

Harbor Regional Center

Client Advisory Committee

August 13, 2016 Meeting Minutes

Members Present: David Gauthier-Chairperson; Deaka Mc Clain-CAC Co-Chairperson ;Rita Teodore; Danielle Schorr; Debbie Howard; Wesley Dale; Sydney Kraft; Connie Leuck; Michelle Roach; Mead Duley; Tom Basch; Desiree Boyler.

HRC Staff Present: Brent Fryhoff

Life Steps Staff Present: Jenelle Reyes-Tenorio

Call to Order & Minutes Approved

David called the meeting to order at 1:04 p.m. and introduced the minutes of the May 14, 2016 meeting.

The minutes were unanimously approved by all committee members.

Regional Center Performance Plan

Nancy Spiegel, HRC Director of Information and Development, presented the outcomes of the HRC Performance Plan and discussed the details with members. The members asked follow up question and an active discussion was held regarding the outcomes.

DDS CAC Update

Deaka Mc Clain shared with CAC members that she is now on the DDS Client Advisory Committee. She will attend the next meeting held in November in Sacramento and will give update at that time.

HRC Self Determination Committee Update

Deaka and David shared with the committee that the application for federal funding has not yet been approved. DDS submitted revisions on the application to the federal government; however they are still waiting approval. After the application is approved, the Self Determination Program will be implemented for 2,500 participants in California during the first 3 years. DDS has told us they will select 98 Harbor Regional Center clients to participate in the SDP during the first 3 years. Handouts with summarized information on Self Determination were handed out to all CAC members to review. These handouts can also be found on the Harbor Regional Center website.

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Discussion about recent open Forum Community event

Deaka, David, and Janelle discussed the recent forum they attended in Long Beach on May 31st. Janice Hanh, United States Representative and Steve Napolitano, Supervisor's Senior Deputy spoke on issues important to the 4th District at the Forum. These issues included homelessness, affordable housing, re-entry and recovery, health for all, seniors, and the environment. Deaka shared that having people with developmental disabilities attend this type of forum is a step in the right direction of having their voice heard when it comes to disability rights in District 4.

Community Outreach

The HRC Client Advisory Committee group discussed the possibility of volunteering at the upcoming "Ride with the Tide" bike tour event put on by the Rotary Club of the South Bay that benefits HRC as well as several other South Bay charities. Each year the Harbor Regional CAC group has decided to get involved in some type of community outreach and last year recently participated in "Fans in the Stands" for the 2015 World Games and enjoyed cheering on the athletes. The CAC group voted on possibly cheering and directing cyclists along the "Ride with the Tide" bike route in September of this year and is willing to assist with any other duties that might be available for them to do. The CAC group would like to volunteer the 10:00 a.m. to 12:30 a.m. shift if available. More information to follow as the date gets closer.

Reminder to register to vote

- The deadline to register online for the General Election is October 24th.
- You can register online at registertovote.ca.gov
- All CAC members were encouraged to vote this November during this important election year.

Regional Center Update

Brent shared with CAC members that Harbor Regional Center is currently down to 8 clients residing at Fairview Developmental Center. HRC hopes to have 0 clients residing at Fairview by the end of this year or early next year. Group homes continue to be developed in the HRC service area for people to move out of these large institutions. HRC has also been able to help other Regional Centers place clients in homes Harbor has developed. The push to get everyone out of the Developmental Centers and into less restrictive living arrangements continues to be a huge initiative not only on a state level, but also on a federal level.

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Brent also discussed the new CMS ruling that is being implemented by March of 2019 for services provided to people with developmental disabilities across the United States. The new regulations from the Centers for Medicare and Medicaid Services will ensure services for individuals with developmental disabilities include: choice, individual rights, inclusion, community integration, and opportunities for employment. This ruling is right in line with Harbor Regional Center's best practices for day and residential services. Most of the Harbor Regional Center's Service Providers are already in compliance; however there are a handful of providers that currently are not. HRC will meet with these providers to give them an outline of what they need to do to come into compliance with these new regulations. These providers will then need to submit a plan to HRC and DDS with the proposed changes. The overall goal is to get people with developmental disabilities more included in their local communities and to close the door to any service that segregates our clients.

