconciled differences were $ 527 and $14,870 respectively. Further review of account activity showed that the payroll and operations accounts accounted for much of the activity posted to the general ledger.

EFFECT OF CONDITION:

Bank reconciliations serve as a key internal control mechanism for safeguarding the cash of the organization, as well as assuring that all transactions are properly recorded. Without the proper reconciliation of all balances at year-end, there is a potential for errors, irregularities and omissions to exist in association with the financial statements presented.

CRITERIA:

It is industry standard, that bank reconciliations be performed on a monthly basis and particularly at year-end.

RECOMMENDATION:

We recommend that Jefferson Housing Foundation, Inc. reconcile all bank accounts on a monthly basis.

Finding #2: GENERAL LEDGER DOES NOT AGREE TO FINANCIAL STATEMENTS

QUESTIONED COST:

CONDITION:

Jefferson Housing Foundation provided us with a detailed general ledger that did not agree with the financial statements presented. The differences between the financial statements and the general ledger were not material in amount however, discrepancies did exist.

EFFECT OF CONDITION:

The differences noted in our examination point to the deficiencies in the accounting system employed by Jefferson Housing Foundation.

CRITERIA:

It is industry standard, that all organizations maintain a set of financial statements including a detailed general ledger of those same amounts.

RECOMMENDATION:

We recommend that Jefferson Housing Foundation, Inc. maintain their accounting records in such a manner that the general ledger amounts agree with the balances in the financial statements.

Finding #3: FIXED ASSET DETAIL NOT MAINTAINED

QUESTIONED COST:

CONDITION:

Jefferson Housing Foundation does not maintain a schedule of fixed assets. There was a total of $ 13,345 in furniture and equipment reported in the organization's financial statements. However, the organization does not have a schedule identifying the items, dates purchased and related depreciation. This information is vital in maintaining proper control over fixed assets.

Further examination of fixed assets showed that the organization also received a donation of an apartment building (Jefferson Place Apartments) and an adjacent row of 11 duplexes (Happy Street) from Jefferson Parish on February 5, 1997. We noted that the asset was not recorded in the 1997 financial statements or general ledger of the organization. Based upon the 1996 tax assessments on the land and buildings, the property was estimated to be valued at $ 1.1 million. The property assessment did not coincide with the donation date of the property and no other appraisal existed to properly determine the value of the property at donation date or at balance sheet date. In connection with our audit procedures the land and buildings were recorded per the audit report at a value of $1.1million, which was the only available information.

Our examination also showed that the Happy Street property was subsequently re-subdivided from the initial property donated and costs exceeding $ 250,000 were spent to renovate the homes. However, none of the costs related to the Happy Street rehabilitation had been capitalized. As a result, we were unable to determine the gain/loss or other important asset sale data when one of the homes was sold in 1997.

EFFECT OF CONDITION:

Jefferson Housing Foundation is unable to determine if all fixed asset purchases, are properly identified and accounted for. Both the existence and valuation assertions can not be attested to. In addition, the fixed asset balances for the organization were significantly understated.

CRITERIA:

Per the grant agreement for the Homeownership Training Program, " for equipment (including replacement equipment) acquired in whole or in part with CDBG funds, the subrecipient must have procedures and control systems in place to: i. Keep adequate equipment records, which must include information on property description, identification, funding source, acquisition date and cost, etc ii. Conduct a physical inventory of the property every two years, with a reconciliation of the inventory results with the equipment records and iii. Ensure adequate safeguards for preventing loss, damage, or theft of property.

RECOMMENDATION:

We recommend that Jefferson Housing Foundation, Inc. maintain a fixed asset detail to remain in compliance with the organization's grant agreement as well as to ensure the accurate reporting of the assets and related depreciation expense. We also recommend that the organization reconstruct and capitalize all cost records related to the Happy Street Development.

Finding #4: PAYROLL TAXES NOT PAID

QUESTIONED COST:

CONDITION:

Our examination of the organization records showed a significant outstanding payroll tax liability. The payroll tax liability was recorded at $162,226 at balance sheet date. The amount recorded appears overstated considering that total salaries expense for the year ended December 31, 1997 is recorded at $321,582. The organization prepared its federal payroll tax form (941) however, they were not timely filed with the Internal Revenue Service.

We have reviewed the 941's as of December 31, 1997 and they show a tax liability of only $53,789. Interest and penalty accruals would further increase the tax amounts owed.

