

The Honorable Mayor and City Council Town of Paradise Valley Paradise Valley, Arizona

We have audited the financial statements of Town of Paradise Valley for the year ended June 30, 2020, and have issued our report thereon dated November 13, 2020. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, Government Auditing Standards, as well as certain information related to the planned scope and timing of our audit. Professional standards require that we communicate to you the following information related to our audit.

Our Responsibility under Auditing Standards Generally Accepted in the United States of America

As stated in our engagement letter dated May 10, 2020, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement.

As part of our audit, we considered the internal control of Town of Paradise Valley. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. Such matters are communicated in the remainder of this letter or have previously been communicated during other phases of the audit. However, the standards do not require us to design procedures specifically to identify such matters.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Town of Paradise Valley are described in Note 1 to the financial statements. No new accounting policies were adopted and application of existing policies was not changed during the year ended June 30, 2020. We noted no transactions entered into by the Town of Paradise Valley during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Significant Audit Findings (Continued)

Qualitative Aspects of Accounting Practices (Continued)

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The following areas involve significant areas of such estimates for which we are prepared to discuss management's estimation process and our procedures for testing the reasonableness of those estimates:

Management's estimate of the net pension liability is based on an actuarial report performed by an independent party for the pension administrator. We evaluated the key factors and assumptions used to develop the net pension liability in determining that it is reasonable in relation to the financial statements taken as a whole.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. Attached is a summary of adjustments made to the financial statements that have been recorded by management. Also attached is a schedule summarizing uncorrected misstatements of the financial statements. Management has determined that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as whole.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the attached copy of the management representation letter dated November 13, 2020.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Town's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Town's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

We discussed a variety of matters, including the application of accounting principles and auditing standards, with management prior to engagement as the Town's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

Other Matters

We applied certain limited procedures to management's discussion and analysis and pension schedules, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

We were engaged to report on Other Supplementary Information, which accompany the financial statements but are not RSI. With respect to this supplementary information, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

We were not engaged to report on introductory and statistical sections, which accompany the financial statements but are not RSI. We did not audit or perform other procedures on this other information and we do not express an opinion or provide any assurance on it.

Internal Controls Over Financial Reporting

We were engaged to plan and perform our audit in accordance with *Government Auditing Standards (GAS)* issued by the Comptroller General of the United States. We have issued a separate GAS report dated November 13, 2020 in accordance with these standards. Our report did not identify any instances of deficiencies in internal control that we considered to be a material weakness or significant deficiency as defined in that report.

Other Observations and Recommendations

We noted other matters involving internal control and its operation, and other observations, which came to our attention during the course of our audit of the financial statements and offer these comments and suggestions with respect to these matters.

Allowance for court receivables

While auditing court receipts, we noted court receivables greater than one year outstanding have been allowed for, but never written off. A significant number of receivables dating back years continue to accumulate.

Effect: The past due receivables continues to grow in the accounting system, with little probability of collection.

Recommendation: It is best practice to write off accounts that are no longer being pursued or are deemed uncollectible. We recommend the Town adopt a policy detailing a reasonable period for how long the Town will pursue outstanding receivables before writing them off. Any write-off subsequently collected can later be recorded as "Bad Debt Recoveries" in the instance it might occur.

Customer Deposits Liability

While auditing customer deposits, we noted a significant number of deposits dating several years back that are no longer active or have not had any activity or progress made on the customer account in the recent years.

Effect: Liabilities continue to accumulate causing an overstatement of deposits that should be escheated to the State or recognized as revenue.

Recommendation: After two years of attempting to return refundable deposits, we recommend the Town escheat the deposits to the State when applicable or recognize the revenue for the deposits with no remaining historical information to use in escheatment.

Town of Paradise Valley Page 5

Restriction on Use

This communication is intended solely for the information and use of Town Council and management of Town of Paradise Valley and is not intended to be, and should not be, used by anyone other than these specified parties.