Brent shared with the CAC group that SVS Lakewood East is the newest Partial Work Program that has opened in April of 2016 and is already almost to capacity for their morning session. This type of program has become quite popular amongst HRC clients who are exiting High School or who have chosen to leave the sheltered workshops. Clients get the opportunity of working on skill development, socialization, community integration, and working up to 50% of the time at minimum wage contracts at local businesses.

Adjournment

David Gauthier adjourned the meeting at 3:00 p.m.

Next CAC Meeting

The next Client Advisory Meeting will be held on Saturday November 19, 2016 at the Life Steps Seaside Learning Center and will be a potluck.

July 26, 2016

Client Services Committee

David Gauthier
Antoinette Perez
Heather Shepherd
Patricia Florez
Nancy Spiegel
Deaka Mclain
Melanie Brossus
Craig Kalem

Performance Plan review by: Nancy Spiegel

- All 21 RCs must measure their annual outcomes as well as how they compared to other RCs.
- Handout provided for the Performance Report for HRC dated Spring 2016
- Living in community: 110 since 2005 people moved out of State Institution by HRC
- Reviewed services, supports and information that promote children living at home
- Questions regarding types of home that have been developed in community as well as other living supports.
 - Homes reviewed
 - Supported living options reviewed
 - COO vs Non CPP development questions answered
- Reviewed Employment first and opportunities for adults
- Request for actual Driving Course ...not just pass the written test.
 - Nancy agreed to follow up
- Cultural Diversity - age, disability, language and ethnicity
 - White and Asian utilize the higher % of services
 - Latino and African American utilize a lower % of services
 - Outreach is a continuous effort to ensure that the community knows who we are and how to access us.
 - 16% of the families we serve are Spanish speaking only
 - Korean and Cambodian the second highest language need
 - Publications available in a variety of language

Antoinette - Presented Overview of WIC 4649(a)(1) - mandate to identify and pursue all possible sources of funding for clients receiving regional center services...

- Over the next four sessions we will review the regs, policies that speak to delivery of services in relationship to Behavior services, copayments, co-insurance and deductibles ... So that HRC can create policy and committee can offer recommendations to shape the policy
- Reviewed current policies on:
 - HRC General Standards
 - Parent Training in Behavior Management
 - Therapy Services
- Feedback thus far to consider for new Policy

- outline the steps if insurance provider does not want to a vendor of HRC in order to be paid for co-payments
- Outline who makes determination for exceptional circumstances - put language in about timeliness of decision making
- Review of the current process for assess co-payment and co-insurance and deductibles
- IPP/IFSP must document the need and POS timelines
- Attachment to policy could be handout of what families would need to provide - use simplified language

Additional feedback:

- Generic resources such as IHSS, Medi-Cal, EPSDT, DMH often push back on their role when RC is involved. Suggestion: stronger collaboration and cross training with generic resources in an effort to clarify roles and responsibilities of all parties involved

Updated contact information for Patricia Flores:
pflores@lifestepsfoundation.org

HARBOR REGIONAL CENTER
Community Relations Committee
July 19, 2016

Members Present: Monica Sifuentes, MD, Doug Erber, Terri Nishimura, Erika Braxton-White, David Bourassa, David Gauthier, Nancy Spiegel

Legislative Advocacy

After months of anticipation and postponement due to his very busy schedule, we hosted a visit by Assembly Speaker Anthony Rendon to a program serving adults in his district, Social Vocational Services. He was very well-informed and supportive of our issues, and was encouraged to see that people who live in this part of his district can attend services in their home community. He was accompanied by his Deputy District Director Ronald Gonzales-Lawrence, and we agreed to be in contact in the future for mutual support or information.

