



| CENTER FOR WORK EDUCATION AND EMPLOYMENT |

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

**Financial Statements
and
Independent Auditors' Report
June 30, 2013 and 2012**

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**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Table of Contents

	<u>Page</u>
Independent Auditors' Report.....	1
Financial Statements	
Statements of Financial Position.....	3
Statements of Activities.....	4
Statements of Functional Expenses.....	5
Statements of Cash Flows.....	7
Notes to Financial Statements.....	8

INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Colorado Women's Employment and Education, Inc.
dba Center for Work Education and Employment, Inc.
Denver, Colorado

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of Colorado Women's Employment and Education, Inc. dba Center for Work Education and Employment, Inc. (the "Organization"), which are comprised of the statements of financial position as of June 30, 2013 and 2012, and the related statements of activities, functional expenses, and cash flows for the years 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.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits 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 auditors' 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 auditors consider 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.

To the Board of Directors
Colorado Women's Employment and Education, Inc.
dba Center for Work Education and Employment, Inc.
Page Two

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 Colorado Women's Employment and Education, Inc. dba Center for Work Education and Employment, Inc. as of June 30, 2013 and 2012, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

EKS;H LLLP
EKS&H LLLP

September 27, 2013
Denver, Colorado

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Statements of Financial Position

	June 30,	
	2013	2012
Assets		
Assets		
Cash and cash equivalents	\$ 490,571	\$ 669,232
Accounts receivable	55,984	83,319
Contributions receivable	60,000	51,956
Prepaid expenses and other current assets	463	4,385
Investments	1,908,899	1,222,619
Property and equipment, net	612,576	649,207
Beneficial interest in assets held by the Community First Foundation Endowment Funds	253,247	235,288
Total assets	\$ 3,381,740	\$ 2,916,006
Liabilities and Net Assets		
Liabilities		
Accrued liabilities	\$ 73,795	\$ 58,792
Note payable	-	243,873
Capital lease obligations	35,540	21,394
Total liabilities	109,335	324,059
Commitments		
Net assets		
Unrestricted		
Undesignated	1,982,830	1,520,309
Net investment in property and equipment	577,036	383,940
Designated for future use	129,100	129,100
Designated for operating reserve	262,000	262,000
Total unrestricted net assets	2,950,966	2,295,349
Temporarily restricted	68,192	61,310
Permanently restricted	253,247	235,288
Total net assets	3,272,405	2,591,947
Total liabilities and net assets	\$ 3,381,740	\$ 2,916,006

See notes to financial statements.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Statements of Activities

	For the Years Ended							
	June 30, 2013				June 30, 2012			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Support and revenue								
Contributions	\$ 216,393	\$ 70,750	\$ -	\$ 287,143	\$ 296,224	\$ 62,656	\$ -	\$ 358,880
Legacy contributions	577,472	-	-	577,472	-	-	-	-
Fees for services								
Government	1,024,142	-	-	1,024,142	1,405,410	-	-	1,405,410
Special event, net of direct benefits to donors of \$9,487 (2013) and \$14,182 (2012)	33,053	-	-	33,053	29,721	-	-	29,721
Investment income	137,397	-	-	137,397	33,357	-	-	33,357
Change in value of beneficial interest	-	-	17,959	17,959	-	-	674	674
Other revenue	2,507	-	-	2,507	606	-	-	606
Net assets released from restrictions satisfaction of program restriction	63,868	(63,868)	-	-	10,048	(10,048)	-	-
Total support and revenue	<u>2,054,832</u>	<u>6,882</u>	<u>17,959</u>	<u>2,079,673</u>	<u>1,775,366</u>	<u>52,608</u>	<u>674</u>	<u>1,828,648</u>
Expenses								
Program services								
Employment and education	<u>1,152,684</u>	<u>-</u>	<u>-</u>	<u>1,152,684</u>	<u>1,414,988</u>	<u>-</u>	<u>-</u>	<u>1,414,988</u>
Support services								
General and administrative	137,822	-	-	137,822	148,512	-	-	148,512
Fundraising	<u>108,709</u>	<u>-</u>	<u>-</u>	<u>108,709</u>	<u>124,416</u>	<u>-</u>	<u>-</u>	<u>124,416</u>
Total supporting services	<u>246,531</u>	<u>-</u>	<u>-</u>	<u>246,531</u>	<u>272,928</u>	<u>-</u>	<u>-</u>	<u>272,928</u>
Total expenses	<u>1,399,215</u>	<u>-</u>	<u>-</u>	<u>1,399,215</u>	<u>1,687,916</u>	<u>-</u>	<u>-</u>	<u>1,687,916</u>
Change in net assets	655,617	6,882	17,959	680,458	87,450	52,608	674	140,732
Net assets at beginning of year	<u>2,295,349</u>	<u>61,310</u>	<u>235,288</u>	<u>2,591,947</u>	<u>2,207,899</u>	<u>8,702</u>	<u>234,614</u>	<u>2,451,215</u>
Net assets at end of year	<u>\$ 2,950,966</u>	<u>\$ 68,192</u>	<u>\$ 253,247</u>	<u>\$ 3,272,405</u>	<u>\$ 2,295,349</u>	<u>\$ 61,310</u>	<u>\$ 235,288</u>	<u>\$ 2,591,947</u>

