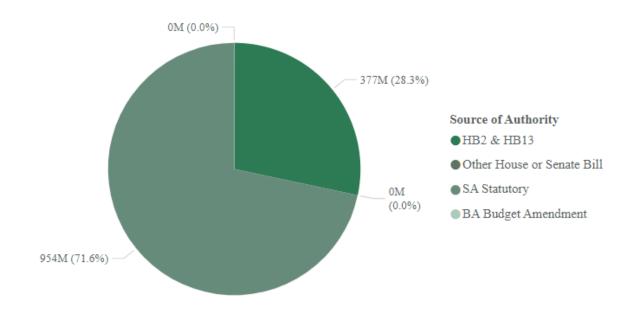
DEPARTMENT OF REVENUE

TOTAL APPROPRIATION AUTHORITY

The total appropriation authority for the Department of Revenue is shown in the pie chart below. HB 2 and HB 13 consists of 28.3% of the total authority for this agency. All types of appropriation authority for this agency are described below, including total budget and the percent expended by source of authority.

Total Modified Budget by Source of Authority



Source of Authority	Modified Budget	Expended Budget	% Expended	
HB2 & HB13	377,296,471	193,642,004	51.3%	
BA Budget Amendment	241,017	2,420	1.0%	
Other House or Senate Bill	78,600	76,100	96.8%	
SA Statutory	954,209,385	796,592,535	83.5%	
Total	1,331,825,473	990,313,059	74.4%	

Budget Amendments

The Department of Revenue (DOR) had one budget amendment totaling approximately \$241,000 federal special revenue in FY 2024 for the Federal Royalty Audit Program in the Business and Income Taxes Division (BIT). This program consists of 4.50 FTE who conduct auditing and compliance services for the federal government on producers extracting minerals from federal lands within the state. The agency expended approximately \$2,400 or 1.0% as of June 1, 2024. These funds were available until the end of the federal fiscal year, September 30, 2023. Low expenditures are due to the

grant-based system and a series of vacancies over the last several years. Most of the unexpended grant authority is due to those vacancies and the corresponding reduction in travel and training costs. The department has also transitioned to performing desk audits when it makes sense which further reduces travel costs incurred.

Other Bills

Other house and senate bills account for \$78,600 of the total FY 2024 budget authority for DOR. Of that, \$76,000 is appropriated in HB 5 for a state line survey project conducted by the U.S. Bureau of Land Management in Mineral County. All of the HB 5 appropriation has been spent as of June 1, 2024.

Statutory Appropriations

Statutory appropriations account for 71.6% of the Department of Revenue's total FY 2024 budget. Of the approximately \$954.0 million budgeted in FY 2024, \$796.6 million or 83.5% has been expended as of June 1, 2024. Further discussion of statutory appropriations is provided below.

Tribal alcohol, cigarette, and cannabis cooperative agreement (18-11-101 through 18-11-121, MCA)

The State of Montana has taxation agreements with tribal nations for alcohol, cigarette, and cannabis sales to prevent possibilities of dual taxation while promoting state, local, and tribal economic development. Appropriations from these agreements total \$5.3 million for FY 2024. Due to higher than anticipated revenue collections, the appropriation for tribal cannabis distributions has increased by \$146,000 since the last Interim Budget Committee meeting in March. As of June 1, 2024, \$3.4 million, or 65.4% was expended.

Oil and natural gas production tax (15-36-331 through 15-36-332, MCA)

All oil and natural gas producers are required to file an oil and natural gas production tax quarterly return where they will be taxed on the gross value of oil or natural gas sold. Local governments receive a portion of this revenue. Additionally, local governments distribute the revenue to various school retirement funds, countywide transportation funds, school districts, and community colleges. Oil and natural gas-related production tax appropriations total \$69.2 million. As of June 1, 2024, \$30.8 million, or 44.5% was expended.

Metal mines distribution (15-37-117, MCA)

Individuals who operate any mine or mining property are required to pay a license tax which is based on the gross value of production. Metal mines distribution appropriations total \$9.1 million. A portion of this revenue is distributed semi-annually to local governments where the mine is located or a county that is experiencing fiscal impacts from the mine. As of June 1, 2024, \$2.6 million, or 28.2% has been expended.

