

# **The Legal Aid Society**

Financial Report  
June 30, 2019

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## Independent Auditor's Report

Board of Directors  
The Legal Aid Society

### Report on the Financial Statements

We have audited the accompanying financial statements of The Legal Aid Society, which comprise the statement of financial position as of June 30, 2019, and the related statements of activities, functional expenses and cash flows for the year then ended and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Legal Aid Society as of June 30, 2019, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Report on Summarized Comparative Information**

We have previously audited The Legal Aid Society's 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated December 21, 2018. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Emphasis of Matter**

As discussed in Note 2, The Legal Aid Society adopted Financial Accounting Standards Board Accounting Standards Update (ASU) 2016-14, Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of *Not-for-Profit Entities*, during the year ended June 30, 2019. The adoption of the standard resulted in additional footnote disclosures and changes to the classification of net assets and disclosures relating to net assets. The adoption of the ASU has been applied retrospectively to June 30, 2018, the earliest year presented. Our opinion is not modified with respect to this matter.

*RSM US LLP*

New York, New York  
December 30, 2019

**The Legal Aid Society**

**Statement of Financial Position**

**June 30, 2019**

**(With Summarized Comparative Financial Information as of June 30, 2018)**

|   | 2019                  | 2018                  |
|---|-----------------------|-----------------------|
| <b>Assets</b>   |                       |                       |
| Cash and cash equivalents                                 | \$ 11,758,397         | \$ 26,165,376         |
| Receivables from grants, governmental contracts and other | 69,667,428            | 41,985,598            |
| Investments, at fair value                                | 24,907,275            | 24,178,987            |
| Deferred charges and other assets                         | 6,661,377             | 7,050,314             |
| Property and equipment, at cost, net                      | 4,917,705             | 5,514,794             |
|   | <u>117,912,182</u>    | <u>104,895,069</u>    |
| <b>Total assets</b>                                       | <b>\$ 117,912,182</b> | <b>\$ 104,895,069</b> |
| <b>Liabilities and Net Assets (Deficiency)</b>            |                       |                       |
| Liabilities:  |                       |                       |
| Accounts payable and accrued expenses                     | \$ 5,203,578          | \$ 2,940,058          |
| Line of credit  | -                     | 2,128,222             |
| Accrued payroll and other employee expenses               | 32,324,388            | 32,249,063            |
| Program advances  | -                     | 513,036               |
| Accrued postretirement health and benefits cost           | 58,332,320            | 52,375,870            |
| Pension liability   | 14,999,944            | 10,187,122            |
| Deferred lease incentives and lease obligations           | 17,854,821            | 18,967,803            |
|   | <u>128,715,051</u>    | <u>119,361,174</u>    |
| <b>Total liabilities</b>                                  | <b>128,715,051</b>    | <b>119,361,174</b>    |
| Commitments and contingencies                             |                       |                       |
| Net assets:   |                       |                       |
| Without donor restrictions                                | <u>(17,071,187)</u>   | <u>(20,144,724)</u>   |
| With donor restrictions                                   |                       |                       |
| Purpose and time restricted                               | 4,202,295             | 3,612,596             |
| Perpetual in nature                                       | 2,066,023             | 2,066,023             |
|   | <u>6,268,318</u>      | <u>5,678,619</u>      |
| <b>Total net assets (deficiency)</b>                      | <b>(10,802,869)</b>   | <b>(14,466,105)</b>   |
| <b>Total liabilities and net assets (deficiency)</b>      | <b>\$ 117,912,182</b> | <b>\$ 104,895,069</b> |

See notes to financial statements.

## The Legal Aid Society

### Statement of Activities

Year Ended June 30, 2019

(With Summarized Comparative Financial Information for the Year Ended June 30, 2018)

|   | 2019                       |                         |                    | 2018                         |
|---|----------------------------|-------------------------|--------------------|------------------------------|
|   | Without Donor Restrictions | With Donor Restrictions | Total              | Summarized Comparative Total |
| Support and revenue:  |                            |                         |                    |                              |
| Program support and revenue:  |                            |                         |                    |                              |
| Criminal defense practice   | \$ 172,049,535             | \$ 513,726              | \$ 172,563,261     | \$ 160,636,826               |
| Juvenile rights practice  | 47,714,264                 | 279,507                 | 47,993,771         | 46,439,432                   |
| Civil practice  | 67,132,743                 | 1,960,269               | 69,093,012         | 66,927,616                   |
| Contributions (net of direct expenses related to the benefit)                         | 14,156,769                 | 26,978                  | 14,183,747         | 14,870,225                   |
| Return on investments, net  | 577,767                    | 224,083                 | 801,850            | 358,946                      |
| Court awards  | 14,722                     | -                       | 14,722             | 278,010                      |
| Other income  | 2,886                      | -                       | 2,886              | 1,659                        |
| Net assets released from restrictions – satisfaction of program and time restrictions | 2,414,864                  | (2,414,864)             | -                  | -                            |
| <b>Total support and revenue before in-kind contributions</b>                         | <b>304,063,550</b>         | <b>589,699</b>          | <b>304,653,249</b> | <b>289,512,714</b>           |
| Operating expenses:   |                            |                         |                    |                              |
| Program services:   |                            |                         |                    |                              |
| Criminal defense practice   | 157,814,131                | -                       | 157,814,131        | 148,818,652                  |
| Juvenile rights practice  | 44,571,638                 | -                       | 44,571,638         | 43,515,132                   |
| Civil practice  | 71,051,478                 | -                       | 71,051,478         | 61,294,437                   |
| <b>Total program services before in-kind contributions</b>                            | <b>273,437,247</b>         | <b>-</b>                | <b>273,437,247</b> | <b>253,628,221</b>           |
| Supporting services:  |                            |                         |                    |                              |
| Administrative expenses   | 19,559,386                 | -                       | 19,559,386         | 17,264,538                   |
| Fundraising expenses  | 1,130,070                  | -                       | 1,130,070          | 1,086,368                    |
| <b>Total supporting services</b>  | <b>20,689,456</b>          | <b>-</b>                | <b>20,689,456</b>  | <b>18,350,906</b>            |
| <b>Total operating expenses before in-kind contributions</b>                          | <b>294,126,703</b>         | <b>-</b>                | <b>294,126,703</b> | <b>271,979,127</b>           |
| <b>Results of operations</b>  | <b>9,936,847</b>           | <b>589,699</b>          | <b>10,526,546</b>  | <b>17,533,587</b>            |
| In-kind contributions:  |                            |                         |                    |                              |
| Revenue from legal services   | 96,933,776                 | -                       | 96,933,776         | 93,634,375                   |
| Program expenses from legal services  | (96,933,776)               | -                       | (96,933,776)       | (93,634,375)                 |
| <b>Total in-kind contributions</b>  | <b>-</b>                   | <b>-</b>                | <b>-</b>           | <b>-</b>                     |
| <b>Change in net assets before pension liability adjustment</b>                       | <b>9,936,847</b>           | <b>589,699</b>          | <b>10,526,546</b>  | <b>17,533,587</b>            |
| Pension and other postretirement-related changes:                                     |                            |                         |                    |                              |
| Other than net periodic costs   | (6,863,310)                | -                       | (6,863,310)        | 4,536,358                    |
| <b>Change in net assets</b>   | <b>3,073,537</b>           | <b>589,699</b>          | <b>3,663,236</b>   | <b>22,069,945</b>            |
| Net assets (deficiency):  |                            |                         |                    |                              |
| Beginning   | (20,144,724)               | 5,678,619               | (14,466,105)       | (36,536,050)                 |
| Ending  | \$ (17,071,187)            | \$ 6,268,318            | \$ (10,802,869)    | \$ (14,466,105)              |

See notes to financial statements.

