

Annual Report for Columbia Industrial Development Agency

Fiscal Year Ending: 12/31/2018

Run Date: 03/27/2019
Status: CERTIFIED
Certified Date: 03/27/2019

Governance Information (Authority-Related)

Question	Response	URL (if Applicable)
1. Has the Authority prepared its annual report on operations and accomplishments for the reporting period as required by section 2800 of PAL?	Yes	https://www.columbiaedc.com/wp-content/uploads/2019/02/IDA-2018-Operations-and-Accomplishments.pdf
2. As required by section 2800(9) of PAL, did the Authority prepare an assessment of the effectiveness of its internal controls?	Yes	https://www.columbiaedc.com/wp-content/uploads/2019/02/IDA-2018-Internal-Controls-Statement.pdf
3. Has the lead audit partner for the independent audit firm changed in the last five years in accordance with section 2802(4) of PAL?	Yes	N/A
4. Does the independent auditor provide non-audit services to the Authority?	No	N/A
5. Does the Authority have an organization chart?	Yes	https://www.columbiaedc.com/wp-content/uploads/2012/09/IDA-Organizational-Chart.pdf
6. Are any Authority staff also employed by another government agency?	No	
7. Does the Authority have Claw Back agreements?	Yes	N/A
8. Has the Authority posted their mission statement to their website?	Yes	https://www.columbiaedc.com/wp-content/uploads/2019/02/IDA-Mission-Statement.pdf
9. Has the Authority's mission statement been revised and adopted during the reporting period?	No	N/A
10. Attach the Authority's measurement report, as required by section 2824-a of PAL and provide the URL?		https://www.columbiaedc.com/wp-content/uploads/2019/02/IDA-2018-Measurements-Report.pdf

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Governance Information (Board-Related)

Question	Response	URL (if Applicable)
1. Has the Board established a Governance Committee in accordance with Section 2824(7) of PAL?	Yes	N/A
2. Has the Board established an Audit Committee in accordance with Section 2824(4) of PAL?	Yes	N/A
3. Has the Board established a Finance Committee in accordance with Section 2824(8) of PAL?	Yes	N/A
4. Provide a URL link where a list of Board committees can be found (including the name of the committee and the date established):		https://www.columbiaedc.com/about-cedc/columbia-county-ida/ccida-board-of-directors/
5. Does the majority of the Board meet the independence requirements of Section 2825(2) of PAL?	Yes	N/A
6. Provide a URL link to the minutes of the Board and committee meetings held during the covered fiscal year		https://www.columbiaedc.com/about-cedc/columbia-county-ida/ccida-public-documents-room/
7. Has the Board adopted bylaws and made them available to Board members and staff?	Yes	https://www.columbiaedc.com/wp-content/uploads/2012/04/IDA-Amended-by-laws.pdf
8. Has the Board adopted a code of ethics for Board members and staff?	Yes	https://www.columbiaedc.com/wp-content/uploads/2012/11/IDA-Code-of-Ethics.pdf
9. Does the Board review and monitor the Authority's implementation of financial and management controls?	Yes	N/A
10. Does the Board execute direct oversight of the CEO and management in accordance with Section 2824(1) of PAL?	Yes	N/A
11. Has the Board adopted policies for the following in accordance with Section 2824(1) of PAL?		
Salary and Compensation	Yes	N/A
Time and Attendance	Yes	N/A
Whistleblower Protection	Yes	N/A
Defense and Indemnification of Board Members	Yes	N/A
12. Has the Board adopted a policy prohibiting the extension of credit to Board members and staff in accordance with Section 2824(5) of PAL?	Yes	N/A
13. Are the Authority's Board members, officers, and staff required to submit financial disclosure forms in accordance with Section 2825(3) of PAL?	Yes	N/A
14. Was a performance evaluation of the board completed?	Yes	N/A
15. Was compensation paid by the Authority made in accordance with employee or union contracts?	No	N/A
16. Has the board adopted a conditional/additional compensation policy governing all employees?	No	
17. Has the board adopted a Uniform Tax Exemption Policy (UTEPE) according to Section 874(4) of GML?	Yes	https://www.columbiaedc.com/wp-content/uploads/2012/04/IDA-Uniform-Tax-Exemption-Policy-N.pdf

