SNIA™

Advancing storage & information technology

2014

Annual Report

LETTER FROM SNIA CHAIRMAN, TREASURER, AND EXECUTIVE DIRECTOR

September 1, 2015

Dear SNIA Members Industry Colleagues and Staff,

We are pleased to update you on the Storage Networking Industry Association (SNIA) and to present our 2014 Annual Report – Financial Statement with information on the financial performance and position of SNIA for Fiscal Year 2014, beginning on December 1, 2013 through November 30, 2014. The statements and notes that follow represent the compilation and audit by SNIA's Accounting Firm of McCahan, Helfrick, Thiercof, & Butera of San Jose, California.

The storage industry continues to deliver more capacity year-over-year. Industry analyst firm IDC reports the industry is growing 40% per year into the next decade. By 2020, the data we create and copy annually will reach 44 zetabytes, or 44 trillion gigabytes.[1] Additionally, with the trends of more mobile data creation, big data for the enterprise, enterprises retaining data for required periods of time, and the rapid growth of cloud-based data, the outlook for capacity growth is as strong as ever.

As the industry evolves, there were some major expenses in 2014 that effected SNIA's year-end fiscal performance. SNIA funded the build-out of our new Headquarters and Technology Center in Colorado Springs. CO – a significant expense of some $258,000. SNIA funded this major expenditure through our reserve account, and a plan is in place to replenish the reserves for this expense over the next 5 years. Putting the investment in our Colorado Springs facility aside, the year-end financial results reflect a small decline in Net Assets – relatively flat revenues, and a minor increase in expenses. (Refer to page 6 to see the details regarding our Net Assets position. Please note on page 5 that increased revenues from Event Sponsorship Sales helped offset the decline in revenues from our Forums and Intitatives, as detailed on page 14.)

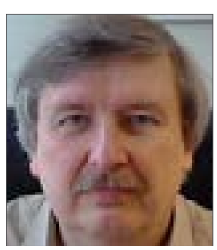
We are pleased to point out that despite the influence of mergers and acquisitions on our membership base, we continue to add new members and to provide the relevant programs that encourage members to participate in our Technical Communities. With consistent revenue streams, and our Reserve accounts maintained at nearly $2.0 Million, we are again confident that SNIA has the financial and organizational resources to continue to fulfill our important mission.

SNIA highlights for 2014 include the following:

- The move into our new SNIA Headquarters and Technology Center in Colorado Springs, CO. This facility was built out to accommodate training, workshops, and the critical test lab/computer room facility we require to host SMI and other Conformance Testing Programs.
- Another record-breaking four-day Storage Developer Conference and SMB2/SMB3 Plugfest, with 400+ storage developers attending in Santa Clara, California in September of 2014.
- The successful launch of SNIA's Data Storage Innovation Conference, with 400+ decision-makers and technology implementers in attendance in April of 2014
- Our SNIA EmeraldTM Program launched our Recognized Tester Program. SNIA EmeraldTM also advanced cross-industry planning with national bodies including the Environmental Protection Agency (EPA) for energy efficiency programs that included SNIA-hosted training.
- SNIA Announced a Non-Volatile Memory (NVM) Special Interest Group (SIG) and an industry-recognized and award-winning (Flash Memory Summit Awards) NVM Programming Model
- The SNIA KMIP Test Program in collaboration with Cryptsoft and aligned with OASIS was announced, meeting the demand for encryption key management conformance testing
- SNIA's Cloud Storage Initiative announced plans to collaborate with Tata Consultancy Services for a Cloud Interoperability Conformance Test Program, as well as a new version of the Cloud Data Management Interface with expanded functionality
- The new technology initiatives launched in 2013 continued to attract the participation of new members – particularly in the area of solid state storage.
- Both the SNIA Analytics and Big Data Committee and the Non-volatile Memory (NVM) Technical Work Group held well-attended industry Summits.

As always, we acknowledge and sincerely thank our dedicated members, volunteers, staff, and industry alliances for their ongoing support of SNIA.

David Dale
Chairman, SNIA Board of Directors



Al Zmyslowski
Treasurer, SNIA Board of Directors

Leo E. Leger
Executive Director, SNIA

[1]IDC – The Digital Universe of Opportunities: Rich Data and the Increasing Value of the Internet of Things April 2014

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Non-voting Member
Brocade

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* Composition and Positions as per October 13, 2013 - Commencing 2014 Terms

FINANCIAL STATEMENTS AND REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANT FOR THE YEARS ENDED NOVEMBER 30, 2014 AND 2013

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Storage Networking Industry Association
Colorado Springs, Colorado

We have audited the accompanying financial statements of Storage Networking Industry Association (a California nonprofit organization), which comprise the statements of financial position as of November 30, 2014 and 2013, and the related statements of activities and changes in net assets 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.

