Solano County Fair Association

# Organizational Change Update 

Supplemental to SCFA's 2019 Business Plan

## SCFA ORGANIZATIONAL CHANGE UPDATE

## OVERVIEW

2019 was a year in transition for the Solano County Fair Association (SCFA). SCFA's cash position had seen a steady decline for several years, and the existing financial reporting system was not providing needed management or oversight information for SCFA Board, staff, and Solano County officials.

SCFA Board and staff committed to a process that would allow for immediate change to systems and procedures, while also committing to a full 12-month financial cycle analysis that would account for any seasonal variations or individual event driven dynamics. The focus of the efforts was to improve SCFA's financial position and organizational efficiency.

## FINDINGS

The 2019 financial cycle analysis found that efforts to advance change or increase efficiency focused on four components of SCFA. Those components are:

- Human Resources
- Internal Cost Controls
- Financial Reporting
- Organizational Culture \& Structure


## HUMAN RESOURCES

It was found that basic Human Resource functions were not adhered to on a consistent basis resulting in a lack of compliance as well as unanticipated related labor costs.

## Background

The former SCFA CaIPERS enrollment compliance system was reliant on:

- the employee, whether prospective, new hire, or existing, providing informed and accurate CaIPERS related information.
- Operations Management, rather than Administration / HR Staff, to make the initial determination of, or to monitor changes to, employee benefit eligibility status.

Efforts to ensure SCFA compliance with CaIPERS Enrollment Requirements have been focused on three categories: Prospective Employees, New Hires, and Existing Employees

## ACTION TAKEN - Level One - Prospective Employee

SCFA's existing employment application was reviewed and updated. The new application form has an expanded and more prominent section that addresses any current or past affiliation with CaIPERS.

Having any CalPERS related information (are past employers a known participant in the CaIPERS system?) on the initial application provides another document that SCFA can cross-check against subsequent forms to help ensure proper CalPERS enrollment.

## ACTION TAKEN - Level Two - New Hires

## Revised SCFA Employment Forms

The former SCFA CaIPERS enrollment compliance system only utilized CaIPERS form PERS-EAMD139(317) NOTICE OF EXCLUSION FROM CalPERS MEMBERSHIP. This form does not address a potential past CalPERS affiliation.

Recently, SCFA staff was provided by Auditor-Controller Office (ACO) staff, County form PERS 139 - NOTICE OF EXCLUSION FROM PERS MEMBERSHIP. The County form captures more needed and relevant information. SCFA is now using both the CalPERS and the County forms in the New Hire process.

## New SCFA New Hire Procedures

SCFA has instituted an additional new hire procedure step. All new hires names and their social security numbers are submitted to ACO staff to be cross-checked in the CaIPERS system to check for any past or current CaIPERS affiliation. This step must be made with the cooperation of ACO as SCFA does not have direct access to the CaIPERS system.

## ACTION TAKEN - Existing Employees

## Internal Employee Benefit Eligibility Status Monitoring.

Under the prior SCFA enrollment compliance system an internal spread sheet was used to monitor benefit eligible employee work hours. Unfortunately, employees who were, at hire, initially classified as not eligible for benefits, were not monitored in the same fashion.

This bifurcation in the internal employee monitoring system did not always capture benefit related changes to non-benefit eligible employees.

SCFA now monitors all SCFA employees to ensure that all benefit thresholds are respected and adhered to.

An internal SCFA review found several current SCFA employees whose benefit eligibility status needed updating and adjusting.

## Existing Employee Status and Information Update Interviews

On August 15, 2019 SCFA held an organizational wide team meeting. One of the meeting agenda items discussed was the need to update both personnel information as well as job descriptions. SCFA Administration / HR staff will be conducting individual interviews with each SCFA employee to update key information including reviewing benefit eligibility status.

It is intended that the Employee Update Interviews will become an annual event.

## Recruitment for a dedicated HR position

In July of 2019, SCFA began a recruitment process for a position dedicated to HR activities. Over 30 resumes were received. Of those resumes received eleven applicants were contacted by email, emphasizing that this would be a part-time position, and invited to interview. Four applicants responded to the interview invitation. Three qualified candidates actually interviewed.

Through the interview process it became clear that SCFA current wage scale was not sufficient even for those seeking part time employment.

Unable to fill the position the recruitment process was suspended pending additional funding for the new position.

## Conclusions

With the already implemented, as well as the ongoing HR procedure changes, SCFA is confident that past occurrences of non-compliance with CalPERS Enrollment Requirements will not be repeated. Now, at all levels of employment or hiring process, Administration / HR staff are involved and are monitoring any questions of benefit eligibility. This is a departure from the old system where benefit eligibility was only reviewed on a case by case basis and misinformation was sometimes given by underinformed non-Administration / HR staff.

It is important to note that, even with the current staffing levels, SCFA management and staff are committed, and have the staff bandwidth, to meet a standard of full compliance with CalPERS Enrollment Requirements. At each level of the employment process, (prospective employee, new hire, and existing employee) SCFA has inserted new or revised forms and procedures that specifically address CaIPERS membership thresholds.

Perhaps, more importantly, the philosophy of compliance with personnel related rules and regulations is now demanded by the new SCFA management as a core business value. There is no compromise accepted in the compliance standards. Turning a blind eye to compliance is no longer accepted as a cost savings method.

## INTERNAL COST CONTROL METHODS

Past SCFA cost control methods were based on static annual budget figures that were dependent on the accuracy of the initial revenue and expense projections. This method was rooted in the old SCFA business model where the majority of annual revenue came from live horse racing held during the annual Solano County Fair.

Without the predictable live horse racing revenue stream, the existing cost control methods of the old SCFA business model proved to be ineffective. While annual budgeted expense amounts were still adhered to, they were rarely adjusted to account for variations in corresponding revenue streams. Additionally, expenses were allocated to multiple internal accounts to take advantage of various internal revenue streams.

The net effect was that SCFA consistently had to dip into reserves to cover the difference between annual revenue and expenses.

