

**FY 2009
Strategic Plan
&
Budget
(revised)**

Prepared for
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Executive Director
Texas Nurses Foundation Board of Directors

By
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Introduction

This paper provides:

- A. Final summation of the recently completed FY 2008 strategic plan;
- B. Additional synthesis of ideas and actions of the strategic plan for FY 2009, for the TNF Board of Director's approval; and
- C. Revised FY 2009 budget also for the TNF BOD's approval.

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A. 2008 Strategic Plan Summation (goals are in bold)

Overall, **the goal of retaining personnel** was achieved, though due to low referral volume of referrals the new Extended Evaluation Program (EEP) case manager had to be let go. Otherwise, retention for the year was 100% and staff members remained motivated to improve their work and the program as a whole as evident by staff members:

- Involvement in revising the TPAPN Participant Handbook and updating all of the program forms – work originally begun in last year's staff retreat;
- Assuming additional EEP case management duties;
- Working to ensure that participants can be correctly accounted for within the case management database (between EEP and TPAPN participation);
- Willingness to point out problems or inconsistencies in order to attain a more consistent and quality processes and outcomes;
- Additionally, it cannot be stressed enough how much more effective and efficient program operations are due to the program having an FTE dedicated to intake and a PTE coordinating volunteer assignments.
- For the first time all of TPAPN staff members are now eligible for TNA's 401K plan.

TPAPN staff members also successfully met the challenges of two other FY '08 goals: **Implementation of the new third party referral process** and **implementation of the EEP**. While it appears that referrals may be less this year compared to last year, a possible indicator that the new third-party referral requirement may be having a chilling effect on employers' and others' willingness to refer nurses, more time will likely be needed to confirm or contradict such a conclusion. Though retention can never be a certainty it appears that two essential management elements have helped: Recognition of good work done and rewarding good work and loyalty. Also, allowing more employees flex-time where practical has helped morale.

Unfortunately, the last two goals for FY 2008 were not fully met. Hiring the part-time volunteer coordinator has made a significant impact upon the goal of **improving the program's support of participants** by providing more timely assignments of advocates to participants and more "touch-time" by the program with its vital nurse volunteers. However, due to problems both individual and programmatic in nature, TPAPN was unable to implement its pilot recovery telecoaching group(s) despite a lengthy period of

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time attempting to achieve this meritorious concept. Finally, due to other priority needs TPAPN was unable to achieve its goal of **improving the program's support of employers** which primarily consisted of revamping TPAPN's website to include the Employer, Practice and Legal FAQs that were developed by TPAPN's "employer liability task force" over the past couple of years. This goal/particular strategy will continue to be pursued over the summer of FY '08.

B. Pages 5 – 8 of this document contain the strategic goals of TPAPN for FY '09 that were originally provided to and approved by the TNF BOD at its April, 17/18, 2008 meeting. Details regarding the strategies, their outputs, outcomes and expected completion dates have been added. Additionally the original goals offered to the BON have been reduced from five goals to four. The goal "Outreach venues and activities sufficiently address stakeholders' needs" has been deleted and significant strategies from that goal have been subsumed into other goals, e.g., "improving the program's support of participants." The four major goals for 2009 are as follows:

1. Maintain adequacy of core (BON) funding.
2. Risk management concerns are adequately addressed.
3. Improve the program's support of participants.
4. Advance to a 3 year minimum program as a normal expectation for participants.

C. The revised budget is included with this report as pages 9 - 11. The revised budget calls for a \$107,000 deficit budget, approximately \$13,000 greater deficit than the first FY '09 budget proposed to the TNF BOD. The primary reason for the increase is the program's attempt to maintain competitive wages/salaries. The initial budget had included increases for the beginning of the fiscal year but nothing for later. Adequate pay is essential in order to remain competitive and continue retaining quality personnel. A 3% increase was added in the revised budget. This will permit the program the ability to provide increases as warranted. Unless the proposed legislative appropriations request (LAR) from the BON in the amount of \$75,000 is approved as part of the next legislative session, TPAPN's fiscal future is grim. TPAPN currently has over \$300,000 in assets providing some breathing space for the short-term. Even with the stated increase the program will need to create new streams of revenue to help off-set the lack of core funding that continues to reflect an amount far less than that originally intended, i.e., from all nurses' license renewals or continue to streamline operations or both in order to remain viable.

Revisions made to the budget are summarized below (line item numbers are bolded):

INCOME – OTHER

410: Increased sponsor income increase projected for fall workshop due to increased contacts and commitments made

425: Employer Workshop income increased to reflect forecasted income from participating assessors/treatment providers workshops planned

429: Exhibit income increased for fall workshop given greater contacts and commitments

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ADMINISTRATIVE EXPENSES

Personnel

505: Compensation increased to permit hiring 32 hr LCDC or SW in January 2009 in order to help the program address caseload and QA/risk management needs and to allow for a 3% increase in compensation

515: Fringe increased reflecting increased compensation

519: Temps/Agencies reduced to zero to pay for critical coverage only if needed

520: Reduced to help decrease program costs

525: \$1,000 of line item re-allocated to line item 623 to permit TPAPN volunteer coordinator to make priority “house calls” to hospitals and other health care providers employing TPAPN nurses for consultation/support and advocate recruitment

Consultants

545: Increased to ensure program is able to pay for HIPAA consultation

Office Space

572: Duplicating costs decreased to reflect historical amounts/trend

577: Reduced, given purchase of new computer (desk top) hardware for personnel last yr.

PARTICIPANTS (DIRECT) EXPENSES

Advocates

610: Reduces the spring workshop to one day; training new (priority) volunteers for advocacy while permitting veteran advocates needing to meet their CE requirement with TPAPN to attend

Case Management

623: Increased via re-allocation of a portion of staff travel line item 525 to permit the part-time volunteer coordinator to make priority “house calls” to hospitals and other health care providers employing TPAPN nurses for consultation/support and advocate recruitment

624: Increased to cover cost of covering printing of TPAPN’s revised Participant Handbook and its Program Forms Booklet

EDUCATION

Employers

638: Increased to reflect expense of holding additional workshops for participating assessors and treatment providers

Educational Products

684: Reduced to reflect likely expenses

685: Reduced to zero due to purchases being unlikely

686: Reduced to zero to reflect use of making newsletter electronically

687: Reduced to zero as cost-saving for program

688: Reduced to zero; program to exhibit at its sponsoring organizations’ conferences and those who offer TPAPN free exhibit space.

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GOAL 1: Maintain adequacy of core (BON) funding

| OBJECTIVE | STRATEGIES | OUTPUT MEASURES | OUTCOME MEASURES | DATE TO COMPLETE | STATUS |
|--|--|--|--|---|--------|
| TPAPN receives income sufficient for maintaining its operations. | A. Identify budgetary needs for stakeholders. | <p>A.1 ID significant and increasing deficits for FY '08/09 budgets and per percentage of budgetary expenditures BON funding covered.</p> <p>A.2 Forecast TPAPN FY '10/'11 budgets and potential or actual deficits – including salary projections – with and without LAR increase.</p> <p>A.3 ID contingency plans with budget forecasts (to meet operations with less or limited income).</p> <p>A.4 ID measures to reduce operating costs w/o harming program outcomes or productivity, e.g., more teleconferencing of committees, on-line and telephonic support of participants as well as CE.</p> <p>A.5 Offer TNA/TNF ED flex-schedule & telecommuting proposal (pilot), including technological & operational feasibility- given fuel/travel costs, confidentiality needs, etc.</p> | <p>A.1/2/ 3 Budgets including deficit projections and contingency plans provide helpful information for stakeholders and for legislative fact sheet.</p> <p>A.4 Operations cost-savings are identified & implemented.</p> <p>A.5 Flex schedule & telecommuting are implemented where prudent/approved. And turnover costs of personnel are minimized.</p> | <p>A.1/2/3: 9/08</p> <p>A.4: ID by 8/08 & Implement 8/08 – 6/09</p> <p>A.5: Flex schedule by 9/08; Telecommuting pilot by 12/08.</p> | |
| | B. Provide testimony and data to legislature as needed. | <p>B. 1 ID number of current licensed nurses & peer assistance surcharge vs. current cap.</p> <p>B.2 Trend participants in TPAPN for past 3 years</p> <p>B.3 ID caseloads and fact that due to unsafe monitoring w/high caseloads other programs, e.g., Washington state, have capped caseloads.</p> <p>B.4 ID cost of program per participant and what participants pay.</p> <p>B.5 ID turnover cost avoided by employers.</p> | <p>B.1 – B.5 TPAPN Fact Sheet is provided to TNA and other stakeholders for reference & distribution.</p> | <p>B.1- 5: 9/08</p> | |
| | C. Obtain support from TNA and other stakeholders. | <p>C.1 TNA letter of support provided to BON.</p> <p>C.2 BON continues to support peer assistance request.</p> <p>C.3 Stakeholders' provide testimony as needed.</p> <p>C.4 Key legislators are contacted for support</p> | <p>C.1- 4 Peer assistance funding is passed by legislature as part of the BON's LAR.</p> | <p>C.1: 4/17/08</p> <p>C.2: 4/08 – 5/09</p> <p>C.3: 8/08 – 5/09</p> <p>C.4: 8/08 – 5/09</p> | |

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GOAL 2: Risk management concerns are adequately addressed

| OBJECTIVE | STRATEGIES | OUTPUT MEASURES | OUTCOME MEASURES | DATE TO COMPLETE | STATUS |
|--|---|---|---|--|--------|
| TPAPN operates at an acceptable level of risk. | <p>A. Develop a risk management plan for the program based on risks identified in the recent risk management and performance/legal audits.</p> <p>B. Follow-up risk management evaluation</p> | <p>A.1 A plan is created that addresses internal risks including:</p> <ul style="list-style-type: none"> • Caseloads/case management, assessment/treatment, drug testing, monitoring acuity & noncompliance, as well as ranking risks for TNF/TNA. • Actions to mitigate identified risks (eliminate, transfer, avoid or reduce); • Timeframe, individuals or entities responsible and any projected costs to be assumed are identified as needed. . <p>B. Risk management follow-up report written – identifying ongoing, internal RM processes to be in place.</p> | <p>A.1 Plan sufficiently addresses risk management issues.</p> <p>B. Follow-up evaluation identifies that risks are being sufficiently addressed.</p> | <p>A.1: 3/09</p> <p>B.: 6/09</p> | |