Auditor's 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 audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Storage Networking Industry Association as of November 30, 2014 and 2013, 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.
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McCahan, Helfrick, Thiercof & Butera
Accountancy Corporation

San Jose, California
April 30, 2015

STATEMENTS OF FINANCIAL POSITION
NOVEMBER 30, 2014 AND 2013

ASSETS

	2014	2013
Cash and Cash Equivalents	$ 104,316	$ 391,493
Investments	1,957,160	2,130,203
Accounts Receivable - Membership, Net of Allowance	1,048,608	1,302,282
Accounts Receivable - Storage Networking World	0	37,131
Prepaid Expenses	184,113	159,005
Property and Equipment - Net	17,477	17,477
Total Assets	$ 3,339,537	$ 4,037,591

LIABILITIES AND NET ASSETS

	2014	2013
Liabilities:		
Accounts Payable	$ 0	$ 84,775
Deferred Revenue	1,260,912	1,544,514
Accrued Expenses and Other	225,992	192,385
Other Deferred Revenue	21,602	55,000
Total Liabilities	1,508,506	1,876,674
Net Assets:		
Unrestricted:		
Designated by Board of Directors -		
For Forums and Initiatives	351,422	379,456
For Operating Reserve	1,200,000	1,200,000
Undesignated	279,609	581,461
Total Unrestricted	1,831,031	2,160,917
Temporarily Restricted	0	0
Permanently Restricted	0	0
Total Net Assets	1,831,031	2,160,917
Total Liabilities and Net Assets	$3,339,537	$ 4,037,591

The accompanying notes are an integral part of these financial statements.

FINANCIAL STATEMENTS

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED NOVEMBER 30, 2014 AND 2013

	2014	2013
Unrestricted Net Assets:		
Support and Revenue:		
Memberships, Forums, and Initiatives	$ 1,367,281	$ 1,552,967
Sponsorships	333,032	199,742
Storage Management Initiative Programs	300,000	240,000
Lab Fees	291,342	353,607
Storage Networking World and Other Events	269,974	346,212
Course Fees	88,825	47,335
Investment Income - Net	85,620	8,892
Administrative Fees	85,401	125,890
Certification Fees	68,766	75,907
Other	34,509	23,890
Total Unrestricted Revenues	2,924,750	2,974,442
Expenses:		
Program Services:		
Storage Management Initiative Programs	614,518	584,406
Technology Center	197,850	149,401
Storage Developer Conference	164,041	133,652
Marketing Committee	155,156	150,586
Green Storage Initiative	123,404	76,271
SPDECon	117,605	39,833
Storage Security Industry Forum	102,493	29,797
Education Committee	85,447	107,241
Solid State Storage Initiative	71,028	94,239
Cloud Storage Initiative	47,348	64,803
Conference Committee	41,130	37,285
Technical Council	28,287	74,522
Ethernet Storage Forum	28,067	28,677
Membership Committee	19,151	151
Development Operation	12,263	10,609
Data Protection Capacity and Optimization Committee	7,391	5,465
DSI	4,808	0
Storage Networking World	457	6,012
Analytics Big Data Committee	0	10,340
Total Program Services	1,820,444	1,603,290

The accompanying notes are an integral part of these financial statements.

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED NOVEMBER 30, 2014 AND 2013

	2014	2013
Unrestricted Net Asset (Continued):		
Expenses:		
Supporting Services:		
General and Administrative Expenses:		
Salaries and Related Expenses	1,103,034	1,113,069
Operations	326,030	363,481
Board of Directors	5,128	14,296
Total Supporting Services	1,434,192	1,490,846
Total Expenses	3,254,636	3,094,136
Changes in Unrestricted Net Assets	(329,886)	(119,694)
Changes in Temporarily Restricted Net Assets	0	0
Changes in Permanently Restricted Net Assets	0	0
Decrease in Net Assets	(329,886)	(119,694)
Net Assets - Beginning	2,160,917	2,280,611
Net Assets - Ending	$ 1,831,031	$ 2,160,917

The accompanying notes are an integral part of these financial statements.