The Legal Aid Society

Statement of Functional Expenses

Year Ended June 30, 2019

(With Summarized Comparative Financial Information for the Year Ended June 30, 2018)

|  | 2019                      |                          |                      |                      |                        | 2018                 |                     |                           |                       | Summarized Comparative Total |
|--|---------------------------|--------------------------|----------------------|----------------------|------------------------|----------------------|---------------------|---------------------------|-----------------------|------------------------------|
|  | Program Services          |                          |                      |                      | Total Program Services | Supporting Services  |                     |                           | Total                 |                              |
|  | Criminal Defense Practice | Juvenile Rights Practice | Civil Practice       | Pro Bono Services    | Total Program Services | Administrative       | Fund-Raising        | Total Supporting Services | Total                 |                              |
| Employee expenses:   |                           |                          |                      |                      |                        |                      |                     |                           |                       |                              |
| Professional staff salaries  | \$ 73,485,183             | \$ 21,526,684            | \$ 27,774,700        | \$ -                 | \$ 122,786,567         | \$ 5,017,303         | \$ 293,777          | \$ 5,311,080              | \$ 128,097,647        | \$122,039,069                |
| Support staff salaries   | 19,553,336                | 5,257,892                | 8,239,465            | -                    | 33,050,693             | 3,910,232            | 166,818             | 4,077,050                 | 37,127,743            | 34,887,649                   |
| Fringe benefits and other employee costs   | 43,980,455                | 12,970,632               | 19,477,539           | -                    | 76,428,626             | 4,177,119            | 216,941             | 4,394,060                 | 80,822,686            | 77,650,031                   |
| <b>Total employee expenses</b>   | <b>137,018,974</b>        | <b>39,755,208</b>        | <b>55,491,704</b>    | <b>-</b>             | <b>232,265,886</b>     | <b>13,104,654</b>    | <b>677,536</b>      | <b>13,782,190</b>         | <b>246,048,076</b>    | <b>234,576,749</b>           |
| Other expenses:  |                           |                          |                      |                      |                        |                      |                     |                           |                       |                              |
| Occupancy costs  | 11,461,418                | 2,601,053                | 6,756,550            | -                    | 20,819,021             | 1,321,472            | 100,627             | 1,422,099                 | 22,241,120            | 21,453,840                   |
| Communications   | 653,685                   | 165,322                  | 285,952              | -                    | 1,104,959              | 91,351               | 4,276               | 95,627                    | 1,200,586             | 1,036,563                    |
| Office operating   | 822,276                   | 260,498                  | 367,667              | -                    | 1,450,441              | 438,844              | 3,360               | 442,204                   | 1,892,645             | 1,819,044                    |
| Purchases and leases of furniture and equipment  | 2,853,015                 | 910,406                  | 1,522,814            | -                    | 5,286,235              | 925,982              | 111,492             | 1,037,474                 | 6,323,709             | 2,160,261                    |
| Law books and reference materials  | 624,851                   | 139,587                  | 500,993              | -                    | 1,265,431              | 7,088                | 5,712               | 12,800                    | 1,278,231             | 1,340,384                    |
| Trial minutes  | 488,093                   | 196,138                  | 18,979               | -                    | 703,210                | 1,914                | -                   | 1,914                     | 705,124               | 574,728                      |
| Cost of investigations and expert witnesses  | 1,491,115                 | 48,802                   | 629,129              | -                    | 2,169,046              | 32,214               | -                   | 32,214                    | 2,201,260             | 1,805,015                    |
| Professional services  | 111,825                   | 47,575                   | 3,899,656            | -                    | 4,059,056              | 947,522              | 33                  | 947,555                   | 5,006,611             | 1,318,189                    |
| Transportation   | 945,218                   | 82,094                   | 237,072              | -                    | 1,264,384              | 43,472               | 1,713               | 45,185                    | 1,309,569             | 1,090,830                    |
| Insurance  | 411,016                   | 125,850                  | 176,454              | -                    | 713,320                | 40,303               | 2,264               | 42,567                    | 755,887               | 713,869                      |
| Depreciation and amortization  | 339,201                   | 88,016                   | 274,649              | -                    | 701,866                | 141,992              | -                   | 141,992                   | 843,858               | 922,802                      |
| Other  | 593,444                   | 151,089                  | 889,859              | -                    | 1,634,392              | 2,462,578            | 223,057             | 2,685,635                 | 4,320,027             | 3,166,853                    |
| <b>Total other expenses</b>  | <b>20,795,157</b>         | <b>4,816,430</b>         | <b>15,559,774</b>    | <b>-</b>             | <b>41,171,361</b>      | <b>6,454,732</b>     | <b>452,534</b>      | <b>6,907,266</b>          | <b>48,078,627</b>     | <b>37,402,378</b>            |
| <b>Total expenses before contributed legal services and direct expenses related to the benefit</b> | <b>157,814,131</b>        | <b>44,571,638</b>        | <b>71,051,478</b>    | <b>-</b>             | <b>273,437,247</b>     | <b>19,559,386</b>    | <b>1,130,070</b>    | <b>20,689,456</b>         | <b>294,126,703</b>    | <b>271,979,127</b>           |
| Contributed legal services   | -                         | -                        | -                    | 96,933,776           | 96,933,776             | -                    | -                   | -                         | 96,933,776            | 93,634,375                   |
| Direct expenses related to the benefit   | -                         | -                        | -                    | -                    | -                      | -                    | 401,959             | 401,959                   | 401,959               | 465,374                      |
|  | -                         | -                        | -                    | 96,933,776           | 96,933,776             | -                    | 401,959             | 401,959                   | 97,335,735            | 94,099,749                   |
| <b>Total 2019 expenses</b>   | <b>\$ 157,814,131</b>     | <b>\$ 44,571,638</b>     | <b>\$ 71,051,478</b> | <b>\$ 96,933,776</b> | <b>\$ 370,371,023</b>  | <b>\$ 19,559,386</b> | <b>\$ 1,532,029</b> | <b>\$ 21,091,415</b>      | <b>\$ 391,462,438</b> |                              |
| <b>Total 2018 expenses</b>   | <b>\$ 148,818,652</b>     | <b>\$ 43,515,132</b>     | <b>\$ 61,294,437</b> | <b>\$ 93,634,375</b> | <b>\$ 347,262,596</b>  | <b>\$ 17,264,538</b> | <b>\$ 1,551,742</b> | <b>\$ 18,816,280</b>      |                       | <b>\$ 366,078,876</b>        |

See notes to financial statements.