The new, post-live horse racing, SCFA business model has evolved into a retail model, adaptable to a variable and volatile income stream. Effective cost control methods for the new SCFA business model required changes to:

- Annual budgeting format
- Establishing budget coordinated profit margins
- Internal SCFA Purchasing Procedures
- Adjustment to SCFA Scheduled Work Week


## Definitions Used:

Secure Revenue Stream - A revenue stream that is not impacted by event attendance, weather, or other non-controllable, variable conditions. For SCFA, the Lease revenue is considered a secure revenue stream.

Non-Secure Revenue Stream - Any revenue stream that could be impacted by market conditions or immediate market demands including event attendance, weather, or other non-controllable conditions.

Primary Revenue Stream - A revenue stream that SCFA has direct influence over. Examples are a SCFA produced event where SCFA controls the price of admission, parking etc. For non-SCFA produced events a primary revenue stream would be charges for buildings and grounds or other charges that are not impacted by individual event dynamics.

Secondary Revenue Stream - A revenue stream that SCFA participates in but is dependent on external factors. An example would be a SCFA parking operation where all
the gross parking proceeds go to SCFA, but the parking revenue is directly dependent on the attendance of a non-SCFA produced event. The outside promoter controls the elements of the event that drive attendance. The success and profitability of SCFA's parking operation is directly dependent on the success of the individual event.

## Background

In 2019, better than 70\% of SCFA's gross income was non-secure, and a significant portion of that income that could be defined as a secondary revenue stream.

## ACTION TAKEN - New Annual Budgeting Format

The 2020 SCFA budget presentation format was changed to reflect the new SCFA business model. The budget figures represent anticipated revenue and expenses, but more importantly the figures represent needed profit margins required to fulfill SCFA financial obligations and stated mission goals.

The value of the new budget format is not in its ability to accurately predict annual revenue and expenses, but rather in its ability to allow for continuing adjustments based on market conditions and demands.

## ACTION TAKEN - Establishing budget coordinated profit margins

Because the majority of SCFA's revenue stream is non-secure all budgeted expenses figures are relative to actual revenue received. Increases in revenue activity will mean increases in related expenses, but newly embedded profit margins will help protect overall profitability. The new budget format with the embedded profit margins, is designed to allow for change and signals when needed revenue is required to cover any potential additional expenses.

## ACTION TAKEN / PENDING - Internal SCFA Purchasing Procedures

Existing SCFA purchasing procedures allow for individual SCFA departments to have budgetary authority with budgetary control over purchases for their respective department. Each SCFA department manager acts as a purchasing agent for his/her department for supplies and services which fall under his/her area of expertise.

Past practices have tied this departmental purchasing authority to fixed annual budget figures. Maintaining needed profit margins are not included in existing purchasing policy.

SCFA Policy Committee will be reviewing needed changes to SCFA's Procurement Policy and will be making recommendations to the SCFA Board. In the interim, SCFA staff has established updated procedures for the bidding of SCFA Facility Rental events, recognizing SCFA profit centers and protecting SCFA profit margins.

## ACTION TAKEN - Adjustment to SCFA Scheduled Work Week

Labor costs are SCFA's single biggest expense. A significant part of SCFA's labor costs are driven by onsite activities that transpire between Thursdays and Mondays. Existing SCFA scheduled work weeks begin on Saturday and end on the following Friday. The existing schedule format makes tracking labor costs associated with Thursday through Monday events difficult because work weeks, and associated payrolls, split SCFA's most intense activity periods.

To not interfere with SCFA employee take home pay, changes to SCFA's scheduled work week will not occur until May 2020. At that time the SCFA work week will be adjusted to begin on Wednesday and end on the following Tuesday. The new SCFA work week will capture the busiest workdays in one weekly schedule making controlling SCFA labor costs a more efficient exercise.

## Conclusions:

Moving forward SCFA overall profitability will improve. The initial goal is for SCFA to have, on an annual basis, a Net Operating Position figure that represents $10 \%$ of total revenue. A $10 \%$ Net Operating Position figure will allow for annual contributions to SCFA's Reserve Fund, SCFA's Capital Improvement Fund, and SCFA's Unfunded Benefit/Pension Obligation fund.

## FINANCIAL REPORTING

SCFA's financial reporting system was not efficient or effective as a management tool and did not provide easily understood financial documents for SCFA Board, or Solano County officials.

ACTION TAKEN - Monthly Operating Reports that include overhead costs allocated to all SCFA departments.

Working closely with Solano County's Office of Auditor-Controller, SCFA implemented an overhead cost allocation system in late 2018. That system has been monitored throughout 2019 and adjustments have been made that are reflected in the SCFA 2020 proposed budget. (Please see 2020 Budget Report for details.)

ACTION TAKEN - Exploring other software options for financial reporting.

Currently, SCFA financial reporting is dependent on its internal accounting software, (Sage 300), an external payroll service (Benefit Mall), and a series of internally produced spreadsheets. The various components of this system are not integrated and are labor intensive. SCFA staff will work closely with County Auditor's Office to explore other financial reporting software that could integrate the various financial reporting functions now done by standalone components.

ACTION TAKEN - Moving from a Biennial to an Annual Audit

Currently, Solano County's Office of the Auditor-Controller conducts a biennial audit of SCFA's financial statements. SCFA has requested, and the County Auditor Office has agreed, to move to an annual audit. This move will allow SCFA more timely feedback, as well as needed post audit adjustments, resulting in SCFA's financial reports being more accurate.

## Conclusions:

With the introduction of, and subsequent adjustments to, the cost allocation system, SCFA is now able to produce financial statements that can be used as management tools while also providing clear financial information for policy makers.

The change to an annual audit format will allow for more timely input from the County Auditor's Office.

## Organizational Structure \& Culture

The new SCFA Organizational Culture is one that is focused on transparency and serving the citizens of Solano County. While SCFA has always been structured as a non-profit it has not always followed the traditional non-profit model.

ACTION TAKEN - Re-establishing SCFA's volunteer base
SCFA Board has taken steps to strengthen SCFA's volunteer base utilizing community outreach efforts and offering local non-profits the opportunity to pay some SCFA fees through providing volunteer time in lieu of cash payments.