Immediately following this meeting, we welcomed Assembly Member David Hadley as a guest at the HRC Board Meeting.

Photos of both visits have been posted on HRC's social media sites.

<https://www.facebook.com/HarborRegionalCenter/>

<https://twitter.com/HarborRegnlCtr>

<https://www.instagram.com/harborregional/?hl=en>

At our last meeting we discussed continuing to develop relationships with more of our legislators, and we will continue to arrange tours like this for our legislative representatives to help them feel connected to developmental services in their district..

The Service Provider Advisory Committee would like to plan a Meet Your Legislator event with Patrick O'Donnell. Nancy will coordinate with their members for planning with this committee.

Community Outreach and Information

We gave a recent presentation for the City of Torrance Social Services Commission. We shared general information about HRC services and asked for their assistance in identifying opportunities for employment and affordable housing, such as access to Section 8 applications. Kerry Ryerson was invited to attend the South Bay Red White and Blue Expo where she will have the opportunity to make additional local contacts and reach out for HRC.

Harbor Help Fund

We expect to learn soon about proceeds of the Rotary Club's So Bay Beer and Wine Festival, a portion of which are to be allocated to the Harbor Help Fund.

School Supplies Giveaway

An HRC family of a 3 ½ year old boy who has autism that has been very active in our Adopt A Family program has asked to coordinate a mini-event at HRC. On Sunday August 14 they will provide school supplies to 12 of our clients who have autism and are in grades K-12, and their school-age siblings. They will also provide lunch from a food truck. Dave Bourassa volunteered to help with this event. Doug provided information regarding the In N Out truck which was one they were considering.

Ride With The Tide:

RIDE WITH THE TIDE is a yearly event that is sponsored by our friends at the South Bay Sunrise Rotary Club (formerly known as RAT Beach ride). The Rotary Club will donate the proceeds to various local charities including Harbor Regional Center. The Ride with the Tide will be held on Saturday, September 24, 2016 and volunteers are needed for various shifts throughout the day. Volunteer duties can include passing out water and snacks to the cyclists, providing directions along the route and cheering for the cyclists. Committee members requested volunteer information for this fun event

Based on prior years we believe shifts will look like this at a variety of locations throughout the South Bay.

6:00 am – 9:00 am - set up, passing out water and snacks and cheering

7:30 am – 10:30 am - cheering and directing cyclists along the route

9:00 am – 11:30 am - passing out water and snacks and cheering

10:00 am – 12:30 am - cheering and directing cyclists along the route

11:00 am – 2:00 pm - cheering and directing cyclists along the route

The event website has information about the route and how to register as a cyclist:
www.ridewiththetide.org

Our next meeting is scheduled for Tuesday Oct 18 at 5:30.

**Harbor Regional Center
Service Provider Advisory Committee
Minutes: August 2, 2016**

Members Present: Terri Nishimura, Pediatric Therapy Network, Chair; Kristine Engels, Life Steps Foundation; Rhiannon Acree, Cambrian Homecare; Alex Saldana, Oxford Home Care; Pam Ryan, Canyon Verde; Harry Van Loon, ARC-Long Beach; Kristy Glass, Arts and Services; Dee Prescott, Easter Seal Southern California; Angie Rodriguez, Social Vocational Services; Mary Grace Lagasca, InJOY Life Resources; Rob Haupt, Autism Spectrum Therapies; Ben Espita, Goodwill, SOLAC

HRC Staff Present: Judy Wada, HRC Chief Financial Officer; Barbara del Monico, Maria Elena Walsh, HRC Resource and Technology Center; Nancy Spiegel, Training and Information; Heather Sheppard, Early Childhood Services Department Director; Antoinette Perez, Childhood Services Department Director; Colleen Mock, HRC Community Services Director

Introduction of New Service Provider Advisory Committee Chair

Ms. Colleen Mock introduced Ms. Terri Nishimura as the new chair of the HRC Service Provider Advisory Committee.