**The Legal Aid Society**

**Statement of Cash Flows**

**Year Ended June 30, 2019**

**(With Summarized Comparative Financial Information for the Year Ended June 30, 2018)**

|  | 2019                 | 2018                 |
|--|----------------------|----------------------|
| Cash flows from operating activities:  |                      |                      |
| Change in net assets   | \$ 3,663,236         | \$ 22,069,945        |
| Adjustments to reconcile change in net assets to net cash<br>(used in) provided by operating activities: |                      |                      |
| Amortization of deferred lease incentives  | (858,691)            | (21,560)             |
| Amortization of deferred lease obligations   | (254,291)            | 20,028               |
| Depreciation and amortization  | 843,858              | 922,802              |
| Realized and unrealized gain on investments  | (254,974)            | (141,598)            |
| Pension and other postretirement-related changes:  |                      |                      |
| Other than net periodic costs  | 6,863,310            | (4,536,358)          |
| Changes in operating assets and liabilities:   |                      |                      |
| Increase in receivables from grants, governmental contracts<br>and other                                 | (27,681,830)         | (3,804,377)          |
| Decrease (increase) in deferred charges and other assets   | 388,937              | (1,487,025)          |
| Increase (decrease) in accounts payable and<br>accrued expenses  | 2,263,520            | (248,177)            |
| Increase (decrease) in accrued payroll and<br>other employee expenses                                    | 75,325               | (5,631,278)          |
| (Decrease) increase in program advances  | (513,036)            | 332,006              |
| Increase in accrued postretirement health and benefits cost  | 4,007,031            | 4,104,112            |
| Decrease in pension liability  | (101,069)            | (4,518,829)          |
| <b>Net cash (used in) provided by operating activities</b>   | <b>(11,558,674)</b>  | <b>7,059,691</b>     |
| Cash flows from investing activities:  |                      |                      |
| Proceeds from sale of investments  | 52,032,230           | 31,508,946           |
| Purchase of investments  | (52,505,544)         | (46,686,995)         |
| Purchases of property and equipment  | (246,769)            | (1,145,420)          |
| <b>Net cash used in investing activities</b>   | <b>(720,083)</b>     | <b>(16,323,469)</b>  |
| Cash flows from financing activities:  |                      |                      |
| Payment of line of credit  | (2,128,222)          | -                    |
| Proceeds from line of credit   | -                    | 2,128,222            |
| <b>Net cash (used in) provided by financing activities</b>   | <b>(2,128,222)</b>   | <b>2,128,222</b>     |
| <b>Net decrease in cash and cash equivalents</b>   | <b>(14,406,979)</b>  | <b>(7,135,556)</b>   |
| Cash and cash equivalents:   |                      |                      |
| Beginning  | 26,165,376           | 33,300,932           |
| Ending   | <b>\$ 11,758,397</b> | <b>\$ 26,165,376</b> |
| Supplemental disclosure of cash flow information:  |                      |                      |
| Cash paid during the year for interest expense   | <b>\$ 19,136</b>     | <b>\$ 19,202</b>     |

See notes to financial statements.



## The Legal Aid Society

### Notes to Financial Statements

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#### Note 1. Organization

The Legal Aid Society (the Society) is a not-for-profit corporation founded in 1876 that provides legal services to the indigent of New York City through a number of operating practices. The criminal defense practice, which provides the majority of trial level public defender services in New York City, as well as the criminal appeals and parole revocation defense programs, are financed through contracts with the city and the state of New York. The juvenile rights practice is financed principally through a contract with the Office of Court Administration of the State of New York. The civil practice relies on contracts with agencies of the city and the state of New York and the federal government, as well as on financial support from the public, including foundations, law firms, corporations and individuals.

Although the Society is not a governmental institution, it receives significant program revenue and other support through government contracts that are entered into on a periodic basis and are cancelable at any time. As a general rule, those contracts provide revenue to cover cash expenses of funded programs.

In its fiscal year ended June 30, 2019, the Society recognized an operating surplus without donor restrictions (excess of revenue, other than postretirement charges, over expenses) of \$9.9 million. Total assets grew by \$13.0 million with an increase in accounts receivable of \$27.7 million offset by a reduction in cash and cash equivalents of \$14.4 million. The Society's overall working capital was \$94.3 million (consisting of cash and cash equivalents, accounts receivable, prepaid expenses, and non-endowment investments less accounts payable, other accrued expenses, and program advances).

The Society's statement of financial position at June 30, 2019, shows cash and cash equivalents of \$11.8 million and total assets of \$117.9 million. It also shows a net asset deficiency (excess of total liabilities over total assets) of \$10.8 million, an improvement of \$3.7 million versus the prior year. The net asset deficiency results from the actuarial determinations of: (i) the future obligations of the Society to pay postretirement and post-employment health and benefit costs that incorporate projected short-term trends in healthcare cost increases and (ii) the future benefit obligations under the Society's frozen defined benefit pension plan which, like many such plans around the country, is underfunded. On December 14, 2016, the Society's Board of Directors adopted a plan designed to reduce the net asset deficiency in the Society's defined benefit pension plan to zero over 15 years.

#### Note 2. Summary of Significant Accounting Policies

**Basis of accounting:** The financial statements of the Society have been prepared on the accrual basis of accounting. In the statement of financial position, assets and liabilities are presented in order of liquidity or conversion to cash and their maturity resulting in the use of cash, respectively.

**Financial statement presentation:** The classification of a not-for-profit organization's net assets and its support and revenue is based on the existence or absence of donor-imposed restrictions. The amounts for each of two classes of net assets, without donor restrictions and with donor restrictions, are required to be shown in a statement of financial position and the amounts of change in each of those classes of net assets be displayed in a statement of activities.

The net assets of the Society and changes therein are classified and reported as follows:

**Net assets without donor restrictions:** Net assets available for use in general operations and not subject to donor restrictions.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 2. Summary of Significant Accounting Policies (Continued)

**Net assets with donor restrictions:** Net assets subject to donor-imposed restrictions. Some donor imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

**Use of estimates:** In preparing financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP), management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosures of contingent assets and liabilities at the date of the financial statements and revenue and expenses during the reported period. Actual results could differ from those estimates.