See notes to financial statements.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

**Statement of Functional Expenses
For the Year Ended June 30, 2013**

	<u>Program Services</u>	<u>Supporting Services</u>			<u>Total</u>
	<u>Employment and Education</u>	<u>General and Administrative</u>	<u>Fundraising</u>	<u>Total Supporting Services</u>	
Employee-related expenses					
Salaries	\$ 741,460	\$ 33,560	\$ 67,119	\$ 100,679	\$ 842,139
Payroll taxes and employee benefits	<u>178,967</u>	<u>8,611</u>	<u>16,294</u>	<u>24,905</u>	<u>203,872</u>
Total employee-related expenses	<u>920,427</u>	<u>42,171</u>	<u>83,413</u>	<u>125,584</u>	<u>1,046,011</u>
Other operating expenses					
Condominium fees	61,302	2,598	1,949	4,547	65,849
Equipment and repair	23,304	996	3,341	4,337	27,641
Insurance	4,073	175	131	306	4,379
Postage and delivery	1,514	69	138	207	1,721
Printing	5,073	117	500	617	5,690
Professional services	1,314	73,647	82	73,729	75,043
Alumni/participant expense	31,871	-	-	-	31,871
Marketing	-	-	1,076	1,076	1,076
Staff development	3,491	3,728	304	4,032	7,523
Dues and subscriptions	3,702	170	696	866	4,568
Supplies	5,057	123	246	369	5,426
Technology	9,992	454	1,709	2,163	12,155
Interest	8,891	391	489	880	9,771
Travel and meetings	5,692	193	385	578	6,270
Miscellaneous	11,728	10,478	299	10,777	22,505
Event/luncheon	-	-	8,928	8,928	8,928
Depreciation and amortization	<u>55,253</u>	<u>2,512</u>	<u>5,023</u>	<u>7,535</u>	<u>62,788</u>
Total other operating expenses	<u>232,257</u>	<u>95,651</u>	<u>25,296</u>	<u>120,947</u>	<u>353,204</u>
Total functional expenses	<u>\$ 1,152,684</u>	<u>\$ 137,822</u>	<u>\$ 108,709</u>	<u>\$ 246,531</u>	<u>\$ 1,399,215</u>

See notes to financial statements.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