Bentonite production tax distribution (15-39-110, MCA)

All bentonite producers must file a bentonite production tax return every six months. Statutory appropriations for the bentonite production tax total \$1.4 million. Due to higher than anticipated

revenue collections, the appropriation for bentonite distributions has increased by about \$1.2 million since the last Interim Budget Committee meeting in March. This revenue is distributed semi-annually to local governments where the production occurred: Carter County and Carbon County. As of June 1, 2024, \$852,000, or 63.1% has been expended.

Entitlement share (15-1-121, MCA)

During the 2001 Legislative Session, the State of Montana assumed control of alcohol, vehicle, and gambling taxes as well as district court fees for local governments. In return, the state reimburses each local government in the form of an entitlement share. Statutory appropriations for entitlement share payments totaled \$162.1 million. Due to the class 8 property tax exemption increase in HB 212 from the 2023 Legislative Session, the appropriation for the entitlement share distribution has increased by \$4.0 million since the last Interim Budget Committee meeting in March. This recalculation of the entitlement share distribution is done to avoid a mill shift from class 8 to other classes at the local level. A detailed explanation of this process can be found on the department's website here. As of June 1, 2024, DOR expended approximately \$120.1 million, or 74.1% of the appropriations.

MEDIA Act film production tax credit fee (15-31-1005(7), MCA)

The Montana Legislature established the Montana Economic Development Industry Advancement (MEDIA) Act (2019 Legislative Session) which provides a transferable income tax credit to eligible film production companies. To determine their eligibility, a company must apply with both the Department of Commerce and the Department of Revenue. Application fee revenue is used for the department to administer the program. As of June 1, 2024, DOR has \$20,450 in statutory appropriation authority and has expended \$0.

Cigarette tax stamps (16-11-119, MCA)

The State of Montana charges a tax on cigarettes sold by selling tax decals to wholesalers who then attach the decal to each pack of cigarettes sold in Montana. As of June 1, 2024, appropriations from this source total approximately \$69,100, and approximately \$21,700 was expended. Appropriations are used to administer this program and cover operating expenses.

Out-of-State Debt Collections (Title 17, Chapter 4, MCA)

The Department of Revenue has contracts with out-of-state attorneys for the out-of-state collections of taxes, fees, and other debts owed to the state. The costs of collection are statutorily appropriated. As of June 1, 2024, appropriations total \$300,000, and approximately \$124,500 was expended.

Income Tax Rebate (HB 192 & HB 816)

HB 192 established an account for the individual income tax rebate and statutorily appropriated \$480.0 million general fund. HB 816 appropriated an additional \$35.0 million general fund to this account. The Department of Revenue is charged with administering the rebate. As of June 1, 2024, appropriations total \$515.0 million, and approximately \$494.6 million was expended.

Property Tax Rebate (HB 222 & HB 816)

HB 222 established an account for the property tax rebate and statutorily appropriated costs related to administration and payment of the rebate. This bill did not define an exact dollar amount for this appropriation but instead defined the initial rebate amount. HB 816 appropriated \$100.0 million general fund for the 2025 biennium to issue property tax rebates. As of June 1, 2024, appropriations for FY 2024 total \$191.8 million, and approximately \$144.3 million was expended.

HB 2 BUDGET MODIFICATIONS

The following chart shows the HB 2 budget as passed by the legislature, including the pay plan, and the HB 2 modified budget from March 1, 2024, through May 31, 2024. Net modifications to the budget include operating plan changes from one expenditure account to another, program transfers, reorganizations, and agency transfers of authority. The positive modifications and negative modifications are shown by program, expenditure account, and fund type.