HRC Resource and Technology Center Presentation:

Ms. Barbara del Monico introduced the new Maria Elena Walsh, the new Assistant Manager for the HRC Resource Center. She also distributed the current HRC Training and Events calendar. Ms. del Monico shared new information available in the resource center about Fragile X Syndrome and client information about the dangers of texting and using the internet as well as money management.

Overview of Los Angeles County Services by Mr. Steve Napolitano-Torrance Field Deputy for Don Knabe—Los Angeles County Board of Supervisors-4th District

Mr. Steve Napolitano discussed that there are 88 cities included in Los Angeles County and there are 37 county departments. There was discussion of the usefulness of 211 for locating county resources. There was a lengthy discussion regarding the lack of housing for our clients and families. Mr. Napolitano noted that there is a less than 3% housing vacancy factor within Los Angeles County. Several service providers also noted delays with processing IHSS and he will follow-up with these concerns. There was also discussion regarding contacting Sheriff McDonnell regarding law enforcement knowledge of how to work with our clients.

Presentation of HRC Draft Performance Plan

Ms. Nancy Spiegel reviewed both the Performance Report for Harbor Regional Center and the draft Harbor Regional Center Performance Plan 2016. She also discussed the HRC Diversity efforts, including hiring a Manager for Diversity and Inclusion, hiring culturally diverse staff, offering information on self-determination in seven languages, surveying families and offering training to empower families on leadership.

The service provider advisory committee members did not offer additional suggestions.

CMS-HCBS

Ms. Mock announced that Harbor Regional Center will be conducting CMS presentations to HRC service providers.

Self-Determination Update

Harbor Regional Center's Self-Determination Advisory Meeting has continued to meet monthly on the second Wednesday evening in Torrance but will take a break over the summer and meet again starting in October, 2016.

DDS has been preparing the training materials that have not yet been made available for distribution.

Harbor Regional Center Update

Ms. Judy Wada reported that statewide the regional centers are showing a slight surplus.

Ms. Mock announced that the HRC Long Beach office will be closed until January, 2017.

Legislative Informational Activities

The committee members agreed that they would like to sponsor another legislative event in late fall/16 in the Long Beach area to honor a representative from that area. The sub-committee of Kristine Engels, Rhiannon Acree and Terri Nishimura met following the committee meeting to plan this upcoming event. A day program in Signal Hill has been identified as a potential site.

The HRC Service Provider Advisory Meeting Schedule for 2016 is:

October 4, 2016

December 6, 2016

**. Harbor Regional Center
Board Planning Committee
Minutes:
July 29, 2016**

Present: Ron Bergman, Patricia Jordan, Steve Goclowski, Nancy Spiegel

Performance Plan Progress Report

In preparation for discussion of the development of the HRC 2017 Performance Plan, the committee reviewed 2016 mid-year outcomes showing continued progress in all public policy areas of the current year plan. It shows that HRC has continued to assist and support our clients to live in home settings in the community. At the time of this meeting:

- Twenty HRC clients had moved from the State Developmental Center into the community, and only 8 HRC clients were remaining in SDCs. It was anticipated that this number would continue to decrease this summer due to development of HRC's Community Placement Plan resources.
- Nearly all (99.8%) of HRC clients who are children live with families. Over 81% of HRC clients who are adults live with families or in home settings such as supported or independent living.
- No HRC children live in homes serving 7 or more;
- The number of adults in larger settings such as skilled nursing homes was reduced to 79 out of 6000, or 1.33%.

We agreed that the activities in our Plan have allowed for this continued progress and should continue in our 2017 Plan. Nancy will continue to share this information throughout this summer with focus groups and through our electronic newsletter and website, in preparation for our public meeting on September 20th, 2016.