## ACTION TAKEN - Updating SCFA Job Descriptions \& Organizational Chart

There is an ongoing effort to review and amend the existing organizational chart as well as updating current SCFA job descriptions. Many of the existing SCFA job descriptions are hold overs from the old SCFA business model. The duties and responsibilities of many of the old positions have been consolidated into fewer positions. Currently it is not unusual for a single SCFA position to have duties and responsibilities that were formerly handled by multiple positions.

SCFA has a very low personnel turn-over rate. This loyal workforce has served SCFA well. One side effect of having longevity in the workplace is that organizations become dependent on the people holding the position and not on the position itself. SCFA finds itself in that position and has acknowledged that a succession planning strategy needs to be formulated.

## Conclusions

SCFA Board and staff are intent on establishing a traditional non-profit structure that is deeply connected to the Solano County community, provides volunteer opportunities for those that wish to serve, and provides real value as an agent of the County of Solano.

## SOLANO COUNTY <br> FAIR ASSOCIATION <br> 2020 PROPOSED BUDGET

## Solano County Fair Association 2020 Proposed Budget

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## SUMMARY:

The Solano County Fair Association (SCFA) operates on a calendar year budget. The SCFA 2020 budget was approved by the SCFA's Board of Directors at its meeting on March 25, 2020 and is forwarded to the Board of Supervisors for its concurrence and approval.

The proposed 2020 budget addresses the anticipated operations of the annual Solano County Fair from June 18 to June 21, 2020, the annual Youth Ag Day on March 17, 2020, year-round operation and rental of the Fairgrounds, The Solano Race Place satellite wagering facility, the electronic billboard, management of several property leases, and on-going preparations for future emergency response demands.

## FINANCIAL IMPACT:

The SCFA is an enterprise fund and must operate within the operating revenues generated by the annual Solano County Fair, year-round activities, and other available resources. The SCFA budget does not impact the County General Fund.

## BUDGET DISCUSSION:

## Fairgrounds Facility Information:

- 5 major buildings containing a combined total of 61,400 square feet of event space
- 5 paved acres inside the ground
- On-site parking for up to 5,600 vehicles
- Outdoor Arena with lawn seating for 4,000 plus 1,000 permanent bleacher seats
- Livestock Barns including three show / sales rings and an office trailer
- 34-site RV Park located on grounds with an additional 80 sites available for special events


## SCFA Financial Reporting Structure

Financial Reports / Overhead Cost Allocation- SCFA's financial activity is divided into 10 departments for reporting purposes. Three departments are allocated to overhead and their combined costs make up the "Overhead Costs". Overhead Costs are proportionally allocated amongst the remaining seven revenue producing departments identified on SCFA financial statements as the Overhead Cost Allocation.

## The Source Overhead Cost Allocation Departments are:

- Administration
- Maintenance
- Guest Safety


## The Revenue Producing Departments are:

- Annual Solano County Fair
- Solano County Youth Ag Day
- SCFA Facility Rentals
- Solano Race Place
- Leases
- Electronic Sign
- Emergency Response / Other


## The Current Cost Allocation Distribution Ratio:

- Facility Rentals 55.0\%
- Electronic Billboard 1.5\%
- Leases 3.5\%
- Solano County Youth Ag Day 2.0\%
- Solano Race Place 15.0\%
- Annual Solano County Fair 22.0\%
- Emergency Response / Other $\quad 1.0 \%$ Total


## Proposed 2020 Financial Reporting Changes / Adjustments

Background - Proposed changes or adjustments to SCFA's 2020 Financial Reporting Format are driven by the need to standardize expenditure allocations, to account for known or anticipated expense increases, and to harmonize with the Overhead Cost Allocation system that was introduced in 2019.

Individual costs that could not be accurately allocated to a specific SCFA department were moved to the Administration (Admin) or Maintenance (Maint) departments so those charges could be allocated within the Overhead Cost Allocation process.

## 2020 Proposed Changes

## Revenue

The State of California derived revenue has been moved to the Admin Department. Please see notes in the Administration Department recap. . 33 Funds have been moved to Solano Race Place revenue.

## Expenses

- Charges for landline and cellphone services are moved from expense account Supplies and Expenses to expense account Utilities.
- Charges for alarm system are moved from expense account Professional Services to expense account Utilities. These are expensed directly to individual departments.
- Electrical charges are directly allocated to individual departments as SCFA has recently installed electrical sub-meters that allow for specific and accurate electrical cost allocations.
- Natural Gas charges are also directly allocated to individual departments.
- Water charges have been moved to the Maint. department as they do not have the same extensive submetering as the electric charges do. These charges will be allocated through the Overhead Cost Allocation system.
- The entire cost of Liability Insurance has been moved to Admin to be expensed through the Overhead Cost Allocation system.
- The Liability Insurance total amount has been increased to reflect the announced rate increase.
- The total amount for Worker's Compensation insurance has been increased to reflect the announced rate increase.
- The Travel / Ag Day Buses account is re-titled Ag Day Buses and will now be used exclusively for Ag Day Bus expenses.
- Travel costs have been moved from the Travel / Ag Day Buses expense account to the Training, Seminars, Meals, Incidentals expense account.
- The Training, Seminars, Meals, Incidentals account is re-titled Travel, Training, Seminars, Meals and will be used to capture all onsite and offsite related activity.
- Unless specific to an individual department, all training costs, both required and discretionary, are now reflected in Admin so that they can be expensed through the Overhead Cost Allocation system.
- Charges for software subscriptions are moved from expense account Dues, Permits, Assessments to account Equipment (non-capitalized). Software subscriptions are relatively new and could also be expensed under Supplies and Expenses.
- The department Other is re-titled Emergency Response / Other so that actual emergency response costs as well as emergency response preparation expenses can be tracked.
- The Depreciation Cost Allocation line is moved below the Net Operational Position. Due to relatively recent demolition activity much of what makes up SCFA's depreciation schedule is no longer relevant.
- Below the Net Operating Position there have been three Post Operational Allocation lines added. Those lines are:
- SCFA Reserve Fund
- Capital Improvements
- Unfunded Benefit/Pension Obligation

These activities are placed below the Net Operating Position as decisions on any potential Post Operational Allocations will be determined by the SCFA Board as part of their year-end review.