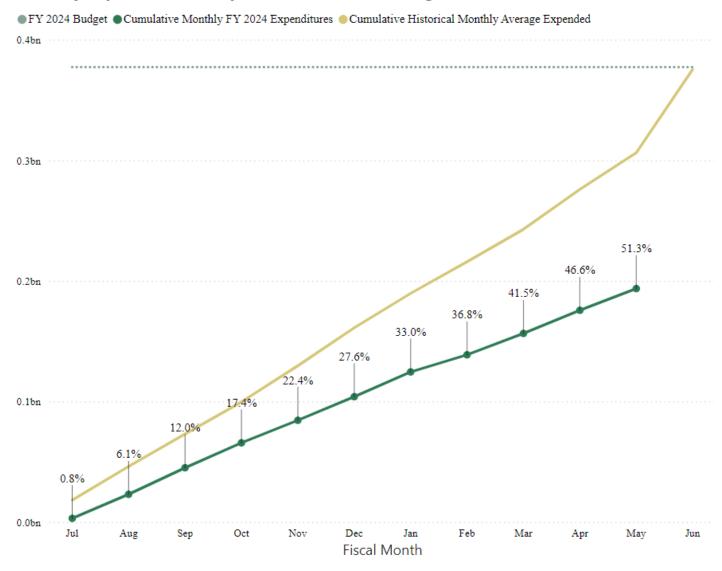
Agency Name	HB 2 Budget	Modified Budget	Net Modifications
□ Department of Revenue	377,296,471	377,296,471	
⊕ 01 DIRECTORS OFFICE	10,580,184	10,580,184	
⊕ 02 TECHNOLOGY SERVICES DIVISION	10,237,057	10,237,057	
⊕ 03 ALCOHOLIC BEVERAGE CONTROL DIV	223,532,890	223,532,890	
⊕ 04 CANNABIS CONTROL DIVISION	86,191,920	86,191,920	
⊕ 05 INFORMATION MGMT & COLLECTIONS	7,106,186	7,106,186	
⊕ 07 BUSINESS & INCOME TAXES DIV	13,905,733	13,905,733	
⊕ 08 PROPERTY ASSESSMENT DIVISION	25,742,501	25,742,501	
Total	377,296,471	377,296,471	
Expenditure Type	HB 2 Budget	Modified Budget	Net Modifications
61000 Personal Services	54,437,716	54,437,716	
62000 Operating Expenses	158,946,965	158,946,965	
63000 Equipment & Intangible Assets	153,154	153,154	
65000 Local Assistance	2,000,000	2,000,000	
⊕ 68000 Transfers-out	160,521,000	160,521,000	
⊕ 69000 Debt Service	1,237,636	1,237,636	
Total	377,296,471	377,296,471	
Fund Type	HB 2 Budget	Modified Budget	Net Modifications
⊕ 01 General	64,349,842	64,349,842	
⊕ 02 State/Other Spec Rev	88,474,419	88,474,419	
03 Fed/Other Spec Rev	502,175	502,175	
06 Enterprise	223,970,035	223,970,035	
Total	377,296,471	377,296,471	

From March 1, 2024, to June 1, 2024, the Department of Revenue made no changes to its HB 2 budget.

HB 2 Appropriation Authority

The following chart shows the appropriated budget for the agency compared to expenditures through June 1, 2024.

Monthly Expenditures Compared to Historical Average



Program Name	Modified Budget	Expended Budget	% Expended
⊕ 01 DIRECTORS OFFICE	10,580,184	6,863,062	64.9%
⊕ 02 TECHNOLOGY SERVICES DIVISION	10,237,057	6,557,322	64.1%
⊕ 03 ALCOHOLIC BEVERAGE CONTROL DIV	223,532,890	136,287,154	61.0%
⊕ 04 CANNABIS CONTROL DIVISION	86,191,920	3,413,017	4.0%
■ 05 INFORMATION MGMT & COLLECTIONS	7,106,186	5,555,822	78.2%
⊕ 07 BUSINESS & INCOME TAXES DIV	13,905,733	12,048,534	86.6%
■ 08 PROPERTY ASSESSMENT DIVISION	25,742,501	22,917,094	89.0%
Total	377,296,471	193,642,004	51.3%
Expenditure Type	Modified Budget	Expended Budget	% Expended
Personal Services	54,437,716	47,444,541	87.2%
Operating Expenses	158,946,965	110,625,251	69.6%
⊞ Equipment & Intangible Assets	153,154	122,600	80.1%
Local Assistance	2,000,000		
⊕ Transfers-out	160,521,000	34,200,004	21.3%
Debt Service	1,237,636	1,249,609	101.0%
Total	377,296,471	193,642,004	51.3%
Fund Type	Modified Budget	Expended Budget	% Expended
① 01 General	64,349,842	51,259,888	79.7%
02 State/Other Spec Rev	88,474,419	5,442,221	6.2%
03 Fed/Other Spec Rev	502,175	390,311	77.7%
06 Enterprise	223,970,035	136,549,585	61.0%
Total	377,296,471	193,642,004	51.3%