**Statement of Functional Expenses
For the Year Ended June 30, 2012**

	<u>Program Services</u>	<u>Supporting Services</u>			<u>Total</u>
	<u>Employment and Education</u>	<u>General and Administrative</u>	<u>Fundraising</u>	<u>Total Supporting Services</u>	
Employee-related expenses					
Salaries	\$ 902,007	\$ 40,540	\$ 70,944	\$ 111,484	\$ 1,013,491
Payroll taxes and employee benefits	<u>235,426</u>	<u>11,619</u>	<u>18,244</u>	<u>29,863</u>	<u>265,289</u>
Total employee-related expenses	<u>1,137,433</u>	<u>52,159</u>	<u>89,188</u>	<u>141,347</u>	<u>1,278,780</u>
Other operating expenses					
Condominium fees	71,095	2,593	1,945	4,538	75,633
Equipment and repair	24,622	1,096	2,819	3,915	28,537
Insurance	3,701	159	119	278	3,979
Postage and delivery	609	27	48	75	684
Printing	3,369	1,018	5,394	6,412	9,781
Professional services	13,927	73,853	1,095	74,948	88,875
Alumni/participant expense	33,952	-	-	-	33,952
Marketing	-	-	6,306	6,306	6,306
Staff development	2,786	3,566	207	3,773	6,559
Dues and subscriptions	3,642	184	646	830	4,472
Supplies	6,259	151	264	415	6,674
Technology	10,181	458	1,678	2,136	12,317
Interest	20,728	897	790	1,687	22,415
Travel and meetings	6,328	112	109	221	6,549
Miscellaneous	15,000	9,481	312	9,793	24,793
Event/luncheon	-	-	8,670	8,670	8,670
Depreciation and amortization	<u>61,356</u>	<u>2,758</u>	<u>4,826</u>	<u>7,584</u>	<u>68,940</u>
Total other operating expenses	<u>277,555</u>	<u>96,353</u>	<u>35,228</u>	<u>131,581</u>	<u>409,136</u>
Total functional expenses	<u>\$ 1,414,988</u>	<u>\$ 148,512</u>	<u>\$ 124,416</u>	<u>\$ 272,928</u>	<u>\$ 1,687,916</u>

See notes to financial statements.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Statements of Cash Flows

	For the Years Ended	
	June 30.	
	<u>2013</u>	<u>2012</u>
Cash flows from operating activities		
Change in net assets	\$ 680,458	\$ 140,732
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation and amortization expense	62,788	68,939
Change in value of beneficial interest	(17,959)	(674)
Donated investments	(577,472)	-
Realized/unrealized (gain) loss on investments	(99,018)	15,860
Gain on renegotiation of capital lease	(2,507)	-
Change in operating assets and liabilities		
Accounts receivable	27,335	28,469
Contributions receivable	(8,044)	(51,956)
Prepaid expenses and other current assets	3,922	(2,707)
Accrued liabilities	15,003	10,545
Net cash provided by operating activities	<u>84,506</u>	<u>209,208</u>
Cash flows from investing activities		
Acquisitions of furniture and equipment	(2,169)	(6,679)
Net purchases of investments	(9,790)	(189,414)
Net cash used in investing activities	<u>(11,959)</u>	<u>(196,093)</u>
Cash flows from financing activities		
Payments on note payable	(243,873)	(7,899)
Payments on capital lease obligations	(7,335)	(9,830)
Net cash used in financing activities	<u>(251,208)</u>	<u>(17,729)</u>
Net decrease in cash and cash equivalents	(178,661)	(4,614)
Cash and cash equivalents at beginning of year	<u>669,232</u>	<u>673,846</u>
Cash and cash equivalents at end of year	<u>\$ 490,571</u>	<u>\$ 669,232</u>

Supplemental disclosure of cash flow information:

Cash paid for interest was \$9,771 and \$22,415 for the years ended June 30, 2013 and 2012, respectively.

Supplemental disclosure of non-cash activity:

During the year ended June 30, 2013, CWEE financed \$28,433 of property and equipment through the issuance of a capital lease. This lease assumed \$6,952 of an existing capital lease.

See notes to financial statements.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 1 - Organization and Summary of Significant Accounting Policies

Organization

The Colorado Women's Employment and Education, Inc. dba Center for Work Education and Employment, Inc. ("CWEE") is leading Colorado in overcoming the constraints and disparities of poverty, cultivating self-supporting families, and optimizing collaborative partnerships. CWEE fosters personal and professional transformation for low-income, single-parent families through confidence building, customized skills training, and career advancement.