## 2020 SCFA Department Synopses

## Administration

Overview - Items recorded as Administration (Admin) expense reflect operational activity that supports the entire SCFA operation. This includes maintaining regular office hours, supporting day-to-day interactions with the public, and providing daily administrative resources for the rest of SCFA's operation.

All business support activities including, Human Resources, Finance, Payroll, Contract Development, Business Development, are captured as an Admin expense.

As noted earlier, the entire liability insurance cost is expensed in Admin and then distributed via the Overhead Cost Allocation system. All organization-wide training expenses are handled using the same methodology. Labor costs associated with training activities are expensed through the corresponding employee department.

| Personnel | Executive Director | 1.00 FTE |
| :--- | :--- | :--- |
|  | Operations Manager | 1.00 FTE |
|  | Accounting Staff II | 1.00 FTE |
|  | Administrative Assistant / Receptionist I | 0.37 FTE |
|  | Facility Rental / Event Coordinator I | 0.75 FTE |
|  | Administrative Assistant / Receptionist I | 0.20 FTE |

Administration Revenue - Funding from the State of California and interest income have been moved from the Emergency Response / Other department to Administration. At present these funds are used to support activities that are captured as Admin expenses.

Included in these funds are $\$ 50,000$ in anticipated new revenue as a result of new state dedicated funding (AB 1499).

Administration Expenses - 2020 Admin-Wages/Payroll Tax account reflects an increase over 2019 due to filling a vacant position. A decrease in 2020 Admin-Professional Services vs. 2019 Admin-Professional Services is due to the elimination of the corresponding contracted Admin position.
Admin-Travel, Training, Seminars, Meals includes all organization wide training needs including mandated harassment training, funding for a 2020 SCFA Strategic Planning Session and attending the annual Western Fairs Association annual conference.

## Maintenance

| Personnel | Event Services / Maintenance Lead | 1.00 FTE |
| :--- | :--- | :--- |
|  | Event Services / Maintenance Staff II (Landscaping) | 1.00 FTE |
|  | Event services / Maintenance Staff I (General) | 1.00 FTE |

## Maintenance Revenue - None

Maintenance Expenses - Maintenance expenses reflect direct costs associated with the care and maintenance of the fairgrounds compound. Any Maintenance crew costs incurred by other departments are expensed to that department and are included in that department's wage expense. An additional $\$ 10,000$ in annual labor costs has been budgeted to account for unanticipated fairgrounds maintenance or repair.

All fairgrounds related water and sewer charges are expensed to Maintenance and distributed through the Cost Allocation System.

## Guest Safety

| Personnel | Guest Services / Admissions / Parking Lead | .10 FTE |
| :--- | :--- | :--- |
|  | Guest Service Staff | .75 FTE |
|  | Guest Service Staff | .40 FTE |
|  | Guest Service Staff | .34 FTE |

## Guest Safety Revenue - None

Guest Safety Expenses - Guest Safety labor associated costs reflect the staffing levels needed to maintain current fairgrounds operational hours. Expanded hours such as holidays and extended horse racing schedules are included in budgeted amounts.

## Annual Solano County Fair

Personnel - No personnel report to Annual Solano County Fair as a home department.

Fair Revenue - Revenues for the 2020 Annual Solano County Fair are projected to increase approximately eight percent over 2019 figures. The increase in funds are projected to come from an increase in fair patron spending, a slight increase in vendor commercial space fees, and an increase in both Fair Sponsorship and In-Kind Sponsorship.

Fair Expenses - 2020 Solano County Fair expenses are projected to remain relatively stable as compared to 2019 figures.

## Solano County Youth Ag Day

Personnel - No personnel report to Youth Ag Day as a home department.

Ag Day Revenue - Ag Day donations are projected to increase to $\$ 50,000$ in 2020. The anticipated increase reflects a new out-reach strategy designed to highlight the tremendous benefit Youth Ag Day provides to Solano County's $3^{\text {rd }}$ graders.

Ag Day Expenses - Each Ag Day has approximately 160 hours of SCFA staff time (Maintenance, Parking, Guest Safety, and Janitorial) in actual pre-event set-up, event day work, and post event strike.

Each Ag Day is supported by over 100 volunteers contributing over 500 total volunteer hours for this event alone.

## Facility Rentals (Year-Round Events)

Personnel - No Personnel report to Facility Rentals as a home department.

Facility Rental Revenue - 2020 Facility Rental Revenue is projected to be similar to 2019 actuals.

Facility Rental Expenses - Facility Rental Expenses are projected to be in line with 2019 expenses except for labor and associated costs. The projected labor cost has been reduced to reflect newly established profit margins. Existing contacts may hinder immediate application of new profit margins possibly precluding a positive Operating Position.

## Emergency Response / Other

Personnel - No Personnel report to Emergency Response / Other as a home department.

Emergency Response / Other Revenue - The 2020 SCFA budget does not include any anticipated revenue for Emergency Response / Other. Revenue would only occur should SCFA facilities be activated in response to an emergency.

Emergency Response / Other Expenses - The Emergency Response / Other expenses are \$1,000 in potential Buildings and Grounds expenses, \$500 for emergency response training, and \$11,602 in Overhead Cost allocation.

## Solano Race Place Revenue (Satellite Wagering)

| Personnel | Satellite Wagering Facility Manager | 1.00 FTE |
| :--- | :--- | :--- |
|  | Satellite Wagering Lead | 1.00 FTE |
|  | Satellite Wagering Staff II | 1.00 FTE |
|  | Satellite Wagering Staff I | 0.43 FTE |
|  | Satellite Wagering Staff II | 0.60 FTE |

Solano Race Place Revenue - Race Place revenue consists of two distinct revenue streams: on-site produced revenue and off-site track commissions. 2020 Race Place Revenue projections reflect both revenue streams to be consistent with 2019 totals. . 33 Funds have been moved to Race Place Revenue as this funding stream exists only because of the ongoing Race Place operation.

Raising the current admission price from $\$ 5$ to $\$ 6$ is being considered and, if implemented, would offset much of Race Place's projected annual deficit.