As of June 1, 2024, the Department of Revenue has expended 51.3% of its HB 2 appropriation authority. As shown in the top chart, the Department of Revenue has expended less than the historic five-year average of 81.2%. This lower expenditure is due to the inclusion of authority that has traditionally been under language appropriation authority. This authority includes \$220.0 million proprietary authority in the Alcoholic Beverage Control Division, \$81.0 million state special revenue in the Cannabis Control Division, and \$2.0 million general fund in the Director's Office. When excluding authority that has traditionally been under language authority, the Department of Revenue has expended approximately 79.9% of its HB 2 authority as of June 1, 2024, which closely aligns with the historical average.

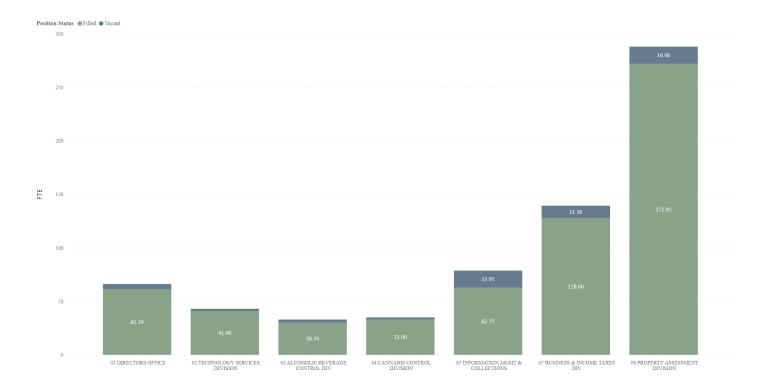
Expenditures have been primarily for personal services and operating expenses. The inclusion of authority that has historically been under language authority into HB 2 has significantly changed the fund type structure of the agency's budget. For example, proprietary authority now represents 59.4% of total HB 2 authority, state special revenue represents 23.5%, general fund represents 17.1%, and federal special revenue represents less than 1.0%. In FY 2023, general fund authority represented 92.1% of total HB 2 authority with proprietary funding representing 5.9%, state special revenue representing 1.6%, and federal special revenue representing less than 1.0%.

Lower expenditures are primarily driven by the Cannabis Control Division. Due to the nature of the marijuana state special revenue account, the department will record the FY 2024 cannabis revenue transfer at the end of the fiscal year using the budgeted appropriation. Excluding the FYE revenue transfer, the department has expended 65.9% of its budget in the Cannabis Control Division. Additionally, the operating expenses for the Cannabis Control Division are lower than expected, and when asked, the department provided the following response:

"When HB 701 passed during the 2021 Legislative Session, there was a moratorium on any new cannabis licensees until July 1, 2023. When the department built its budget for the 2024 biennium, it was built on the assumption the state would see a large increase in the number of cannabis businesses. This would mean that the cost for the seed-to-sale system would increase according to those expected license increases. Therefore, the department asked for a restricted appropriation of \$1,125,400 to pay for the expected license increase. However, during the 2023 Legislative Session, HB 128, which extended the new licensees moratorium date to July 1, 2025, was passed, and signed by the Governor on May 22, 2023. As a result, the expected increase in licensees and subsequent increase in the seed-to-sale system cost has been postponed until the next biennium. Based on current seed-to-sale system expenses, the department anticipates using approximately \$575,000 of the \$1,125,400 appropriation. However, the department does expect to need at least \$1.2 million in this restricted appropriation during the next biennium because the moratorium will be lifted. In addition, the department has litigation expenses it has already incurred and more it expects to incur this fiscal year which will be charged to the cannabis fund."

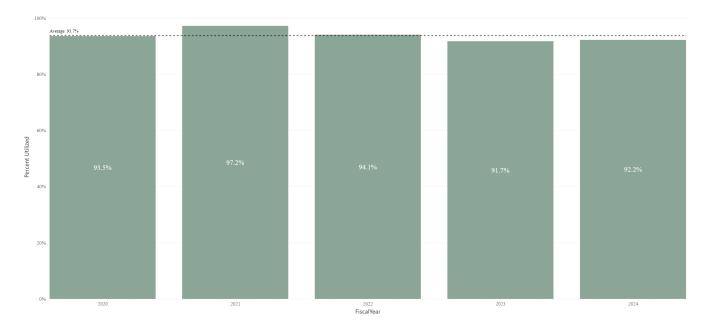
Personal Services

Appropriations for personal services in the Department of Revenue total \$54.4 million and are 79.9% expended through May 1, 2024. The department has 675.42 HB 2 FTE, and 92.0% of these positions are filled as of May 1, 2024. The following chart shows the filled and vacant FTE within the agency as of May 1, 2024.