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GOAL 3: Improve the program’s support of participants

| OBJECTIVE | STRATEGIES | OUTPUT MEASURES | OUTCOME MEASURES | DATE TO COMPLETE | STATUS |
|---|---|---|---|--|--------|
| Participants have more opportunity for support through TPAPN. | <p>A.1 TPAPN provides CE for The Right Step-DFW (treatment provider) as pilot to help ensure treatment/ work concerns peculiar to nurses and the needs of TPAPN are better addressed.</p> <p>A.2 TPAPN provides CE for its “participating assessors” to ensure assessment needs of TPAPN are better met.</p> <p>A.3 TPAPN procures at least one mental health provider to facilitate weekly telephonic & webinar (“telecoaching”) groups as a pilot.</p> <p>A.4 Priority nurses identified for pilot group.</p> <p>A.5 Participant FAQs are refined for website.</p> <p>A.6 TPAPN’s Volunteer Coordinator – to coordinate w/Prog. Dir. visits (consults) w/priority health care facilities to provide info. & support & to recruit advocates.</p> <p>A.7 TPAPN & NOEP offer online “smoking & SUDs” course for CE.</p> | <p>A.1 Key members of TRS administration and treatment team engage in CE. Evaluations provide info. for follow-up.</p> <p>A.2 A majority of TPAPN’s participating assessors attend CE offering.</p> <p>Participating assessor database developed for TPAPN Intake/Case Managers</p> <p>A.3 Letter of Agreement is signed w/provider of telephonic/webinar group</p> <p>A.4 Identified TPAPN nurses begin attending pilot “telecoaching” group via telephonic-webinar.</p> <p>A.5 TPAPN website is reformatted to include “Participant FAQs.”</p> <p>A.6 Number and type of facilities visited.</p> <p>A.7 Offering is provided online.</p> | <p>A.1 Follow-up evaluation of treatment provider indicates that information learned has been put into practice. And pilot demonstrates successful outcomes, e.g., timely reports, d/c summaries and nurses report satisfaction with treatment at TRS</p> <p>A.2 TPAPN begins using participating assessors routinely whenever situations permit.</p> <p>A.3 Pilot tele-phonetic/webinar group is established and evaluated.</p> <p>A.4 “Telecoach’g” groups receive positive eval’s.</p> <p>A.5 Participants & potential participants use or are referred to FAQs.</p> <p>A.6 Follow-up reports are positive and more volunteer advocates are recruited.</p> <p>A.7 Evaluations are positive.</p> | <p>A.1: CE by 7/22; Evaluative pieces from 8/08 through 6/09.</p> <p>A.2: CE by 2/09; Database by 3/09 along with utilization of participating assessors by both. EEP and TPAPN.</p> <p>A.3: Facilitator ID’d by 1/09; Pilot begins by 3/09.</p> <p>A.4 Formal eval’ by 6/09.</p> <p>A.5 Participant FAQs on website by 10/08.</p> <p>A.6 Visits begin 9/08. Quarterly evaluative reports begin 12/08.</p> <p>A.7: 5/09 Joint CE offered online</p> | |

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GOAL 4: Advance to a 3 year minimum program as a normal expectation for nurses participating in TPAPN

| OBJECTIVE | STRATEGIES | OUTPUT MEASURES | OUTCOME MEASURES | DATE TO COMPLETE | STATUS |
|--|---|--|---|--|--------|
| Participants will be monitored for good recovery and safe practice for a sufficient minimal time period. | <p>A. Report APN pilot (begun 9/1/05) outcomes and recommendations.</p> <p>B. Formulate typical participation requirements/rationale for 3rd year of participation.</p> <p>C. Identify potential impact on caseloads and possible measures needed to ameliorate any negative consequences.</p> <p>D. Evaluate impact of 3rd yr. in terms of (no. /rates): participation, completion recidivism, and caseload and case mgmt. issues.</p> <p>E. Develop paper outlining the program requirements, case mgmt., etc.</p> | <p>A. APN pilot outcomes are provided.</p> <p>B. 3rd year participation requirements are approved.</p> <p>C. Case management forecast and monitoring assessment is written.</p> <p>D. Evaluation criteria developed.</p> <p>E. "Development paper" offers rationale and sufficient detail for TNF BOD & BON BOD.</p> | <p>A. Pilot demonstrates feasibility and soundness of longer monitoring.</p> <p>B. Requirements provide participants a transitional or "step-down," 3rd year of requirements.</p> <p>C. Measures are readied for caseload in terms of personnel and procedures.</p> <p>D. Outcomes reported/concerns are addressed as appropriate.</p> <p>E.1TNF/BON approve 3 years as minimum requirement for participation. E.2 Program implemented</p> | <p>A. 9/08</p> <p>B. 12/08</p> <p>C. 12/08</p> <p>D. Start 12/09 & ongoing (quarterly/annually) as initial nurses of comprehensive 3yr. program would "graduate" in 2012.</p> <p>E.1: TNF 12/08; BON 4/09; E.2: Begun 9/09</p> | |

TEXAS NURSES FOUNDATION/ASSOCIATION
 TPAPN 2009 BUDGET
 Fiscal Year July - June

| | | Approved 4/08 2008 - 09 | Revised 7/08 2008 - 09 |
|--------------------------|----------------|----------------------------|---------------------------|
| INCOME - Boards/Contract | | | |
| 402 | BON - RNs/LVNs | 625,000 | 625,000 |
| | TOTAL | 625,000 | 625,000 |

| INCOME - Other | | | |
|----------------|---|----------------|----------------|
| 406 | Interest | 9,000 | 9,000 |
| 407 | Donations | 500 | 500 |
| 409 | Employment verifications | 300 | 300 |
| 410 | Sponsors | 3,000 | 5,000 |
| 411 | NCPS, Inc. educational sponsorships | 3,000 | 3,000 |
| 412 | RN Board Order Participant fee (est. @ \$500 per RN "order") | 50,000 | 50,000 |
| 413 | RN/LVN CD/Dual Participant fee (est. @ \$12.40/mo/participant x 12) | 135,000 | 135,000 |
| 414 | RN MI Participant fee (est. @ \$200/yr./participant) | 5,000 | 5,000 |
| 415 | LVN Board Order fee (est. @ \$350 per LVN "order") | 19,000 | 19,000 |
| 417 | LVN MI Participant fee (est. @ \$200/yr./participant) | 1,500 | 1,500 |
| 425 | Employer W/S | 1,500 | 2,500 |
| 429 | Exhibits | 2,000 | 3,000 |
| 432 | Care Video | 0 | 0 |
| 434 | Information material | 50 | 50 |
| 435 | Employer inservice | 250 | 250 |
| | TOTAL | 230,100 | 234,100 |
| | TOTAL | 855,100 | 859,100 |
| 418 | Extended Evaluation Participant Fee (est. @ \$9.30/mo/part. x12) | 5,580 | 5,580 |
| 419 | Extended Evaluation Program Initial Fee (\$250-1x only for 12 mo) | 12,500 | 12,500 |
| | TOTAL | 18,080 | 18,080 |
| | TOTAL INCOME | 873,180 | 877,180 |

ADMINISTRATIVE EXPENSES

| | | | |
|---|--|----------------|----------------|
| <u>Personnel</u> (TPAPN less EEP - revised '08 and full 12 mos for '09) | | | |
| 505 | Compensation | 569,180 | 587,100 |
| 515 | Fringe (25% - PR tax, Health/Life Ins., 401 K, Workers Comp.) | 142,295 | 146,775 |
| 519 | Temps/Agencies/Other | 3,000 | 2,000 |
| 520 | Professional Development (CE, Professional memberships & NOAP) | 5,000 | 4,200 |
| 525 | Travel | 5,000 | 4,000 |
| | TOTAL | 724,475 | 744,075 |
| | Less EEP 3% for 12 months | (21,732) | (22,322) |
| | TOTAL | 702,743 | 721,753 |

| | | | |
|--------------------|--|--------------|--------------|
| <u>Consultants</u> | | | |
| 545 | Legal Consultation (Legal Action Center/HIPAA) | 2,000 | 3,000 |
| 547 | Research Consultant | 0 | 0 |
| 548 | Database Upgrades | 0 | 0 |
| 552 | Image | 0 | 0 |
| | TOTAL | 2,000 | 3,000 |
| | Less EEP 3% for 12 months | (60) | (90) |
| | TOTAL | 1,940 | 2,910 |

| | | Approved 4/08 2008 - 09 | Revised 7/08 2008 - 09 |
|-----|--------------------------------|----------------------------|---------------------------|
| | <u>Operating Expenses</u> | | |
| 560 | Office Space | 56,275 | 56,275 |
| 562 | Administration/Legal/Financial | 50,000 | 50,000 |
| 564 | Financial Audit | 3,000 | 3,000 |
| 566 | BNE Performance Audit | 1,000 | 3,000 |
| 567 | Materials - Other Groups | 100 | 100 |
| 568 | Telephone | 14,000 | 14,000 |
| 569 | Equipment Lease | 4,500 | 4,500 |
| 570 | Postage | 9,000 | 9,000 |
| 571 | Shipping/Delivery | 300 | 300 |
| 572 | Duplicating | 6,000 | 4,000 |
| 573 | Bank Charges | 200 | 200 |
| 574 | Supplies | 4,000 | 4,000 |
| 575 | Equipment/Furniture | 3,500 | 3,500 |
| 576 | Depreciation | 500 | 500 |
| 577 | Information Technology | 4,000 | 3,500 |
| 578 | Equipment Maintenance | 500 | 500 |
| 580 | Miscellaneous | 800 | 800 |
| 581 | Insurance/Liability | 6,000 | 6,000 |
| 586 | Resource Library | 400 | 300 |
| | TOTAL | 164,075 | 163,475 |
| | Less EEP 3% for 12 months | (4,922) | (4,904) |
| | TOTAL | 159,153 | 158,571 |

| | | | |
|-----|---------------------------------------|----------|----------|
| 596 | <u>Committee & Board Meetings</u> | 3,000 | 3,000 |
| | TPAPN Advisory Committee | | |
| | Advocate Advisory Committee | | |
| | Subcommittees/Task Forces | | |
| | TNF Board | | |
| | Licensing Boards | | |
| | TOTAL | 3,000 | 3,000 |
| | Less EEP 3% for 12 months | (90) | (90) |
| | TOTAL | 2,910 | 2,910 |
| | TOTAL ADMINISTRATIVE EXPENSES | 893,550 | 913,550 |
| | Less EEP 3% for 12 mos | (26,804) | (27,406) |
| | TOTAL | 866,746 | 886,144 |