EFFECT OF CONDITION:

Unfiled federal payroll tax reports and the resulting payroll tax liability result in material noncompliance with federal laws and regulations. In addition, the recorded amounts for payroll tax liabilities and payroll expense do not appear to be fairly stated.

CRITERIA:

Internal Revenue Service regulations require current filing and payment of payroll tax liabilities.

RECOMMENDATION:

We recommend that Jefferson Housing Foundation, Inc. file all Form 941's with the Internal Revenue Service in a timely manner. Payroll tax deposits should also be made on a timely basis.

Finding #5: LACK OF SUPPORTING DOCUMENTATION

QUESTIONED COST:

Exceptions Detailed as follows:

Lincolnshire $ 103
Administration $ 6,915
Happy Street $ 65,552
LePlace $18,125

CONDITION:

During our audit we examined eighty (80) cash disbursement transactions and noted invoices were not available to support nineteen (18) of those transactions. In addition to the missing invoices, there were two (2) checks written for amounts different from the invoices that were given to support the transactions.

The $90,695 described above were items funded with loan proceeds and as such, are not considered questioned costs.

EFFECT OF CONDITION:

The lack of supporting documentation precludes the auditor from determining if the funds were expended for allowable purposes.

CRITERIA:

The grant agreement of the Homeownership Training Program states, " The program shall be responsible for collecting and maintaining any and all source documents evidencing authorized expenditures and provided for in the budget."

RECOMMENDATION:

We recommend that Jefferson Housing Foundation maintain source documents related to all expenditures of grant funds.

Finding #6: UNCATEGORIZED EXPENSE POSTINGS OF JEFFERSON PLACE APARTMENTS

QUESTIONED COST:

CONDITION:

The organization expended $ 119,724 towards various costs related to Jefferson Place Apartments. These expenses were all posted to a general ledger category described as Jefferson Place Apartment expenses. We noted that these expenses related to various categories of expenses incurred by Jefferson Housing for the apartment complex that was donated to the organization by Jefferson Parish.

EFFECT OF CONDITION:

The expenditures totaling ($119,724) related to Jefferson Place Apartments were not categorized by detailed expense account on the financial statements, such as (salaries, utilities, maintenance etc.).

CRITERIA:

Generally accepted accounting principles require expenses to be classified in the income statement by specific category.

RECOMMENDATION:

These items were properly reclassified during the audit, however, the situation did delay the application of audit procedures for expense testwork. Jefferson Housing Foundation should individually categorize all expenses as they are incurred.

Finding #7: UNCATEGORIZED MISCELLANEOUS REVENUE POSTINGS

QUESTIONED COST:

CONDITION:

Jefferson Housing Foundation, Inc. reported $ 210,913 in miscellaneous revenue at December 31, 1997. After inquiring about the balance with the accountant and upon review of various source documents, we noted that the amount consisted of the following:

- Sale of a Happy Street home for $ 66,013
- $ 59,000 was due to insurance company reimbursements for payment of damages to an apartment in the Jefferson Place Apartment Complex
- $ 59,400 HUD reimbursement for relocation expenses associated with tenants that were moved out of the complex once it was donated to Jefferson Housing Foundation
- $ 26,500 were loan proceeds from another organization

In certain instances these amounts represent loan proceeds as opposed to revenues. In other instances the amounts should be specifically recorded by revenue source and type.

EFFECT OF CONDITION:

There were various transactions that were not properly recorded such as revenue, gains/losses, liabilities, and sale of fixed assets. These amounts did not receive proper financial statement recognition due to improper reporting of these items to miscellaneous revenue.

CRITERIA:

Generally accepted accounting principles require proper recognition and reporting of grant revenues.

RECOMMENDATION:

Jefferson Housing Foundation should individually categorize all accounting transactions as appropriate.

Finding #8: ACCOUNTS PAYABLE UNDERSTATED

QUESTIONED COST:

CONDITION:

Accounts payable for the organization was significantly understated. We noted legal fees totaling $84,689 had been incurred and not recorded as accounts payable on the ledger. These costs appear to be capitalizable and related to the acquisition and rehabilitation of the Jefferson Place Apartment complex.

EFFECT OF CONDITION:

The accounts payable and the asset balances as of December 31, 1997 were understated in the amount of $ 84, 689.

CRITERIA:

Generally accepted accounting principles require that expenses are recorded as incurred and that any expenses that provide future benefit to an entity is capitalized as an asset.