The Department of Revenue had 54.81 FTE vacant out of 675.42 FTE as of May 1, 2024. These vacancies are primarily in the Property Assessment Division for property appraisers. Since July 1, 2023, DOR had 49 employees leave state employment, 17 employees retire, and 19 transfer to different agencies within state government. As of June 1, 2024, DOR had 14 position openings advertised.

The chart below shows the hourly utilization percentage for the Department of Revenue between July 1 and May 1 for each fiscal year when compared to the available hours for the same time period. Overall, the Department of Revenue utilized 92.2% of its available hours as of May 1, 2024. The division with the highest utilization is the Technology Services Division with 96.9%, and the lowest is the Information Management and Collections Division with 79.7%. Lower hourly utilization in the Information Management and Collections Division is due to greater employee turnover and vacancies in the division.



The chart below shows the vacant FTE in each division, the number of months each position has been vacant, and the midpoint hourly pay rate. The chart below presents data generated using a slightly different timing convention compared to the rest of the vacancy charts. As a result, there may be a slight variance in the total FTE that are vacant. Of the 43.06 FTE that are vacant, no full-time positions have been vacant for over 12 months, and 41.86 FTE have been vacant for ten months or less (since July 2023). Between the Business & Income Tax Division and the Property Assessment Division, 25.36 FTE are vacant with an average market midpoint of \$24.97 per hour.

		FTE	Median Months Vacant	Market Midpoint (Hourly)
□ 4	58010 REVENUE	43.06	1.28	24.97
	01 DIRECTORS OFFICE	4.00	1.39	18.79
	Accounting Technician 2	1.00	0.39	20.30
	Customer Service Assistant 2	2.00	1.97	17.28
	Senior Accountant	1.00	0.82	29.57
	02 TECHNOLOGY SERVICES DIVISION	2.00	6.21	37.21
	Miscellaneous Applications Sup	1.00	11.84	43.39
	Systems Specialist	1.00	0.59	31.02
	03 ALCOHOLIC BEVERAGE CONTROL DIV	2.50	0.36	21.48
	License Examiner 1	1.00	0.36	22.04
	Liquor Store Order Technician	1.00	0.30	21.48
	Warehouse Worker I	0.50	4.03	
	04 CANNABIS CONTROL DIVISION	1.00	4.72	42.55
	Cannabis Laboratory Specialist	1.00	4.72	42.55
	05 INFORMATION MGMT & COLLECTIONS	8.20	1.74	19.45
	Business Analyst 2	1.00	7.70	34.19
	Collections Agent 1	2.00	1.51	18.37
	Collections Technician	0.20	84.36	18.37
	Data Analyst	1.00	0.82	26.21
	Data Processor 2	1.00	0.82	15.84
	Data Processor 3	1.00	5.54	19.45
	Electronic Business Analyst	1.00	0.82	34.19
	Program Officer 2	1.00	3.80	30.17
	07 BUSINESS & INCOME TAXES DIV	11.36	1.57	24.97
	Audit Research Technician	1.00	1.74	21.48
	Auditing Technician	4.45	0.82	24.97
	Auditing Technician 2	1.41	0.13	24.97
	Tax Examiner 1	3.00	1.74	25.45
	Tax Examiner 2	1.00	8.95	29.68
	Utility/Industrial Tax Apprais	0.50	4.10	31.39
	08 PROPERTY ASSESSMENT DIVISION	14.00	0.82	24.08
	GIS Analyst-1	1.00	0.13	36.64
	Prop Valuation Support Tech 2	1.00	0.82	24.08
	Prop. Valuation Support Tech	3.00	0.36	24.08
	Property Appraiser 1	4.00	1.16	23.60
	Property Appraiser 2	1.50	5.64	28.05
	Property Appraiser 3	1.50	2.89	31.39
	Property Valuation Spclist 2	1.00	1.05	24.08
	Sr. Systems & Program Dev.	1.00	1.70	42.74
7	[otal	43.06	1.28	24.97

OTHER ISSUES & APPENDIX

Contractors and overtime pay

Agency responses are below the underlined questions. Additional agency provided information is in the appendix.