Tempe, Arizona

Henry + Home, WP

November 13, 2020

Henry & Horne, LLP 2055 E. Warner Rd., Suite 101 Tempe, AZ 85284

This representation letter is provided in connection with your audit of the financial statements of the Town of Paradise Valley, which comprise the respective financial position of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information as of June 30, 2020, and the respective changes in financial position and, where applicable, cash flows for the year then ended, and the related notes to the financial statements, for the purpose of expressing opinions as to whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, as of the date this letter is signed by us, the following representations made to you during your audit.

- We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated May 10, 2020, including our responsibility for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP and for preparation of the supplementary information in accordance with the applicable criteria.
- 2) The financial statements referred to above are fairly presented in conformity with U.S. GAAP and include all properly classified funds and other financial information of the primary government and all component units required by generally accepted accounting principles to be included in the financial reporting entity.
- 3) We acknowledge our responsibility for 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.
- 4) We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
- 5) Significant assumptions we used in making accounting estimates, including those measured at fair value, are reasonable.
- 6) Related party relationships and transactions, if any, including revenues, expenditures/expenses, loans, transfers, leasing arrangements, and guarantees, and amounts receivable from or payable to related parties have been appropriately accounted for and disclosed in accordance with U.S. GAAP.
- 7) Adjustments or disclosures have been made for all events, including instances of noncompliance, subsequent to the date of the financial statements that would require adjustment to or disclosure in the financial statements.
- 8) The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. A list of the uncorrected misstatements is attached to the representation letter. In addition, you have proposed adjusting journal entries that have been posted to the entity's accounts. We are in agreement with those adjustments.

- 9) We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements. We have not consulted a lawyer concerning litigation, claims, or assessments for any other claims except as made known to you regarding the Five Star Development.
- 10) Guarantees, whether written or oral, under which the Town is contingently liable, if any, have been properly recorded or disclosed.
- 11) We have provided you with:
 - a) Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters.
 - b) Additional information that you have requested from us for the purpose of the audit.
 - c) Unrestricted access to persons within the Town from whom you determined it necessary to obtain audit evidence.
 - d) Minutes of the meetings of Town or summaries of actions of recent meetings for which minutes have not yet been prepared.
- 12) All material transactions have been recorded in the accounting records and are reflected in the financial statements.
- 13) We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- 14) We have no knowledge of any fraud or suspected fraud that affects the Town and involves—
 - Management,
 - Employees who have significant roles in internal control, or
 - Others where the fraud could have a material effect on the financial statements.
- 15) We have no knowledge of any allegations of fraud or suspected fraud affecting the Town's financial statements communicated by employees, former employees, regulators, or others.
- 16) We have no knowledge of instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements, or abuse, whose effects should be considered when preparing financial statements.
- 17) We have disclosed to you all known actual or possible litigation, claims, and assessments whose effects should be considered when preparing the financial statements.
- 18) We have disclosed to you the identity of the Town's related parties and all the related party relationships and transactions of which we are aware.
- 19) There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
- 20) We have a process to track the status of audit findings and recommendations.
- 21) We have identified to you any previous audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
- 22) We have provided our views on reported findings, conclusions, and recommendations, as well as our planned corrective actions, for the report.
- 23) The Town has no plans or intentions that may materially affect the carrying value or classification of assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fund balance or net position.

- 24) We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us, including tax or debt limits and debt contracts, and legal and contractual provisions for reporting specific activities in separate funds.
- 25) We have identified and disclosed to you all instances that have occurred or are likely to have occurred, of fraud and noncompliance with provisions of laws and regulations that we believe have a material effect on the financial statements or other financial data significant to the audit objectives, and any other instances that warrant the attention of those charged with governance.
- 26) We have identified and disclosed to you all instances that have occurred or are likely to have occurred, of noncompliance with provisions of contracts and grant agreements that we believe have a material effect on the determination of financial statement amounts or other financial data significant to the audit objectives.
- 27) We have identified and disclosed to you all instances that have occurred or are likely to have occurred, of abuse that could be quantitatively or qualitatively material to the financial statements or other financial data significant to the audit objectives.
- 28) There are no violations or possible violations of budget ordinances, laws and regulations (including those pertaining to adopting, approving, and amending budgets), provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for disclosure in the financial statements, or as a basis for recording a loss contingency, or for reporting on noncompliance.
- 29) In regards to the nonattest services (including nonattest services to affiliates), we have:
 - a. Assumed all management responsibilities.
 - b. Overseen the services by designating an individual who possesses suitable skill, knowledge, or experience.
 - c. Evaluated the adequacy and results of the services performed.
 - d. Accepted responsibility for the results of the services.
 - e. Retained a copy of the work products prepared by you for our records.

