FINANCIAL STATEMENTS



FOR THE YEAR ENDED DECEMBER 31, 2018
WITH SUMMARIZED FINANCIAL
INFORMATION FOR 2017

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors Environmental Integrity Project Washington, D.C.

We have audited the accompanying financial statements of the Environmental Integrity Project (EIP), which comprise the statement of financial position as of December 31, 2018, and the related statements of activities and change in net assets, functional expenses and cash flows for the year 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 audit. We conducted our audit 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 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.

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 EIP as of December 31, 2018, and the change in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

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Report on Summarized Comparative Information

We have previously audited EIP's 2017 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated September 14, 2018. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2017, is consistent, in all material respects, with the audited financial statements from which it has been derived.

September 18, 2019

Gelman Rozenberg & Freedman

STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2018 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2017

ASSETS

	2018	2017
CURRENT ASSETS		
Cash and cash equivalents Grants and contributions receivable	\$ 640,346 525,222	\$ 500,041 348,666
Other receivables Prepaid expenses	77,344	1,444 122,410
Total current assets	1,242,912	972,561
FIXED ASSETS		
Machinery and equipment Furniture and fixtures Computer equipment	37,757 65,355 90,455	37,757 65,355 70,480
Leasehold improvements	424,060	424,060
Less: Accumulated depreciation and amortization	617,627 (372,586)	597,652 (317,416)
Net fixed assets	245,041	280,236
OTHER ASSETS		
Deposits	33,260	33,260
Grants and contributions receivable, net of current portion	<u>150,000</u>	<u>130,000</u>
Total other assets	183,260	163,260
TOTAL ASSETS	\$ <u>1,671,213</u>	\$ <u>1,416,057</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses Accrued salaries and related benefits Deferred leasehold incentive obligation, current portion Deferred rent liability	\$ 32,182 162,305 40,185 19,593	\$ 59,535 132,347 40,185 9,333
Total current liabilities	254,265	241,400
LONG-TERM LIABILITIES		
Deferred leasehold incentive obligation, net of current portion Deferred rent liability, net of current portion	177,480 180,012	217,664 199,604
Total long-term liabilities	357,492	417,268
Total liabilities	611,757	658,668
NET ASSETS		
Without donor restrictions With donor restrictions	136,399 923,057	188,494 568,895
Total net assets	1,059,456	757,389
TOTAL LIABILITIES AND NET ASSETS	\$ <u>1,671,213</u>	\$ <u>1,416,057</u>

STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2018 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2017

		2017		
	Without Donor Restriction	With Donor Restriction	Total	Total
REVENUE AND SUPPORT				
Foundation grants Contributions Contracts Interest and dividend income	\$ 204,500 263,891 215,169 153	\$ 2,817,000 36,656 - -	\$ 3,021,500 300,547 215,169 153	\$ 2,765,000 286,263 - 183
Rental income Recoverable expenses income Net assets released from donor	28,851 110,126	- -	28,851 110,126	34,110 38,392
restrictions	2,499,494	(2,499,494)		
Total revenue and support	3,322,184	354,162	3,676,346	3,123,948
EXPENSES				
Program Services: Chesapeake Bay Initiative	202,679	_	202,679	339,583
Clean Water Act	102,708	-	102,708	100,260
Coal/Other Projects EPA Watch Maryland Healthy Communities	589,836 473,261	- -	589,836 473,261	622,391 389,223
Initiative Oil and Gas Biomass	207,974 994,450 145,627	- - -	207,974 994,450 145,627	265,348 1,023,469 -
Concentrated Animal Feeding Operations	6,676		6,676	
Total program services	2,723,211		2,723,211	2,740,274
Supporting Services: Management and General Fundraising	560,042 91,026	-	560,042 91,026	343,958 <u>84,405</u>
Total supporting services	651,068		651,068	428,363
Total expenses	3,374,279		3,374,279	3,168,637
Change in net assets	(52,095)	354,162	302,067	(44,689)
Net assets at beginning of year	188,494	568,895	757,389	802,078
NET ASSETS AT END OF YEAR	\$ <u>136,399</u>	\$ 923,057	\$ <u>1,059,456</u>	\$ <u>757,389</u>