How much did the Department of Revenue pay to contracts during the March 1, 2024- June 1, 2024. timeframe?

How much of the amount paid to contractors is estimated to be due to vacant positions?

How much overtime/comp time did the Department of Revenue pay/incur during the March 1, 2024-June 1, 2024, timeframe?

How much of the overtime paid and the comp time earned do you estimate is due to vacant positions? If overtime was paid or comp time was earned due to vacant positions, what are the types of vacant positions that resulted in need for overtime/comp time?

	Overtime Pd Due		Vacant Position Type Resulting
Division	to Vacancies	Comp Time Earned	in Comp Time Earned
		100% due to	
Director's Office	None	workload	NA
		100% due to	
Technology Services	None	workload	NA
		100% due to	
Alcoholic Beverage Control	None	workload	NA
		100% due to	
Cannabis Control	None	workload	NA
Information Management &		98% due to workload	
Collections	None	2% due to vacancies	Management analyst
		000/ 1 1 1	
		90% due to workload	
Business & Income Taxes	None	10% due to vacancies	Tax examiner
		6207 1 1 1	
		62% due to workload	Appraiser
Property Assessment	None	38% due to vacancies	Property valuation specialist

Department of I	Revenue Payments	to Contractors	7/4/2023-5/31/2024
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Contractor	Description	FY 2024 Total Contract Amt	FY 2024 Paid to Date
General Operations			
American DataBank	Background checks	billed per contract	7,342.50
Bloomberg (Bureau of National Affairs)	Premier State Library (US Income Core and Tax Practice Core Library)	48,303.75	48,303.75
Information Technology Core	Print services	billed per contract	35,940.49
Info-Tech Research Group Inc.	Access to tools and research	5,626.00	0
Iron Mountain - Intellectual Property Management	Orion source code escrow	1,010.00	1,010.00
Iron Mountain - Shredding	Paper shredding	billed per contract	6,279.79
Kyocera-360 Office Solutions	Copier leases	billed per contract	69,419.86
Language Link (Corporate Translation Services Inc)	Translation services	billed per contract	292.35
LexisNexis (Accurint)	Research database	billed per contract	21,492.10
Janitorial Contracts			
CPR Cleaning	Janitorial services	21,598.00	17,996.60
Melanie Hedges	Ennis janitorial	billed per contract	3,204.08
Tax Processing			
Fairfax Imaging Inc - Maintenance	Imaging maintenance	118,432.76	58,502.75
Fairfax Imaging Inc - Forms Changes	Form changes/updates	122,600.00	122,600.00
Fairfax Imaging Inc - MW3	MW3	5,880.00	5,880.00
Fast Enterprises - GenTax maintenance and support	Gentax maintenance	2,600,000.00	
Fast - Amendment E	SMS agreement texting-billed qtrly	6,000.00	6,000.00
Fast - Addendum 3	Business credit manager	206,000.00	103,000.00
Fast -Department of Ag	MOU to add agriculture reporting to GenTax	350,000.00	350,000.00
Grizzly Security Armored Express Inc	Medical marijuana cash deposits	billed per contract	0
Meyercord Revenue	Printing - heat-applied cigarette tax stamps	62,250.00	24,464.31
OPEX Corp	Maintenance	8,690.00	8,690.00
Professional Credit Services	Out of state unclaimed property collections	billed per contract	105,624.83
	Out of state discialmed property collections	billed per contract	103,024.03
Alcoholic Beverage Control Contracts	I tours as a section of the section of	h:ll = d d d	0.054.040.00
MERGENTHALER TRANSFER & STORAGE CO	Liquor merchandise shipping	billed per contract	2,254,946.93
Interlake Mecalux, INC.	Warehouse management system	544,830.00	269,935.45
Dunn Marketing LLC	Liquor price books	5,200.00	4,134.40
Cannabis Control Contracts			
METRC LLC	Seed to sale system	579,000.00	416,120.00
METRC LLC	Child packages	240,000.00	0
Property Assessment Contracts			
Apex Software	Apex and Nexis software	33,714.52	33,714.52
CoStar Realty Information Inc	Realty information subscription	18,405.00	18,405.00
Equipment Watch	Green Guide subscription	54,590.00	52,250.00
SAS Institute Inc	SAS office analytics & SAS/ETS - 8 processors	33,980.00	33,980.00
Tyler Technologies, Inc.	Orion System	841,595.04	841,595.04
Tyler Technologies, Inc.	Orion SmartFile SaaS	136,940.04	114,881.37
Tyler Technologies, Inc.	Field Mobile	28,800.00	0.00
Bonnie Hamilton	Participate and consult with Land Classification Working Group	25,000.00	735.00
Unclaimed Property Contracts			
AVENU SLS HOLDINGS	Maintain the state's unclaimed property securities assets; facilitate the delivery, collection, and sales of reported unclaimed securities.	86,400.00	84,559.80
>Audit Services US LLC	Unclaimed property audit	billed per contract	2,683.45
		+	
>Discovery >Kroll	Unclaimed property audit Unclaimed property audit	billed per contract billed per contract	982.34 3,751.58
		+	
>Kelmar	Unclaimed property audit	billed per contract	10,543.53
>Treasury	Unclaimed property audit	billed per contract	1,133.83
>Specialty Audit Services	Unclaimed property audit	billed per contract	431.90
Leases/Rentals	lo:	2 * *	
M2T2 Properties, Inc	Storage	2,655.00	2,400.00
US Bank Corp Parking Garage	Parking garage spaces	720.00	480.00
Libby (Libby City of Treasurer)	Building lease	33,372.00	33,372.00
Donovan (Boyd State Helena LLC)	Building lease	796,705.56	796,705.56
Cascade (US Bank Properties/Craig Barber)	Building lease	111,499.62	111,499.62
Richland (Richland County Treasurer)	Building lease	12,396.72	12,396.58
Fallon (Fallon County Treasurer)	Building lease	11,278.08	11,278.08
Fergus (Fergus County Treasurer)	Building lease	10,273.56	10,273.56
Musselshell (Musselshell County Treasurer)	Building lease	3,903.96	3,903.96