| PARTICIPANT'S (DIRECT) EXPENSES | | Approved 4/08 2008 - 09 | Revised 7/08 2008 - 09 |
|---------------------------------|---|----------------------------|---------------------------|
| | <u>Advocates</u> | | |
| 602 | Advocate Expenses (travel/phone/duplicating/postage) | 300 | 300 |
| 604 | Informal Advocate Training | 500 | 500 |
| 606 | Fall Workshop (2 day) | 9,000 | 9,000 |
| 610 | Spring Workshop (1 day) | 9,000 | 3,000 |
| | TOTAL | 18,800 | 12,800 |
| | <u>Pilot tele-coaching group</u> | | |
| 612 | Web conferencing fees | 3,000 | 3,000 |
| | TOTAL | 3,000 | 3,000 |
| | <u>Case Management</u> | | |
| 621 | EEP Webcentric fee (est. @ \$4.80/mo/participant x 12 mo) | 2,880 | 2,880 |
| 622 | Webcentric fee (est. @ \$4.80/mo/participant x 12) | 39,000 | 39,000 |
| 623 | Case Manager Travel | 0 | 1,000 |
| 624 | Program Materials | 3,000 | 8,000 |
| | TOTAL | 44,880 | 50,880 |
| | TOTAL PARTICIPANTS' (DIRECT) EXPENSES | 66,680 | 66,680 |
| | Less EEP - Webcentric | (2,880) | (2,880) |
| | - Program materials - 3% for 12 months | (90) | (90) |
| | TOTAL | 63,710 | 63,710 |
| | <u>EDUCATION</u> | | |
| | <u>Employers</u> | | |
| 635 | Inservice (by TPAPN Staff/Advocates) | 250 | 250 |
| 638 | Employer Workshops (Six formal/year) | 1,500 | 2,200 |
| | TOTAL | 1,750 | 2,450 |
| | <u>Nursing Schools</u> | | |
| 647 | Workshops | 250 | 0 |
| 649 | Educational Materials | 500 | 500 |
| | TOTAL | 750 | 500 |
| | <u>Educational Products</u> | | |
| 684 | Educational Materials/Brochures | 3,000 | 1,000 |
| 685 | Videos Purchase/Production/Re-order) | 50 | 0 |
| 686 | Newsletter | 500 | 0 |
| 687 | Research Outcomes/Publication | 500 | 0 |
| 688 | Exhibit Fees | 500 | 0 |
| | TOTAL | 4,550 | 1,000 |
| | TOTAL EDUCATIONAL EXPENSES | 7,050 | 3,950 |
| | Less EEP - educational materials 3% for 12 mos | (212) | (119) |
| | TOTAL | 6,838 | 3,831 |
| | REGULAR PROGRAM EXPENSE | 937,294 | 953,685 |
| | EEP EXPENSE - 3% for 12 months | 29,986 | 30,495 |
| | TOTAL EXPENSE | 967,280 | 984,180 |
| | (DECREASE) - REGULAR PROGAM | (82,194) | (94,585) |
| | - EEP for 3% for 12 months | (11,906) | (12,415) |
| | TOTAL (DECREASE) IN NET ASSETS | (94,100) | (107,000) |

Texas Peer Assistance Program for Nurses

*FY 2008 4th QUARTER REPORT
TO
THE TEXAS BOARD OF NURSING*

September 15, 2008

This report answers the following six questions for the time period of: June 1, 2008 through August 31, 2008 for TPAPN's major data outcomes, participant trends and significant program activities.

- ◆ Is the program working?
- ◆ What outcome trends are evident?
- ◆ Is the program compliant?
- ◆ Is the program fiscally responsible?
- ◆ Is the program well managed? And
- ◆ What requests does TPAPN have of the BON BOD?

IS THE PROGRAM WORKING?

Significant outcomes for the program’s case management and outreach activities are reported in this section. All data outcomes except financial are reported based on the Texas Board of Nursing’s (BON) fiscal/operating year. Outcome totals for signed participation agreements and signed return-to-work agreements for the current quarter are incomplete due to the fact that those processes, including data entry, may take longer than the time period reported.

All numbers reported in tables 1 and 2 below are derived from the cohort of *individual* RNs and LVNs referred to TPAPN during the most recently completed fourth (4th) quarter of 2008 FY. For purposes of this report no duplicate events occurring within either quarter are counted, e.g., multiple referrals and return-to-works for the same nurse. Numbers (outcomes) for the third (3rd) quarter FY '08 have been updated since first reported.

A. Case Management Performance:

Evidence that the program is working well is demonstrated by the following outcomes for the fourth quarter vs. third quarter – See *Table 1* for RNs and *Table 2* for LVNs below. RNs referred to TPAPN during the 4th quarter have increased significantly since last quarter while referrals of LVNs remained the same.

TABLE 1

| RN Totals for 4th Qtr, FY 2008 and 3rd Qtr, FY 2008 | | | | | | | | |
|--|-----------------------|-----------------------|-----------------------------|-----------------------|-------------------------|-----------------------|-----------------------|-----------------------|
| Quarter | Referred | | Signed Participation | | Returned to Work | | Completed | |
| | 4th | 3rd | 4th | 3rd | 4th | 3rd | 4th | 3rd |
| RNs | 87 | 68 | 33 | 45 | 18 | 28 | 23 | 19 |
| RN Board Orders | 17 | 14 | 13 | 9 | 6 | 5 | 6 | 7 |
| APNs | 3 | 1 | 0 | 1 | 0 | 1 | 2 | 0 |
| APN Board Orders | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 107 | 83 | 46 | 55 | 24 | 34 | 31 | 26 |

TABLE 2

| LVN Totals 4th Qtr, FY 2008 and 3rd Qtr, FY 2008 | | | | | | | | |
|---|-----------------------|-----------------------|-----------------------------|-----------------------|-------------------------|-----------------------|-----------------------|-----------------------|
| Quarter | Referred | | Signed Participation | | Returned to Work | | Completed | |
| | 4th | 3rd | 4th | 3rd | 4th | 3rd | 4th | 3rd |
| LVNs | 35 | 35 | 9 | 11 | 1 | 5 | 8 | 5 |
| LVN Board Orders | 13 | 8 | 5 | 6 | 2 | 3 | 4 | 6 |
| TOTAL | 48 | 43 | 14 | 17 | 3 | 8 | 12 | 11 |

B. Case/Call Activity

Total Active Cases (RNs and LVNs):

- 639 – Total of TPAPN’s average, daily census during the quarter; includes RNs and LVNs referred to TPAPN and those approved for EEP, who have signed or have yet to sign participation.

Total Telephone Calls Taken via TPAPN’s Dedicated Toll Free Line:

- 6,670 – Toll-free calls received, does not include local/metro calls, long distance calls received or outbound calls made.

C. Outreach Efforts:

Advocate Activities:

- 7 - Advocate applications received during the quarter.
- 123 – Attendees reached via nursing CE offerings given by TPAPN advocates.

Staff Activities:

Workshops

TPAPN:

- 7/10, Short presentation for Travis County Sheriffs Office

Exhibits

- 7/18-19, Texas Pharmacy Association Conference, Galveston
- 7/24-26, Texas Association of Addictions Professionals Conference, San Antonio

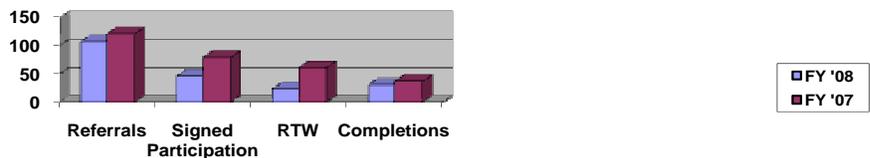
WHAT OUTCOME TRENDS ARE EVIDENT FOR RNS?

Table 3 and graphic 1 provide comparisons of outcomes for individual RNs 4th Qtr '08 : 4th Qtr '07. Outcomes reported contain no duplicate events for individuals. RN Referrals appear to be @ 22% less than last year. Participations and return to works are significantly decreased – thus far. While completions fared much better overall, 31 compared to 37 last year, for an approximate 16 % decline.

TABLE 3

| RN Totals 4 th Quarter FY 2008 to 4 th Quarter FY 2007 | | | | | | | | |
|--|------------|------------|----------------------|-----------|-----------|-----------|-----------|-----------|
| | Referred | | Signed Participation | | RTW | | Completed | |
| FY | '08 | '07 | '08 | '07 | '08 | '07 | '08 | '07 |
| RNs | 87 | 84 | 33 | 47 | 18 | 37 | 23 | 25 |
| RN Board Orders | 17 | 34 | 13 | 31 | 6 | 24 | 6 | 9 |
| APNs | 3 | 3 | 0 | 1 | 0 | 0 | 2 | 2 |
| APN Board Orders | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 107 | 121 | 46 | 79 | 24 | 61 | 31 | 37 |

Graph 1: RNs 3rd Quarter FY 2008 vs. 3rd Quarter FY 2007

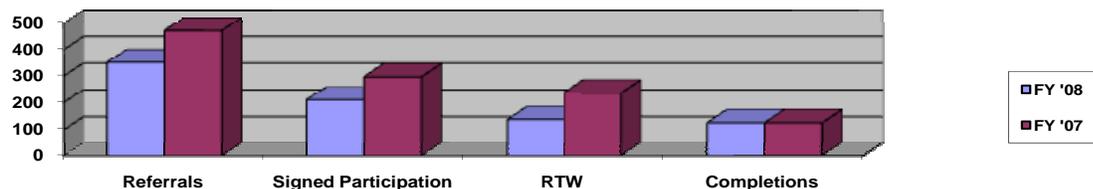


A comparison of FY '08 YTD RN outcomes including APN totals vs. FY '07 YTD is provided in table 4 and graph 2 below. As the data reveals, all outcomes but completions (which have at least a 2-yr lag time) have declined drastically, with referrals representing an approximate 25% decline, YTD.

TABLE 4

| RN Totals YTD FY 2008 to FY 2007 | | | | | | | | |
|----------------------------------|------------|------------|----------------------|------------|------------|------------|------------|------------|
| | Referred | | Signed Participation | | RTW | | Completed | |
| FY | '08 | '07 | '08 | '07 | '08 | '07 | '08 | '07 |
| RNs | 290 | 337 | 161 | 188 | 105 | 150 | 95 | 97 |
| RN Board Orders | 54 | 116 | 46 | 97 | 31 | 78 | 29 | 21 |
| APNs | 7 | 14 | 3 | 8 | 2 | 6 | 2 | 6 |
| APN Board Orders | 0 | 4 | 0 | 4 | 0 | 3 | 0 | 2 |
| TOTAL | 351 | 471 | 210 | 297 | 138 | 237 | 126 | 126 |

Graph 2: Year-to-Date Outcomes for RNs: FY 2008 vs. FY 2007



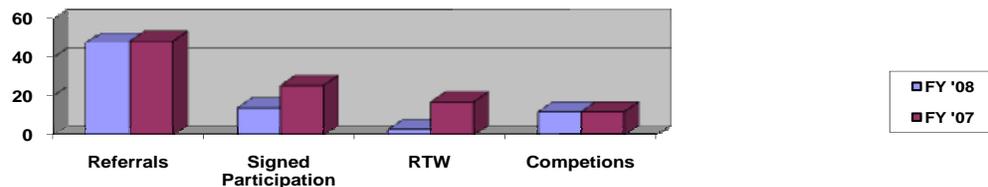
WHAT OUTCOME TRENDS ARE EVIDENT FOR LVNs?