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2018 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2017

2018

	2018 Program Services																	
	Chesapeake Clean Water Bay Initiative Act			•				PA Watch	Maryland Healthy Communities				Concentrated Animal Feeding			nal Feeding	g Total Program	
	Бау	mitiative		Act		Projects		A watch		initiative		and Gas		Biomass		perations		Services
Salaries and payroll taxes	\$	180,633	\$	83,519	\$	428,259	\$	396,525	\$	156,162	\$	805,086	\$	25,965	\$	5,633	\$	2,081,782
Professional and legal fees		20,038		75		76,466		5,843		413		44,955		112,927		-		260,717
Public relations		20		-		-		674		-		-		-		-		694
Subgrant		-		5,000		-		-		21,000		-		-		-		26,000
Meeting and transportation		5,907		214		10,277		2,438		3,043		12,936		-		35		34,850
Printing, postage and																		
delivery		485		-		31		927		34		1,860		285		=		3,622
Reference material		426		-		-		-		48		473		-		=		947
Court filing fees		400		-		1,724		2,206		280		840		-		-		5,450
Testing and project																		
supplies		-		-		-		-		-		-		-		=		-
Dues and subscriptions		174		193		164		545		236		1,392		-		=		2,704
Rent expense		-		-		-		-		-		-		-		=		-
Information technology		-		-		-		50		-		-		-		=		50
Business insurance		-		-		-		-		-		-		-		-		-
Other administrative costs		258		52		94		2,105		204		1,201		-		=		3,914
Depreciation and																		
amortization expense		-		-		-		-		-		-		-		-		-
Subtotal		208,341		89,053		517,015		411,313		181,420		868,743		139,177		5,668		2,420,730
Overhead allocation		(5,662)		13,655		72,821		61,948		26,554		125,707		6,450		1,008		302,481
TOT41	_	000.0==	_	100 700	_	F00 00 0	_	470.001	_		_	004.455	_	4.45.00=	_	0.055	_	0.700.04:
TOTAL	\$	202,679	\$	102,708	\$	589,836	\$	473,261	\$	207,974	\$	994,450	\$	145,627	\$	6,676	\$	2,723,211

STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2018 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2017

2018 (Continued) 2017
Supporting Services

	Managament and		Total Supporting		
	Management and General	Fundraising	Total Supporting Services	Total Expenses	Total Expenses
Salaries and payroll taxes	\$ 206,601	\$ 80.733	\$ 287.334	\$ 2,369,116	\$ 2,333,110
Professional and legal fees	97,715	4,388	102,103	362,820	204,633
Public relations	10,226	-,000	10,226	10,920	7,073
Subgrant	-	-	-	26,000	66,000
Meeting and transportation	21,205	1,531	22,736	57,586	72,145
Printing, postage and	,	1,001	,. 00	0.,000	,
delivery	6,638	465	7,103	10,725	14,142
Reference material	36,131	-	36,131	37,078	35,797
Court filing fees	(561)	-	(561)	4,889	8,703
Testing and project	, ,		· · ·		68
supplies Dues and subscriptions	- 11,673	- 3,213	14,886	- 17,590	18,457
Rent expense	280,758	3,213	280,758	280,758	269,573
Information technology	86,065	_	280,758 86,065	86,115	28,341
Business insurance	14,922	_	14,922	14,922	13,674
Other administrative costs	35,980	696	36,676	40,590	38,565
Depreciation and	00,000	000	00,070	10,000	00,000
amortization expense	55,170	-	55,170	55,170	58,356
Subtotal	862,523	91,026	953,549	3,374,279	3,168,637
Overhead allocation	(302,481)		(302,481)		<u> </u>
TOTAL	\$ 560,042	\$ 91,026	\$ 651,068	\$ 3,374,279	\$ 3,168,637

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED DECEMBER 31, 2018 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2017