Basis of Presentation

CWEE reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Unrestricted amounts are those currently available at the discretion of the Board of Directors for use in CWEE's operations and those resources invested in property and equipment. The Board of Directors has designated \$391,100 of unrestricted monies for operating reserves and future operations.

Temporarily restricted amounts are monies restricted by donors specifically for certain time periods, purposes, or programs.

Permanently restricted amounts are assets that must be maintained permanently by CWEE as required by the donor; however, CWEE is permitted to use or expend part or all of any income derived from those assets.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue, expenses, gains, losses, and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents

CWEE considers all highly liquid instruments purchased with an original maturity of three months or less to be cash and cash equivalents, unless held as part of the investment portfolio. CWEE continually monitors its positions with, and the credit quality of, the financial institutions with which it invests. As of the balance sheet date, and periodically throughout the year, CWEE has maintained balances in various operating accounts in excess of federally insured limits.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 1 - Organization and Summary of Significant Accounting Policies (continued)

Accounts Receivable

Accounts receivable represent amounts due from county governments. CWEE uses the allowance method to record uncollectible accounts. The allowance is based on past experience and on specific analysis of the collectibility of individual accounts receivable. Management expects that all accounts receivable will be fully collectible. Accordingly, no allowance for doubtful accounts was recorded as of June 30, 2013 or 2012.

As of June 30, 2013, 100% of accounts receivable and 48% of total revenues were from two county governments. As of June 30, 2012, 99% of accounts receivable and 77% of total revenues were from three county governments.

Investments

CWEE is required to report investments in equity and debt securities with readily determinable fair values at their fair values with unrealized gains and losses included in the statement of activities.

Property and Equipment

Property and equipment are recorded at acquisition cost. Expenditures for maintenance, repairs, and minor replacements are charged to operations, and expenditures for major replacements and betterments in excess of \$1,500 are capitalized. Property and equipment are depreciated over their estimated useful lives, which range from 3 to 30 years, using the straight-line method. The cost of properties held under capital lease is equal to the lower of the net present value of the minimum lease payments or the fair value of the leased property at the inception of the lease. Leasehold improvements are amortized over the shorter of the estimated useful life of the asset or the remaining lease term. Amortization of capital leases is included with depreciation expense.

Donations of property and equipment are reported as unrestricted support unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, CWEE reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. CWEE reclassifies temporarily restricted net assets to unrestricted net assets at that time.

Long-Lived Assets

CWEE reviews its long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount of the asset may not be recovered. CWEE looks primarily to the undiscounted future cash flows in its assessment of whether or not long-lived assets have been impaired. No impairment was recorded at June 30, 2013 and 2012.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 1 - Organization and Summary of Significant Accounting Policies (continued)

Contributions

Contributions are reported as increases in unrestricted, temporarily, or permanently restricted support, depending on the existence or nature of any donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions. Contributions that are received for distribution to participants are deferred and recognized when the funds have been distributed.

Recognition of Services Revenue

Revenue from services is recognized by CWEE upon the completion of the service. Prepayments for services are deferred and recognized when the related services are provided.

Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the accompanying financial statements. Accordingly, certain costs have been allocated among the appropriate programs and supporting services.

Income Taxes

CWEE is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code (the "Code"). CWEE is not a private foundation within the meaning of Section 509(a) of the Code. As such, donors are entitled to a charitable deduction for their contribution to CWEE.

CWEE applies a more-likely-than-not measurement methodology to reflect the financial statement impact of uncertain tax positions taken or expected to be taken in a tax return. After evaluating the tax positions taken, none are considered to be uncertain; therefore, no amounts have been recognized as of June 30, 2013 and 2012. If incurred, interest and penalties associated with tax positions would be recorded in the period assessed as general and administrative expense. No interest or penalties have been assessed as of June 30, 2013 and 2012. Tax years that remain subject to examination include 2010 through the current year.