Comparisons of LVN outcomes, 4th Qtr FY '08 vs. 4th Qtr FY '07 are provided in *table 5* and *graphic 3* below. Referrals have not declined remarkably since last quarter. And while numbers of participations and LVNs returned to work seem to be much less this data is still to be fully realized.

TABLE 5

| LVN Totals 4 th Quarter FY 2008 to 4 th Quarter FY 2007 | | | | | | | | |
|---|-----------|-----------|----------------------|-----------|------------------|-----------|-----------|-----------|
| | Referred | | Signed Participation | | Returned to Work | | Completed | |
| FY | '08 | '07 | '08 | '07 | '08 | '07 | '08 | '07 |
| LVNs | 35 | 35 | 9 | 17 | 1 | 9 | 8 | 9 |
| LVN Board Orders | 13 | 14 | 5 | 9 | 2 | 8 | 4 | 3 |
| TOTAL | 48 | 49 | 14 | 26 | 3 | 17 | 12 | 12 |

Graph 3: LVNs 4th Quarter FY 2008 vs. 4th Quarter FY 2007

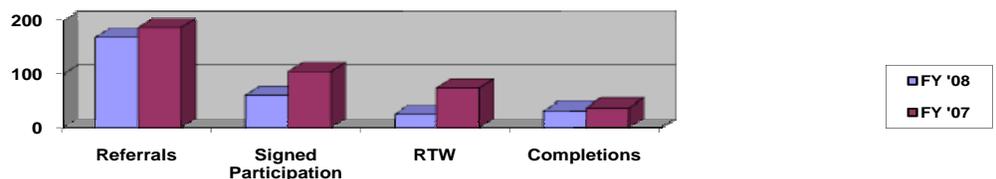


Comparisons of year to date (YTD) outcomes for LVNs, FY '08 vs. YTD outcomes for FY '07 are provided in *table 6* and *graphic 4* below. The LVN data represents less of a decline in referrals than for RNs for '08 compared to '07, an approximate 10% decline.

TABLE 6

| LVN Totals YTD FY 2008 to YTD FY 2007 | | | | | | | | |
|---------------------------------------|------------|------------|----------------------|------------|------------------|-----------|-----------|-----------|
| | Referred | | Signed Participation | | Returned to Work | | Completed | |
| FY | '08 | '07 | '08 | '07 | '08 | '07 | '08 | '07 |
| LVNs | 121 | 129 | 36 | 62 | 13 | 44 | 20 | 30 |
| LVN Board Orders | 47 | 58 | 26 | 43 | 15 | 32 | 14 | 10 |
| TOTAL | 168 | 187 | 62 | 105 | 28 | 76 | 34 | 40 |

Graph 4: Year-to-Date Outcomes for LVNs: FY 2008 vs. FY 2007



IS THE PROGRAM COMPLIANT?

TPAPN demonstrates legal and programmatic compliance by:

- Assisting in the completion of the annual performance/legal audit performed by Penny Burt, JD, RN for the BON.
- Providing testimony regarding a hearing with the State Office of Administrative Hearings, as requested via subpoena from the BON.
- Working with the legal and enforcement departments of the BON to develop policy related to positive ethyl glucuronide urine specimens of TPAPN nurses who have been “ordered” into the program by the BON.

IS THE PROGRAM FISCALLY RESPONSIBLE?

TPAPN demonstrates fiscal responsibility by:

- As reflected in the income statement as of the end of August which marks the end of TPAPN’s first quarter of FY 2009 under the Texas Nurses Association (TNA’s), income derived YTD was approximately \$44,000 less than budgeted and expenses were approximately \$16,000 less leaving a net loss of approximately \$28,000 YTD. **Refer to TPAPN’s balance and income statements for June, July and August 2008 that follow in this report, 12 pages total.**
- Utilizing assets to cover program operation costs during deficit periods such as for the month of August and likely again for September.
- Revising TPAPN’s (deficit) budget for FY 2009 (**included with this report, 3 pages total**) to more accurately account for personnel costs.
- TPAPN is developing a contingency budget as part of TPAPN’s revised strategic plan for FY 2009 (**See revised strategic plan included in this report, 8 pages total**) to cover the program in case the BON’s legislative appropriations request for peer assistance is not approved. The contingency budget would:
 - a) severely reduce the program’s advocacy workshop support and limit outreach activities unless underwritten by third parties, e.g., sponsored by health care facility;
 - b) defer hiring additional personnel for case management; and
 - c) establish triage criteria for referrals along with a possible waiting list.

IS THE PROGRAM WELL-MANAGED?

TPAPN demonstrates that it is well-managed by (Note: unless identified otherwise all activities cited are addressed or attended by the TPAPN Program Director):

- Continuing weekly review meetings as to the appropriateness of third party referrals to TPAPN or EEP with Tony Diggs of the BON. Debbie Dysart, Intake Coordinator and Leanne Malone, Clinical Supervisor and the Program Director usually represent TPAPN.
- Staff completing revisions to TPAPN’s forms booklet and participant handbook.
- Establishing a working relationship with The Right Step (TRS), a treatment facility for substance use disorders including (with Leanne Malone) presenting on TPAPN and concerns that need to be addressed regarding nurse in TPAPN receiving treatment at TRS – Eules treatment center (6/12/08).
- Attending with Leah Lambracht, TNA’s regularly scheduled American Nurses Credentialing Center provider unit meeting to review new information on continuing education requirements and to provide updates as to TNA’s and TNF’s (including TPAPN’) continuing education activities (6/17/08).
- Meeting with Texas Nurses’ Association’s (TNA’s) executive director regarding ongoing logo considerations for TNA’s branding proposal via Jolly Design, Inc.

- Drafting a unified protocol on positive EtGs and relapses for all participants.
- Attending the first meeting of the Chemical Dependency Program Review Committee as an external member of the National Council of State Boards of Nursing (6/30/08 – 7/01/08).
- Leanne Malone and Debbie Dysart provided program information and typical return to work requirements for nurse participants to the Travis County Sheriff’s Department (7/10/08).
- Providing revised strategic plan and budget for FY 2009 to the Texas Nurses Foundation Executive Director and the Board of Directors (7/11/08).
- Staff tour of TRS’s Wimberley treatment facility and presenting program information especially regarding assessment/treatment to their clinical staff.
- Attending the BON’s regularly scheduled Board of Director’s Business Meeting on 7/17.
- Leah Lambracht exhibiting for TPAPN at the Texas Pharmacy Association’s annual conference held in Galveston (7/18/08 – 7/19/08).
- Interviewing applicants for TNA’s Human Resource Director position as Debbie German resigned on 8/08/08. Jodie Leahey-Baldwin was later hired in August.
- Interviewing, with Amira Lagerstrom, Case Manager Assistant II, one of the applicants for TNA’s internet technician position as Sally Fierce had resigned by late July. Michael Perry was later hired.
- Terry Shockley and Becki Drozd, Case Managers, attending (and exhibiting for TPAPN) the Texas Association of Addictions Professionals’ conference held in San Antonio (7/24/08 – 7/26/08).
- Attending BON Licensure, Eligibility & Disciplinary Rules & Policies Task Force meeting on 4/4.
- Participating in the “National Alcohol Screening Day” at Austin Community College. This event and the National Depression Screening Day is sponsored annually by Screening for Mental Health, Inc. Debbie Lyle-Dysart, TPAPN’s Intake Coordinator, participated in the event for TPAPN on 4/10.
- Meeting by phone and in person with FirstLab, Inc., the new third party drug testing administrator (TPA) that purchased TPAPN’s former TPA, the National Confederation of Professional Services (NCPS) to ensure continuity of services.
- Hosting a luncheon meeting of the Liaison Committee of Peer Assistance Programs that was sponsored by River Crest Hospital, San Angelo and a presentation on cognitive restructuring was given by their medical director, Raul G. Rodriguez, MD (7/30/08).
- Hosting a presentation by Jelena Simpson, representative for EnterHealth, Inc., regarding their program (8/01/08).
- Leanne Malone attending the committee meeting on NPA, APRN Compact and related issues with Kathy Thomas, Dusty Johnston, Lollie Lockhart and Jim Willmann – held at TNA (8/13/08).
- Staff attending a luncheon presentation sponsored by Bradford Health Services, a substance abuse treatment center specializing in the treatment of health professionals in Birmingham, AL (8/15/08).
- Meeting with the representatives of: a) TPAPN’s current case management system, “Athena”; b) FirstLab, Inc.; and c) Affinity Online Services (AOS), in order to ascertain their current and forecasted capabilities related to drug testing/webcentric database and case management systems.
- Hosting a presentation by Scott Kelly, counselor and representative of Summer Sky treatment center, Stephenville, TX, regarding their programs especially their newest program that attempts to address the needs of individuals who have a history of chronic substance dependency relapse.

WHAT REQUESTS OF THE BON DOES TPAPN HAVE?

- **TPAPN has no requests of the BON at this time.**

Texas Peer Assistance Program for Nurses

OVERVIEW

TPAPN operates under the Texas Nurses Foundation as an alternative to discipline for licensed RNs and LVNs of Texas whose nursing practice may be impaired due to substance abuse, substance dependency and/or certain psychiatric disorders (3rd party referrals) and who have been approved by the BON for participation in TPAPN. TPAPN also provides its monitoring and assistance services to nurses who have self-referred to TPAPN (without 3rd party report of practice concerns) as well as for those nurses required to participate under licensure action (“board order”). TPAPN began operations on March 1, 1987 as an approved peer assistance under Chapter 467 of the Texas Health and Safety Code.

TPAPN helps nurses establish and document good recovery and safe nursing practice through strict monitoring of treatment, rehabilitation and nursing practice. Since 1987 over 3,300 nurses have successfully completed their participation agreement. TPAPN provides 24 hours a day, 7 days a week, assistance services for nurses who otherwise may not have sought or been given assistance.

TPAPN adheres to a philosophy of providing an opportunity for recovery combined with protecting the public from unsafe nursing practice. Nurses who have substance use disorders or certain psychiatric disorders should be offered the opportunity for education, treatment, and recovery. This belief is based on the fact that recovery from substance use disorders and certain psychiatric disorders is possible and that the return of nurses to safe nursing practice is in the best interest of the profession and society

MISSION:

- 1) Offer nurses life-renewing opportunities for recovery from substance use disorders and certain psychiatric disorders;
- 2) Return nurses back to nursing practice;
- 3) Protect the public; and
- 4) Promote professional accountability.