	2018			2017		
CASH FLOWS FROM OPERATING ACTIVITIES						
Change in net assets	\$	302,067	\$	(44,689)		
Adjustments to reconcile change in net assets to net cash provided by operating activities:						
Depreciation and amortization		55,170		58,356		
(Increase) decrease in: Grants and contributions receivable Other receivables Prepaid expenses Deposits		(196,556) 1,444 45,066		199,496 7,147 (69,646) 11,009		
(Decrease) increase in: Accounts payable and accrued expenses Accrued salaries and related benefits Deferred leasehold incentive obligation, net of current portion Deferred rent liability		(27,353) 29,958 (40,184) (9,332)		15,356 (4,586) (40,184) (3,037)		
Net cash provided by operating activities		160,280	_	129,222		
CASH FLOWS FROM INVESTING ACTIVITIES						
Purchase of fixed assets		(19,975)		(4,711)		
Net cash used by investing activities		(19,975)		(4,711)		
Net increase in cash and cash equivalents		140,305		124,511		
Cash and cash equivalents at beginning of year		500,041		375,530		
CASH AND CASH EQUIVALENTS AT END OF YEAR	\$	640,346	\$ <u></u>	500,041		

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION

Organization -

The Environmental Integrity Project (EIP) is a nonpartisan, non-profit organization, incorporated in November 2003 in Washington, D.C. EIP was founded by Eric Schaeffer, with support from the Rockefeller Family Fund and other Foundations. EIP has the following three objectives:

- To provide an objective analysis of how the failure to enforce or implement environmental laws increase pollution and affects the public's health;
- To hold federal and state agencies, as well as individual corporations, accountable for failing to enforce or comply with environmental law; and
- To help local communities in key states obtain the protection of environmental laws.

EIP's work, which is frequently based on an extensive review of government records, has been cited in Congressional hearings and debates, in reports by the U.S. Government Accountability Office, and in frequent news articles. EIP periodically evaluates the effectiveness of federal and state environmental programs, offering recommendations for improvement while recognizing outstanding performance.

EIP also works closely with grassroots organizations in Iowa, Pennsylvania, Texas and other states to assist communities that are trying to get neighboring polluters to reduce their emissions and comply with environmental laws.

Basis of presentation -

The accompanying financial statements are presented on the accrual basis of accounting, and in accordance with the Financial Accounting Standards Board (FASB) Accounting Standards Update (ASU) 2016-14 *Presentation of Financial Statements for Not-for-Profit Entities*. The ASU was adopted for the year ended December 31, 2018 and applied retrospectively.

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with EIP's financial statements for the year ended December 31, 2017, from which the summarized information was derived.

Cash and cash equivalents -

EIP considers all cash and other highly liquid investments with initial maturities of three months or less to be cash equivalents.

Bank deposit accounts are insured by the Federal Deposit Insurance Corporation (FDIC) up to a limit of \$250,000. At times during the year, EIP maintains cash balances in excess of the FDIC insurance limits. Management believes the risk in these situations to be minimal.

Grants and contributions receivable -

Grants and contributions receivable that are expected to be collected in future years are recorded at fair value, measured as the present value of their future cash flows. Amortization of the discounts is included in grants and contribution revenue. Conditional promises to give are not included as support until the conditions are substantially met.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

Grants and contributions receivable (continued) -

Other accounts receivable are recorded at their net realizable value, which approximates fair value. All grants, contributions and accounts receivable are considered by management to be fully collectible. Accordingly, an allowance for doubtful accounts has not been established.

Fixed assets -

Fixed assets in excess of \$500 are capitalized and stated at cost. Fixed assets are depreciated on a straight-line basis over the estimated useful lives of the related assets, generally three to five years. Leasehold improvements are amortized over the remaining life of the lease. The cost of maintenance and repairs is recorded as expenses are incurred. Depreciation and amortization expense for the year ended December 31, 2018 totaled \$55,170.

Income taxes -

EIP is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income taxes has been made in the accompanying financial statements. Beginning January 1, 2018, it is subject to unrelated business income taxes on qualified transportation fringe benefits provided to its employees. The amount of the tax for the year ended December 31, 2018 is immaterial. The organization is not a private foundation.

Uncertain tax positions -

For the year ended December 31, 2018, EIP has documented its consideration of FASB ASC 740-10, *Income Taxes*, that provides guidance for reporting uncertainty in income taxes and has determined that no material uncertain tax positions qualify for either recognition or disclosure in the financial statements.