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Board of Directors Listing

Name	Fingar-Smith, Nina	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	7/11/2018	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	No
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	No
Designee Name		Ex-Officio	

Name	Galluscio, Robert	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	10/10/2007	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	No
Designee Name		Ex-Officio	



Public Authorities Reporting Information System

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Name	Gerlach, William	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	1/13/2016	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	No
Designee Name		Ex-Officio	

Name	Keeler, Brian	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	4/8/2015	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	Yes
Designee Name		Ex-Officio	

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Name	Piero, Carmine	Nominated By	Local
Chair of the Board	Yes	Appointed By	Local
If yes, Chair Designated by	Elected by Board	Confirmed by Senate?	N/A
Term Start Date	7/13/2016	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	No
Designee Name		Ex-Officio	

Name	Richter, Sidney	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	10/10/2007	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	No
Designee Name		Ex-Officio	

Name	Sterling, Sarah	Nominated By	Local
Chair of the Board	No	Appointed By	Local
If yes, Chair Designated by		Confirmed by Senate?	N/A
Term Start Date	4/8/2015	Has the Board Member/Designee Signed the Acknowledgement of Fiduciary Duty?	Yes
Term Expiration Date	Pleasure of Authority	Complied with Training Requirement of Section 2824?	Yes
Title		Does the Board Member/Designee also Hold an Elected or Appointed State Government Position?	No
Has the Board Member Appointed a Designee?		Does the Board Member/Designee also Hold an Elected or Appointed Municipal Government Position?	Yes
Designee Name		Ex-Officio	

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Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the Individual	Over time paid by Authority	Performance Bonus	Extra Pay	Other Allowances/ Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the authority	If yes is payment made by state or local government
Dory, Brandon	Project Manager	Professional				FT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
Drahushuk, Lisa	Administrative Assistant and Clerical	Administrative and Clerical				FT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
Duntz, Kayla	Intern	Administrative and Clerical				PT	No	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
Lane, Martha	Business Development Specialist	Professional				FT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
McNary, Erin	Bookkeeper	Administrative and Clerical				FT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
Stiffler, Ed	Economic Developer	Professional				PT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No
Wilber, Carol	Director of Marketing	Professional				FT	Yes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	No

Benefit Information

During the fiscal year, did the authority continue to pay for any of the above mentioned benefits for former staff or individuals affiliated with the authority after those individuals left the authority? No

Board Members

Name	Title	Severance Package	Payment For Unused Leave	Club Memberships	Use of Corporate Credit Cards	Personal Loans	Auto	Transportation Allowance	Housing Allowance	Spousal / Life Insurance	Tuition Assistance	Multi-Year Employment	None of these benefits	Other
Fingar-Smith, Nina	Board of Directors												X	
Galluscio, Robert	Board of Directors												X	
Gerlach, William	Board of Directors												X	
Keeler, Brian	Board of Directors												X	
Piero, Carmine	Board of Directors												X	
Richter, Sidney	Board of Directors												X	
Sterling, Sarah	Board of Directors												X	

Staff

Name	Title	Severance Package	Payment For Unused Leave	Club Memberships	Use of Corporate Credit Cards	Personal Loans	Auto	Transportation Allowance	Housing Allowance	Spousal / Life Insurance	Tuition Assistance	Multi-Year Employment	None of these benefits	Other

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Subsidiary/Component Unit Verification

Is the list of subsidiaries, as assembled by the Office of the State Comptroller, correct?	Yes
Are there other subsidiaries or component units of the Authority that are active, not included in the PARIS reports submitted by this Authority and not independently filing reports in PARIS?	No

Name of Subsidiary/Component Unit	Status
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Request Subsidiary/Component Unit Change

Name of Subsidiary/Component Unit	Status	Requested Changes
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Request Add Subsidiaries/Component Units

Name of Subsidiary/Component Unit	Establishment Date	Purpose of Subsidiary/Component Unit
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Request Delete Subsidiaries/Component Units

Name of Subsidiary/Component Unit	Termination Date	Reason for Termination	Proof of Termination Document Name
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Summary Financial Information