TNF - TPAPN
BALANCE SHEET
JUNE 30, 2008

ASSETS

| | | | |
|-------------------------|-------------------------------|----|--------------------------|
| CASH & CASH EQUIVALENTS | | | |
| 11100 | WELLS FARGO-OPERATING 3856 | \$ | 34,415.32 |
| 11300 | S/W SECURITIES-GOV'T FUND | | <u>205,275.60</u> |
| | TOTAL CASH & CASH EQUIVALENTS | | 239,690.92 |
| INVESTMENTS | | | |
| | TOTAL INVESTMENTS | | <u>0.00</u> |
| ACCOUNTS RECEIVABLES | | | |
| 12700 | BOARD OF NURSING | | 52,886.00 |
| 13100 | A/R -TNA | | 2,465.00 |
| 13200 | A/R OTHERS | | <u>7,234.15</u> |
| | TOTAL ACCOUNTS RECEIVABLE | | 62,585.15 |
| PREPAIDS | | | |
| | TOTAL PREPAIDS | | <u>0.00</u> |
| | TOTAL CURRENT ASSETS | | <u>302,276.07</u> |
| PROPERTY AND EQUIPMENT | | | |
| 15000 | FURNITURE & EQUIPMENT | | 90,078.85 |
| 15100 | ACCUMULATED DEPRECIATION | | <u>(90,078.85)</u> |
| | TOTAL PROPERTY AND EQUIPMENT | | 0.00 |
| | TOTAL ASSETS | \$ | <u><u>302,276.07</u></u> |

LIABILITIES AND NET ASSETS

| | | | |
|---------------------|--------------------------------|----|--------------------------|
| CURRENT LIABILITIES | | | |
| 20800 | A/P-TNA | \$ | 5,675.00 |
| 20900 | A/P-MONTH END | | 8,155.52 |
| 21500 | ACCRUED EXPENSES | | 33,215.00 |
| 21600 | VOIDED CHECKS | | <u>757.86</u> |
| | TOTAL CURRENT LIABILITIES | | 47,803.38 |
| NET ASSETS | | | |
| 29400 | BOD DESIGNATED:LEGAL/INS | | 40,000.00 |
| 30200 | WIND-DOWN:AVAILABLE | | 216,000.00 |
| 30400 | RELEASED FR LEGAL | | 35,278.50 |
| 30500 | UNDESIGNATED | | 118,571.37 |
| | NET INCOME OF <LOSS> TO DATE | | <u>(155,377.18)</u> |
| | TOTAL NET ASSETS | | <u>254,472.69</u> |
| | TOTAL LIABILITIES & NET ASSETS | \$ | <u><u>302,276.07</u></u> |

UNAUDITED

TNF - TPAPN
BALANCE SHEET
JULY 31, 2008

ASSETS

| | | | |
|-------------------------|-------------------------------|--------------------|----------------------|
| CASH & CASH EQUIVALENTS | | | |
| 11100 | WELLS FARGO-OPERATING 3856 | \$ 28,048.27 | |
| 11300 | S/W SECURITIES-GOV'T FUND | <u>110,459.48</u> | |
| | TOTAL CASH & CASH EQUIVALENTS | | 138,507.75 |
| INVESTMENTS | | | |
| 11700 | S/W SECURITIES-C D | <u>94,866.05</u> | |
| | TOTAL INVESTMENTS | | 94,866.05 |
| ACCOUNTS RECEIVABLES | | | |
| 12700 | BOARD OF NURSING | 61,750.00 | |
| 13100 | A/R -TNA | 2,465.00 | |
| 13200 | A/R OTHERS | <u>8,019.15</u> | |
| | TOTAL ACCOUNTS RECEIVABLE | | 72,234.15 |
| PREPAIDS | | | |
| | TOTAL PREPAIDS | | <u>0.00</u> |
| | TOTAL CURRENT ASSETS | | 305,607.95 |
| PROPERTY AND EQUIPMENT | | | |
| 15000 | FURNITURE & EQUIPMENT | 90,078.85 | |
| 15100 | ACCUMULATED DEPRECIATION | <u>(90,078.85)</u> | |
| | TOTAL PROPERTY AND EQUIPMENT | | 0.00 |
| | TOTAL ASSETS | | <u>\$ 305,607.95</u> |

LIABILITIES AND NET ASSETS

| | | | |
|---------------------|--------------------------------|-----------------|----------------------|
| CURRENT LIABILITIES | | | |
| 20800 | A/P-TNA | \$ 6,175.00 | |
| 20900 | A/P-MONTH END | 366.90 | |
| 21500 | ACCRUED EXPENSES | 41,068.00 | |
| 21600 | VOIDED CHECKS | <u>757.86</u> | |
| | TOTAL CURRENT LIABILITIES | | 48,367.76 |
| NET ASSETS | | | |
| 29400 | BOD DESIGNATED:LEGAL/INS | 40,000.00 | |
| 30200 | WIND-DOWN:AVAILABLE | 179,194.19 | |
| 30400 | RELEASED FR LEGAL | 35,278.50 | |
| | NET INCOME OF <LOSS> TO DATE | <u>2,767.50</u> | |
| | TOTAL NET ASSETS | | <u>257,240.19</u> |
| | TOTAL LIABILITIES & NET ASSETS | | <u>\$ 305,607.95</u> |

TNF - TPAPN
BALANCE SHEET
AUGUST 31, 2008

ASSETS

| | | | |
|-------------------------|-------------------------------|----|--------------------------|
| CASH & CASH EQUIVALENTS | | | |
| 11100 | WELLS FARGO-OPERATING 3856 | \$ | 132,314.42 |
| 11300 | S/W SECURITIES-GOV'T FUND | | <u>10,541.53</u> |
| | TOTAL CASH & CASH EQUIVALENTS | | 142,855.95 |
| INVESTMENTS | | | |
| 11700 | S/W SECURITIES-C D | | <u>94,968.94</u> |
| | TOTAL INVESTMENTS | | 94,968.94 |
| ACCOUNTS RECEIVABLES | | | |
| 12700 | BOARD OF NURSING | | 8,627.00 |
| 13200 | A/R OTHERS | | <u>8,058.80</u> |
| | TOTAL ACCOUNTS RECEIVABLE | | 16,685.80 |
| PREPAIDS | | | |
| | TOTAL PREPAIDS | | <u>0.00</u> |
| | TOTAL CURRENT ASSETS | | <u>254,510.69</u> |
| PROPERTY AND EQUIPMENT | | | |
| 15000 | FURNITURE & EQUIPMENT | | 90,078.85 |
| 15100 | ACCUMULATED DEPRECIATION | | <u>(90,078.85)</u> |
| | TOTAL PROPERTY AND EQUIPMENT | | 0.00 |
| | TOTAL ASSETS | \$ | <u><u>254,510.69</u></u> |

LIABILITIES AND NET ASSETS

| | | | |
|---------------------|--------------------------------|----|--------------------------|
| CURRENT LIABILITIES | | | |
| 20800 | A/P-TNA | \$ | 1,000.00 |
| 21500 | ACCRUED EXPENSES | | 44,084.00 |
| 21600 | VOIDED CHECKS | | <u>757.86</u> |
| | TOTAL CURRENT LIABILITIES | | 45,841.86 |
| NET ASSETS | | | |
| 29400 | BOD DESIGNATED:LEGAL/INS | | 40,000.00 |
| 30200 | WIND-DOWN:AVAILABLE | | 179,194.19 |
| 30400 | RELEASED FR LEGAL | | 35,278.50 |
| | NET INCOME OF <LOSS> TO DATE | | <u>(45,803.86)</u> |
| | TOTAL NET ASSETS | | <u>208,668.83</u> |
| | TOTAL LIABILITIES & NET ASSETS | \$ | <u><u>254,510.69</u></u> |

TNF - TPAPN
Income Statement
For the Twelve Months Ending June 30, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| Income | | | | | |
| 40200 BOARD OF NURSING | \$ 52,886.00 | \$ 52,083.33 | \$ 563,702.00 | \$ 625,000.00 | (61,298.00) |
| 40600 INTEREST | 478.01 | 750.00 | 11,373.83 | 9,000.00 | 2,373.83 |
| 40700 DONATIONS | 0.00 | 41.67 | 0.00 | 500.00 | (500.00) |
| 40900 VERIFICATIONS | 0.00 | 50.00 | 0.00 | 600.00 | (600.00) |
| 41000 SPONSORS | 0.00 | 250.00 | 2,350.00 | 3,000.00 | (650.00) |
| 41100 NCPS, INC. - SPONSORS | 0.00 | 250.00 | 1,200.00 | 3,000.00 | (1,800.00) |
| 41200 PARTIC FEE:RN-BD ORDE | 2,500.00 | 4,166.67 | 33,650.00 | 50,000.00 | (16,350.00) |
| 41300 PARTIC FEE:RN/LVN CD | 9,768.00 | 11,250.00 | 118,911.40 | 135,000.00 | (16,088.60) |
| 41400 PARTIC FEE:RN-MI | 350.00 | 416.67 | 8,350.00 | 5,000.00 | 3,350.00 |
| 41500 PARTIC FEE:LVN-BD ORD | 1,750.00 | 1,583.33 | 13,300.00 | 19,000.00 | (5,700.00) |
| 41700 PARTIC FEE:LVN-MI | 150.00 | 125.00 | 1,850.00 | 1,500.00 | 350.00 |
| 42500 EMPLOYER W/S-INCOME | 0.00 | 125.00 | 1,571.30 | 1,500.00 | 71.30 |
| 42900 EXHIBITS | 0.00 | 166.67 | 429.00 | 2,000.00 | (1,571.00) |
| 43400 INFORMATION MATERIAL | 0.00 | 4.17 | 0.00 | 50.00 | (50.00) |
| 43500 EMPLOYER INSERVICE | 0.00 | 20.83 | 220.00 | 250.00 | (30.00) |
| 44000 GALA-INCOME | 0.00 | 0.00 | 2,540.00 | 0.00 | 2,540.00 |
| 44100 SPONSOR - GALA | 0.00 | 0.00 | 4,900.00 | 0.00 | 4,900.00 |
| Total | 67,882.01 | 71,283.34 | 764,347.53 | 855,400.00 | (91,052.47) |
| 45000 EXTEND EVAL PARTIC FE | 671.00 | 1,011.42 | 2,381.00 | 12,137.00 | (9,756.00) |
| 45100 EXTEND EVAL PROG FEE | 750.00 | 2,265.67 | 9,750.00 | 27,188.00 | (17,438.00) |
| Total | 1,421.00 | 3,277.09 | 12,131.00 | 39,325.00 | (27,194.00) |
| Total Income | 69,303.01 | 74,560.43 | 776,478.53 | 894,725.00 | (118,246.47) |
| Expenses | | | | | |
| STAFFING | | | | | |
| 50500 COMPENSATION | 42,092.68 | 45,781.67 | 536,172.48 | 549,380.00 | (13,207.52) |
| 50600 ACCRUED VACATION | 3,756.00 | 0.00 | 3,756.00 | 0.00 | 3,756.00 |
| 50800 HLTH/LIFE INSURANCE | 5,026.50 | 4,916.67 | 59,551.92 | 59,000.00 | 551.92 |
| 50900 W C INSURANCE | 0.00 | 166.67 | 2,106.00 | 2,000.00 | 106.00 |
| 51000 DENTAL EXP | 6.00 | 250.00 | 2,505.00 | 3,000.00 | (495.00) |
| 51500 PAYROLL TAXES | 821.10 | 3,479.17 | 41,328.97 | 41,750.00 | (421.03) |
| 51700 401K | 2,355.34 | 2,333.33 | 26,725.77 | 28,000.00 | (1,274.23) |
| 51900 TEMPS/AGENCIES/OTHER | 0.00 | 333.33 | 2,361.78 | 4,000.00 | (1,638.22) |
| 52000 PROFESSIONAL DEVELOP | 0.00 | 333.33 | 5,335.98 | 4,000.00 | 1,335.98 |
| 52500 STAFF TRAV/EXP | 329.70 | 370.83 | 4,929.51 | 4,450.00 | 479.51 |
| Total | 54,387.32 | 57,965.00 | 684,773.41 | 695,580.00 | (10,806.59) |
| 53500 LESS EEP STAFFING | (1,632.00) | (3,457.50) | (15,391.00) | (41,490.00) | 26,099.00 |
| Total | 52,755.32 | 54,507.50 | 669,382.41 | 654,090.00 | 15,292.41 |
| 54500 LEGAL EXPENSES | 497.50 | 250.00 | 4,697.10 | 3,000.00 | 1,697.10 |
| 55000 IMAGE CONSULTANT | 0.00 | 416.67 | 2,899.05 | 5,000.00 | (2,100.95) |
| Total | 497.50 | 666.67 | 7,596.15 | 8,000.00 | (403.85) |
| 55200 LESS EEP CONSULT | (15.00) | (40.00) | (137.00) | (480.00) | 343.00 |
| Total | 482.50 | 626.67 | 7,459.15 | 7,520.00 | (60.85) |