**Cash and cash equivalents:** For purposes of the statement of cash flows, the Society considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents, except for such investments purchased by the Society's investment managers as part of their long-term investment strategies.

**Collectibility of receivables:** All receivables are due for collection within one year.

**Investments:** Investments in equity and debt securities are stated at their fair values. Investment return is allocated among net asset without donor restrictions and net asset with donor restrictions, based on donor restrictions or the absence thereof. Interest, dividends and net appreciation (depreciation) in fair value of investments are included in return on investments, net in the statement of activities.

**Fair value:** The Society follows Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820-10, Fair Value Measurements, which provides a framework for measuring fair value under generally accepted accounting principles and applies to all financial instruments that are being measured and reported on a fair value basis. Accordingly, the Society classifies all its investments as Level 1, Level 2 or Level 3, depending on whether they can be valued by reference to published market prices. See Note 5 for the definition of fair value hierarchy.

**Property and equipment:** Purchases of property and equipment in excess of \$10,000 per unit are capitalized. Depreciation of property and equipment is computed using the straight-line method and charged to expense over the estimated useful lives of the assets, ranging primarily from three to ten years. Property and equipment acquired with certain government contract funds are recognized as expenses pursuant to the terms of the contract in which the government funding source retains ownership of the property.

Leasehold improvements are amortized over the estimated useful life of the asset or the term of the lease, whichever is shorter.

**Program advances:** Program advances represent advances from third parties for services not yet performed, as well as funds received from government agencies in which the funds have been allocated with the agency's agreement to cover future expenditures.

**Court awards:** Funds are awarded by the courts to the Society in certain non-legal aid cases in which there are remaining class action settlement funds. The amount of such awards in any given year cannot be estimated in advance because these awards are dependent on whether there are such residual settlement funds in particular cases and whether the Society is designated as a recipient. Therefore, such revenue is recognized upon receipt.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 2. Summary of Significant Accounting Policies (Continued)

**Revenue and support:** Contracts awarded by governmental agencies are recognized as revenue in net assets without donor restrictions class as the related services are performed.

The Society records as revenue the following types of contributions when they are received unconditionally, at fair value: cash, promises to give, certain contributed services and gifts of long-lived assets and other assets. Conditional contributions, including cost reimbursement grants, are recognized as support when the conditions on which they depend have been substantially met.

- Contributions and promises to give are recorded as revenue when either cash is received or when donors make an enforceable promise to give. Contributions and promises to give are classified either as support without donor restrictions or support with donor restrictions, based on the donor's intent.
- Contributed services provided by attorneys on a pro bono basis are recorded as revenue and expenses at fair value, based on the attorneys' average billing rates.

A number of individuals have made a contribution of their time to serve on the Society's Board of Directors. The value of their contributed time is not reflected in the financial statements.

**Tax-exempt status:** The Society is qualified as a Section 501(c)(3) tax-exempt organization under Section 501(a) of the Internal Revenue Code (the IRC) and, accordingly, is not subject to federal income taxes. As a not-for-profit organization, the Society is also exempt from New York State and New York City sales and income taxes. The Society has been classified as a publicly supported charitable organization under Section 509(a)(1) of the IRC and qualifies for the maximum charitable contribution deduction for donors.

Management evaluated the Society's income tax positions and concluded that the Society had taken no uncertain income tax positions that require adjustments or disclosures to the financial statements. Generally, the Society is not subject to income tax examinations by the U.S. federal, state or local tax authorities for years before 2016, which is the standard statute of limitations look-back period.

**Concentration of credit risk:** Financial instruments which potentially subject the Society to a concentration of credit risk consist primarily of cash and cash equivalents. At various times, the Society has cash deposits at financial institutions that exceed the Federal Deposit Insurance Corporation insurance limits. The Society has not experienced any losses on these accounts.

**Prior-year summarized comparative information:** The accompanying financial statements include certain prior-year summarized comparative information in total, but not by net asset class or functional expense classification. Such information does not include sufficient detail to constitute a presentation in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Society's financial statements for the year ended June 30, 2018, from which the summarized information was derived.

**Subsequent events:** The Society evaluates events occurring after the date of the financial statements to consider whether or not the impact of such events needs to be reflected or disclosed in the financial statements. Such evaluation is performed through the date the financial statements are available for issuance, which was December 30, 2019, for these financial statements.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 2. Summary of Significant Accounting Policies (Continued)

**Recently adopted accounting pronouncement:** In August 2016, the FASB issued Accounting Standards Update (ASU) 2016-14, *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities*. The Society has adopted this ASU in the year ended June 30, 2019. The impact to the financial statements include a change in the net asset classification from unrestricted, temporarily restricted and permanently restricted to with donor restrictions and without donor restrictions, additional disclosure on liquidity analysis (see Note 3) and an expanded disclosure on the functional expense allocation (see Note 12).

The reclassification of net assets as of June 30, 2018, is shown as follows:

Net assets as of June 30, 2018, as previously reported:

| Unrestricted           | Temporarily Restricted | Permanently Restricted | Total                  |
|------------------------|------------------------|------------------------|------------------------|
| <u>\$ (20,144,724)</u> | <u>\$ 3,612,596</u>    | <u>\$ 2,066,023</u>    | <u>\$ (14,466,105)</u> |

Net assets as of June 30, 2018, as reclassified under ASU 2016-14:

| Without Donor Restrictions | With Donor Restrictions     |                     | Total                  |
|----------------------------|-----------------------------|---------------------|------------------------|
|                            | Purpose and Time Restricted | Perpetual in Nature |                        |
| <u>\$ (20,144,724)</u>     | <u>\$ 3,612,596</u>         | <u>\$ 2,066,023</u> | <u>\$ (14,466,105)</u> |

**Recently issued accounting pronouncements:** In February 2016, the FASB issued ASU 2016-02, *Leases (Topic 842)*. The guidance in this ASU supersedes the leasing guidance in Topic 840, *Leases*. Under the new guidance, lessees are required to recognize lease assets and lease liabilities on the statement of financial position for all leases with terms longer than 12 months. Leases will be classified as either finance or operating, with classification affecting the pattern of expense recognition in the statement of activities. The new standard is effective for fiscal years beginning after December 15, 2019, including interim periods within those fiscal years. Management is currently evaluating the impact of this ASU on the financial statements.