SUMMARY STATEMENT OF NET ASSETS

		Amount
Assets		
Current Assets		
Cash and cash equivalents		\$93,219.00
Investments		\$0.00
Receivables, net		\$9,164.00
Other assets		\$0.00
Total Current Assets		\$102,383.00
Noncurrent Assets		
Restricted cash and investments		\$56,710.00
Long-term receivables, net		\$23,878.00
Other assets		\$0.00
Capital Assets		
Land and other nondepreciable property		\$0.00
Buildings and equipment		\$0.00
Infrastructure		\$0.00
Accumulated depreciation		\$0.00
Net Capital Assets		\$0.00
Total Noncurrent Assets		\$80,588.00
		\$182,971.00
Total Assets		
Liabilities		
Current Liabilities		
Accounts payable		\$0.00
Pension contribution payable		\$0.00
Other post-employment benefits		\$0.00
Accrued liabilities		\$0.00
Deferred revenues		\$0.00
Bonds and notes payable		\$0.00
Other long-term obligations due within one year		\$9,164.00
Total Current Liabilities		\$9,164.00
Noncurrent Liabilities		

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Pension contribution payable	\$0.00
Other post-employment benefits	\$0.00
Bonds and notes payable	\$0.00
Long Term Leases	\$0.00
Other long-term obligations	\$80,588.00
Total Noncurrent Liabilities	\$80,588.00
	\$89,752.00
Total Liabilities	
Net Asset (Deficit)	
Net Assets	
Invested in capital assets, net of related debt	\$0.00
Restricted	\$0.00
Unrestricted	\$93,219.00
Total Net Assets	\$93,219.00

SUMMARY STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS

	Amount
Operating Revenues	
Charges for services	\$6,760.00
Rental & financing income	\$2,019.00
Other operating revenues	\$0.00
Total Operating Revenue	\$8,769.00
Operating Expenses	
Salaries and wages	\$0.00
Other employee benefits	\$0.00
Professional services contracts	\$10,511.00
Supplies and materials	\$570.00
Depreciation & amortization	\$0.00
Other operating expenses	\$25,779.00
Total Operating Expenses	\$36,860.00
Operating Income (Loss)	(\$28,091.00)
Nonoperating Revenues	
Investment earnings	\$75.00
State subsidies/grants	\$0.00
Federal subsidies/grants	\$0.00

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Municipal subsidies/grants		\$0.00
Public authority subsidies		\$0.00
Other nonoperating revenues		\$0.00
Total Nonoperating Revenue		\$75.00
Nonoperating Expenses		
Interest and other financing charges		\$0.00
Subsidies to other public authorities		\$0.00
Grants and donations		\$0.00
Other nonoperating expenses		\$0.00
Total Nonoperating Expenses		\$0.00
Income (Loss) Before Contributions		(\$28,016.00)
Capital Contributions		\$0.00
Change in net assets		(\$28,016.00)
Net assets (deficit) beginning of year		\$121,235.00
Other net assets changes		\$0.00
Net assets (deficit) at end of year		\$93,219.00

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Current Debt

Question	Response
1. Did the Authority have any outstanding debt, including conduit debt, at any point during the reporting period?	Yes
2. If yes, has the Authority issued any debt during the reporting period?	No

New Debt Issuances

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Schedule of Authority Debt

Type of Debt	Statutory Authorization(\$)	Outstanding Start of Fiscal Year(\$)	New Debt Issuances(\$)	Debt Retired (\$)	Outstanding End of Fiscal Year(\$)
State Obligation					
State Obligation					
State Obligation					
State Obligation					
State Obligation					
Other State-Funded					
Authority Debt - General Obligation					
Authority Debt - Revenue					
Authority Debt - Other					
Conduit	0.00	10,930,768.00	0.00	717,342.00	10,213,426.00
Conduit					
TOTALS	0.00	10,930,768.00	0.00	717,342.00	10,213,426.00

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Real Property Acquisition/Disposal List

This Authority has indicated that it had no real property acquisitions or disposals during the reporting period.

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Personal Property

This Authority has indicated that it had no personal property disposals during the reporting period.