ADMINISTRATIVE

Unaudited

TNF - TPAPN
Income Statement
For the Twelve Months Ending June 30, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| 56000 OFFICE SPACE | 4,356.00 | 4,689.58 | 52,272.00 | 56,275.00 | (4,003.00) |
| 56200 REIMB FOR STAFF TIME | 9,175.00 | 3,972.92 | 47,675.00 | 47,675.00 | 0.00 |
| 56400 FINANCIAL AUDIT | 0.00 | 250.00 | 3,000.00 | 3,000.00 | 0.00 |
| 56500 LIAISON - OTHERS | 0.00 | 0.00 | 299.90 | 0.00 | 299.90 |
| 56600 BON PERFORMANCE AUD | 3,000.00 | 250.00 | 3,000.00 | 3,000.00 | 0.00 |
| 56700 MATERIALS-OTH GROUPS | 0.00 | 8.33 | 0.00 | 100.00 | (100.00) |
| 56800 TELEPHONE | 78.17 | 1,166.67 | 12,885.63 | 14,000.00 | (1,114.37) |
| 56900 EQUIP LEASE | 301.00 | 375.00 | 3,612.00 | 4,500.00 | (888.00) |
| 57000 POSTAGE | 639.42 | 750.00 | 7,144.66 | 9,000.00 | (1,855.34) |
| 57100 SHIPPING/DELIVERY/ | 16.59 | 25.00 | 130.40 | 300.00 | (169.60) |
| 57200 DUPLICATING | 327.39 | 583.33 | 3,834.81 | 7,000.00 | (3,165.19) |
| 57300 BANK CHARGES | 0.00 | 16.67 | 465.96 | 200.00 | 265.96 |
| 57400 SUPPLIES | 143.94 | 416.67 | 4,055.62 | 5,000.00 | (944.38) |
| 57500 EQUIP/SW/FURNITURE | 1,106.64 | 291.67 | 7,538.67 | 3,500.00 | 4,038.67 |
| 57600 DEPRECIATION | 0.00 | 41.67 | 0.00 | 500.00 | (500.00) |
| 57700 INFORMATION TECHNLO | 415.42 | 583.33 | 3,789.88 | 7,000.00 | (3,210.12) |
| 57800 EQUIP MAINTENANCE | 0.00 | 41.67 | 1,157.00 | 500.00 | 657.00 |
| 58000 MISCELLANEOUS | 70.38 | 66.67 | 616.80 | 800.00 | (183.20) |
| 58100 INSUR/LEGAL DEFENSE F | 0.00 | 416.67 | 4,999.00 | 5,000.00 | (1.00) |
| 58600 RESOURCE LIBRARY | 0.00 | 41.67 | 27.94 | 500.00 | (472.06) |
| 59600 COMMITTEES & BOARDS | 0.00 | 250.00 | 2,910.02 | 3,000.00 | (89.98) |
| Total | 19,629.95 | 14,237.52 | 159,415.29 | 170,850.00 | (11,434.71) |
| 59800 LESS EEP ADMIN | (589.00) | (854.25) | (3,708.00) | (10,251.00) | 6,543.00 |
| Total | 19,040.95 | 13,383.27 | 155,707.29 | 160,599.00 | (4,891.71) |
| PARTICIPANT EXPENSE | | | | | |
| 60200 ADVOCATES EXPENSES | 0.00 | 25.00 | 241.29 | 300.00 | (58.71) |
| 60400 ADVOCATES TRAINING | 0.00 | 20.83 | 46.98 | 250.00 | (203.02) |
| 60600 FALL W/S- ADVOC- GALA | 0.00 | 1,166.67 | 23,500.87 | 14,000.00 | 9,500.87 |
| 61000 SPRING W/S - ADVOCATE | 0.03 | 750.00 | 10,718.75 | 9,000.00 | 1,718.75 |
| Total | 0.03 | 1,962.50 | 34,507.89 | 23,550.00 | 10,957.89 |
| 61200 WEB CONFERENCING | 0.00 | 666.67 | 0.00 | 8,000.00 | (8,000.00) |
| 62100 EEP WEBCETRIC | 195.20 | 696.00 | 704.00 | 8,352.00 | (7,648.00) |
| 62200 WEBCENTRIC | 3,105.60 | 3,250.00 | 35,588.80 | 39,000.00 | (3,411.20) |
| 62400 PROGRAM MATERIALS | 4,107.42 | 416.67 | 5,441.18 | 5,000.00 | 441.18 |
| Total | 7,408.22 | 5,029.34 | 41,733.98 | 60,352.00 | (18,618.02) |
| 62800 LESS EEP WEBCENT | (195.20) | (696.00) | (704.00) | (8,352.00) | 7,648.00 |
| 62900 LESS EEP PROG MATER | (123.00) | (25.00) | (163.38) | (300.00) | 136.62 |
| Total | 7,090.02 | 4,308.34 | 40,866.60 | 51,700.00 | (10,833.40) |
| EDUCATION | | | | | |
| 63500 EMPLOYER INSERVICE | 0.00 | 20.83 | 385.54 | 250.00 | 135.54 |
| 63800 EMPLOYER WORKSHOPS | 0.00 | 125.00 | 436.56 | 1,500.00 | (1,063.44) |
| 64700 NRSNG SCHOOLS WORKSH | 0.00 | 83.33 | 0.00 | 1,000.00 | (1,000.00) |
| 64900 NRSNG SCHOOLS-EDUC M | 0.00 | 41.67 | 0.00 | 500.00 | (500.00) |
| Total | 0.00 | 270.83 | 822.10 | 3,250.00 | (2,427.90) |
| 68400 EDUC-MATERIALS/BROC | 0.00 | 333.33 | 481.00 | 4,000.00 | (3,519.00) |
| 68500 ED-VIDEOS-PRDCN & RE | 0.00 | 25.00 | 0.00 | 300.00 | (300.00) |
| 68600 EDUC-NEWSLETTER | 0.00 | 41.67 | 0.00 | 500.00 | (500.00) |
| 68700 ED PROD-RESEARCH-RES | 0.00 | 41.67 | 0.00 | 500.00 | (500.00) |

Unaudited

TNF - TPAPN
Income Statement
For the Twelve Months Ending June 30, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|------------------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| 68800 EDUC-EXHIBIT | 0.00 | 41.67 | 1,644.36 | 500.00 | 1,144.36 |
| Total | 0.00 | 483.34 | 2,125.36 | 5,800.00 | (3,674.64) |
| 69900 LESS EEP EDUC MATE | 0.00 | (20.00) | (14.00) | (240.00) | 226.00 |
| Total | 0.00 | 463.34 | 2,111.36 | 5,560.00 | (3,448.64) |
| Total | 79,368.82 | 75,522.45 | 910,856.80 | 906,269.00 | 4,587.80 |
| EXTENDED EVALUATION PROGRAM | | | | | |
| 74000 EEP STAFFING | 1,632.00 | 3,457.50 | 15,391.00 | 41,490.00 | (26,099.00) |
| 74200 EEP CONSULT | 15.00 | 40.00 | 137.00 | 480.00 | (343.00) |
| 74400 EEP ADMIN | 1,470.53 | 854.25 | 4,589.53 | 10,251.00 | (5,661.47) |
| 74800 EEP PARTICIPANT | 318.20 | 721.00 | 867.38 | 8,652.00 | (7,784.62) |
| 75000 EEP EDUCATION | 0.00 | 20.00 | 14.00 | 240.00 | (226.00) |
| Total | 3,435.73 | 5,092.75 | 20,998.91 | 61,113.00 | (40,114.09) |
| Total Expenses | 82,804.55 | 80,615.20 | 931,855.71 | 967,382.00 | (35,526.29) |
| Net Income or Loss | \$ (13,501.54) | \$ (6,054.77) | \$ (155,377.18) | \$ (72,657.00) | (82,720.18) |