In August 2016, the FASB issued ASU 2016-15, *Statement of Cash Flows (Topic 230): Classification of Certain Cash Receipts and Cash Payments (A Consensus of the FASB Emerging Issues Task Force)*. The amendments in this ASU provide guidance reducing diversity in practice in how certain cash receipts and cash payments are presented and classified in the statement of cash flows. The ASU will be effective for fiscal years beginning after December 15, 2018, and interim periods within fiscal years beginning after December 15, 2019. Earlier adoption is permitted. Management is currently evaluating the impact of this ASU on the financial statements.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 2. Summary of Significant Accounting Policies (Continued)

In March 2017, the FASB issued ASU 2017-07, *Compensation—Retirement Benefits (Topic 715): Improving the Presentation of Net Periodic Pension Cost and Net Periodic Postretirement Benefit Cost*, to improve guidance related to the presentation of defined benefit costs. Under the new guidance, an employer is required to report the service cost component in the same line item or items as other compensation costs arising from services rendered by the pertinent employees during the period. The ASU also provides guidance related to the presentation of the other components of net benefit cost. The ASU is effective for annual periods beginning after December 15, 2018, and interim periods within annual periods beginning after December 15, 2019. Early adoption is permitted. Management is currently evaluating the impact of this ASU on the financial statements.

In August 2018, the FASB issued ASU 2018-08, *Not-For-Profit Entities (Topic 958): Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made*. The guidance in this ASU provides a framework for determining whether a transaction should be accounted for as an exchange transaction or as a contribution. The guidance also helps determine whether a contribution is conditional and better distinguishes a donor-imposed condition from a donor-imposed restriction. The new standard is effective for annual reporting periods beginning after December 15, 2018. Management is currently evaluating the impact of the adoption of the new standard on the financial statements.

In August 2018, the FASB issued ASU 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement*. The ASU modifies the disclosure requirements on fair value measurements in Topic 820, Fair Value Measurement, based on the concepts in the Concepts Statement, *Conceptual Framework for Financial Reporting—Chapter 8: Notes to Financial Statements (Concepts Statement)*, including the consideration of costs and benefits. The Concepts Statement was finalized by the FASB on August 28, 2018. The ASU is effective for all entities for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. Early adoption is permitted. Management is currently evaluating the impact of this ASU on the financial statements.

In August 2018, the FASB issued ASU 2018-14, *Compensation – Retirement Benefits – Defined Benefit Plans – General (Subtopic 715-20)*. The amendments in this Update remove disclosures that no longer are considered cost beneficial, clarify specific requirements of disclosures, and add disclosure requirements identified as relevant. The ASU will be effective for fiscal years beginning after December 15, 2021. Earlier adoption is permitted. Management is currently evaluating the impact of this ASU on the financial statements.

#### Note 3. Liquidity and Availability of Resources

The following represents the Society's financial assets as of June 30, 2019, available to meet general expenditures over the next 12 months:

|   |                       |
|---|-----------------------|
| Financial assets at June 30, 2019:                        |                       |
| Cash and cash equivalents                                 | \$ 11,758,397         |
| Receivables from grants, governmental contracts and other | 69,667,428            |
| Investments   | 20,539,262            |
| Total financial assets at June 30, 2019                   | <u>\$ 101,965,087</u> |

The Society's goal is to actively manage working capital to achieve short-term asset levels equivalent to three to four months of the year's average monthly expenses. At all times, the Society strives to maintain, at minimum, \$30 million, which equates to approximately one month's average expenses, in cash and cash equivalents, and marketable securities.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 4. Investments

The fair value of the Society's endowment and other investments consists of the following as of June 30:

|                   | 2019                 | 2018                 |
|-------------------|----------------------|----------------------|
| Cash equivalents  | \$ 16,723,902        | \$ 1,009,692         |
| Mutual funds      | 4,312,103            | 4,071,080            |
| U.S. fixed income | 3,871,270            | 19,098,215           |
|                   | <u>\$ 24,907,275</u> | <u>\$ 24,178,987</u> |

The Society's investments at June 30, 2019 and 2018, were held at one financial institution.

#### Note 5. Fair Value

The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

**Level 1:** Quoted prices for identical assets and liabilities traded in active exchange markets, such as the New York Stock Exchange.

**Level 2:** Observable inputs other than Level 1 including quoted prices for similar assets or liabilities, quoted prices in less active markets or other observable inputs that can be corroborated by observable market data. Level 2 also includes derivative contracts whose value is determined using a pricing model with observable market inputs or can be derived principally from or corroborated by observable market data.

**Level 3:** Unobservable inputs supported by little or no market activity for financial instruments whose value is determined using pricing models, discounted cash flow methodologies or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation; Level 3 also includes observable inputs for nonbinding single-dealer quotes not corroborated by observable market data.

Investments and commercial paper stated at fair value at June 30 are as follows:

|                                 | 2019                 | 2018                 |
|---------------------------------|----------------------|----------------------|
| Cash equivalents                | \$ 16,723,902        | \$ 1,009,692         |
| Mutual funds:                   |                      |                      |
| U.S. large cap equities         | 1,864,838            | 1,630,964            |
| International equities          | 1,219,645            | 1,349,805            |
| Core fixed income securities    | 1,227,620            | 1,090,311            |
| U.S. fixed income               | 3,871,270            | 19,098,215           |
| Subtotal – investments          | <u>24,907,275</u>    | <u>24,178,987</u>    |
| Commercial paper <sup>(a)</sup> | 1,200,000            | 12,600,000           |
|                                 | <u>\$ 26,107,275</u> | <u>\$ 36,778,987</u> |

(a) Commercial paper is classified as cash and cash equivalents on the statement of financial position.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 5. Fair Value (Continued)

The Society classifies all of its investments as Level 1, except for U.S. fixed income, which is classified as Level 2 in the fair value hierarchy.

Mutual funds are valued at the net asset value (NAV) of shares held by the Society at year-end.

U.S. fixed income is valued based on the last reported bid price provided by broker-dealers.

Commercial paper is a short-term unsecured promissory note issued by creditworthy corporations and banks. It earns competitive, market-determined yields/rates and is traded on all major exchanges. The commercial paper was issued by the financial institution at June 30, 2019 and 2018.

The Society assesses the levels of the investments at each measurement date, and transfers between levels are recognized on the actual date of the event or change in circumstances that caused the transfer in accordance with its accounting policy regarding the recognition of transfers between levels of the fair value hierarchy. There were no significant transfers among Levels 1, 2 and 3 during the years ended June 30, 2019 and 2018.

