

INTERSTATE INSURANCE PRODUCT REGULATION COMMISSION
2010 ADOPTED BUDGET
DETAIL REVENUE AND EXPENSES

Description	2009					2010				
	2008	2009	6/30/2009	12/31/2009	2009	Increase		Increase		
	Actual	Budget	Actual	Projected	Projected	(Decrease)	(Decrease)	%	from	%
				Variance	2010	from	from		2009	
					Budget	2009	Projected		Projected	
Filing Fees	\$ 68,730	\$ 375,000	\$ 40,250	\$ 167,000	\$ (208,000)	\$ 233,250	\$ (141,750)	(37.80%)	\$ 66,250	39.67%
Annual Registration Fees	\$ 154,000	\$ 750,000	\$ 260,000	\$ 335,000	\$ (415,000)	\$ 573,750	\$ (176,250)	(23.50%)	\$ 238,750	71.27%
Interest Income	3,534	6,600	56	133	(6,467)	300	(6,300)	(95.45%)	167	125.56%
Total Revenues	226,264	1,131,600	300,306	502,133	(629,467)	807,300	(324,300)	(28.66%)	305,167	60.77%
Salaries, Taxes, and Benefits	398,860	420,252	70,960	233,787	(186,465)	394,253	(25,999)	(6.19%)	160,466	68.64%
Professional Services	496,087	671,019	244,435	531,301	(139,718)	657,834	(13,185)	(1.96%)	126,533	23.82%
Travel	100,157	220,000	38,576	76,076	(143,924)	150,400	(69,600)	(31.64%)	74,324	97.70%
Rental and Maintenance	1,961	5,340	1,109	2,375	(2,965)	4,862	(478)	(8.95%)	2,487	104.72%
Depreciation	45,845	45,889	23,000	45,998	109	21,131	(24,758)	(53.95%)	(24,867)	(54.06%)
Interest Expense	47,245	70,202	27,977	51,437	(18,765)	55,832	(14,370)	(20.47%)	4,395	8.55%
Insurance Expense	11,833	12,188	6,440	15,188	3,000	18,200	6,012	49.33%	3,012	19.83%
Administrative Expenses	38,803	45,008	21,986	40,594	(4,414)	53,000	7,992	17.76%	12,406	30.56%
Meetings and General Training	14,781	20,000	12,771	18,712	(1,288)	20,000	-	0.00%	1,288	6.89%
Total Operating Expenses	1,155,572	1,509,898	447,254	1,015,467	(494,431)	1,375,512	(134,386)	(8.90%)	360,045	35.46%
Revenues Over (Under) Expenses	\$ (929,308)	\$ (378,298)	\$ (146,948)	\$ (513,334)	\$ (135,036)	\$ (568,212)	\$ (189,914)	50.20%	\$ (54,878)	10.69%

Estimated IIPRC Funding Analysis:

Funds Remaining	36,307	30,316
Draws on NAIC Line of Credit	550,000	850,000
Total Funding Available	586,307	880,316
Balance sheet liabilities to satisfy from cash	(77,025)	-
Revenue Over/(Under) Expense	(366,386)	(568,212)
Adjustments for Non-Cash items:		
Depreciation expense	22,998	21,131
Interest expense recorded monthly paid quarterly	23,460	55,832
Actual Payments-2007 Note (principal and interest)	(63,648)	(127,296)
Actual Payments-2008 Note (principal and interest)	(95,389)	(185,672)
Actual Payments-2009 Note (principal and interest)	-	(63,715)
Actual Payments-2010 Note (principal and interest)	-	-
IIPRC Funding Available at Year-End	30,316	12,384

2010 BUDGET ANALYSIS

BUDGET ITEM: Revenues

ITEM DESCRIPTION: Includes the revenues derived from (1) compact filings, (2) Annual Registration Fees, and (3) interest income.