TNF - TPAPN
Income Statement
For the One Month Ending July 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| Income | | | | | |
| 40200 BOARD OF NURSING | \$ 61,750.00 | \$ 52,083.37 | \$ 61,750.00 | \$ 52,083.37 | 9,666.63 |
| 40600 INTEREST | 49.93 | 750.00 | 49.93 | 750.00 | (700.07) |
| 40700 DONATIONS | 0.00 | 37.67 | 0.00 | 37.67 | (37.67) |
| 40900 VERIFICATIONS | 0.00 | 25.00 | 0.00 | 25.00 | (25.00) |
| 41000 SPONSORS | 0.00 | 416.63 | 0.00 | 416.63 | (416.63) |
| 41100 NCPS, INC. - SPONSORS | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 41200 PARTIC FEE:RN-BD ORDE | 5,000.00 | 4,166.63 | 5,000.00 | 4,166.63 | 833.37 |
| 41300 PARTIC FEE:RN/LVN CD | 9,592.00 | 11,250.00 | 9,592.00 | 11,250.00 | (1,658.00) |
| 41400 PARTIC FEE:RN-MI | 900.00 | 416.63 | 900.00 | 416.63 | 483.37 |
| 41500 PARTIC FEE:LVN-BD ORD | 1,050.00 | 1,583.37 | 1,050.00 | 1,583.37 | (533.37) |
| 41700 PARTIC FEE:LVN-MI | 50.00 | 125.00 | 50.00 | 125.00 | (75.00) |
| 42500 EMPLOYER W/S-INCOME | 0.00 | 208.37 | 0.00 | 208.37 | (208.37) |
| 42900 EXHIBITS | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 43400 INFORMATION MATERIAL | 0.00 | 4.13 | 0.00 | 4.13 | (4.13) |
| 43500 EMPLOYER INSERVICE | 0.00 | 20.87 | 0.00 | 20.87 | (20.87) |
| Total | 78,391.93 | 71,587.67 | 78,391.93 | 71,587.67 | 6,804.26 |
| 45000 EXTEND EVAL PARTIC FE | 671.00 | 465.00 | 671.00 | 465.00 | 206.00 |
| 45100 EXTEND EVAL PROG FEE | 750.00 | 1,041.63 | 750.00 | 1,041.63 | (291.63) |
| Total | 1,421.00 | 1,506.63 | 1,421.00 | 1,506.63 | (85.63) |
| Total Income | 79,812.93 | 73,094.30 | 79,812.93 | 73,094.30 | 6,718.63 |
| Expenses | | | | | |
| STAFFING | | | | | |
| 50500 COMPENSATION | 46,479.04 | 48,925.00 | 46,479.04 | 48,925.00 | (2,445.96) |
| 50800 HLTH/LIFE INSURANCE | 4,648.50 | 5,064.62 | 4,648.50 | 5,064.62 | (416.12) |
| 50900 W C INSURANCE | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 51000 DENTAL EXP | 450.00 | 333.37 | 450.00 | 333.37 | 116.63 |
| 51500 PAYROLL TAXES | 4,218.40 | 3,583.37 | 4,218.40 | 3,583.37 | 635.03 |
| 51700 401K | 2,336.10 | 3,000.00 | 2,336.10 | 3,000.00 | (663.90) |
| 51900 TEMPS/AGENCIES/OTHER | 0.00 | 166.63 | 0.00 | 166.63 | (166.63) |
| 52000 PROFESSIONAL DEVELOP | 100.45 | 350.00 | 100.45 | 350.00 | (249.55) |
| 52500 STAFF TRAV/EXP | 1,155.31 | 333.37 | 1,155.31 | 333.37 | 821.94 |
| Total | 59,387.80 | 62,006.36 | 59,387.80 | 62,006.36 | (2,618.56) |
| 53500 LESS EEP STAFFING | (1,781.00) | (1,860.13) | (1,781.00) | (1,860.13) | 79.13 |
| Total | 57,606.80 | 60,146.23 | 57,606.80 | 60,146.23 | (2,539.43) |
| 54500 LEGAL EXPENSES | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| Total | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 55200 LESS EEP CONSULT | 0.00 | (7.50) | 0.00 | (7.50) | 7.50 |
| Total | 0.00 | 242.50 | 0.00 | 242.50 | (242.50) |
| ADMINISTRATIVE | | | | | |
| 56000 OFFICE SPACE | 4,356.00 | 4,689.62 | 4,356.00 | 4,689.62 | (333.62) |
| 56200 REIMB FOR STAFF TIME | 4,000.00 | 4,166.63 | 4,000.00 | 4,166.63 | (166.63) |
| 56400 FINANCIAL AUDIT | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 56600 BON PERFORMANCE AUD | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |

Unaudited

TNF - TPAPN
Income Statement
For the One Month Ending July 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| 56700 MATERIALS-OTH GROUPS | 0.00 | 8.37 | 0.00 | 8.37 | (8.37) |
| 56800 TELEPHONE | 1,151.40 | 1,166.63 | 1,151.40 | 1,166.63 | (15.23) |
| 56900 EQUIP LEASE | 2,833.00 | 375.00 | 2,833.00 | 375.00 | 2,458.00 |
| 57000 POSTAGE | 577.51 | 750.00 | 577.51 | 750.00 | (172.49) |
| 57100 SHIPPING/DELIVERY/ | 0.00 | 25.00 | 0.00 | 25.00 | (25.00) |
| 57200 DUPLICATING | 402.96 | 333.37 | 402.96 | 333.37 | 69.59 |
| 57300 BANK CHARGES | 35.00 | 16.63 | 35.00 | 16.63 | 18.37 |
| 57400 SUPPLIES | 183.04 | 333.37 | 183.04 | 333.37 | (150.33) |
| 57500 EQUIP/SW/FURNITURE | 0.00 | 291.63 | 0.00 | 291.63 | (291.63) |
| 57600 DEPRECIATION | 0.00 | 41.63 | 0.00 | 41.63 | (41.63) |
| 57700 INFORMATION TECHNLO | 200.00 | 291.63 | 200.00 | 291.63 | (91.63) |
| 57800 EQUIP MAINTENANCE | 0.00 | 41.63 | 0.00 | 41.63 | (41.63) |
| 58000 MISCELLANEOUS | 131.35 | 66.63 | 131.35 | 66.63 | 64.72 |
| 58100 INSUR/LEGAL DEFENSE F | 0.00 | 500.00 | 0.00 | 500.00 | (500.00) |
| 58600 RESOURCE LIBRARY | 0.00 | 25.00 | 0.00 | 25.00 | (25.00) |
| 59600 COMMITTEES & BOARDS | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| Total | 13,870.26 | 13,872.77 | 13,870.26 | 13,872.77 | (2.51) |
| 59800 LESS EEP ADMIN | (416.00) | (416.13) | (416.00) | (416.13) | 0.13 |
| Total | 13,454.26 | 13,456.64 | 13,454.26 | 13,456.64 | (2.38) |
| PARTICIPANT EXPENSE | | | | | |
| 60200 ADVOCATES EXPENSES | 0.00 | 25.00 | 0.00 | 25.00 | (25.00) |
| 60400 ADVOCATES TRAINING | 0.00 | 41.63 | 0.00 | 41.63 | (41.63) |
| 60600 FALL W/S- ADVOC- GALA | 0.00 | 750.00 | 0.00 | 750.00 | (750.00) |
| 61000 SPRING W/S - ADVOCATE | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| Total | 0.00 | 1,066.63 | 0.00 | 1,066.63 | (1,066.63) |
| 61200 WEB CONFERENCING | 0.00 | 250.00 | 0.00 | 250.00 | (250.00) |
| 62100 EEP WEBCETRIC | 195.20 | 240.00 | 195.20 | 240.00 | (44.80) |
| 62200 WEBCENTRIC | 3,049.60 | 3,250.00 | 3,049.60 | 3,250.00 | (200.40) |
| 62300 CASE MANAGERS TRAVE | 0.00 | 83.37 | 0.00 | 83.37 | (83.37) |
| 62400 PROGRAM MATERIALS | 542.57 | 666.63 | 542.57 | 666.63 | (124.06) |
| Total | 3,787.37 | 4,490.00 | 3,787.37 | 4,490.00 | (702.63) |
| 62800 LESS EEP WEBCENT | (195.20) | (240.00) | (195.20) | (240.00) | 44.80 |
| 62900 LESS EEP PROG MATER | (16.00) | (7.50) | (16.00) | (7.50) | (8.50) |
| Total | 3,576.17 | 4,242.50 | 3,576.17 | 4,242.50 | (666.33) |
| EDUCATION | | | | | |
| 63500 EMPLOYER INSERVICE | 0.00 | 20.87 | 0.00 | 20.87 | (20.87) |
| 63800 EMPLOYER WORKSHOPS | 0.00 | 183.37 | 0.00 | 183.37 | (183.37) |
| 64900 NRSNG SCHOOLS-EDUC M | 0.00 | 41.63 | 0.00 | 41.63 | (41.63) |
| Total | 0.00 | 245.87 | 0.00 | 245.87 | (245.87) |
| 68400 EDUC-MATERIALS/BROC | 0.00 | 83.37 | 0.00 | 83.37 | (83.37) |
| Total | 0.00 | 83.37 | 0.00 | 83.37 | (83.37) |
| 69900 LESS EEP EDUC MATE | 0.00 | (9.88) | 0.00 | (9.88) | 9.88 |
| Total | 0.00 | 73.49 | 0.00 | 73.49 | (73.49) |
| Total | 74,637.23 | 79,473.86 | 74,637.23 | 79,473.86 | (4,836.63) |

Unaudited

TNF - TPAPN
Income Statement
For the One Month Ending July 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|------------------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| EXTENDED EVALUATION PROGRAM | | | | | |
| 74000 EEP STAFFING | 1,781.00 | 1,860.13 | 1,781.00 | 1,860.13 | (79.13) |
| 74200 EEP CONSULT | 0.00 | 7.50 | 0.00 | 7.50 | (7.50) |
| 74400 EEP ADMIN | 416.00 | 416.13 | 416.00 | 416.13 | (0.13) |
| 74800 EEP PARTICIPANT | 211.20 | 247.50 | 211.20 | 247.50 | (36.30) |
| 75000 EEP EDUCATION | 0.00 | 9.88 | 0.00 | 9.88 | (9.88) |
| | <u>2,408.20</u> | <u>2,541.14</u> | <u>2,408.20</u> | <u>2,541.14</u> | <u>(132.94)</u> |
| Total | 2,408.20 | 2,541.14 | 2,408.20 | 2,541.14 | (132.94) |
| | <u>77,045.43</u> | <u>82,015.00</u> | <u>77,045.43</u> | <u>82,015.00</u> | <u>(4,969.57)</u> |
| Total Expenses | 77,045.43 | 82,015.00 | 77,045.43 | 82,015.00 | (4,969.57) |
| | <u>\$ 2,767.50</u> | <u>\$ (8,920.70)</u> | <u>\$ 2,767.50</u> | <u>\$ (8,920.70)</u> | <u>11,688.20</u> |
| Net Income or Loss | \$ 2,767.50 | \$ (8,920.70) | \$ 2,767.50 | \$ (8,920.70) | 11,688.20 |