#### Note 6. Contributions

Contributions consisted of the following for each fiscal year:

|                              | 2019                 | 2018                 |
|------------------------------|----------------------|----------------------|
| Contributions                | \$ 11,290,347        | \$ 11,588,299        |
| Benefits and special events  | 3,227,568            | 3,329,888            |
| Bequests                     | 67,791               | 417,412              |
|                              | <u>14,585,706</u>    | <u>15,335,599</u>    |
| Less related direct expenses | (401,959)            | (465,374)            |
|                              | <u>\$ 14,183,747</u> | <u>\$ 14,870,225</u> |

#### Note 7. Property and Equipment

Property, equipment and leasehold improvements are summarized as follows:

|  | 2019                | 2018                |
|--|---------------------|---------------------|
| Property and leasehold improvements            | \$ 17,329,021       | \$ 17,317,265       |
| Furniture and equipment                        | 2,321,295           | 2,321,295           |
| Computer and technology                        | 1,846,652           | 1,645,260           |
| Mobile outreach van                            | 146,936             | 146,936             |
|  | <u>21,643,904</u>   | <u>21,430,756</u>   |
| Less accumulated depreciation and amortization | (16,726,199)        | (15,915,962)        |
|  | <u>\$ 4,917,705</u> | <u>\$ 5,514,794</u> |

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 8. Line of Credit

In March 2018, the Society took out a \$3.5 million line of credit with an interest rate per annum equal to the variable LIBOR plus 1.50%. At June 30, 2019 and 2018, the outstanding balance on the line of credit was \$0 and \$2,128,222, respectively. Certain investment securities are held as collateral by the lender. The line of credit matures on March 31, 2020.

#### Note 9. Lease Commitments

As of June 30, 2019, annual future minimum lease payments, which exclude payments based on pass-through expenses and escalations under non-cancelable operating leases for all of the Society's facilities, are approximately as follows:

|                      |                       |
|----------------------|-----------------------|
| Year ending June 30: |                       |
| 2020                 | \$ 19,600,000         |
| 2021                 | 19,600,000            |
| 2022                 | 19,800,000            |
| 2023                 | 17,700,000            |
| 2024                 | 12,400,000            |
| Thereafter           | 100,500,000           |
|                      | <u>\$ 189,600,000</u> |

Several leases for office space contain escalation clauses related to the lessor's real estate taxes, utilities and other building operating expenses. The rental expense was approximately \$18,095,000 and \$17,289,000 for the years ended June 30, 2019 and 2018, respectively.

The Society received net incentives from certain landlords for the purchase of furniture and equipment and leasehold improvements. Deferred lease incentive balance was \$5,635,111 and \$6,493,802 as of June 30, 2019 and 2018, respectively, and is included in deferred lease obligations and lease incentives in the accompanying statement of financial position. Deferred lease incentives are being amortized over the term of the respective leases.

#### Note 10. Net Assets with Donor Restrictions

Net assets with donor restrictions are available for the following purposes at June 30:

|   | 2019                | 2018                |
|---|---------------------|---------------------|
| Subject to expenditures for specific purpose: |                     |                     |
| Criminal defense practice                     | \$ 592,833          | \$ 606,307          |
| Juvenile rights practice                      | 577,598             | 427,622             |
| Civil practice                                | 559,512             | 279,709             |
| Other   | 170,357             | 221,051             |
| Endowment:                                    |                     |                     |
| Perpetual in nature                           | 2,066,023           | 2,066,023           |
| Endowment accumulated investment earnings     | 2,301,995           | 2,077,907           |
|   | <u>\$ 6,268,318</u> | <u>\$ 5,678,619</u> |

The total net assets released from restriction due to satisfaction of time and purpose restrictions amounted to \$2,414,864 and \$4,043,147 during the years ended June 30, 2019 and 2018, respectively.



## The Legal Aid Society

### Notes to Financial Statements

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#### Note 11. Endowment Funds

The Society's endowment consists of 14 individual funds established for a variety of purposes. The endowments include only donor-restricted endowment funds. The Society's Board of Directors interprets the New York law as requiring that the Society to retain in perpetuity the original value of initial and subsequent gift amounts. Earnings on donor-restricted funds are subject to appropriation for expenditure by the Society in a manner consistent with its spending policies pursuant to the donor restrictions.

The Board of Directors has delegated authority to its Finance and Investment Committee to oversee the investment of the endowment assets with the objective of achieving capital growth and income stability. On an annual basis and consistent with its spending policy, the Society decides whether to appropriate endowment funds for expenditure as part of its annual budgeting process. There were no appropriations in the fiscal years ended June 30, 2019 and 2018.

On a quarterly basis, the Finance and Investment Committee monitors the performance of the qualified investment professionals, the performance of the endowment and the objectives for and use of the earnings on the endowment to ensure that these are consistent with the directions of the donors and the mission of the Society. At least once a year, the Finance and Investment Committee reports to the Board on these issues.

Changes in endowment net assets for the fiscal years ended June 30, 2019 and 2018, consist of:

|  | Perpetual<br>in Nature | Accumulated<br>Earnings | Total               |
|--|------------------------|-------------------------|---------------------|
| Endowment net assets, at June 30, 2017 | \$ 2,066,023           | \$ 1,808,406            | \$ 3,874,429        |
| Net investment earnings                | -                      | 269,501                 | 269,501             |
| Endowment net assets, at June 30, 2018 | 2,066,023              | 2,077,907               | 4,143,930           |
| Net investment earnings                | -                      | 224,088                 | 224,088             |
| Endowment net assets, at June 30, 2019 | <u>\$ 2,066,023</u>    | <u>\$ 2,301,995</u>     | <u>\$ 4,368,018</u> |

#### Note 12. Functional Allocation of Expenses

Certain expenses are attributable to more than one practice, program or supporting function. These expenses are allocated as following:

- Salary expense is allocated based on time and effort, with the exception of supporting services.
- Fringe benefits are allocated based on employees' full time equivalents.
- Occupancy costs are allocated based on a square footage algorithm based on estimated usage.
- Certain communications equipment, maintenance agreements and consulting engagements are allocated across practices based on full time equivalents; others are charged directly to the practices.
- Depreciation expense is charged directly to the practices.

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 13. Employee Benefit Plans

All current employees of the Society are covered either by a defined contribution plan or by a multi-employer pension plan. In addition, certain current management and nonunion employees who began their employment with the Society prior to December 1, 2004, are covered by the Society's retirement plan (the Retirement Plan), a defined benefit plan.

Benefits under the Retirement Plan are generally based upon years of service and the salary of the employee. The assets of the Retirement Plan consist primarily of mutual funds. Effective July 1, 1999, the Society amended its Retirement Plan to include a cash balance feature and a lump-sum option. On November 30, 2004, the Society froze the accumulation of Retirement Plan benefits as part of its financial restructuring. The Retirement Plan was replaced by a defined contribution plan effective December 1, 2004.

Because of the Retirement Plan's underfunding, the Society made contributions of approximately \$1,800,000 and \$6,628,000 in fiscal 2019 and 2018, respectively. The Society has developed a Board-approved plan for annual funding contributions to eliminate the Retirement Plan's underfunding over a 15-year period, beginning with the year ended June 30, 2017.

The Society made contributions to the defined contribution plan for nonunion employees of approximately \$2,641,000 and \$2,465,000 in fiscal 2019 and 2018, respectively.

Pursuant to a collective bargaining agreement, the Society made contributions related to the Association of Legal Aid Attorneys defined contribution plan, which covers unionized staff attorneys, of approximately \$5,574,000 and \$5,455,000 in fiscal 2019 and 2018, respectively.