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Property Documents

Question	Response	URL (if Applicable)
1. In accordance with Section 2896(3) of PAL, the Authority is required to prepare a report at least annually of all real property of the Authority. Has this report been prepared?	Yes	https://www.columbiaedc.com/wp-content/uploads/2019/02/IDA-2018-Owned-Property.pdf
2. Has the Authority prepared policies, procedures, or guidelines regarding the use, awarding, monitoring, and reporting of contracts for the acquisition and disposal of property?	Yes	https://www.columbiaedc.com/about-cecd/columbia-county-ida/ccida-public-documents-room/#1510424134375-04583e31-62dc
3. In accordance with Section 2896(1) of PAL, has the Authority named a contracting officer who shall be responsible for the Authority's compliance with and enforcement of such guidelines?	Yes	N/A



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General Project Information		Project Tax Exemptions & PILOT		Payment Information	
Project Code	10010800A	State Sales Tax Exemption	\$0.00	Actual Payment Made	Payment Due Per Agreement
Project Type	Bonds/Notes Issuance	Local Sales Tax Exemption	\$0.00		
Project Name	Columbia Memorial Hospital	County Real Property Tax Exemption	\$0.00		
Project Part of Another Phase or Multi Phase	No	Local Property Tax Exemption	\$0.00		
Original Project Code		School Property Tax Exemption	\$0.00		
Project Purpose Category	Other Categories	Mortgage Recording Tax Exemption	\$0.00		
Total Project Amount	\$15,140,000.00	Total Exemptions	\$0.00		
Benefited Project Amount	\$15,140,000.00	Total Exemptions Net of RPTL Section 485-b	\$0.00		
Bond/Note Amount	\$15,140,000.00	Pilot payment Information			
Annual Lease Payment					
Federal Tax Status of Bonds	Taxable	County PILOT	\$0.00		
Not For Profit	Yes	Local PILOT	\$0.00		
Date Project approved	1/30/2008	School District PILOT	\$0.00		
Did IDA took Title to Property	Yes	Total PILOT	\$0.00		
Date IDA Took Title to Property	1/30/2008	Net Exemptions	\$0.00		
Year Financial Assistance is Planned to End	2032				
Notes	Consisting of financing or refinancing the cost of acquisition, construction, installation, furnishing and equipping of various improvements				
Location of Project		# of FTEs before IDA Status	1,109.00		
Address Line1	71 Prospect Ave	Original Estimate of Jobs to be Created	0.00		
Address Line2		Average Estimated Annual Salary of Jobs to be Created(at Current Market rates)	0.00		
City	HUDSON	Annualized Salary Range of Jobs to be Created	0.00	To: 0.00	
State	NY	Original Estimate of Jobs to be Retained	1,109.00		
Zip - Plus4	12534	Estimated Average Annual Salary of Jobs to be Retained(at Current Market rates)	0.00		
Province/Region		Current # of FTEs	1,175.00		
Country	United States	# of FTE Construction Jobs during Fiscal Year	0.00		
Applicant Information		Net Employment Change	66.00		
Applicant Name	Columbia Memorial Hospital				
Address Line1	71 Prospect Ave	Project Status			
Address Line2					
City	HUDSON	Current Year Is Last Year for Reporting			
State	NY	There is no Debt Outstanding for this Project			
Zip - Plus4	12534	IDA Does Not Hold Title to the Property			
Province/Region		The Project Receives No Tax Exemptions			
Country	USA				

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General Project Information		Project Tax Exemptions & PILOT		Payment Information	
Project Code	10011301A	State Sales Tax Exemption	\$0.00	Actual Payment Made	Payment Due Per Agreement
Project Type	Lease	Local Sales Tax Exemption	\$0.00		\$7,564.00
Project Name	Premier Personal Products Corp	County Real Property Tax Exemption	\$7,187.00		\$4,227.00
Project Part of Another Phase or Multi Phase	No	Local Property Tax Exemption	\$4,368.00		\$21,216.00
Original Project Code		School Property Tax Exemption	\$19,372.00		\$33,007.00
Project Purpose Category	Manufacturing	Mortgage Recording Tax Exemption	\$0.00		\$-2,080.00
Total Project Amount	\$1,920,000.00	Total Exemptions	\$30,927.00		
Benefited Project Amount	\$1,920,000.00	Total Exemptions Net of RPTL Section 485-b			
Bond/Note Amount		Pilot payment Information			
Annual Lease Payment	\$0.00				
Federal Tax Status of Bonds	Not For Profit	County PILOT	\$7,564.00		
Date Project approved	4/1/2013	Local PILOT	\$4,227.00		
Did IDA took Title to Property	Yes	School District PILOT	\$21,216.00		
Date IDA Took Title to Property	4/1/2013	Total PILOT	\$33,007.00		
Year Financial Assistance is Planned to End	2022	Net Exemptions	\$-2,080.00		
Notes		Project Employment Information			
Location of Project		# of FTEs before IDA Status	0.00		
Address Line1	353 Fairview Avenue	Original Estimate of Jobs to be Created	25.00		
Address Line2		Average Estimated Annual Salary of Jobs to be Created (at Current Market rates)	0.00		
City	HUDSON	Annualized Salary Range of Jobs to be Created	0.00	To: 0.00	
State	NY	Original Estimate of Jobs to be Retained	0.00		
Zip - Plus4	12534	Estimated Average Annual Salary of Jobs to be Retained (at Current Market rates)	0.00		
Province/Region	United States	# of FTEs	34.00		
Country	United States	Current # of FTEs	0.00		
Applicant Information		# of FTE Construction Jobs during Fiscal Year	0.00		
Applicant Name	Premier Riverview LLC	Net Employment Change	34.00		
Address Line1	31 South Street	Project Status			
Address Line2		Current Year Is Last Year for Reporting			
City	MOUNT VERNON	There is no Debt Outstanding for this Project			
State	NY	IDA Does Not Hold Title to the Property			
Zip - Plus4	10550	The Project Receives No Tax Exemptions			
Province/Region					
Country	USA				