Harbor Regional Center Diversity Plan


The Performance Plan also includes performance measures which were identified last fall for cultural competency in serving our diverse communities. Nancy provided an update on our efforts which include:

- development and publication of family guides of services by age group
- a telephone survey of clients and families to be conducted by contractor, Kinetic Flow Corp. The survey this fall, to gain additional understanding of service access, usage, and satisfaction and barriers to service utilization by different cultural groups served by HRC
- cultural competency training scheduled for all staff in September. Training for service providers will follow.

HRC has hired Erika Braxton-White to be our new Manager of Diversity and Inclusion, to oversee all aspects of the Diversity Plan. Her first assignment will be to develop a proposal to DDS, to seek some of the funding which became available through the recent budget bill (SBX2 1) for increasing service access for diverse communities.


HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

PUBLIC POLICY OUTCOMES

Public Policy Measures	Statewide Average	HRC Outcomes	Planned Activities
<p>Clients who have lived in State Developmental Centers will live in the community. (Reduce Percentage of clients in State Developmental Centers)</p>  <p>Achieving Desired Outcome? YES</p>	<p>12/11 0.73%</p> <p>12/12 0.63%</p> <p>12/13 0.51%</p> <p>12/14 0.42%</p> <p>12/15 0.36%</p>	<p>12/11 0.65% 68 clients</p> <p>12/12 0.54% 59 clients</p> <p>12/13 0.5% 56 clients</p> <p>12/14 0.36% 42 clients</p> <p>12/15 0.23% 28 clients</p>	<p>Continue to develop resources as Community Placement Plan funds allow.</p> <p>Continue to assist developmental center residents to move into the community.</p>


Measures of Success: ●Maintain or show improved performance over prior year, and/or ●Equal to or better than statewide average.

HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

Public Policy Measures	Statewide Average	HRC Outcomes	Planned Activities
<p>Children served by HRC will live with families. (Increase percentage of minors living with families: includes own family, foster family, and guardian).</p>  <p>Achieving Desired Outcome? YES</p>	<p>12/11 98.71% 12/12 98.92% 12/13 98.98% 12/14 99.10% 12/15 99.15%</p>	<p>12/11 99.60% 12/12 99.63% 12/13 99.78% 12/14 99.80% 12/15 99.80%</p>	<p>Continue to provide support, information, and training to families, to promote child development and family stability.</p>
<p>Children served by HRC who live in licensed homes shall live in small homes. (Maintain low percentage of minors living in licensed homes serving greater than 6).</p> <p>Achieving Desired Outcome? YES</p>	<p>12/11 0.09% 12/12 0.08% 12/13 0.07% 12/14 0.07% 12/15 0.06%</p>	<p>12/11 0.00% 12/12 0.00% 12/13 0.00% 12/14 0.00% 12/15 0.00%</p>	<p>Continue to avoid use of large licensed settings, and provide support for children to live with families (their own, foster, or guardian).</p>


Measures of Success: ●Maintain or show improved performance over prior year, and/or ●Equal to or better than statewide average.

HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

Public Policy Measures	Statewide Average	HRC Outcomes	Planned Activities
<p>Adults served by HRC will live in home settings. (Increase percentage of adults living in independent & supported living, with parent, or with adult family home agency).</p>  <p>Achieving Desired Outcome? YES</p>	<p>12/11 74.81% 12/12 75.29% 12/13 76.49% 12/14 77.30% 12/15 78.04%</p>	<p>12/11 77.39% 12/12 78.36% 12/13 79.05% 12/14 80.07% 12/15 80.92%</p>	<p>Continue to promote and maintain options for adults to live in home environments with families, or in their own homes, with supports as needed.</p>


Measures of Success: ●Maintain or show improved performance over prior year, and/or ●Equal to or better than statewide average.

HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

Public Policy Measures	Statewide Average	HRC Outcomes	Planned Activities
<p>Adults served by HRC who live in licensed homes shall live in small homes.</p> <p>(Reduce percentage of adults living in licensed homes serving greater than 6).</p>  <p>Achieving Desired Outcome? YES</p>	<p>12/11 3.50%</p> <p>12/12 3.31%</p> <p>12/13 3.12%</p> <p>12/14 2.96%</p> <p>12/15 2.78%</p>	<p>12/11 2.22%</p> <p>12/12 2.05%</p> <p>12/13 1.84%</p> <p>12/14 1.74%</p> <p>12/15 1.50%</p>	<p>Continue to avoid use of large licensed settings and to support adults moving from larger settings into more integrated/less restrictive living options.</p>

Measures of Success: ●Maintain or show improved performance over prior year, and/or ●Equal to or better than statewide average.

HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

Public Policy Measure	Planned Activities
<p>Percent of total annual purchase of service authorizations and expenditures by individual's ethnicity and age</p> <ul style="list-style-type: none"> • Birth to age two, inclusive • Age three to twenty-one, inclusive • Twenty-two and older <p>Percent of total annual purchase of service authorizations and expenditures by individual's primary language.</p> 	<p>Harbor Regional Center will provide services and supports in a culturally and linguistically sensitive manner.</p> <p>Continue to:</p> <ul style="list-style-type: none"> • Provide community outreach so that the ethnic, language and cultural demographics of our client population reflect that of the general population in our service area. • Recruit and maintain a culturally diverse staff whose ethnicity, language and cultural background reflect that of our client population. • Provide information and training for staff and service providers to promote culturally-competent service delivery. • Increase training and information for clients and families about available services and supports, and expand our library of translated materials. • Seek input from our community regarding barriers to access and utilization of services, and ways to overcome these barriers.

Measures of Success: •Maintain or show improved performance over prior year, and/or •Equal to or better than statewide average.

HARBOR REGIONAL CENTER PERFORMANCE PLAN 2017

Compliance Measures

	HRC Baseline	Planned Activities
Unqualified independent audit with no material findings	Yes	Continue generally accepted accounting principles Maintain good business practices Maintain compliance with state contract and Medicaid Waiver requirements
Substantial compliance with DDS fiscal audit	Yes	
Accuracy/percent of POS fiscal projections based on February Sufficiency of Allocation Report (SOAR)	Yes	
Operates within Operations budget	Yes	
Certified to participate in Waiver	Yes	
Compliance with vendor audit requirements	Yes	
Intake/IFSP development, ages 0-2 (Individual/Family Service Plan, Title 17 requirements)	92.71%	Continue to provide timely completion of intake/assessment for infants and toddlers birth - 2 years of age.
Intake/assessment timelines, ages 3 and above - 142 days or less	100%	Continue to provide timely completion of intake/assessment for children & adults 3 years of age and above.
IPP development, ages 3 and above (Individual/Family Service Plan, Welfare and Institutions Code requirements)	99.29%	Continue to provide timely completion of individual/family service plans for clients receiving services under the Lanterman Act.
Individuals with Current CDER or ESR (Client Development Evaluation Report or Early Start Report).	94.79%	Continue timely completion of the CDER/ESR.

Measures of Success: ●Maintain or show improved performance over prior year, and/or ●Equal to or better than statewide average.

**Harbor Regional Center
Retirement Committee Meeting Minutes
August 16, 2016**

In attendance: Jim Flores, Chairperson
John Rea, Member
Judy Wada, CFO
Tammy Carter, Director of Human Resources

Absent: Joe Czarske, Member
Kaye Quintero, Controller

Since there are new members to the Retirement Committee, the purpose of the meeting was to review Harbor Regional Center's current plans with TIAA and the role of the Retirement Committee. Ms. Wada went over the background of the plans, explaining the types—401(k) and 457(b)—and requirements, and prior issues that were brought to the Retirement Committee. She described the retirement plans at other regional centers. The group reviewed the Retirement Committee Report for the quarter ending March 31, 2016.