Net asset classification -

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

- Net Assets Without Donor Restrictions Net assets available for use in general
 operations and not subject to donor or grantor restrictions are recorded as net assets
 without donor restrictions. Assets restricted solely through the actions of the Board are
 referred to as Board Designated and are also reported as net assets without donor
 restrictions.
- Net Assets With Donor Restrictions Contributions restricted by donors or certain grantors are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statement of Activities and Change in Net Assets as net assets released from restrictions.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

Contributions and grants -

Grants and contributions received without donor restrictions and with donor restrictions are recorded as revenue in the year notification is received from the donor. Contributions and grants with donor restrictions are recognized as without donor restrictions only to the extent of actual expenses incurred in compliance with the donor-imposed restrictions and satisfaction of time restrictions. Such funds in excess of expenses incurred are shown as net assets with donor restriction in the accompanying financial statements.

Recoverable revenue pertains to certain allowable legal fees that EIP has incurred in the course of representing a case, which may be recovered in a court settlement. These fees may include staff attorney fees, expert costs, and other costs allowed by the court. Recoverable revenue is recognized in the year when the final outcome of legal claims or reimbursements is certain and realized. This occurs after the consent decree has been entered with the relevant jurisdictional court and after all payment conditions identified in the consent decree have been met.

Contracts -

Revenue from contracts, which are exchange transactions, is deemed to be earned and is reported during the period in which expenditures have been incurred. Amounts earned but not yet received are reported as receivables.

Use of estimates -

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Functional allocation of expenses -

The costs of providing the various programs and other activities have been summarized on a functional basis in the Statement of Activities and Change in Net Assets. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Expenses are allocated on a basis of time and effort (such as salaries and benefits).

New accounting pronouncements (not yet adopted) -

In May 2014, the FASB issued ASU 2014-09, *Revenue from Contracts with Customers* (Topic 606) (ASU 2014-09). The ASU establishes a comprehensive revenue recognition standard for virtually all industries under generally accepted accounting principles in the United States (U.S. GAAP) including those that previously followed industry-specific guidance. The guidance states that an entity should recognize revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The FASB issued ASU 2015-14 in August 2015 that deferred the effective date of ASU 2014-09 by a year; thus, the effective date is years beginning after December 15, 2018. Early adoption is permitted. EIP has not yet selected a transition method and is currently evaluating the effect that the updated standard will have on its financial statements.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

New accounting pronouncements (not yet adopted) (continued) -

In June 2018, the FASB issued ASU 2018-08, Not-for-Profit Entities (Topic 958): Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made, which is intended to clarify and improve current guidance about whether a transfer of assets is an exchange transaction or a contribution. The amendments in this ASU provide a more robust framework to determine when a transaction should be accounted for as a contribution under Subtopic 958-605 or as an exchange transaction accounted for under other guidance (for example, Topic 606). The amendments also provide additional guidance about how to determine whether a contribution is conditional or unconditional. The amendments in this ASU could result in more grants and contracts being accounted for as contributions than under previous GAAP. The ASU recommends application on a modified prospective basis; however, retrospective application is permitted. The EIP has not yet decided on a transition method. The ASU is effective for fiscal years beginning after December 15, 2018.

In 2016, the FASB issued ASU 2016-02, *Leases* (Topic 842). The ASU changes the accounting treatment for operating leases by recognizing a lease asset and lease liability at the present value of the lease payments in the Statement of Financial Position and disclosing key information about leasing arrangements. The ASU is effective for private entities for years beginning after December 15, 2019. Early adoption is permitted. The ASU should be applied at the beginning of the earliest period presented using a modified retrospective approach.

EIP plans to adopt the new ASUs at the respective required implementation dates.

Reclassification -

Certain amounts in the prior year's financial statements have been reclassified to conform to the current year's presentation. The reclassifications are primarily due to the adoption of Accounting Standards Update 2016-14, as discussed above, which requires two classifications of net assets from the previously presented three classes. Net assets previously classified as of December 31, 2017 as unrestricted net assets in the amount of \$188,494 are now classified as without donor restrictions. Net assets previously classified as temporarily restricted net assets in the amount of \$568,895 are now classified as net assets with donor restrictions.