The nonattest services provided by you are:

- a. Preparation of financial statements and related notes
- Aiding management in preparing the management discussion and analysis (MD&A) using firm templates
- c. Posting any standard, adjusting, or correcting journal entries that you have proposed and have been approved by us
- d. Preparing Governmental Accounting Standards Board Statement No 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*, conversion entries Preparation of income tax provision calculation
- e. Preparation of Data Collection Form on the Federal Clearinghouse website, if applicable this year

Furthermore, we have reviewed and approved the financial statements and related notes.

- 30) The Town has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
- 31) The Town has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.

- 32) The financial statements include all component units, appropriately present majority equity interests in legally separate organizations and joint ventures with an equity interest, and properly disclose all other joint ventures and other related organizations.
- 33) The financial statements properly classify all funds and activities in accordance with GASBS No. 34, as amended, and GASBS No. 84.
- 34) All funds that meet the quantitative criteria in GASBS Nos. 34 and 37 for presentation as major are identified and presented as such and all other funds that are presented as major are particularly important to financial statement users.
- 35) Components of net position (net investment in capital assets; restricted; and unrestricted) and classifications of fund balance (nonspendable, restricted, committed, assigned, and unassigned) are properly classified and, if applicable, approved.
- 36) Investments, derivative instruments, and land and other real estate held by endowments are properly valued.
- 37) Provisions for uncollectible receivables have been properly identified and recorded.
- 38) Expenses have been appropriately classified in or allocated to functions and programs in the statement of activities, and allocations have been made on a reasonable basis.
- 39) Revenues are appropriately classified in the statement of activities within program revenues, general revenues, contributions to term or permanent endowments, or contributions to permanent fund principal.
- 40) Interfund, internal, and intra-entity activity and balances have been appropriately classified and reported.
- 41) Deposits and investment securities and derivative instruments are properly classified as to risk and are properly disclosed.
- 42) Capital assets, including infrastructure and intangible assets, are properly capitalized, reported, and, if applicable, depreciated or amortized.
- 43) We have appropriately disclosed the Town's policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position is available and have determined that net position is properly recognized under the policy.
- 44) We are following our established accounting policy regarding which resources (that is, restricted, committed, assigned, or unassigned) are considered to be spent first for expenditures for which more than one resource classification is available. That policy determines the fund balance classifications for financial reporting purposes.
- 45) To the extent our normal procedures and controls related to our financial close or other reporting processes at any of our locations were adversely impacted by the COVID-19 outbreak, we took appropriate actions and safeguards to reasonably ensure the fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America.
- 46) We acknowledge our responsibility for the required supplementary information (RSI). The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation have not changed from those used in the prior period. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.

- 47) With respect to the annual expenditure limitation report, Combining Fund Financial Statements and Budgetary Annual Financial Report, Other Supplementary Information of the Comprehensive Annual Financial Report, and the statement that fulfills the HURF requirement:
 - a) We acknowledge our responsibility for presenting, as listed above, in accordance with accounting principles generally accepted in the United States of America, and we believe the listed above, including its form and content, is fairly presented in accordance with accounting principles generally accepted in the United States of America. The methods of measurement and presentation of the listed above have not changed from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplementary information.
 - b) If the listed above is not presented with the audited financial statements, we will make the audited financial statements readily available to the intended users of the supplementary information no later than the date we issue the supplementary information and the auditor's report thereon.

a Olle

Signature:

Title:

0410559 - Town of Paradise Valley 0410559 - Town of Paradise Valley Engagement:

Period Ending: 6/30/2020 Trial Balance: 05.01 - TB

05.07 - GASB 34 Journal Entry Report Workpaper:

W/P Ref Debit Credit Description Account **GASB Journal Entry** M401 GASB Journal Entry JE # 100 GASB Entry - To post beginning GASB68 Balances 000-000-13100 Deferred outflows of resources related to pensions 930.326.00 546,098.00 000-000-13110 Deferred outflows of employer pension contributions 5,860,458.00 000-000-31000 **Net Position** 801,561.00 000-000-21820 Deferred inflow of resources related to pensions 6.535,321.00 000-000-21890 **Net Pension Liability** 7.336.882.00 7,336,882.00 Total GASB Journal Entry JE # 101 M401 GASB Entry - To record changes for GASB 68 322,461.00 000-000-21820 Deferred inflow of resources related to pensions 120.565.00 000-40-61100 Highways and Streets Expense 700 894 00 000-45-61100 General Government Expense 106,383.00 000-62-61100 Public Safety Expense 499,428.00 Deferred outflows of resources related to pensions 000-000-13100 546 098 00 Deferred outflows of employer pension contributions 000-000-13110 204,777.00 000-000-21890 Net Pension Liability 1,250,303.00 1,250,303.00 Total GASB Journal Entry JE # 102 M401 GASB Entry - To reclassify employer pension contributions for CY - GASB68 614.182.00 000-000-13110 Deferred outflows of employer pension contributions 72,719.00 Highways and Streets Expense 000-40-61100 000-45-61100 General Government Expense 470,357.00 71,106.00 000-62-61100 Public Safety Expense 614,182.00 614,182.00 Total GASB Journal Entry JE # 103 M402 GASB Entry - To post beginning effects of GASB72 000-000-12100 Net OPEB Asset -HBS 17,194.00 41,322.00 Deferred outflows of resources related to OPEB 000-000-13120 30,284.00 Deferred outflows of employer OPEB contributions 000-000-13130 Deferred inflow of resources related to OPEB 52,619.00 000-000-21830 000-000-21895 Net OPEB Liability - LTD 24.542.00 000-000-31000 Net Position 11.639.00 88,800.00 88,800.00 Total M402 GASB Journal Entry JE # 104 GASB Entry - To post the changes related to GASB72 Deferred outflows of resources related to OPEB 2.008.00 000-000-13120 000-000-21830 Deferred inflow of resources related to OPEB 19,198,00 Highways and Streets Expense 3,466.00 000-40-61100 20,156.00 000-45-61100 General Government Expense 000-62-61100 Public Safety Expense 3,060.00 000-000-12100 Net OPEB Asset -HBS 4.078.00 Deferred outflows of resources related to OPEB 000-000-13120 7 431 00 000-000-13130 Deferred outflows of employer OPEB contributions 30,284.00

10-31-111	TOWN SALES TAX AUDIT			50,168.00
10-32-310	TOWN MANAGEMENT FEE			20.765.00
30-38-300HH	H&H Capital Contributions Offset to Capital Outlay			207.653.00
otal	one to our and one		433,443.00	433,443.00
		-		
SASB Journal Entry J				
SASB Entry- To record	beginning capital assets			
000-000-11000	Non-Depreciable Assets		44,337,407.00	
000-000-11100	Depreciable Assets		63,811,168.00	
000-000-11200	Accumulated Depreciation			25,763,233.00
000-000-31000	Net Position			82,385,342.00
otal			108,148,575.00	108,148,575.00
SASB Journal Entry J	F # 121			
	capital asset additions			
000-000-11000	Non-Depreciable Assets		3,205,208.00	
000-000-11100	Depreciable Assets		2,529,613.00	
000-40-61100	Highways and Streets Expense			399,537.00
000-45-61100	General Government Expense			3,196,251.00
000-62-61100	Public Safety Expense			274,060.00
000-95-999	Capital Contributions - PVMT			700,000.00
30-38-783	THIRD PARTY CONTRIBUTIONS			1,164,973.00
Total			5,734,821.00	5,734,821.00
GASB Journal Entry J	E#422	1101		
	depreciation by function	1101		
000-40-61100	Highways and Streets Expense		723,555.00	
000-45-61100	General Government Expense		745.591.00	
000-62-61100	Public Safety Expense		954,209.00	
000-000-11200	Accumulated Depreciation		337,233.33	2,423,355.00
Total			2,423,355.00	2,423,355.00
GASB Journal Entry J		Q100		
GASB Entry - To record	accrued interest for the 2020 Bond			
42-40-961	DEBT 2020 INTEREST EXPENDITURE		22,551.00	
000-000-23600	Accrued Interest			22,551.00
Total			22,551.00	22,551.00
	Total GASB Journal Entry		181,097,374.00	181,097,374.00
			181,097,374.00	181,097,374.00