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General Project Information		Project Tax Exemptions & PILOT		Payment Information	
Project Code	10010900A				
Project Type	Lease	State Sales Tax Exemption	\$0.00		
Project Name	Valatie Land Development	Local Sales Tax Exemption	\$0.00		
		County Real Property Tax Exemption	\$5,954.00		
		Local Property Tax Exemption	\$4,746.00		
Project Part of Another Phase or Multi Phase	No	School Property Tax Exemption	\$19,812.00		
Original Project Code		Mortgage Recording Tax Exemption	\$0.00		
Project Purpose Category	Retail Trade	Total Exemptions	\$30,512.00		
Total Project Amount	\$990,000.00	Total Exemptions Net of RPTL Section 485-b			
Benefited Project Amount	\$990,000.00	Pilot payment Information			
Bond/Note Amount					
Annual Lease Payment	\$0.00	Actual Payment Made			
Federal Tax Status of Bonds		County PILOT	\$5,954.00	Payment Due Per Agreement	\$5,954.00
Not For Profit	No	Local PILOT	\$4,747.00		\$4,747.00
Date Project approved	10/1/2009	School District PILOT	\$19,812.00		\$19,812.00
Did IDA took Title to Property	Yes	Total PILOT	\$30,513.00		\$30,513.00
Date IDA Took Title to Property	10/1/2009	Net Exemptions	-\$1.00		
Year Financial Assistance is Planned to End	2021	Project Employment Information			
Notes	For the acquisition of a parcel of land on route 9 to expand company				
Location of Project		# of FTEs before IDA Status	32.00		
Address Line1	Route 9	Original Estimate of Jobs to be Created	36.00		
Address Line2		Average Estimated Annual Salary of Jobs to be Created(at Current Market rates)	0.00		
City	VALATIE	Annualized Salary Range of Jobs to be Created	0.00	To: 0.00	
State	NY	Original Estimate of Jobs to be Retained	32.00		
Zip - Plus4	12184	Estimated Average Annual Salary of Jobs to be Retained(at Current Market rates)	0.00		
Province/Region		Current # of FTEs	27.00		
Country	United States	# of FTE Construction Jobs during Fiscal Year	0.00		
Applicant Information		Net Employment Change	-5.00		
Applicant Name	Valatie Land Development	Project Status			
Address Line1	Route 9	Current Year Is Last Year for Reporting			
Address Line2		There is no Debt Outstanding for this Project			
City	VALATIE	IDA Does Not Hold Title to the Property			
State	NY	The Project Receives No Tax Exemptions			
Zip - Plus4	12184				
Province/Region					
Country	USA				

Annual Report for Columbia Industrial Development Agency
Fiscal Year Ending: 12/31/2018

Run Date: 03/27/2019
Status: CERTIFIED
Certified Date: 03/27/2019

IDA Projects Summary Information:

Total Number of Projects	Total Exemptions	Total PILOT Paid	Net Exemptions	Net Employment Change
7	\$166,417.00	\$139,025.00	\$27,392.00	154

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Additional Comments