RECOMMENDATION:

Jefferson Housing Foundation should record expenses as incurred and evaluate those expenses for possible capitalization.

Finding #9: CURRENT AUDIT NOT COMPLETED TIMELY

QUESTIONED COST:

CONDITION:

The state audit law requires that organization's provide CPA's performing work in lieu of the Legislative Auditor with reports, statements, or other documents upon request. Furthermore, R.S. 24:513, requires that Jefferson Housing Foundation's 1997 audit be completed by June 30, 1998.

EFFECT OF CONDITION:

The effect of this condition is that Jefferson Housing Foundation is not in compliance with LSA-R.S. 24:513 and could be subject to legal remedies as provided for in LSA-R.S. 24:518.

CRITERIA:

LSA- R.S. 24:513 requires that "all engagements must be completed and transmitted to the legislative auditor within six months of the close of the auditee's fiscal year."

RECOMMENDATION:

Jefferson Housing Foundation should remain in compliance with the State law governing audit engagement completion.

Finding #10: LACK OF CREDIT CARD CONTROLS

QUESTIONED COST:

CONDITION:

During our review of internal controls in place at the organization we noted that a corporate credit card was utilized for purchases of various office expenses. Control over usage of the credit card appeared to be inadequate. Various employees were allowed to use the credit card for authorized purchases however, there were no logs or other methods for assuring that only authorized purchases were made.

We requested copies of credit card statements for the audit period and noted that twelve months of statements were all on file. Based upon our review of the credit card statements provided we did not note any questioned or unallowable costs.

EFFECT OF CONDITION:

Without proper internal controls in place, the organization might not detect any errors or irregularities on a timely basis.

CRITERIA:

Organization's should implement internal controls in such a manner that the assets of the organization are properly safeguarded.

RECOMMENDATION:

Jefferson Housing Foundation should develop and implement proper internal control procedures regarding the usage of company credit cards.

Finding #11: INACCURATE RECORDING OF CAPITALIZED COSTS (JEFFERSON PLACE APARTMENTS)

QUESTIONED COST:

CONDITION:

The organization's financial records included capitalized costs related to the Jefferson Place Apartments recorded in the amount of $240,011 at balance sheet date. Subsidiary records were maintained that show additional costs incurred during 1997 were approximately $235,000 however only $119,235 was recorded and that amount was improperly expensed for 1997. These additional costs increase the capital asset balance related to the apartment complex by approximately $475,011 in total, which differs from the financial statement balance by $115,765.

EFFECT OF CONDITION:

The financial statements of Jefferson Housing Foundation appear to be misstated.

CRITERIA:

It is industry standard that the subsidiary ledgers of any account balance agree with the account balance recorded in the financial statements.

RECOMMENDATION:

We recommend that the organization completely reconstruct the accounting records related to the acquisition, rehabilitation and operations of the Jefferson Place Apartments. Considering the magnitude of the apparent misstatements of the financial statements, the reconstructed financial statements should be prepared from original source documents.

The organization should determine if the books of LePlace of Jefferson affect or should be consolidated with those of Jefferson Housing Foundation.

JEFFERSON HOUSING FOUNDATION, INC.
UPDATE OF PRIOR YEAR FINDINGS
12/31/97

There were no prior year audit findings or questioned costs.

JHF **JEFFERSON HOUSING FOUNDATION**

A COMMUNITY DEVELOPMENT CORPORATION

Luther Speight, C.P.A.
10001 Lake Forest Boulevard,
Suite 404
New Orleans, LA 70127

October 1, 1998

Re: **Responses to JHF 12/31/97 Audit Performed**

Finding 1: **Bank reconciliation not prepared.**

Corrective Action: As of this day , all accounts including cash accounts have been reconciled. In the future, bank reconciliation will be prepared on a timely basis. We are implementing a new automated accounting system whereas all general ledger accounts must be reconciled on a monthly basis and approved prior to month-end closings. Specific manual ledgers will be kept on reconciled accounts that include all cash accounts.

Finding 2: **General Ledger does not agree to financial statements**

Corrective Action: The implementation of our new accounting system will provide our general ledger with the proper flow necessary to create financial statements and subsidiary schedules that will result in agreeable balances.