Subsequent Events

CWEE has evaluated all subsequent events through the auditors' report date, which is the date the financial statements were available for issuance, noting none requiring disclosure.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 2 - Investments

Fair Value

CWEE has adopted a framework for measuring fair value under U.S. GAAP, which requires enhanced disclosures about fair value measurements. Fair value is an exit price, representing the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants. U.S. GAAP also requires disclosure about how fair value is determined for assets and liabilities and establishes a hierarchy for which these assets and liabilities must be grouped, based on significant levels of inputs as follows:

- Level 1: Quoted prices in active markets for identical assets or liabilities;
- Level 2: Quoted prices in active markets for similar assets and liabilities and inputs that are observable for the asset or liability; or
- Level 3: Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions.

The determination of where assets and liabilities fall within this hierarchy is based upon the lowest level of input that is significant to the fair value measure. These classifications (Levels 1, 2, and 3) are intended to reflect the observability of inputs used in the valuation of investments and are not necessarily an indication of risk or liquidity.

The following is a description of the valuation methodologies used for assets measured at fair value:

Money market funds, mutual funds, stocks, and real estate investment trusts: Valued at the closing price reported on the active market on which the individual securities are traded.

Beneficial interest in assets held by a foundation: This category represents funds held by the Community First Foundation ("CFF"), the fair value of which is based upon information determined and reported by CFF. The fair value of investments held at CFF includes Levels 1, 2, and 3; however, CWEE's pro rata share of the pooled investments is not quoted in active markets and is, therefore, classified under Level 3 in the fair value hierarchy.

There were no changes to the valuation techniques used during the period.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 2 - Investments (continued)

Fair Value (continued)

The following tables set forth by level, within the fair value hierarchy, CWEE's investment assets measured on a recurring basis at fair value.

As of June 30, 2013:

<u>Description</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 669,018	\$ -	\$ -	\$ 669,018
Stocks	157,037	-	-	157,037
Real estate investment trusts	<u>23,692</u>	-	-	<u>23,692</u>
Mutual funds				
Bond	678,158	-	-	678,158
International equity	96,997	-	-	96,997
International bond	91,447	-	-	91,447
Domestic equity	147,841	-	-	147,841
Commodity	<u>44,709</u>	-	-	<u>44,709</u>
Total mutual funds	1,059,152	-	-	1,059,152
Beneficial interest in assets held by a foundation	<u>-</u>	-	<u>253,247</u>	<u>253,247</u>
Total assets at fair value	<u>\$ 1,908,899</u>	<u>\$ -</u>	<u>\$ 253,247</u>	<u>\$ 2,162,146</u>

As of June 30, 2012:

<u>Description</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 354,536	\$ -	\$ -	\$ 354,536
Stocks	<u>125,508</u>	-	-	<u>125,508</u>
Mutual funds				
Bond	332,494	-	-	332,494
International equity	105,231	-	-	105,231
International bond	85,625	-	-	85,625
Domestic equity	168,990	-	-	168,990
Commodity	<u>50,235</u>	-	-	<u>50,235</u>
Total mutual funds	742,575	-	-	742,575
Beneficial interest in assets held by a foundation	<u>-</u>	-	<u>235,288</u>	<u>235,288</u>
Total assets at fair value	<u>\$ 1,222,619</u>	<u>\$ -</u>	<u>\$ 235,288</u>	<u>\$ 1,457,907</u>

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 2 - Investments (continued)

Level 3 Changes

The following is a reconciliation of the beginning and ending balances for assets measured at fair value on a recurring basis using significant unobservable inputs (Level 3):

	June 30,	
	2013	2012
Beginning balance	\$ 235,288	\$ 234,614
Investment income	32,422	2,960
Fees	(2,459)	(2,286)
Distributions	(12,004)	-
Ending balance	\$ 253,247	\$ 235,288

Investment Income

The following table is a breakout of the types of investment income earned during the year.