Solano Race Place Expenses - 2020 projected Race Place expenses are projected to remain consistent with 2019 totals except for the decreased labor costs. 2020 budgeted labor costs reflect minimum staffing levels with an additional 200 hours allocated to cover sick and vacation leaves.

## Leases

Personnel - No Personnel report to Leases as a home department.

Lease Revenue - Projected lease revenue figures are provided by County of Solano staff. Revenue figures reflect any increase in current lease agreements.

Lease Expenses - \$5,000 in County Services reflects anticipated processing fees charged by County of Solano. Dues, Permits and Assessments expenses are a landscaping assessment that the fairgrounds participate in. The Equipment Rental charges are for the Gem \& Mineral porta-potty and hand wash station.

## Electronic Sign

Personnel - No Personnel report to Electronic Sign as a home department.

Electronic Sign Revenue - Electronic Billboard revenue is projected to be a conservative \$90,000 in 2020. Currently, annual contracts result in an ongoing 70\% booking level. There are existing opportunities for additional annual ad commitments, but any additional annual commitments might preclude space availability for shorter terms users as well as promoting onsite events.

Electronic Sign Expenses - Electronic Billboard expenses remain somewhat consistent with previous years when anticipated increased utility costs and allocation cost changes are factored in. Labor costs reflect the management of sign time, the posting of the ads, correspondence with potential advertisers, and occasional ad layout adjustments.

## Employee Positions

In 2019, 3.6 positions were either eliminated or duties/responsibilities shifted to another position. The 2020 budget continues the downsizing trend. The 2019 SCFA budget had 24 positions reflecting 14.9 FTE. The 2020 SCFA budget reflects a reduction to 18 positions reflecting 12.89 FTE.

## Cost of Living Adjustments (COLAs)

There are no Cost of Living Adjustments included in the 2020 budget.

## Merit / Parity Salary Adjustments (M/PSAs)

There are no Merit / Parity Salary Adjustments included in the 2020 budget.

## Payroll Taxes and Employee Benefits

Payroll Taxes - SCFA has completed and made a timely filing on all required (state and federal), payroll tax reporting forms. SCFA has made all necessary payroll tax related payments.

Employee Benefits - All employee benefits are calculated, reconciled, and recorded with each SCFA payroll period. The outstanding vacation benefit liability is reflected on SCFA's Balance Sheet, under both Current Liabilities and Non-Current Liabilities, as Compensated Absences.

## Public Employees Retirement System (PERS)

The estimated Pension Expense calculated for 2020 used the most current rates as provided by the County. The budget amount reflected as a Pension Expense includes not only current PERS liability, but also debt service payments against County Pension Obligation Bonds (POB) and the County's Unfunded Actuarial Liability (UAL).

For 2019, the total Pension Expense breakdown is as follows:

## Normal Cost (Current PERS Liability)

With every payroll SCFA remits to Solano County the current portion of SCFA's PERS liability. In 2019, that rate was $10.24 \%$ for the first half of the year and $10.681 \%$ for the second half of the year. The total amount paid for the current portion of the SCFA's 2019 PERS liability was $\$ 64,683$.

## POB Debt Service

Additionally, each pay period SCFA remits to the County its share of the Pension Obligation Bonds (POB) liability by applying the POB rate as determined by the County Pension Advisory Committee to SCFA's PERS wages. The POB rate for the first half of 2019 was $1.543 \%$ and $1.525 \%$ for the second half of 2019. The total amount for 2019 that SCFA paid towards its share of the 2019 POB liability was $\$ 9,490$.

## UAL Debt Service

Along with the POB debt service payments, SCFA also remits to the County its share of the UAL liability. The UAL rate for the first half of 2019 was $12.699 \%$ and $14.59 \%$ for the second half of 2019. The total amount paid in 2019 towards SCFA's portion of the UAL liability was \$84,288.

## Additional Long-term PERS Liability Payments

The long-term PERS' liability is also addressed as a Post-Operational Allocation. The 2020 budget projects an additional $\$ 30,000$ to be applied towards the long-term pension liability.

## Discretionary Wages Budget

There are no discretionary wage funds included in the 2020 budget.

## SCFA General Fund Reserve Policy

SCFA has an established General Fund Reserve Policy that is intended as additional insurance against disasters, emergencies and unforeseen expenditures. Under the Reserve Policy SCFA strives to maintain a General Fund reserve equal to $10 \%$ of annual budgeted General Fund expenditures. The 2020 SCFA budget anticipates making a $\$ 30,000$ contribution toward the Reserve Policy funding goal.

## SCFA Capital Improvement Fund

Part of SCFA's core mission is to use, manage and maintain the Fairgrounds Property. In 2019, SCFA assessed the Fairgrounds buildings and grounds. Based on that assessment, SCFA submitted a funding proposal to the State of California for building improvement funds available under SB 5. SCFA's application was well received but did not make the final funding list. The application was re-submitted for the second round of funding. At the time of this report the selection of final funding candidates had not been determined.

In addition to attempting to secure outside funding, SCFA's 2020 budget forecasts $\$ 30,000$ becoming available for the SCFA Capital Improvement Fund.