Pursuant to a collective bargaining agreement that covers a number of its employees, the Society made contributions related to the Service Employees International Union, Local 1199 pension fund, which is a national multi-employer pension plan, of approximately \$3,090,000 and \$2,610,000 in fiscal 2019 and 2018, respectively.

The risks of participating in a multi-employer plan are different from single employer plans in the following respects:

- (a) Assets contributed to the multi-employer plan by one employer may be used to provide benefits to employees of other participating employers.
- (b) If a participating employer stops contributing to the plan, the unfunded obligations of the plan may be borne by the remaining participating employers.
- (c) If the Society stops participating in the multi-employer plan, and continues in business, the Society could be required to pay an amount, referred to as withdrawal liability, based on the unfunded status of the plan.

The legal name of the pension fund is 1199SEIU Health Care Employees Pension Fund. The EIN/Pension Plan Number is 13-3604862/001. The most recent Pension Protection Act (PPA) zone status available in 2018, 2017 and 2016 are for the plan's year-end at December 31, 2018, 2017 and 2016, respectively. For each of these years, the plan's PPA zone status is green zone. The zone status is based on information that the Society received from the plan and is certified by the plan's actuary. Among other factors, plans in the red zone are generally less than 65% funded, plans in the yellow zone are less than 80% funded and plans in the green zone are at least 80% funded. The funded percentages for these years are 83.5%, 82.5% and 83.7%, respectively. The expiration date of the collective bargaining agreement requiring contributions is September 30, 2021. There is no funding improvement plan or rehabilitation plan that has been implemented or pending.

## The Legal Aid Society

### Notes to Financial Statements

#### Note 13. Employee Benefit Plans (Continued)

The Society's participation in the plan for the annual period ended December 31, is outlined in the table below.

| Year | Employer Contributions | Greater Than 5% of Total |
|------|------------------------|--------------------------|
| 2018 | \$ 2,793,601           | No                       |
| 2017 | 2,696,230              | No                       |

The Society also has other postretirement benefits plans covering substantially all its employees. The Society funds its postretirement benefits other than pensions on a pay-as-you-go basis. Such benefits consist of medical, dental and vision premiums.

In addition, the Society accounts for long-term disability benefits in accordance with ASC Topic 712, Nonretirement Postemployment Benefits. The costs recognized for long-term disability premiums in the years ended June 30, 2019 and 2018, amounted to approximately \$870,000 and \$803,000, respectively. The corresponding costs recognized for the change in the long-term benefit obligation for healthcare in the years ended June 30, 2019 and 2018, are \$(245,000) and \$811,000, respectively.

The changes of retirement plan benefit obligations and postretirement health and benefits obligations during the years ended June 30, 2019 and 2018, are shown in the below tables.

|  | Retirement Plan Benefits |                 | Postretirement Health and Benefits |                 |
|--|--------------------------|-----------------|------------------------------------|-----------------|
|  | 2019                     | 2018            | 2019                               | 2018            |
| Change in benefit obligation:                  |                          |                 |                                    |                 |
| Benefit obligation at beginning of year        | \$ 73,022,831            | \$ 79,456,769   | \$ 52,375,870                      | \$ 47,047,169   |
| Service cost                                   | -                        | -               | 2,117,540                          | 1,990,494       |
| Interest cost                                  | 2,940,616                | 2,883,130       | 2,136,602                          | 2,106,258       |
| Plan participants' contributions               | -                        | -               | 117,615                            | 108,313         |
| Special termination benefits:                  |                          |                 |                                    |                 |
| Actuarial (gain) loss                          | 5,355,460                | (3,185,315)     | 2,692,064                          | 2,094,239       |
| Benefits paid                                  | (5,382,664)              | (6,131,753)     | (1,107,371)                        | (970,603)       |
| Benefit obligation at end of year              | 75,936,243               | 73,022,831      | 58,332,320                         | 52,375,870      |
| Change in plan assets:                         |                          |                 |                                    |                 |
| Fair value of plan assets at beginning of year | 62,835,709               | 58,989,871      | -                                  | -               |
| Actual return on plan assets                   | 2,516,839                | 4,329,980       | -                                  | -               |
| Employer contributions                         | 1,800,001                | 6,627,694       | 989,756                            | 862,290         |
| Plan participants' contributions               | -                        | -               | 117,615                            | 108,313         |
| Benefits paid                                  | (5,382,664)              | (6,131,753)     | (1,107,371)                        | (970,603)       |
| Expenses paid                                  | (833,586)                | (980,083)       | -                                  | -               |
| Fair value of plan assets at end of year       | 60,936,299               | 62,835,709      | -                                  | -               |
| Funded status at end of year                   | \$ (14,999,944)          | \$ (10,187,122) | \$ (58,332,320)                    | \$ (52,375,870) |

## The Legal Aid Society

### Notes to Financial Statements

#### Note 13. Employee Benefit Plans (Continued)

| June 30,   | Retirement<br>Plan Benefits |                 | Postretirement<br>Health and Benefits |                 |
|--|-----------------------------|-----------------|---------------------------------------|-----------------|
|  | 2019                        | 2018            | 2019                                  | 2018            |
| Amounts recognized as liabilities<br>in the statement of financial position  | \$ (14,999,944)             | \$ (10,187,122) | \$ (58,332,320)                       | \$ (52,375,870) |
| Amounts recognized as cumulative<br>changes in pension and other<br>postretirement costs other than<br>net periodic costs: |                             |                 |                                       |                 |
| Prior service (credit) cost  | \$ -                        | \$ -            | \$ (81,556)                           | \$ (23,773)     |
| Net actuarial loss   | 30,221,892                  | 25,308,001      | 21,850,105                            | 19,842,900      |
| Net amount recognized  | \$ 30,221,892               | \$ 25,308,001   | \$ 21,768,549                         | \$ 19,819,127   |
| Components of net benefit cost:  |                             |                 |                                       |                 |
| Components of net periodic<br>benefit cost:  |                             |                 |                                       |                 |
| Service Expense  | \$ -                        | \$ -            | \$ 2,117,540                          | \$ 1,990,494    |
| Interest   | 970,000                     | 920,000         | -                                     | -               |
| Expected return on plan assets   | 2,940,616                   | 2,883,130       | 2,136,602                             | 2,106,258       |
| Special termination benefits   | (4,522,194)                 | (4,546,334)     | -                                     | -               |
| Amortization of prior service cost   | -                           | -               | 57,783                                | 57,783          |
| Amortization of losses   | -                           | -               | 684,862                               | 811,867         |
| Net periodic benefit cost  | 2,310,510                   | 2,852,066       | 684,862                               | 811,867         |
| Changes in pension and postretirement<br>costs other than net periodic costs:  |                             |                 |                                       |                 |
| Prior service cost   | 1,698,932                   | 2,108,862       | 4,996,787                             | 4,966,402       |
| Prior service cost   | -                           | -               | (57,783)                              | (57,783)        |
| Net (gain) loss  | 4,913,891                   | (5,760,944)     | 2,007,202                             | 1,282,369       |
| Net changes in other than<br>periodic cost   | 4,913,891                   | (5,760,944)     | 1,949,419                             | 1,224,586       |
| Net benefit cost   | \$ 6,612,823                | \$ (3,652,082)  | \$ 6,946,206                          | \$ 6,190,988    |

During fiscal 2019, the mortality table was updated to the MP-2019 Mortality Table from the MP-2017 Mortality Table used in fiscal year ended June 30, 2018.