	June 30,	
	2013	2012
Interest income	\$ 38,379	\$ 49,217
Unrealized/realized gain (loss)	99,018	(15,860)
Total	\$ 137,397	\$ 33,357

Note 3 - Beneficial Interest in Assets Held by Community First Foundation Endowment Fund

In 2004, CWEE entered into a challenge grant with the Community First Foundation Endowment Fund to establish a permanent endowment fund (the "Fund") to be held by CFF. The challenge period expired July 29, 2005. The challenge grant provided for a dollar-for-dollar match during the challenge period. CWEE granted variance power to the Fund, which allows the Fund to modify any condition or restriction on its distributions for any specified charitable purpose or to any specified organization if, in the sole judgment of CFF's Board of Directors, such restriction or condition becomes unnecessary, incapable of fulfillment, or inconsistent with the charitable needs of CWEE. In accordance with U.S. GAAP, the transfers were not considered to be a contribution from CWEE to the Fund, but rather were accounted for as reciprocal transfers between CWEE and the Fund. Therefore, the transfers are reflected collectively in the statements of financial position as a beneficial interest in assets held by CFF.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 3 - Beneficial Interest in Assets Held by Community First Foundation Endowment Fund (continued)

The Fund is held and invested by CFF for the benefit of CWEE. However, CWEE will never receive the assets held by the Fund. Investment earnings are reinvested in the Fund. As of June 30, 2013 and 2012, the fair value of the assets of the Fund was \$253,247 and \$235,288, respectively. Distributions from the Fund are available to CWEE for its unrestricted use. During the years ended June 30, 2013 and 2012, CWEE received distributions of \$12,004 and \$0, respectively, from the Fund.

Note 4 - Property and Equipment

CWEE's property and equipment are comprised of the following:

	June 30,	
	2013	2012
Building	\$ 779,010	\$ 779,010
Building improvements	143,444	207,345
Equipment	72,043	91,193
Software	8,500	8,500
Furniture and fixtures	-	8,099
	1,002,997	1,094,147
Less accumulated depreciation	(390,421)	(444,940)
	\$ 612,576	\$ 649,207

As of June 30, 2013 and 2012, equipment under capital leases is included in property and equipment and amounted to \$44,328 and \$50,895, respectively; with \$11,180 and \$32,875, respectively, of related accumulated amortization.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 5 - Capital Lease Obligations

Capital lease obligations consist of the following:

	June 30,	
	2013	2012
Capital lease with a finance company, interest at 10.74%, monthly payments of \$730, and matures July 2013. During the year ended June 30, 2013, the lease balance of \$6,952 was assumed in the new capital lease.	\$ -	\$ 8,919
Capital lease with a finance company, interest at 11.21%, monthly payments of \$335, and matures April 2016.	9,715	12,475
Capital lease with a finance company, interest at 13.40%, monthly payments of \$797, and matures January 2018.	<u>25,825</u>	<u>-</u>
	<u>\$ 35,540</u>	<u>\$ 21,394</u>

Future annual maturities of the capital lease obligations outstanding are as follows:

For the Year Ending June 30,

2014	\$	11,593
2015		11,593
2016		10,923
2017		7,573
2018		<u>4,413</u>
Total minimum lease payments		46,095
Less amount representing interest		<u>(10,555)</u>
Present value of net minimum lease payments	\$	<u>35,540</u>

Note 6 - Note Payable Obligation

During the year ended December 31, 2002, CWEE entered into a note payable agreement for the purchase of the third floor of the Osage building. The note is due in monthly installments of principal and interest of \$2,280, with an interest rate of 7.71%, and is collateralized by the third floor of the Osage building. The note was paid in full in September 2012.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 7 - Employee Benefit Plan

CWEE has adopted a qualified 403(b) plan (the "Plan") covering virtually all employees. Under provisions of the Plan, employees may elect to contribute a percentage of compensation up to certain IRS limitations. The employer will match 50% of the participant's deferral contribution, not to exceed 3% of the participant's compensation for each payroll period. Contribution expense for this Plan was \$9,260 and \$12,216 for the years ended June 30, 2013 and 2012, respectively.