The Committee will receive quarterly reports via email. The Committee will schedule meetings as needed.

jnw



**Harbor Regional Center
Retirement Committee
August 16, 2016**

BACKGROUND

Current Plans

Recordkeeper/Administrator: TIAA

401(k)

Eligibility: All employees

Vesting: Immediate

Employer Contribution: Defined, 10% each payroll

Employee Contributions: Not Required, Voluntary Only

Investment Options include Lifecycle Funds

Loans: Employee contributions only. Only active participants. One outstanding loan at a time

One-time Supplemental Employer Contribution: 1% in 2015 using FY 2014-15 funds

457(b)

Added 2005

Eligibility: All employees

Vesting: Immediate

Employee Contributions: Not Required, Voluntary Only

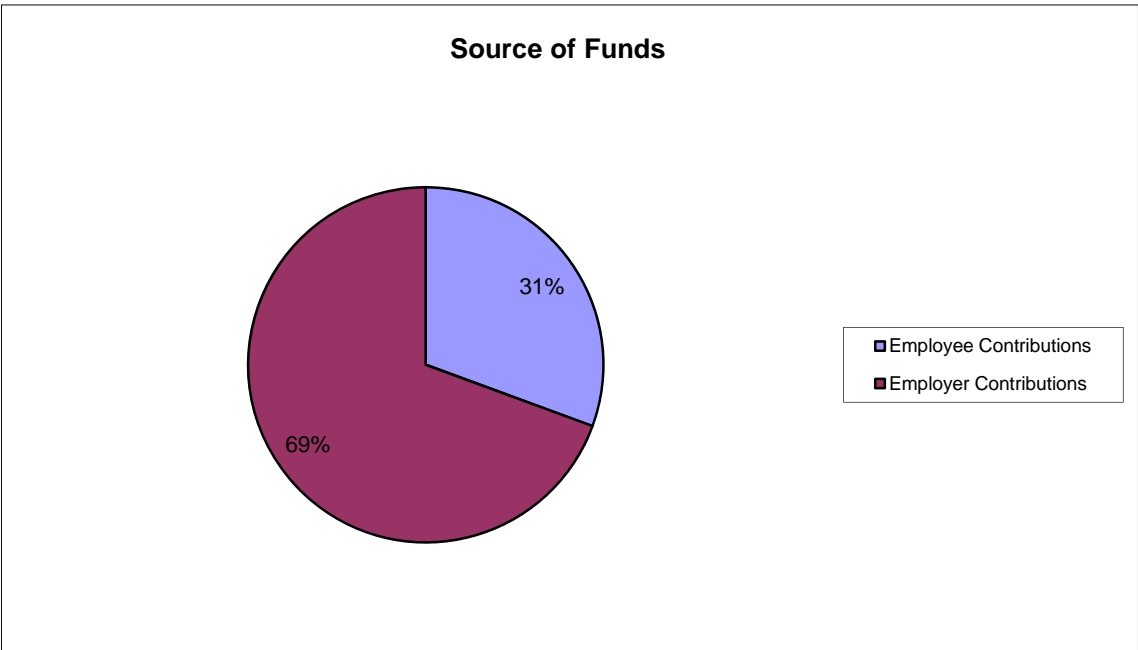
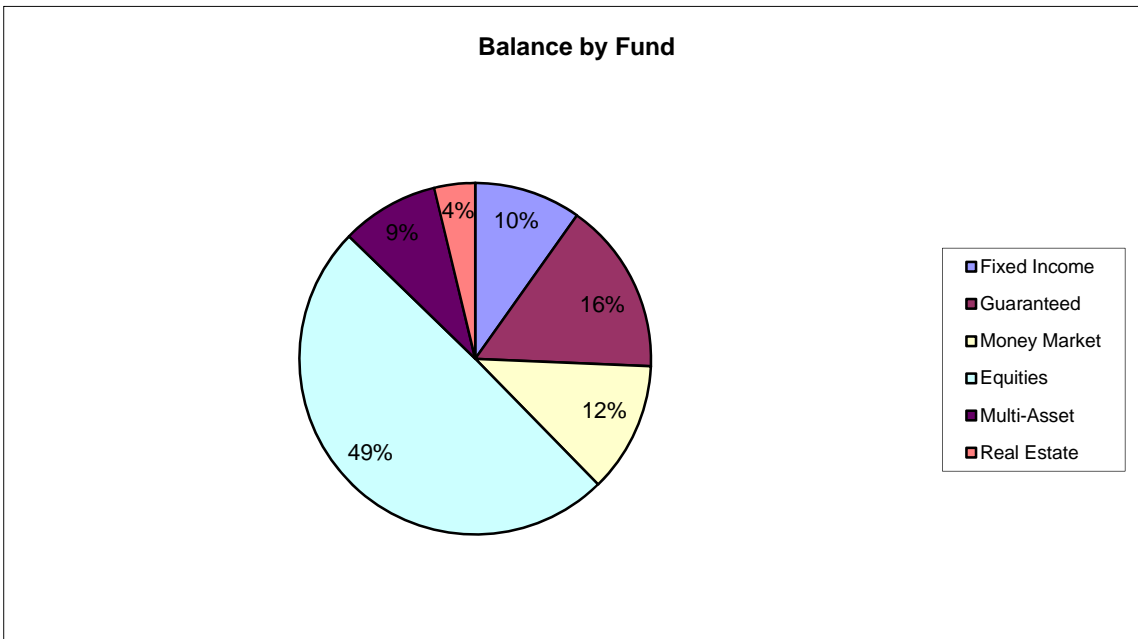
Loans: Not permitted.