Unaudited

TNF - TPAPN
Income Statement
For the Two Months Ending August 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| Income | | | | | |
| 40200 BOARD OF NURSING | \$ 8,627.00 | \$ 52,083.33 | \$ 70,377.00 | \$ 104,166.70 | (33,789.70) |
| 40600 INTEREST | 184.94 | 750.00 | 234.87 | 1,500.00 | (1,265.13) |
| 40700 DONATIONS | 0.00 | 45.63 | 0.00 | 83.30 | (83.30) |
| 40900 VERIFICATIONS | 0.00 | 25.00 | 0.00 | 50.00 | (50.00) |
| 41000 SPONSORS | 0.00 | 416.67 | 0.00 | 833.30 | (833.30) |
| 41100 NCPS, INC. - SPONSORS | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 41200 PARTIC FEE:RN-BD ORDE | 1,500.00 | 4,166.67 | 6,500.00 | 8,333.30 | (1,833.30) |
| 41300 PARTIC FEE:RN/LVN CD | 9,933.00 | 11,250.00 | 19,525.00 | 22,500.00 | (2,975.00) |
| 41400 PARTIC FEE:RN-MI | 400.00 | 416.67 | 1,300.00 | 833.30 | 466.70 |
| 41500 PARTIC FEE:LVN-BD ORD | 700.00 | 1,583.33 | 1,750.00 | 3,166.70 | (1,416.70) |
| 41700 PARTIC FEE:LVN-MI | 150.00 | 125.00 | 200.00 | 250.00 | (50.00) |
| 42500 EMPLOYER W/S-INCOME | 360.06 | 208.33 | 360.06 | 416.70 | (56.64) |
| 42900 EXHIBITS | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 43400 INFORMATION MATERIAL | 0.00 | 4.17 | 0.00 | 8.30 | (8.30) |
| 43500 EMPLOYER INSERVICE | 0.00 | 20.83 | 0.00 | 41.70 | (41.70) |
| Total | 21,855.00 | 71,595.63 | 100,246.93 | 143,183.30 | (42,936.37) |
| 45000 EXTEND EVAL PARTIC FE | 528.00 | 465.00 | 1,199.00 | 930.00 | 269.00 |
| 45100 EXTEND EVAL PROG FEE | 250.00 | 1,041.67 | 1,000.00 | 2,083.30 | (1,083.30) |
| Total | 778.00 | 1,506.67 | 2,199.00 | 3,013.30 | (814.30) |
| Total Income | 22,633.00 | 73,102.30 | 102,445.93 | 146,196.60 | (43,750.67) |
| Expenses | | | | | |
| STAFFING | | | | | |
| 50500 COMPENSATION | 45,682.91 | 48,925.00 | 92,161.95 | 97,850.00 | (5,688.05) |
| 50800 HLTH/LIFE INSURANCE | 4,648.50 | 5,064.58 | 9,297.00 | 10,129.20 | (832.20) |
| 50900 W C INSURANCE | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 51000 DENTAL EXP | 0.00 | 333.33 | 450.00 | 666.70 | (216.70) |
| 51500 PAYROLL TAXES | 3,659.30 | 3,583.33 | 7,877.70 | 7,166.70 | 711.00 |
| 51700 401K | 2,541.71 | 3,000.00 | 4,877.81 | 6,000.00 | (1,122.19) |
| 51900 TEMPS/AGENCIES/OTHER | 0.00 | 166.67 | 0.00 | 333.30 | (333.30) |
| 52000 PROFESSIONAL DEVELOP | 0.00 | 350.00 | 100.45 | 700.00 | (599.55) |
| 52500 STAFF TRAV/EXP | 1.14 | 333.33 | 1,156.45 | 666.70 | 489.75 |
| Total | 56,533.56 | 62,006.24 | 115,921.36 | 124,012.60 | (8,091.24) |
| 53500 LESS EEP STAFFING | (1,696.00) | (1,860.17) | (3,477.00) | (3,720.30) | 243.30 |
| Total | 54,837.56 | 60,146.07 | 112,444.36 | 120,292.30 | (7,847.94) |
| 54500 LEGAL EXPENSES | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| Total | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 55200 LESS EEP CONSULT | 0.00 | (7.50) | 0.00 | (15.00) | 15.00 |
| Total | 0.00 | 242.50 | 0.00 | 485.00 | (485.00) |
| ADMINISTRATIVE | | | | | |
| 56000 OFFICE SPACE | 4,356.00 | 4,689.58 | 8,712.00 | 9,379.20 | (667.20) |
| 56200 REIMB FOR STAFF TIME | 4,000.00 | 4,166.67 | 8,000.00 | 8,333.30 | (333.30) |
| 56400 FINANCIAL AUDIT | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 56600 BON PERFORMANCE AUD | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |

Unaudited

TNF - TPAPN
Income Statement
For the Two Months Ending August 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| 56700 MATERIALS-OTH GROUPS | 0.00 | 8.33 | 0.00 | 16.70 | (16.70) |
| 56800 TELEPHONE | 1,031.44 | 1,166.67 | 2,182.84 | 2,333.30 | (150.46) |
| 56900 EQUIP LEASE | 301.00 | 375.00 | 3,134.00 | 750.00 | 2,384.00 |
| 57000 POSTAGE | 0.00 | 750.00 | 577.51 | 1,500.00 | (922.49) |
| 57100 SHIPPING/DELIVERY/ | 39.31 | 25.00 | 39.31 | 50.00 | (10.69) |
| 57200 DUPLICATING | 807.60 | 333.33 | 1,210.56 | 666.70 | 543.86 |
| 57300 BANK CHARGES | 0.00 | 16.67 | 35.00 | 33.30 | 1.70 |
| 57400 SUPPLIES | 0.00 | 333.33 | 183.04 | 666.70 | (483.66) |
| 57500 EQUIP/SW/FURNITURE | 0.00 | 291.67 | 0.00 | 583.30 | (583.30) |
| 57600 DEPRECIATION | 0.00 | 41.67 | 0.00 | 83.30 | (83.30) |
| 57700 INFORMATION TECHNLO | 200.00 | 291.67 | 400.00 | 583.30 | (183.30) |
| 57800 EQUIP MAINTENANCE | 0.00 | 41.67 | 0.00 | 83.30 | (83.30) |
| 58000 MISCELLANEOUS | 65.40 | 66.67 | 196.75 | 133.30 | 63.45 |
| 58100 INSUR/LEGAL DEFENSE F | 0.00 | 500.00 | 0.00 | 1,000.00 | (1,000.00) |
| 58600 RESOURCE LIBRARY | 0.00 | 25.00 | 0.00 | 50.00 | (50.00) |
| 59600 COMMITTEES & BOARDS | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| Total | 10,800.75 | 13,872.93 | 24,671.01 | 27,745.70 | (3,074.69) |
| 59800 LESS EEP ADMIN | (324.00) | (416.17) | (740.00) | (832.30) | 92.30 |
| Total | 10,476.75 | 13,456.76 | 23,931.01 | 26,913.40 | (2,982.39) |
| PARTICIPANT EXPENSE | | | | | |
| 60200 ADVOCATES EXPENSES | 0.00 | 25.00 | 0.00 | 50.00 | (50.00) |
| 60400 ADVOCATES TRAINING | 0.00 | 41.67 | 0.00 | 83.30 | (83.30) |
| 60600 FALL W/S- ADVOC- GALA | 0.00 | 750.00 | 0.00 | 1,500.00 | (1,500.00) |
| 61000 SPRING W/S - ADVOCATE | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| Total | 0.00 | 1,066.67 | 0.00 | 2,133.30 | (2,133.30) |
| 61200 WEB CONFERENCING | 0.00 | 250.00 | 0.00 | 500.00 | (500.00) |
| 62100 EEP WEBCETRIC | 153.60 | 240.00 | 348.80 | 480.00 | (131.20) |
| 62200 WEBCENTRIC | 3,153.60 | 3,250.00 | 6,203.20 | 6,500.00 | (296.80) |
| 62300 CASE MANAGERS TRAVE | 0.00 | 83.33 | 0.00 | 166.70 | (166.70) |
| 62400 PROGRAM MATERIALS | 536.15 | 666.67 | 1,078.72 | 1,333.30 | (254.58) |
| Total | 3,843.35 | 4,490.00 | 7,630.72 | 8,980.00 | (1,349.28) |
| 62800 LESS EEP WEBCENT | (153.60) | (240.00) | (348.80) | (480.00) | 131.20 |
| 62900 LESS EEP PROG MATER | (16.00) | (7.50) | (32.00) | (15.00) | (17.00) |
| Total | 3,673.75 | 4,242.50 | 7,249.92 | 8,485.00 | (1,235.08) |
| EDUCATION | | | | | |
| 63500 EMPLOYER INSERVICE | 0.00 | 20.83 | 0.00 | 41.70 | (41.70) |
| 63800 EMPLOYER WORKSHOPS | 0.00 | 183.33 | 0.00 | 366.70 | (366.70) |
| 64900 NRSB SCHOOLS-EDUC M | 0.00 | 41.67 | 0.00 | 83.30 | (83.30) |
| Total | 0.00 | 245.83 | 0.00 | 491.70 | (491.70) |
| 68400 EDUC-MATERIALS/BROC | 0.00 | 83.33 | 0.00 | 166.70 | (166.70) |
| 68800 EDUC-EXHIBIT | 26.70 | 0.00 | 26.70 | 0.00 | 26.70 |
| Total | 26.70 | 83.33 | 26.70 | 166.70 | (140.00) |
| 69900 LESS EEP EDUC MATE | 0.00 | (9.92) | 0.00 | (19.80) | 19.80 |
| Total | 26.70 | 73.41 | 26.70 | 146.90 | (120.20) |

Unaudited

TNF - TPAPN
Income Statement
For the Two Months Ending August 31, 2008

| | Current Month Actual | Current Month Budget | Year to Date Actual | Year to Date Budget | Year to Date Variance |
|-----------------------------|-------------------------|-------------------------|------------------------|------------------------|--------------------------|
| Total | 69,014.76 | 79,473.74 | 143,651.99 | 158,947.60 | (15,295.61) |
| EXTENDED EVALUATION PROGRAM | | | | | |
| 74000 EEP STAFFING | 1,696.00 | 1,860.17 | 3,477.00 | 3,720.30 | (243.30) |
| 74200 EEP CONSULT | 324.00 | 7.50 | 324.00 | 15.00 | 309.00 |
| 74400 EEP ADMIN | 0.00 | 416.17 | 416.00 | 832.30 | (416.30) |
| 74800 EEP PARTICIPANT | 169.60 | 247.50 | 380.80 | 495.00 | (114.20) |
| 75000 EEP EDUCATION | 0.00 | 9.92 | 0.00 | 19.80 | (19.80) |
| Total | 2,189.60 | 2,541.26 | 4,597.80 | 5,082.40 | (484.60) |
| Total Expenses | 71,204.36 | 82,015.00 | 148,249.79 | 164,030.00 | (15,780.21) |
| Net Income or Loss | \$ (48,571.36) | \$ (8,912.70) | \$ (45,803.86) | \$ (17,833.40) | (27,970.46) |

Unaudited