| Solano County Fair Association Proposed 2020 Budget | Summary |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed Budget |
| Fair Gate Admissions | - | - | - |
| Fair Parking / RV Space Rental | 113,919 | 5,000 | 74,051 |
| Fair Concessions / Carnival | 72,342 | - | 83,085 |
| Fair Commercial Space | 14,055 | - | 16,000 |
| Fair Entry Fees | 9,040 | 9,000 | 9,200 |
| Facility Rental | 1,153,574 | 1,206,000 | 1,153,574 |
| Satellite Wagering | 568,089 | 550,000 | 566,800 |
| Lease revenue | 825,947 | 816,907 | 843,371 |
| Sign Revenue | 88,146 | 110,000 | 90,000 |
| Sponsorship | 50,689 | 42,000 | 86,000 |
| Sponsorship In-Kind | 4,199 | 3,500 | 23,200 |
| Donations / Reimbursements | 6,688 | - | - |
| Gain (Loss) on sale of an Asset | - | - | - |
| Miscellaneous | 2,376 | - | 2,100 |
| State Apportionment | 32,487 | 32,487 | 82,487 |
| Other Non-Operating Revenue | - | - | - |
| Interest Revenue | 4,815 | 500 | 4,500 |
| . 33 Funds | 37,994 | 41,000 | 37,500 |
| Total Operating Revenue | 2,984,359 | 2,816,394 | 3,071,868 |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | 1,086,873 | 842,607 | 1,034,149 |
| Payroll Accrued | 10,093 | - | - |
| Workers' Comp/Health/Comp Absences | 188,005 | 180,001 | 155,548 |
| Pension Expense | 158,462 | 154,300 | 154,980 |
| Professional Services | 369,473 | 233,000 | 240,501 |
| Supplies and Expenses | 131,204 | 72,500 | 94,034 |
| Utilities | 286,612 | 275,000 | 349,244 |
| Equipment Maintenance | 43,715 | 45,000 | 47,500 |
| Liability Insurance | 120,783 | 112,364 | 135,216 |
| Dues, Permits, Assessments | 85,242 | 110,000 | 85,572 |
| Buildings and Grounds | 86,714 | 224,000 | 64,800 |
| Advertising/Promo/Publications | 38,757 | 40,000 | 56,628 |
| Ag Day Buses | 24,251 | 17,700 | 22,100 |
| Travel, Training, Seminars, Meals | 3,459 | 300 | 9,350 |
| Directors' Expense | - | 8,000 | 8,000 |
| Equipment Rental | 124,493 | 75,000 | 119,700 |
| Entertainment-Stages and ground | 6,450 | 25,000 | 25,000 |
| Premiums | 28,717 | 30,350 | 30,000 |
| Bank Charges, Credit Card Fees | 11,450 | 10,500 | 11,550 |
| Cash Short/(over), bad debt | 1,074 | - | - |
| Equipment (non capitalized) | 17,547 | 10,000 | 14,785 |
| County Services | - | - | 67,000 |
| Special Projects / Capital Improvement | - | - | - |
| Unfunded Benefit/Pension Obligation | - | 100,000 | - |
| Donated Services/Sponsor Expenses | 31,523 | 23,000 | 31,429 |
| Interest Expense | 13,249 | 19,000 | 10,308 |
| Overhead Cost allocation | (1) | - | 0 |
| Total Operating Expenses | 2,868,145 | 2,607,622 | 2,767,395 |
|  |  |  |  |
| Net Operating Position | 116,214 | 208,772 | 304,473 |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund | TBD | - | 30,000 |
| Capital Improvements | TBD | - | 30,000 |
| Unfunded Benefit/Pension Obligation | TBD | - | 30,000 |
|  |  |  |  |
| Depreciation Cost Allocation | 178,539 | - | 124,979 |
|  |  |  |  |
| Net Organizational Position | $(62,325)$ | 208,772 | 89,494 |


| Solano County Fair Association Proposed 2020 Budget | Annual Solano County Fair |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed Budget |
| Fair Gate Admissions | - | - | - |
| Fair Parking / RV Space Rental | 113,919 | 5,000 | 74,051 |
| Fair Concessions / Carnival | 72,342 | - | 83,085 |
| Fair Commercial Space | 14,055 | - | 16,000 |
| Fair Entry Fees | 9,040 | 9,000 | 9,200 |
| Facility Rental |  |  |  |
| Satellite Wagering |  |  |  |
| Lease revenue |  |  |  |
| Sign Revenue |  |  |  |
| Sponsorship | 7,970 | 17,000 | 36,000 |
| Sponsorship In-Kind | - | - | 19,000 |
| Donations / Reimbursements |  |  |  |
| Gain (Loss) on sale of an Asset |  |  |  |
| Miscellaneous | 2,376 | - | 2,100 |
| State Apportionment |  |  |  |
| Other Non-Operating Revenue |  |  |  |
| Interest Revenue |  |  |  |
| . 33 Funds |  |  |  |
| Total Operating Revenue | 219,701 | 31,000 | 239,436 |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | 157,280 | 52,963 | 157,280 |
| Payroll Accrued |  |  |  |
| Workers' Comp/Health/Comp Absences | 8,478 | 2,855 | 9,196 |
| Pension Expense |  |  |  |
| Professional Services | 99,866 | 19,950 | 52,158 |
| Supplies and Expenses | 18,138 | 6,485 | 16,534 |
| Utilities | 17,862 | 5,350 | 18,037 |
| Equipment Maintenance | - | - |  |
| Liability Insurance | 10,946 | 300 | 540 |
| Dues, Permits, Assessments | 3,055 | 3,175 | 1,000 |
| Buildings and Grounds | 914 | 4,300 | 2,000 |
| Advertising/Promo/Publications | 16,617 | 13,350 | 27,500 |
| Ag Day Buses | 961 | 2,500 | - |
| Travel, Training, Seminars, Meals | 1,941 | - | 500 |
| Directors' Expense | - | 1,000 | 1,000 |
| Equipment Rental | 39,670 | 12,900 | 40,000 |
| Entertainment-Stages and ground | 6,450 | 25,000 | 25,000 |
| Premiums | 28,717 | 30,350 | 30,000 |
| Bank Charges, Credit Card Fees | 886 | 350 | 1,000 |
| Cash Short/(over), bad debt | 1,123 | - | - |
| Equipment (non capitalized) | 280 | 450 | 1,085 |
| County Services | - | - | - |
| Special Projects / Capital Improvement | - | - |  |
| Unfunded Benefit/Pension Obligation | - | - | - |
| Donated Services/Sponsor Expenses | - | 3,000 | - |
| Interest Expense | - | - |  |
| Overhead Cost allocation | 226,501 | - | 255,241 |
| Total Operating Expenses | 639,685 | 184,278 | 638,071 |
|  |  |  |  |
| Net Operating Position | $(419,984)$ | $(153,278)$ | $(398,635)$ |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund |  |  |  |
| Capital Improvements |  |  |  |
| Unfunded Benefit/Pension Obligation |  |  |  |
|  |  |  |  |
| Depreciation Cost Allocation | 39,279 | - | 27,495 |
|  |  |  |  |
| Net Organizational Position | $(459,263)$ | $(153,278)$ | (426,130) |