<u>Description</u>	2008	2009	6/30/09	12/31/09	2010	Increase (Decrease) from	<u>Percentage</u>
	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Projected</u>	<u>Budget</u>	<u>2009 Budget</u>	
Filing Fees (1)	\$ 68,730	\$ 375,000	\$ 40,250	\$ 167,000	\$ 233,250	\$ (141,750)	(37.80%)
Annual Registration Fees (2)	154,000	750,000	260,000	335,000	573,750	(176,250)	(23.50%)
Interest Income (3)	3,534	6,600	56	133	300	(6,300)	(95.45%)
Total	<u>\$ 226,264</u>	<u>\$ 1,131,600</u>	<u>\$ 300,306</u>	<u>\$ 502,133</u>	<u>\$ 807,300</u>	<u>\$ (324,300)</u>	(28.66%)

(1) The IIPRC charges a filing fee in the amount of \$500 per product filing or \$250 per product filing for regional insurers who file in five or less states. The IIPRC estimates it will receive 434 product filings during 2010 at \$500 per filing and 65 product filings from regional insurers at the \$250 per filing.

(2) The IIPRC charges an annual registration fee for using the IIPRC as a means of self-generating revenue to fund its product operations. The amount of the annual registration fee is \$5,000 or \$2,500 in the case of a regional insurer (filing in five or less states) and is prorated to 50% as of July 1. The IIPRC estimates it will receive 84 registrations at \$5,000 and 14 regional insurer registrations at \$2,500 and after July 1, will receive 40 registrations at \$2,500 and 15 regional insurer registrations at \$1,250.

(3) Interest income is earned on IIPRC's account and is dependent upon cash flow from revenues and lines of credit. Significant declines in the overall financial markets have affected interest earned.

2010 BUDGET ANALYSIS

BUDGET ITEM: Salaries

ITEM Description: Includes salary and overtime for all IIPRC employees.

<u>Description</u>	<u>2008</u> <u>Actual</u>	<u>2009</u> <u>Budget</u>	<u>6/30/09</u> <u>Actual</u>	<u>12/31/09</u> <u>Projected</u>	<u>2010</u> <u>Budget</u>	Increase (Decrease) from	<u>Percentage</u>
						<u>2009 Budget</u>	
Salaries-Existing Employees (1)	\$ 356,917	\$ 350,358	\$ 60,844	\$ 196,576	\$ 300,002	\$ (50,356)	(14.37%)
Salaries-New Employees	-	-	-	-	-	-	-
Turnover Factor (2)	-	-	-	-	(3,636)	(3,636)	(100.00%)
Overtime (3)	-	3,750	-	-	-	(3,750)	(100.00%)
Total	\$356,917	\$ 354,108	\$ 60,844	\$ 196,576	\$ 296,366	\$ (57,742)	(16.31%)

(1) During 2010, the IIPRC will have three full-time employees: Executive Director, Operations Manager and Administrative Assistant. The 2010 budget includes an assumption of a combined 4% salary adjustment per employee for cost-of-living and merit-based increases.

(2) While the IIPRC does not anticipate turnover, the budget includes a turnover factor annually and for 2010, it is using a turnover percentage of 9% of salaries with an average vacancy duration of seven (7) weeks.

(3) The IIPRC has one non-exempt employee and does not anticipate overtime will be needed in 2010.

2010 BUDGET ANALYSIS

BUDGET ITEM: Temporary Personnel

ITEM Description: Fees paid to outside agencies and wages paid to interns for additional personnel during peak work periods.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
Temporary Personnel (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interns (1)	-	-	-	-	-	-	-
Total	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>-</u>

(1) It is not anticipated the IIPRC will utilize the services of temporary personnel or interns.