Phillips (Phillips County Treasurer)	Building lease	9,771.24	9,771.24
Sheridan (Sheridan County Treasurer)	Building lease	14,930.88	14,930.88
Toole (Toole County Treasurer)	Building lease	8,698.20	8,698.20
Valley (Valley County Treasurer)	Building lease	13,857.84	13,857.84
Custer (Custer County Treasurer)	Building lease	10,958.40	10,958.40
Broadwater (Broadwater County Treasurer)	Building lease	3,000.00	3,000.00
Powell (Powell County Treasurer)	Building lease	3,200.00	3,000.00
Gallatin (Montana Board of Investments)	Building lease	165,054.00	165,054.00
Lake (Johns Ranch Inc)	Building lease	75,769.59	75,769.59
Missoula (Mountain States Leasing Missoula LLC)	Building lease	172,887.00	172,887.00
Ravalli (Bradley Mildenberger)	Building lease	66,112.20	66,112.20
Flathead (Casazza Management LLC)	Building lease	181,791.96	181,791.96
Dawson (Bassi Apartments)	Building lease	44,160.00	44,160.00
Carbon (McCampbell Building Partnership)	Building lease	23,552.64	23,552.64
Stillwater (Frederick & Sue Kraeplin)	Building lease	34,800.00	34,800.00
Yellowstone (WFC I LLC)	Building lease	204,126.84	204,126.84
Madison (Lone Elk Mall LLC)	Building lease	26,651.04	26,651.04
Sanders (Gloria Bennett)	Building lease	12,000.00	12,000.00
Silver Bow (Resodyn Properties LLC)	Building lease	36,405.00	36,405.00
Temporary Hires			
Brady Co Inc		billed per contract	
	Tax season temp staff	billed per contract	20,383.74
	Liquor warehouse temp staff	billed per contract	14,149.85
EmployBridge Holding Company		billed per contract	
	Tax season temp staff	billed per contract	33,343.43
	Liquor warehouse temp staff	billed per contract	59,329.18
TOTAL			9,364,119.94