Finding 3: **Fixed asset detail is not maintained.**

Corrective Action: Jefferson Housing Foundation will prepare fixed asset schedules that clearly denotes all the necessary details. These details include purchase date, purchase amount, serial number, funding source, property location and description. We will also take necessary steps and precautions to prevent damage to the asset. These schedules will be maintained according to GAAP and consistent with our internal control policies and procedures. Annual inventories will be performed which will result in fixed assets and depreciation schedules.

We will also reconstruct and capitalize all expenditures related to all projects.

Phone: 504-368-5809 2418 Westbank Expressway • Harvey, Louisiana • 70058 Fax: 504-368-5816 Email: jeffersonhousingfoundation@ma.net

Finding 4: **Payroll taxes not paid.**

Corrective Action: We understand the importance of our tax issues. The implementation of our new automated accounting system will enable us to specifically detail each asset, liability, revenue, and expense, which will result in the accurate posting to the chart of accounts. These posted transactions will create the quarterly 941 reports that will be filed with the Internal Revenue Service in a timely fashion. The posted transactions will also identify the required amounts to be paid as a tax deposit after each pay period. This new system's checks and balances, along with the addition of our new Executive Director and our new Chief Financial Officer is currently addressing this finding and resolving these issues.

Finding # 5: **Lack of supporting documentation**

Corrective action: The implementation of our new automated accounting systems will adhere to our internal control policies which clearly stated that all cash disbursements must be supported by purchase orders, invoices, check requests and payment approvals.

Finding # 6: **Uncategorized expense postings of Jefferson Place Apartments.**

Corrective action: We have individually categorized all expenses for all projects. However, the new accounting system will allow us to setup multiple companies. This software will create separate financial information with supportive subsidiary schedules for each project.

Finding # 7: **Uncategorized miscellaneous revenue postings**

Corrective action: Our new automated accounting system will include all modules of accounting that will help identify general ledger posting accurately.

Finding # 8: **Accounts Payable understated**

Corrective Action: The amount identified as a legal expense was incurred by another entity and not Jefferson Housing Foundation.

Finding # 9: **Current Audit not completed timely**

Corrective action: In the future, we will properly engage the use of a Audit firm to satisfy the filing requirements of the audit.

Finding # 10: **Lack of Credit Card Controls**

Corrective action: Use of company credit cards has been eliminated. Only individuals who are authorized users will be allowed to use the card. All credit card purchases will be governed by internal control policies.

Finding #11	**Inaccurate recording of capitalized cost (Jefferson Place Apartments)**
Corrective action:	In addition to our new automated accounting system, we will have a detailed trial balance that includes subsidiary ledgers for specific accounts such as Jefferson Place Apartments expense account to support it's total balances.

Summary of Corrective Plan:

In summary, Jefferson Housing Foundation will take all necessary steps to correct and remedy the findings that have been outlined in this audit. We plan on taking a major initiative to reconstruct all of 1997 financial transactions to alleviate all of the concerns outlined in the audit within the next 90 days.

As a result of new projects that have been awarded to us, a need has been identified for the implementation of new accounting software. This new accounting software will enable us to specifically detail each asset, liability, revenue, and expense, which will result in the accurate posting to all of the chart of accounts.

Our new automated accounting system will include all modules of accounting. It will also enable us to setup multiple companies. This software will create separate financial information with supportive subsidiary schedules for each company and project. In addition, to our new automated accounting system, we will have a detailed trial balance that includes subsidiary ledgers for specific accounts such as Le Place Housing Foundation expense account to support our total balances. All of this information will *"flow"* directly from individual modules into the general ledger and finally into the financial statements.

This software will create quarterly reports, financial statements and other time sensitive reports for each of the companies and by project. These reports will then be available for review by the auditors and the board of directors. This new system's checks and balances, along with enhancement of internal controls will go a long way to solidify our current accounting fundamentals.

We plan to reconstruct our 1997 entries. The reconstruction of 1997 entries will necessitate an approximate time frame of 90 days to rectify. Considerable efforts are being expended currently, to ensure that within 90 days, the reconstruction of data is complete and accurate.

As far as payroll taxes are concerned, we have begun to satisfy this indebtedness in a fairly rapid manner. As of this juncture, the only amount outstanding is the 4th quarter amount, all of the other 3 quarters has been paid.

In addition to the implementation of our new software, there have been two new additions the staff, a new Executive Director and a new Chief Financial Officer. Both of these officers are currently addressing these findings and are intricately involved in the resolution of these accounting issues.

In summary, the combination of new staff and the software will mitigate, rectify and solidify our accounting issues.

10/1/98