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED NOVEMBER 30, 2014 AND 2013

	2014	2013
Cash Flows from Operating Activities:		
Decrease in Net Assets	$ (329,886)	$ (119,694)
Adjustments to Reconcile Net Assets to Net Cash		
Provided by Operating Activities:		
Depreciation and Amortization	36,515	22,927
Cash Transfer from Investments	258,663	150,000
Donated Equipment Placed in Service	0	0
Unrealized (Gain) on Investments	(5,830)	59,898
Realized Loss on Investments	929	2,220
(Increase) Decrease in Operating Assets:		
Accounts Receivable	253,674	(230,903)
Other Receivables	37,131	36,790
Prepaid Expenses	113,665	(117,843)
Increase (Decrease) in Operating Liabilities:		
Accounts Payable	(84,775)	(2,915)
Accrued Expenses and Others	33,607	11,630
Deferred Revenue	(283,602)	347,723
Other Deferred Revenue	(33,398)	(13,037)
Total Adjustments	326,579	266,490
Net Cash Provided (Used) by Operating Activities	(3,307)	146,796
Cash Flows from Investing Activities:		
Cash Payments for Purchase of Property and Equipment	(203,472)	0
Loss from Disposition of Assets	321	0
Interest and Dividend Income Re-Invested	(80,719)	(71,010)
Net Cash (Used) by Investing Activities	(283,870)	(71,010)
Cash Flows from Financing Activities	0	0
Net Increase (Decrease) in Cash and Cash Equivalents	(287,177)	75,786
Cash and Cash Equivalents at Beginning of Year	391,493	315,707
Cash and Cash Equivalents at End of Year	$ 104,316	$ 391,493

Supplemental Disclosures of Cash Flow Information:

No payments were made for taxes or interest during the fiscal years ended November 30, 2014 or 2013.

The accompanying notes are an integral part of these financial statements.

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE A - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES

Organization:

Storage Networking Industry Association, a mutual benefit corporation, was incorporated on December 22, 1997 under the corporate laws of the State of California.

Purpose and Operations:

Storage Networking Industry Association (The Organization) is a United States of America based trade association engaged in the promotion, growth, and development of storage networking systems and technologies throughout the world. The Organization provides education, training, and market information to companies in the field of storage networking technologies as well as developing standards, specifications, and infrastructure. The Organization also acts as a referral and information network for such companies.

Basis of Accounting:

The accompanying financial statements have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities. The Organization maintains its accounting records on a fiscal year commencing on December 1.

Revenue:

The Organization offers vendor, channel, and service provider memberships. Revenues are derived primarily from annual membership fees, sponsors, special events, contributions, and trade shows. Membership fees are recognized over the period to which the dues relate. New membership fees are recognized over a fiscal year beginning on the date of membership.

The Organization offers vendor and channel members the option of a voting or non-voting membership. Vendor and channel member companies sign up for the membership level based on their annual revenue as follows: large membership - revenue greater than $500 million per year; medium membership - revenue between $10 million and $500 million per year; and small membership - revenue less than $10 million per year. The yearly membership fee distinguishes the Vendor and Channel voting member companies from the non-voting companies. Additionally, non-voting fee-based memberships are available for individuals, end-users (IT departments of any company) and non-profit organizations such as colleges and universities. None of the membership fees that are collected are used for lobbying activity.

The Organization is involved in various industry events. For events in which the Organization is the 100% owner, revenue from attendee fees and sponsorships are recorded at the time of the event. For those events in which the Organization is not the 100% owner, revenues are recorded as the net amount received from the entity producing those events in the month in which the events occur.

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE A - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Cash and Cash Equivalents:

For the purposes of the statement of cash flows, the Organization considers all unrestricted highly liquid investments with maturities of three months or less at acquisition to be cash equivalents.

Accounts Receivable:

Accounts receivable are stated at unpaid balances, less an allowance for doubtful accounts. The Organization provides for losses on accounts receivable using the allowance method. The allowance for doubtful receivables is based on management's evaluation of the aging of accounts and such other factors that deserve current recognition. Actual results could differ from these estimates. Receivables are charged against their respective allowance accounts when deemed to be uncollectible. It is the Organization's policy to charge off uncollectible accounts receivable when management determines the receivable will not be collected. At November 30, 2014 and 2013, the allowance for doubtful accounts was approximately $38,400.

Investments:

The Organization maintains investment accounts at Wells Fargo Advisors, which is governed by a formal investment policy. Investment accounts are composed primarily of fixed income securities such as money market funds, mutual funds, government and government sponsored entities (GSE) bonds, preferred stock and certificates of deposit and are carried at fair value. The money market funds included in the investment accounts are not considered to be cash equivalents because management intends to invest these funds in investments maturing in more than three months.