2010 BUDGET ANALYSIS

BUDGET ITEM: Payroll Taxes

ITEM Description: FICA, unemployment compensation, and FUTA costs incurred for all IIPRC employees and interns.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
FICA (1)	\$ 17,206	\$ 18,593	\$ 4,590	\$ 12,662	\$ 18,656	\$ 63	0.34%
FICA Turnover (2)	-	-	-	-	(228)	(228)	(100.00%)
Unemployment Compensation (3)	951	897	634	634	898	1	0.11%
Total	\$ 18,157	\$ 19,490	\$ 5,224	\$ 13,296	\$ 19,326	\$ (164)	(0.84%)

(1) FICA is related to the projected FICA wage base and total salaries projected for the IIPRC employees.

(2) The turnover factor that is applied to salaries is also applied to the taxes related to those salaries.

(3) Unemployment compensation has been budgeted on the first \$11,000 of each individual salary.

2010 BUDGET ANALYSIS

BUDGET ITEM: Employee Benefits

ITEM Description: Includes all pension, life and health insurance costs paid by IIPRC for its employees.

<u>Description</u>	2008		2009		2010		<u>Percentage</u>
	<u>Actual</u>	<u>Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	
Pension (1)	\$ 11,399	\$ 22,569	\$ 1,167	\$ 11,080	\$ 39,945	\$ 17,376	76.99%
Health Benefits (2)	8,800	16,056	2,917	10,945	30,506	14,450	90.00%
Group Life and Disability (3)	1,677	4,979	302	917	2,010	(2,969)	(59.63%)
Employee Relations (4)	148	2,000	411	878	1,500	(500)	(25.00%)
Total	\$ 22,024	\$ 45,604	\$ 4,797	\$ 23,820	\$ 73,961	\$ 28,357	62.18%

(1) A 457 plan and 401(a) plan is in effect for IIPRC employees along with a supplemental retirement plan for the Executive Director. All three IIPRC employees are expected to be eligible for IIPRC matching contribution in 2010. The third-party plan management fee is estimated at \$4,000 for 2010.

(2) In order to leverage the cost-savings and broader coverage options offered through larger groups, the IIPRC utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The IIPRC covers a portion of its employees premiums as an employee benefit.

(3) In order to leverage the cost-savings and broader coverage options offered through larger groups, the IIPRC utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The IIPRC covers a portion of its employees premiums as an employee benefit.

(4) The IIPRC budget includes minimal funding for employee and team recognition as well as expenses associated with an annual strategic planning retreat for the IIPRC Team.

2010 BUDGET ANALYSIS

BUDGET ITEM: Employee Development

ITEM Description: Includes fees for seminars, training courses and professional association memberships paid by IIPRC.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>Projected 12/31/09</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
Professional Association Dues (1)	\$ 80	\$ 50	\$ 95	\$ 95	\$ 600	\$ 550	1100.00%
Professional Training (2)	1,682	1,000	-	-	4,000	3,000	300.00%
Total	\$ 1,762	\$ 1,050	\$ 95	\$ 95	\$ 4,600	\$ 3,550	338.10%

(1) Professional association dues represent employees membership in various professional associations, such as bar association dues and the Association of Insurance Compliance Professionals (AICP) membership for IIPRC employees.

(2) Professional training represents the registration fees for professional seminars, trade workshops and education programs for IIPRC employees.

2010 BUDGET ANALYSIS

BUDGET ITEM: Professional Services

ITEM Description: Fees paid to outside resources for information systems, consulting service to process product filings, legal services consultants, and cash management and payroll services.

<u>Description</u>	<u>2008</u> <u>Actual</u>	<u>2009</u> <u>Budget</u>	<u>6/30/09</u> <u>Actual</u>	<u>12/31/09</u> <u>Projected</u>	<u>2010</u> <u>Budget</u>	Increase (Decrease)	<u>Percentage</u>
						from 2009 Budget	
Professional Services-Computer (1)	\$ 25,000	\$ 75,000	\$ 12,500	\$ 24,998	\$ 50,000	\$ (25,000)	(33.33%)
Other Professional Services (2)	431,209	517,200	224,035	452,635	529,050	11,850	2.29%
Prof Services-Marketing/Sales (3)	-	-	-	-	-	-	-
Legal (4)	36,273	75,000	5,993	49,781	75,000	-	0.00%
Computer Services (5)	3,605	3,819	1,907	3,887	3,784	(35)	(0.92%)
Total	\$496,087	\$ 671,019	\$ 244,435	\$ 531,301	\$ 657,834	\$ (13,185)	(1.96%)