Retirement Committee Report (as of 3/31/2016)

**Harbor Regional Center
Retirement Plan Balances as of 6-30-2016**

	Employee Contributions	Employer Contributions	Total Balance
Fixed Income	\$1,059,070	\$2,764,082	\$3,823,151
Guaranteed	\$2,608,355	\$3,556,558	\$6,164,914
Money Market	\$1,019,963	\$3,649,765	\$4,669,728
Equities	\$5,798,242	\$13,481,783	\$19,280,024
Multi-Asset	\$800,107	\$2,694,180	\$3,494,287
Real Estate	<u>\$618,454</u>	<u>\$842,537</u>	<u>\$1,460,991</u>
Total	\$11,904,190	\$26,988,905	\$38,893,095

* Plan Balances include active and terminated employees still in the Retirement Plan.
 Plan Balances include 401(k) and 457(b) Plans.
 ** Employee Contributions include \$1,464,316 in Rollover funds.



**Harbor Regional Center
Retirement Plan Performance**

Fund Balance 3/31/16	\$37,884,828
Activity 4/1/16 - 6/30/16	
Distributions	(\$165,802)
Contributions	<u>\$578,013</u>
Net	\$38,297,038
Fund Balance 6/30/16	\$38,893,095
Gain/(Loss)	\$596,057
% Gain/(Loss) for the Period	1.57%

Active Employees in Retirement Plan	290	55%
Terminated Employees in Retirement Plan	234	45%
Active Employees Total Balance	\$27,364,921	72%
Terminated Employees Total Balance	\$11,528,174	30%

Loan Information	as of 3/31/2016	as of 6/30/2016	Increase/ (Decrease)
Employees with Loans			
Active Employees with Loans	33	31	(2)
Terminated Employees with Loans	<u>11</u>	<u>10</u>	<u>(1)</u>
Total	44	41	(3)
Average Balance Amount	\$7,409	\$7,187	(\$223)
Loan Value			
Employee Contributions	\$323,192	\$292,120	(\$31,072)
Employer Contributions	<u>\$2,824</u>	<u>\$2,534</u>	<u>(\$290)</u>
Total	\$326,016	\$294,654	(\$31,362)