Depreciable Assets:

The Organization owns various property and equipment which is located at their technology center in Colorado Springs, Colorado. These assets are carried at cost or, if donated and placed in service, at the approximate fair value at the date of donation and depreciated over the estimated useful lives on the straight-line method. Major items and betterments are capitalized; minor items and repairs are expensed as incurred.

Use of Estimates:

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE A - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair Value of Financial Instruments:

The carrying amounts of financial instruments, including cash, cash equivalents, accounts receivable, accounts payable, deferred revenue, and accrued liabilities, approximates fair value due to the short maturity of these instruments.

Donated Services:

A portion of the Organization's functions and activities is conducted by unpaid volunteer officers and committees. The value of this contributed time is not reflected in the accompanying financial statements since the volunteer time does not meet the criteria for recognition under Financial Accounting Standards Board's (FASB) Accounting Standards Codification (ASC) for Contributed Services.

Compensated Absences:

Full-time employees of the Organization begin earning vacation time on their hire date. For qualified employees, vacation time is accrued at 80 hours per year for years one through two of employment, and 120 hours to 200 hours per year after two years of employment. The maximum vacation time an employee can accrue is 120 hours the first two years of service and between 180 hours to 240 hours after two years of service. The Organization's accrued vacation at November 30, 2014 and 2013 was $95,012 and $103,013, respectively.

Subsequent Events:

Management has evaluated subsequent events through April 30, 2015, which is the date that the financial statements were available to be issued. There were no material subsequent events that required recognition or disclosure in these financial statements as of November 30, 2014.

NOTE B - INCOME TAXES

The Organization is exempt from Federal Income Tax under Internal Revenue Code Section 501(c)(6) and from California State Tax under Revenue and Taxation Code Section 23701(e). The Organization complies with other Internal Revenue reporting requirements regarding contributions received, payroll transactions, and payments to independent contractors.

Management evaluated all income tax positions taken and expected to be taken in the course of preparing the Organization's income tax returns to determine whether the income tax positions meet a "more likely than not" standard of being sustained under examination by the applicable taxing authorities. As of November 30, 2014 and for the year then ended, management has determined that the Organization does not have any uncertain tax positions, accrued interest and penalties related to uncertain tax positions, or associated unrecognized benefits that materially impact the financial statements or related disclosures. Since tax matters are subject to some degree of uncertainty, there can be no assurance that the Organization will not be subject to additional tax, penalties, and interest as a

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE B - INCOME TAXES (Continued)

result of such challenge. In the event that the Organization concludes that it is subject to interest and/or penalties arising from uncertain tax positions, the Organization will present interest and/or penalties as a component of income taxes.

The Organization files income tax returns in the U.S. Federal jurisdiction, and in the state of California. With few exceptions, the Organization is no longer subject to income tax examinations by tax authorities for years before 2010 for U.S. Federal income tax returns and 2009 for California state income tax returns.

NOTE C - CONCENTRATION OF CREDIT RISK

The Organization may, during the course of operations, maintain cash deposits in excess of federally insured limits. Deposit balances are insured by the Federal Deposit Insurance Corporation "FDIC" up to $250,000. At November 30, 2014 and 2013, the uninsured balance was $0 and $192,522, respectively.

NOTE D - INVESTMENTS

The Organization follows fair value standards that establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of the three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs have the lowest priority. For the years ended November 30, 2014 and 2013, the Organization's investments were all Level 1 and consisted of the following:

	2014		2013	
	Cost	Fair Value	Cost	Fair Value
Money funds	$ 108,558	$ 108,558	$ 121,805	$ 121,805
Stocks, options, & ETF's	541,714	538,744	529,945	527,818
Corporate bonds	480,088	487,204	614,569	614,934
Government & GSE bonds	343,308	339,328	383,606	387,909
Certificate of deposits	152,397	151,937	160,796	161,079
Preferred stocks	163,440	163,116	179,553	161,924
Mutual funds	166,933	168,273	153,526	154,734
Total investments	$1,956,438	$1,957,160	$2,143,800	$2,130,203

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE D - INVESTMENTS (Continued)

The following summarizes the investment return and its classification in the statement of activities for the years ended November 30, 2014 and 2013:

	2014	2013
Interest and dividends	$ 80,719	$ 71,010
Unrealized gain / (losses)	5,830	(59,898)
Realized gains / (losses)	(929)	(2,220)
Total investments return	$ 85,620	$ 8,892

NOTE E - DEFERRED REVENUE

The Organization offers annual voting and non-voting memberships to companies and individuals. The membership term begins upon the invoice date and continues for a period of one year. Income from membership dues is recognized over the period to which the dues relate. The portion that covers the period subsequent to the end of the Organization's fiscal year is recorded as deferred revenue on the Statement of Financial Position.