| Solano County Fair Association Proposed 2020 Budget | Annual Solano County Youth Ag Day |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed Budget |
| Fair Gate Admissions |  |  |  |
| Fair Parking / RV Space Rental |  |  |  |
| Fair Concessions / Carnival |  |  |  |
| Fair Commercial Space |  |  |  |
| Fair Entry Fees |  |  |  |
| Facility Rental |  |  |  |
| Satellite Wagering |  |  |  |
| Lease revenue |  |  |  |
| Sign Revenue |  |  |  |
| Sponsorship | 42,719 | 25,000 | 50,000 |
| Sponsorship In-Kind | 4,199 | 3,500 | 4,200 |
| Donations / Reimbursements |  |  |  |
| Gain (Loss) on sale of an Asset |  |  |  |
| Miscellaneous |  |  |  |
| State Apportionment |  |  |  |
| Other Non-Operating Revenue |  |  |  |
| Interest Revenue |  |  |  |
| . 33 Funds |  |  |  |
| Total Operating Revenue | 46,918 | 28,500 | 54,200 |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | 16,193 | 16,148 | 3,445 |
| Payroll Accrued | - | - | - |
| Workers' Comp/Health/Comp Absences | 938 | 870 | 202 |
| Pension Expense | - | - | - |
| Professional Services | 5,110 | 1,600 | 750 |
| Supplies and Expenses | 6,464 | 7,675 | 6,250 |
| Utilities | 366 | - | 235 |
| Equipment Maintenance | - | - | - |
| Liability Insurance | 2,375 | - | - |
| Dues, Permits, Assessments | - | - | - |
| Buildings and Grounds | - | 300 | 300 |
| Advertising/Promo/Publications | 818 | 250 | 3,000 |
| Ag Day Buses | 20,314 | 12,200 | 22,000 |
| Travel, Training, Seminars, Meals | - | - | - |
| Directors' Expense | - | - | - |
| Equipment Rental | 1,106 | 1,450 | 1,450 |
| Entertainment-Stages and ground | - | - | - |
| Premiums | - | - | - |
| Bank Charges, Credit Card Fees | 33 | - | 50 |
| Cash Short/(over), bad debt | - | - | - |
| Equipment (non capitalized) | - | 100 | 100 |
| County Services | - | - | - |
| Special Projects / Capital Improvement | - | - | - |
| Unfunded Benefit/Pension Obligation | - | - | - |
| Donated Services/Sponsor Expenses | - | - | - |
| Interest Expense | - | - | - |
| Overhead Cost allocation | 20,591 | - | 23,204 |
| Total Operating Expenses | 74,308 | 40,593 | 60,986 |
|  |  |  |  |
| Net Operating Position | $(27,390)$ | $(12,093)$ | (6,786) |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund |  |  |  |
| Capital Improvements |  |  |  |
| Unfunded Benefit/Pension Obligation |  |  |  |
|  |  |  |  |
| Depreciation Cost Allocation | 3,571 | - | 2,500 |
|  |  |  |  |
| Net Organizational Position | $(30,961)$ | $(12,093)$ | $(9,286)$ |




| Solano County Fair Association Proposed 2020 Budget | Leases |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed <br> Budget |
| Fair Gate Admissions |  |  |  |
| Fair Parking / RV Space Rental |  |  |  |
| Fair Concessions / Carnival |  |  |  |
| Fair Commercial Space |  |  |  |
| Fair Entry Fees |  |  |  |
| Facility Rental |  |  |  |
| Satellite Wagering |  |  |  |
| Lease revenue | 825,947 | 816,907 | 843,371 |
| Sign Revenue |  |  |  |
| Sponsorship |  |  |  |
| Sponsorship In-Kind |  |  |  |
| Donations / Reimbursements |  |  |  |
| Gain (Loss) on sale of an Asset |  |  |  |
| Miscellaneous |  |  |  |
| State Apportionment |  |  |  |
| Other Non-Operating Revenue |  |  |  |
| Interest Revenue |  |  |  |
| . 33 Funds |  |  |  |
| Total Operating Revenue | 825,947 | 816,907 | 843,371 |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | - | - | - |
| Payroll Accrued | - | - | - |
| Workers' Comp/Health/Comp Absences | - | - | - |
| Pension Expense | - | - | - |
| Professional Services | - | - | - |
| Supplies and Expenses | - | - | - |
| Utilities | 17,586 | 43,900 | 19,525 |
| Equipment Maintenance | - | - | - |
| Liability Insurance | 5,243 | - | - |
| Dues, Permits, Assessments | 55,848 | 82,225 | 55,848 |
| Buildings and Grounds | 694 | 2,500 | 2,500 |
| Advertising/Promo/Publications | - | - | - |
| Ag Day Buses | - | - | - |
| Travel, Training, Seminars, Meals | - | - | - |
| Directors' Expense | - | - | - |
| Equipment Rental | 1,308 | 2,500 | 2,500 |
| Entertainment-Stages and ground | - | - | - |
| Premiums | - | - | - |
| Bank Charges, Credit Card Fees | - | - | - |
| Cash Short/(over), bad debt | - | - | - |
| Equipment (non capitalized) | - | - | - |
| County Services | - | - | 5,000 |
| Special Projects / Capital Improvement | - | - | - |
| Unfunded Benefit/Pension Obligation | - | - | - |
| Donated Services/Sponsor Expenses | - | - | - |
| Interest Expense | 13,249 | 19,000 | 10,308 |
| Overhead Cost allocation | 36,034 | - | 40,606 |
| Total Operating Expenses | 129,962 | 150,125 | 136,288 |
|  |  |  |  |
| Net Operating Position | 695,985 | 666,782 | 707,083 |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund |  |  |  |
| Capital Improvements |  |  |  |
| Unfunded Benefit/Pension Obligation |  |  |  |
|  |  |  |  |
| Depreciation Cost Allocation | 6,249 | - | 4,374 |
|  |  |  |  |
| Net Organizational Position | 689,736 | 666,782 | 702,709 |