0410559 - Town of Paradise Valley

Engagement:

0410559 - Town of Paradise Valley

Period Ending:

6/30/2020

Trial Balance: Workpaper:

05.01 - TB 05.06 - Combined Journal Entries Report

Account

Description

W/P Ref

M500

U100/1200

Debit

Credit

Adjusting Journal Entry

Adjusting Journal Entry JE # 1

Client Entry to remove interest accrual on fund statements

42-21420

42-40-961

2020 DEBT INTEREST PAYABLE DEBT 2020 INTEREST EXPENDITURE

22,551.00

22,551.00

22,551.00 22,551.00

Adjusting Journal Entry JE # 2

F/S Reclas entry only - To move capital contributions from revenue to expense for fund

statement purposes

30-38-783 30-38-300HH THIRD PARTY CONTRIBUTIONS

H&H Capital Contributions Offset to Capital Outlay

1,022,354.00

1.022,354.00

1,022,354.00 1,022,354.00

38,361.00

Total

Total

Adjusting Journal Entry JE #3

Client Entry to adjust fund balance

10-29870 10-29860 ASSIGNED: FLEET REPLACEMENT

109,000.00

109,000.00 109,000.00 109,000.00

Total

Total Adjusting Journal Entry

ASSIGNED: FACILITIES

1,153,905.00 1,153,905.00

Proposed Journal Entries

Proposed Journal Entries JE # 200

Passing Entry - We noted that there were FY20 charges included in the July Invoice for

Achen-Gardner Constr that were not included in AP at FYE.

30-40-968 30-21310

STREET PROJECTS ACCOUNTS PAYABLE

L102

M100/103

Total

38,361.00

38,361.00 38,361.00

Proposed Journal Entries JE # 201

Passing Entry - to account for the 3 days of June for the payroll accrual on 2nd paydate in

July 20

2020		
10-41-100	SALARIES AND WAGES	7,904.00
10-41-115	EMPLOYEE BENEFITS-FICA	593.00
10-44-100	SALARIES AND WAGES	7,904.00
10-44-115	EMPLOYEE BENEFITS-FICA	593.00
10-45-100	SALARIES AND WAGES	7,904.00
10-45-115	EMPLOYEE BENEFITS-FICA	593.00
10-46-100	SALARIES AND WAGES	7,904.00
10-46-115	EMPLOYEE BENEFITS-FICA	593.00
10-47-100	SALARIES AND WAGES	7,904.00
10-47-115	EMPLOYEE BENEFITS-FICA	593.00
10-48-100	SALARIES AND WAGES	7,904.00
10-48-115	EMPLOYEE BENEFITS-FICA	593.00
10-49-115	EMPLOYEE BENEFITS-FICA	593.00

	Total All Journal Entries	1,283,537.00	1,283,537.00
	Total Proposed Journal Entries	129,632.00	129,632.00
Total		91,271.00	91,271.00
20-22210	FICA PAYABLE		456.00
20-21500	WAGES PAYABLE		5,841.00
10-22210	FICA PAYABLE		5,933.00
10-21500	WAGES PAYABLE		79,041.00
20-40-115	EMPLOYEE BENEFITS-FICA	456.00	
20-40-100	SALARIES AND WAGES	5,841.00	
10-58-100	SALARIES AND WAGES	7,905.00	
10-52-115	EMPLOYEE BENEFITS-FICA	594.00	
10-52-100	SALARIES AND WAGES	7,904.00	
10-51-115	EMPLOYEE BENEFITS-FICA	594.00	
10-51-100	SALARIES AND WAGES	7,904.00	
10-50-115	EMPLOYEE BENEFITS-FICA	594.00	
10-50-100	SALARIES AND WAGES	7,904.00	