(1) The IIPRC pays an annual license fees to SERFF in the amount of \$25,000 and is allotted 250 hours of SERFF development under the Services Agreement. In 2008, the IIPRC utilized the allotted hours to make enhancements to SERFF to better track "mix and match" filings. The IIPRC has budgeted an additional \$25,000 for enhancements that may arise during 2010 that exceed the allotted SERFF hours.

(2) This line item includes the NAIC Services Agreement (\$125,000); Cash Management (\$3,600); Annual Audit fees (\$9,200); and Consultant fees (\$391,250). The IIPRC Team consists of three (3) consultants: 1) Product Review Consultant; 2) Development Consultant; and 3) Actuarial Consultant.

(4) The IIPRC retains the outside counsel to advise on structural and related legal matters for the Commission. It is anticipated that the outside counsel retainer will continue in 2010 to advise on continuous start-up issues, potential tax-related and organizational matters for the IIPRC.

(5) This line item reflects the monthly costs for processing IIPRC payroll. Also included in this line item are the expense related to the Consultants monthly internet services to connect to the SERFF filing platform and the IIPRC office.

2010 BUDGET ANALYSIS

BUDGET ITEM: Travel

ITEM Description: Includes airfares, hotels, meals, etc., incurred by IIPRC staff, consultants, members and regulators.

<u>Description</u>	2008		2009		2010		<u>Percentage</u>
	<u>Actual</u>	<u>Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	
Staff Travel (1)	\$ 42,101	\$ 92,000	\$ 13,417	\$ 27,417	\$ 24,000	\$ (68,000)	(73.91%)
Marketing Travel (2)					32,700	32,700	100.00%
Non-Staff/Commissioner Travel (3)	58,056	128,000	25,159	48,659	93,700	(34,300)	(26.80%)
Total	\$100,157	\$ 220,000	\$ 38,576	\$ 76,076	\$ 150,400	\$ (69,600)	(31.64%)

(1) This line item includes the costs associated with travel for the IIPRC employees. It is anticipated that two (2) IIPRC employees will travel over the course of the year for a total of 24 trips. Anticipated trips include the three (3) National Meetings which both employees will attend as well as any other necessary meetings in support of the IIPRC. Each trip is estimated at the cost of \$1,000 per trip.

(2) This line item includes the costs associated with travel for marketing/outreach by IIPRC staff, consultants and/or members. It is anticipated that there will be 13 trips made over the course of the year for marketing and outreach. It is also anticipated that the IIPRC will have the opportunity to have exhibit booth space at four (4) venues throughout the year. Included in this line item are the costs associated with marketing materials including "branding give-always".

(3) This line item includes the costs associated with both Commissioner and non-staff travel. The IIPRC reimburses members of the Legislative Committee (8) and members of the Consumer Advisory Committee (8) for their costs associated with attending the IIPRC meetings. The IIPRC reimburses the consultants for travel associated with attending the IIPRC Meetings and trips they make on behalf of the IIPRC (estimated at four (4) per consultant). This line item also includes costs associated with Commissioner travel for IIPRC outreach and other business as well as hotel expenses, if needed, for the Annual Meeting.

2010 BUDGET ANALYSIS

BUDGET ITEM: Occupancy

ITEM Description: Includes parking fees incurred for IIPRC staff.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
Occupancy (1)	\$ 1,212	\$ 2,340	\$ 956	\$ 1,916	\$ 3,420	\$ 1,080	46.15%

(1) This line item includes monthly commuting benefits for the IIPRC employees at a cost of \$95 per month for the full year.