NOTE F - OPERATING LEASES

On August 4, 2008, the Organization entered into a sublease agreement to sublet alternate space for its administrative offices in San Francisco, California. The sublease began on January 1, 2009 and continues in force for a term of sixty months. The monthly base rent is $2,340 for the first two years and $2,500 for the remainder of the lease term. This lease expired on December 31, 2013 and was not renewed.

On October 9, 2009, the Organization entered into a thirty-six month license agreement for a facility located on the LSI Corporation's campus in Colorado Springs, Colorado for use as a technology center. LSI Corporation is a Voting Member of the Organization's Board of Directors. The lease was effective on January 1, 2010 through December 31, 2012. The monthly lease payments of $3,333.33 are to be paid on the first of each month. In addition to the monthly lease payment, the Organization is responsible for the actual costs of electricity it uses in connection with the occupancy of the facility, not to exceed $30,000 per year.

On November 1, 2012 the Organization entered into a lease amendment with LSI Corporation to extend the Term of the lease for an additional period of thirty-six months until December 15, 2015. Under this amendment, all other terms, conditions and covenants set forth in the Original Agreement remained unchanged. During fiscal year end November 30, 2013 LSI Corporation notified the Organization that it was exercising its right under the lease amendment to early terminate the lease Term. The lease was terminated in December 2013.

During August 2013, the Organization entered into a sixty-six month lease agreement with Kasha, LLC subject to an early termination option at the option of Kasha, LLC. This lease is for the new technology center which is located in Colorado Springs, Colorado. There is no monthly base rent due the first six months. Starting on the seventh month the monthly base rent will be $5,056.67 and will increase on an annual basis for the life of the lease. In compliance with the generally accepted accounting procedures of the United States, the total lease obligation of $341,325 will be amortized on a straight-line basis over the life of the lease.

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE F - OPERATING LEASES

At November 30, 2014 the minimum rental payments due under these leases are as follows:

Year ending November 30,	
2015	$ 63,524
2016	67,317
2017	71,109
2018	74,902
2019	18,963
	$ 295,815

The total rental expense was $64,090 and $88,219 for the years ended November 30, 2014 and 2013, respectively.

NOTE G - PROPERTY AND EQUIPMENT

The Organization capitalizes all expenditures for property and equipment in excess of $1,000. As stated in Depreciable Property section of Note A, Property and equipment is stated at cost less accumulated depreciation and consists of the following at November 30, 2014 and 2013:

	2014	2013
Machinery and Equipment - donated	$ 153,074	$ 625,011
Machinery and Equipment - other	359,864	319,428
Office furniture and equipment	41,365	101,386
Total property and equipment	554,303	1,045,825
Accumulated depreciation	(370,190)	(1,028,348)
Net total property and equipment	$ 184,113	$ 17,477

Depreciation expense on the property and equipment was $36,515 and $22,927 at November 30, 2014 and 2013, respectively.

NOTE H - CONTRIBUTIONS

The Organization has the SNIA Technology Center Champions Program to encourage and recognize contributions to the technical infrastructure expansion of the Technology Center in Colorado Springs, Colorado. In-kind contributions under this program consist of donated computer systems software and equipment which are recorded as contributions at fair value at the date of donation. Such contributions are reported as revenue and increases in unrestricted net assets in the year received. There were no contributions received for the years ended November 30, 2014 and 2013.

NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2014 AND 2013

NOTE I - MEMBERSHIPS, FORUMS, AND INITIATIVES REVENUE

Memberships, forums, and initiatives revenue for the years ended November 30, 2014 and 2013 is comprised as follows:

	2014	2013
Association Memberships	$ 1,025,703	$ 1,049,436
Storage Management Initiative	141,893	180,969
Solid State Storage Initiative	77,989	85,975
Green Storage Initiative	73,875	72,692
Storage Security Industry Forum	19,000	25,271
Ethernet Security Industry Forum	17,800	37,250
Cloud Storage Initiative	11,021	101,374
Total Memberships, Forums, and Initiatives	$ 1,367,281	$ 1,552,967

NOTE J - DEFERRED COMPENSATION AND PROFIT SHARING PLAN

The Organization maintains a qualified deferred compensation and profit sharing plan under Section 401(k) of the Internal Revenue Code. The Plan covers substantially all employees meeting certain eligibility requirements. Employees may contribute a percentage of their eligible compensation to the Plan, up to the maximum permitted by the Internal Revenue Code. The Organization made matching contributions of $28,447 and $14,386 for the years ended November 30, 2014 and 2013, respectively.