2. GRANTS RECEIVABLE

As of December 31, 2018, contributors to EIP have made written promises to give totaling \$675,222. Grants are due as follows at December 31, 2018:

 Less than one year
 \$ 525,222

 One to five years
 150,000

 TOTAL GRANTS RECEIVABLE
 \$ 675,222

3. LINE OF CREDIT

EIP has a \$100,000 revolving bank line of credit. Amounts borrowed under this agreement bear interest at the bank's prime rate plus 6.75%. As of December 31, 2018, there was no outstanding balance on the line of credit.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

4. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following at December 31, 2018:

TOTAL NET ASSETS WITH DONOR RESTRICTIONS	\$ 923,057
Biomass	 128,932
Oil and Gas	239,305
Maryland Healthy Communities Initiative	154,347
Operations	\$ 400,473
Chesapeake Bay Initiative and Concentrated Animal Feeding	
Subject to expenditure for specified purpose:	

The following net assets with donor restrictions were released from donor restrictions by incurring expenses (or through the passage of time) which satisfied the restricted purposes specified by the donors:

\$	209,355
	79,739
	427,163
	435,186
	207,974
	994,450
_	145,627
\$	2.499.494
	\$ _ \$_

5. LIQUIDITY

Financial assets available for use within one year of the statement of financial position, comprise the following:

Cash and cash equivalents	\$	640,346
Grants and contributions receivable		525,222
Less: Donor restricted funds	_	(923,057)

FINANCIAL ASSETS AVAILABLE TO MEET CASH NEEDS FOR GENERAL EXPENDITURES WITHIN ONE YEAR \$ 242,511

EIP is substantially supported by restricted contributions. Because a donor's restriction requires resources to be used in a particular manner or in a future period, EIP must maintain sufficient resources to meet those responsibilities to its donors. As part of EIP's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In the event of an unanticipated liquidity need, EIP also could draw upon \$100,000 of available lines of credit (as further discussed in Note 3).

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

6. LEASE COMMITMENTS

On March 14, 2013, EIP entered into a ten year lease with Vermont Avenue SPE LLC, in Washington, D.C., which began on November 1, 2013. The lease provides six months of free rent, followed by six months of reduced rent payments and contains a fixed escalation clause for increases in the annual minimum rent at the rate of 2.25%. Under the terms of the lease, EIP received a leasehold improvement allowance of \$424,060.

EIP also had a lease agreement for office space in Texas, effective for the term May 1, 2015 through August 31, 2017. The lease has been extended through January 2020.

Accounting principles generally accepted in the United States of America require that the total rent commitment should be recognized on a straight-line basis over the term of the lease. Accordingly, the difference between the actual monthly payments and the rent expense being recognized for financial statement purposes is recorded as a deferred rent liability on the Statement of Financial Position.

The following is a schedule of the future minimum lease payments:

Year Ending December 31,

2019	\$	315,988
2020	·	307,457
2021		312,708
2022		319,744
2023		326,938
Thereafter		137,485

\$<u>1,720,320</u>

Rent expense including operating expenses for the year ended December 31, 2018 was \$280,758. As of December 31, 2018, the deferred rent liability was \$199,605 and the deferred leasehold incentive obligation was \$217,664.

EIP subleases a portion of its office space in Washington, D.C., to an unrelated third party. The lease expired March 31, 2017 and has continued on a month-to-month basis. During June 2019 (subsequent to year-end), an updated one year sublease with the same tenant was signed. Monthly rent due under the new lease is \$2,497.

Rental income for the year ended December 31, 2018 was \$28,851.

7. RETIREMENT PLAN

EIP provides retirement benefits to its employees through a 401(k) plan, whereby employees may make contributions on a pre-tax and post-tax basis, subject to IRS limitations. Full-time employees are eligible to participate after one year of employment. Employer contributions are discretionary and participants are fully vested in employer contributions after two years of service.

EIP contributes 3% of an eligible participant's salary, regardless of the individual's participation in the Plan and also provides a match of up to 3% of each eligible participant's contribution to the Plan. Contributions to the Plan during the year ended December 31, 2018 totaled \$99,169.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2018

8. SUBSEQUENT EVENTS

In preparing these financial statements, EIP has evaluated events and transactions for potential recognition or disclosure through September 18, 2019, the date the financial statements were issued.