2010 BUDGET ANALYSIS

BUDGET ITEM: Meetings

ITEM Description: Includes hotel services, audio visual, and other costs incurred by IIPRC staff and Members for IIPRC meetings.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
Meetings (1)	\$ 14,781	\$ 5,000	\$ 2,771	\$ 7,771	\$ 10,000	\$ 5,000	100.00%

(1) Costs associated with the three (3) IIPRC in-person meetings including costs for the audio visual, telecommunications equipment, technicians, food, and beverage for meeting attendees.

2010 BUDGET ANALYSIS

BUDGET ITEM: Equipment Rental and Maintenance

ITEM Description: Rental and maintenance fees for hardware and software.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
Equipment, Hardware and Software Maintenance (1)	\$ 749	\$ 3,000	\$ 153	\$ 459	\$ 1,442	\$ (1,558)	(51.93%)
Total	<u>\$ 749</u>	<u>\$ 3,000</u>	<u>\$ 153</u>	<u>\$ 459</u>	<u>\$ 1,442</u>	<u>\$ (1,558)</u>	<u>(51.93%)</u>

(1) The IIPRC has budgeted for monthly maintenance costs associated with the four (4) IIPRC laptops and the printer in the DC Office.

2010 BUDGET ANALYSIS

BUDGET ITEM: Depreciation

ITEM Description: Includes depreciation for all computer software owned as of June 30, 2009.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from</u>		<u>Percentage</u>
						<u>2009 Budget</u>	<u>2010 Budget</u>	
Depreciation (1)	\$ 45,845	\$ 45,889	\$ 23,000	\$ 45,998	\$ 21,131	\$ (24,758)		(53.95%)

- (1) Depreciation is calculated on a straight-line basis over the useful life of the capital assets owned by IIPRC, which is five years for computer software licenses and four (4) years for computer hardware. There are no capital requests for 2009.

IIPRC Capital Assets Owned as of June 30, 2009:

<u>Asset Classification</u>	<u>Cost</u>	<u>Life-To-Date Depreciation</u>	<u>Net Book Value</u>
Computer Hardware:			
Desktop PC's	\$ 6,678	\$ 3,102	\$ 3,576
Laptop PC's	1,439	600	839
Printers/Peripherals	2,981	1,883	1,098
Computer Software:			
SERFF Software License	126,902	88,127	38,775
Total	<u>\$ 138,000</u>	<u>\$ 93,712</u>	<u>\$ 44,288</u>

2010 BUDGET ANALYSIS

BUDGET ITEM: Interest Expense

ITEM Description: Interest expense represents accrued interest payments on amounts owed to the NAIC.

<u>Description</u>	2008 <u>Actual</u>	2009 <u>Budget</u>	YTD		2010 <u>Budget</u>	Increase (Decrease) from		Percentage
			6/30/09 <u>Actual</u>	Projected <u>12/31/09</u>		2009	<u>Budget</u>	
Interest Expense (1)	\$ 47,245	\$ 70,202	\$ 27,977	\$ 51,437	\$ 55,832	\$ (14,370)		(20.47%)

(1) The interest which accrues on the Lines of Credit extended by the NAIC to the IIPRC is prime minus 1%. This line item includes interest on the initial \$550,000 advanced in 2007, the advanced in 2008 in the amount of \$850,000, the advance in 2009 in the amount of \$550,000, and the estimated advance for 2010 of \$550,000. Interest accrues during the one-year deferment and is then capitalized.

2010 BUDGET ANALYSIS

BUDGET ITEM: Insurance

ITEM Description: Includes expenses for all general business and liability insurance policies for IIPRC.