Note 8 - Net Assets

Temporarily restricted net assets consist of the following:

	<u>June 30,</u>	
	<u>2013</u>	<u>2012</u>
Time restricted	\$ 60,000	\$ 51,956
Inclusiveness project	5,558	7,130
Employment services	1,884	-
Boutique	750	700
Domestic violence	-	1,524
	<u>\$ 68,192</u>	<u>\$ 61,310</u>

Permanently Restricted Net Assets

The permanently restricted net assets represent donations that have been restricted by the donors to be used for various endowments.

Note 9 - Investment in Endowments

CWEE's endowment consists of the beneficial interest in assets held by CFF (Note 3). As required by U.S. GAAP, net assets associated with endowment funds, including funds designated by the Board of Directors to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

In 2006, the Uniform Law Commission approved the Uniform Prudent Management of Institutional Funds Act of 2006 ("UPMIFA"), which governs the investment and management of donor-restricted endowment funds by not-for-profit organizations. In 2008, the state of Colorado enacted UPMIFA, and the Financial Accounting Standards Board issued guidance on the net asset classification of donor-restricted endowment funds that is subject to UPMIFA, as well as additional disclosure requirements for both donor-restricted and Board of Directors-designated endowments.

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 9 - Investment in Endowments (continued)

Under U.S. GAAP, the portion of an endowment that is perpetual in nature shall be classified as permanently restricted net assets. The remaining portion of accumulations to donor-restricted endowment funds that is not classified in permanently restricted net assets is classified as dictated by the donor or, in absence of donor stipulation, as temporarily restricted net assets until those amounts are appropriated for expenditure by CWEE in a manner consistent with the standard of prudence prescribed by UPMIFA.

CFF endowment assets are kept at CFF and included in the CFF investment pool. CWEE's assets are placed in the *Strategic Asset Allocation w/o Alternatives* model by CFF. The following is the asset allocation:

Large-cap equity	25%
Cash equivalents	25%
Core fixed income	17%
International equity	14%
Small/mid-cap equity	11%
Floating rate corporate loans	4%
High-yield	4%

Expenditures from the CFF Endowment Fund are dictated by the agreement mentioned in Note 3.

Invested Endowment Asset Composition by Type of Fund as of June 30, 2013

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ -	\$ 253,247	\$ 253,247
Total funds	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 253,247</u>	<u>\$ 253,247</u>

**COLORADO WOMEN'S EMPLOYMENT AND EDUCATION, INC.
DBA CENTER FOR WORK EDUCATION AND EMPLOYMENT, INC.**

Notes to Financial Statements

Note 9 - Investment in Endowments (continued)

Changes in Invested Endowment Assets for the Fiscal Year Ended June 30, 2013

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment assets, beginning of year	\$ -	\$ -	\$ 235,288	\$ 235,288
Investment return				
Investment income	-	-	32,422	32,422
Contributions	-	-	-	-
Appropriation of endowment assets for expenditure	-	-	(12,004)	(12,004)
Fees	-	-	(2,459)	(2,459)
Endowment assets, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 253,247</u>	<u>\$ 253,247</u>

Invested Endowment Assets Composition by Type of Fund as of June 30, 2012

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ -	\$ 235,288	\$ 235,288
Total funds	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 235,288</u>	<u>\$ 235,288</u>

Changes in Invested Endowment Assets for the Fiscal Year Ended June 30, 2012

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment assets, beginning of year	\$ -	\$ -	\$ 234,614	\$ 234,614
Investment return				
Investment income	-	-	2,960	2,960
Contributions	-	-	-	-
Appropriation of endowment assets for expenditure	-	-	-	-
Fees	-	-	(2,286)	(2,286)
Endowment assets, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 235,288</u>	<u>\$ 235,288</u>