Weighted-average assumptions to determine benefit obligations at June 30:

|               | Retirement<br>Plan Benefits |       | Postretirement<br>Health and Benefits |       |
|---------------|-----------------------------|-------|---------------------------------------|-------|
|               | 2019                        | 2018  | 2019                                  | 2018  |
| Discount rate | 3.40%                       | 4.20% | 3.85%                                 | 4.25% |

## The Legal Aid Society

### Notes to Financial Statements

#### Note 13. Employee Benefit Plans (Continued)

Weighted-average assumptions to determine net benefit costs for these years ended June 30:

|                                | Retirement<br>Plan Benefits |       | Postretirement<br>Health and Benefits |       |
|--------------------------------|-----------------------------|-------|---------------------------------------|-------|
|                                | 2019                        | 2018  | 2019                                  | 2018  |
| Discount rate                  | 4.20%                       | 3.80% | 4.25%                                 | 4.35% |
| Expected return on plan assets | 7.50%                       | 7.85% | N/A                                   | N/A   |

The assumed healthcare cost trend rates have a significant effect on the amounts reported for the healthcare plans. For measurement purposes, the assumed rates for future increases in healthcare, which are based on national trends, are 7.25% and 7.70% in years ended June 30, 2019 and 2018, respectively. The 7.25% rate in fiscal year 2019 is expected to gradually decline to 4.75% in fiscal year 2027.

The effect of a one percentage point change in the healthcare cost trend rate on the year-end postretirement health benefit obligation and total service and interest cost components for the year ended June 30, 2019, is as follows:

|   | One<br>Percentage<br>Point<br>Decrease | One<br>Percentage<br>Point<br>Increase |
|---|--|--|
| Year-end postretirement health benefit obligation | \$ (11,288,000)                        | \$ 15,135,000                          |
| Total of service and interest cost components     | (989,000)                              | 1,392,000                              |

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

| Year ending June 30: | Retirement<br>Plan Benefits | Postretirement<br>Health<br>Benefits |
|----------------------|-----------------------------|--------------------------------------|
|                      | 2020                        | \$ 7,376,376                         |
| 2021                 | 5,966,229                   | 1,042,000                            |
| 2022                 | 5,794,114                   | 1,148,000                            |
| 2023                 | 5,732,984                   | 1,261,000                            |
| 2024                 | 5,814,939                   | 1,375,000                            |
| 2025-2029            | 24,487,379                  | 8,881,000                            |

The Society has adopted a policy for the investment of the assets of the Retirement Plan, which is administered by, and may be altered by, the Retirement and Benefits Committee of the Society's Board of Directors. The investment policy has been established to consider both the current and projected financial requirements of the Retirement Plan. The Retirement Plan relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends).

## The Legal Aid Society

### Notes to Financial Statements

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#### Note 13. Employee Benefit Plans (Continued)

The Retirement Plan uses a balanced asset allocation including both equity-based and fixed income investments to achieve its long-term objectives. Those objectives are:

- Maximize return within reasonable and prudent levels of risk of loss of principal.
- Maintain sufficient liquidity to meet benefits payment obligations on a timely basis.

The portfolio approach for the Retirement Plan is to maintain a balance of approximately 60% in equities and 40% in fixed income. Equity securities include investments in mutual funds invested in large-, mid-, and small-cap companies located in the United States and internationally. Fixed income securities are comprised of mutual funds invested in low-risk interest-bearing investments.

The fair value of the Retirement Plan's investments at June 30, 2019 and 2018 (all of which are Level 1 – see Note 2), by asset category, are as follows:

|                    | Fair Value Using Quoted Prices<br>in Active Markets for<br>Identical Assets (All Level 1) |                      |             |             |
|--------------------|---|----------------------|-------------|-------------|
|                    |   |                      | %           | %           |
|                    | 2019  | 2018                 | 2019        | 2018        |
| Cash equivalents   | \$ 1,675,104  | \$ 5,195,080         | 2.8%        | 8.3%        |
| Mutual funds:      |   |                      |             |             |
| Large-cap          | 21,261,696  | 16,569,622           | 34.9%       | 26.4%       |
| Mid-cap            | 4,256,887   | 6,420,354            | 7.0%        | 10.2%       |
| Small-cap          | 2,140,159   | 4,537,301            | 3.5%        | 7.2%        |
| International      | 5,479,044   | 6,757,890            | 9.0%        | 10.8%       |
| Emerging markets   | 2,398,589   | 2,511,363            | 3.9%        | 4.0%        |
| Equity REITs       | -   | 817,824              | 0.0%        | 1.3%        |
| Indexed trust fund | 6,054,384   | 450,533              | 9.9%        | 0.7%        |
| Fixed income       | 17,670,436  | 19,575,742           | 29.0%       | 31.1%       |
|                    | <u>\$ 60,936,299</u>  | <u>\$ 62,835,709</u> | <u>100%</u> | <u>100%</u> |

**Mutual funds:** Valued at the NAV held by the Retirement Plan at year-end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes that its valuation methods are appropriate and consistent with those of other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

#### Note 14. Contingencies

There are a number of pending legal actions against the Society which, in the opinion of management, will not result in material loss to the Society and no amounts have been accrued in the accompanying financial statements for such contingency.

## The Legal Aid Society

### Notes to Financial Statements

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#### **Note 14. Contingencies (Continued)**

As of June 30, 2019, receivables from grants and governmental contracts include accrued revenue aggregating approximately \$13.5 million from unexecuted and/or unregistered contracts with the state/city of New York Agencies as of December 30, 2019. The ultimate realization of these contracts receivable is subject to the execution of these contracts by New York State and City of New York Agencies. However, management believes that the Society will ultimately collect these amounts as these are amounts due for services performed or expenditures incurred on recurring contracts with the New York State and City of New York Agencies.

Certain grants and contracts are currently subject to and may be subject to audit by the funding sources. Such audits might result in disallowances of costs submitted for reimbursement. Management is of the opinion that such cost disallowances, if any, will not have a material effect on the accompanying financial statements. Accordingly, no amounts have been provided in the accompanying financial statements for such potential claims.