| Solano County Fair Association Proposed 2020 Budget | Maintenance |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed Budget |
| Fair Gate Admissions |  |  |  |
| Fair Parking / RV Space Rental |  |  |  |
| Fair Concessions / Carnival |  |  |  |
| Fair Commercial Space |  |  |  |
| Fair Entry Fees |  |  |  |
| Facility Rental |  |  |  |
| Satellite Wagering |  |  |  |
| Lease revenue |  |  |  |
| Sign Revenue |  |  |  |
| Sponsorship |  |  |  |
| Sponsorship In-Kind |  |  |  |
| Donations / Reimbursements |  |  |  |
| Gain (Loss) on sale of an Asset |  |  |  |
| Miscellaneous |  |  |  |
| State Apportionment |  |  |  |
| Other Non-Operating Revenue |  |  |  |
| Interest Revenue |  |  |  |
| . 33 Funds |  |  |  |
| Total Operating Revenue | - | - |  |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | 122,756 | 104,422 | 134,499 |
| Payroll Accrued | - | - | - |
| Workers' Comp/Health/Comp Absences | 37,151 | 36,769 | 30,557 |
| Pension Expense | 37,293 | 35,200 | 30,798 |
| Professional Services | 2,339 | - | 775 |
| Supplies and Expenses | 20,703 | 20,273 | 20,000 |
| Utilities | 65,245 | 56,615 | 98,299 |
| Equipment Maintenance | 33,911 | 36,800 | 36,800 |
| Liability Insurance | 6,020 | - | 800 |
| Dues, Permits, Assessments | 303 | 250 | 300 |
| Buildings and Grounds | 29,849 | 15,100 | 20,000 |
| Advertising/Promo/Publications | - | - | - |
| Ag Day Buses | - | 100 | 100 |
| Travel, Training, Seminars, Meals | - | - | - |
| Directors' Expense | - | - | - |
| Equipment Rental | 3,806 | 5,217 | 4,000 |
| Entertainment-Stages and ground | - | - | - |
| Premiums | - | - | - |
| Bank Charges, Credit Card Fees | - | - | - |
| Cash Short/(over), bad debt | - | - | - |
| Equipment (non capitalized) | 635 | 600 | 1,000 |
| County Services | - | - | - |
| Special Projects / Capital Improvement | - | - | - |
| Unfunded Benefit/Pension Obligation | - | - | - |
| Donated Services/Sponsor Expenses | - | - | - |
| Interest Expense | - | - | - |
| Overhead Cost allocation | $(360,012)$ | - | $(377,928)$ |
| Total Operating Expenses | (1) | 311,346 | - |
|  |  |  |  |
| Net Operating Position | 1 | $(311,346)$ | - |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund |  |  |  |
| Capital Improvements |  |  |  |
| Unfunded Benefit/Pension Obligation |  |  |  |
| Depreciation Cost Allocation |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Net Organizational Position | 1 | $(311,346)$ | - |


| Solano County Fair Association Proposed 2020 Budget | Guest Safety |  |  |
| :---: | :---: | :---: | :---: |
|  | 2019 | 2019 | 2020 |
| Operating Revenues | Year End | Budget | Proposed Budget |
| Fair Gate Admissions |  |  |  |
| Fair Parking / RV Space Rental |  |  |  |
| Fair Concessions / Carnival |  |  |  |
| Fair Commercial Space |  |  |  |
| Fair Entry Fees |  |  |  |
| Facility Rental |  |  |  |
| Satellite Wagering |  |  |  |
| Lease revenue |  |  |  |
| Sign Revenue |  |  |  |
| Sponsorship |  |  |  |
| Sponsorship In-Kind |  |  |  |
| Donations / Reimbursements |  |  |  |
| Gain (Loss) on sale of an Asset |  |  |  |
| Miscellaneous |  |  |  |
| State Apportionment |  |  |  |
| Other Non-Operating Revenue |  |  |  |
| Interest Revenue |  |  |  |
| . 33 Funds |  |  |  |
| Total Operating Revenue | - | - |  |
| Operating Expenses |  |  |  |
| Wages/Payroll Tax | 40,845 | 27,614 | 59,257 |
| Payroll Accrued | - | - | - |
| Workers' Comp/Health/Comp Absences | 2,224 | 1,488 | 3,468 |
| Pension Expense | 5,450 | 7,000 | 6,988 |
| Professional Services | 223 | 3,500 |  |
| Supplies and Expenses | 4,198 | 3,936 | 2,400 |
| Utilities | - | - | 2,000 |
| Equipment Maintenance | 3,895 | 4,500 | 3,600 |
| Liability Insurance | 6,020 | - | 800 |
| Dues, Permits, Assessments | - | - |  |
| Buildings and Grounds | 455 | - | 500 |
| Advertising/Promo/Publications | - | - | - |
| Ag Day Buses | - | - | - |
| Travel, Training, Seminars, Meals | - | - | - |
| Directors' Expense | - | - | - |
| Equipment Rental | - | - | - |
| Entertainment-Stages and ground | - | - | - |
| Premiums | - | - | - |
| Bank Charges, Credit Card Fees | - | - | - |
| Cash Short/(over), bad debt | - | - | - |
| Equipment (non capitalized) | 341 | 500 | 500 |
| County Services | - | - | - |
| Special Projects / Capital Improvement | - | - | - |
| Unfunded Benefit/Pension Obligation | - | - | - |
| Donated Services/Sponsor Expenses | - | - | - |
| Interest Expense | - | - | - |
| Overhead Cost allocation | $(63,653)$ | - | (79,513) |
| Total Operating Expenses | (2) | 48,538 | - |
|  |  |  |  |
| Net Operating Position | 2 | $(48,538)$ | - |
| Post Operational Allocations |  |  |  |
| SCFA Reserve Fund |  |  |  |
| Capital Improvements |  |  |  |
| Unfunded Benefit/Pension Obligation |  |  |  |
| Depreciation Cost Allocation |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Net Organizational Position | 2 | $(48,538)$ | - |