<u>Description</u>	<u>2008 Actual</u>	<u>2009 Budget</u>	<u>6/30/09 Actual</u>	<u>12/31/09 Projected</u>	<u>2010 Budget</u>	<u>Increase (Decrease) from 2009 Budget</u>	<u>Percentage</u>
General Business Insurance (1)	\$ 3,557	\$ 3,664	\$ 2,027	\$ 4,901	\$ 5,980	\$ 2,316	63.21%
Professional Liability Insurance (2)	8,276	8,524	4,413	10,287	12,220	3,696	43.36%
Total	<u>\$ 11,833</u>	<u>\$ 12,188</u>	<u>\$ 6,440</u>	<u>\$ 15,188</u>	<u>\$ 18,200</u>	<u>\$ 6,012</u>	49.33%

(1) General business insurance coverage and related premiums. The IIPRC experienced an increase in premium at renewal associated with having to change carriers and is budgeting for a 5% increase at renewal in 2010.

(2) Comprehensive errors and omissions and director/officer coverage premiums. At renewal, the IIPRC enhanced its coverage causing an increase in premium and is budgeting for a 5% increase at renewal in 2010.

2010 BUDGET ANALYSIS

BUDGET ITEM: Office Services

ITEM Description: Includes conference calls, office supplies, non-capital equipment and mail and printing services.

<u>Description</u>	<u>2008</u> <u>Actual</u>	<u>2009</u> <u>Budget</u>	<u>6/30/09</u> <u>Actual</u>	<u>12/31/09</u> <u>Projected</u>	<u>2010</u> <u>Budget</u>	Increase (Decrease)	<u>Percentage</u>
						from 2009 Budget	
Telephone (1)	\$ 30,646	\$ 30,450	\$ 15,995	\$ 31,220	\$ 37,700	\$ 7,250	23.81%
Other Supplies (2)	3,799	8,008	1,918	5,051	8,000	(8)	(0.10%)
Non-Capital Equipment (3)	1,882	5,000	267	267	1,500	(3,500)	(70.00%)
Mail Services (4)	1,702	1,050	408	658	1,000	(50)	(4.76%)
Printing	250	500	-	-	500	-	0.00%
Total	\$ 38,279	\$ 45,008	\$ 18,588	\$ 37,196	\$ 48,700	\$ 3,692	8.20%

(1) Telephone expenses for conference calls for: the Commission; Management Committee; sub-committees; advisory committees for the IIPRC; and webinars for industry education; long distance expenses for the DC office; as well as cell phone use for two (2) employees and two (2) consultants. The monthly costs for the four (4) wireless cards are included in this line.

(2) This line item reflects the cost of supplies for the IIPRC office including paper, toner and miscellaneous supplies.

(3) The IIPRC has budgeted for potential software upgrades during 2010.

(4) This line item includes expenses to mail IIPRC correspondence via US Postal Mail or FedEx/UPS services; the costs to mail the Annual Report to all Commissioners and Governors, as well as the members of the Legislative Committee and the two advisory committees.

2010 BUDGET ANALYSIS

BUDGET ITEM: Other Expenses

ITEM Description: Includes expenses incurred for reference materials, personal property taxes, and recruiting expenses.

<u>Description</u>	<u>2008</u> <u>Actual</u>	<u>2009</u> <u>Budget</u>	<u>6/30/09</u> <u>Actual</u>	<u>12/31/09</u> <u>Projected</u>	<u>2010</u> <u>Budget</u>	<u>Increase</u> <u>(Decrease)</u> <u>from</u>		<u>Percentage</u>
						<u>2009</u>	<u>Budget</u>	
Reference Materials (1)	\$ -	\$ -	\$ -	\$ -	\$ 4,300	\$ 4,300		-
Training Expenses (2)	-	15,000	10,000	10,941	10,000	(5,000)		(33.33%)
Recruiting Expense (3)	524	-	3,398	3,398	-	-		-
Total	\$ 524	\$ 15,000	\$ 13,398	\$ 14,339	\$ 14,300	\$ (700)		(4.67%)

(1) It is expected that the IIPRC Office will purchase for the Members as well as IIPRC Team Members various reference materials.

(2) It is anticipated that the IIPRC Officers and select IIPRC members will participate in a media/message development training seminar.

(3) Recruiting expenses in 2009 were related to the Executive Director search.