

### EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION

**CHESTER COUNTY** 

**COMPLIANCE AUDIT REPORT** 

FOR THE PERIOD

**JANUARY 1, 2008 TO DECEMBER 31, 2010** 

**AUGUST 2013** 

### **COMMONWEALTH OF PENNSYLVANIA**

**EUGENE A. DEPASQUALE - AUDITOR GENERAL** 

DEPARTMENT OF THE AUDITOR GENERAL





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#### EUGENE A. DEPASQUALE AUDITOR GENERAL

Mr. Kenneth Hurley, President EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION Chester County

We have conducted a compliance audit of the East Whiteland Volunteer Firefighters' Relief Association pursuant to authority derived from Article VIII, Section 10 of the Constitution of the Commonwealth of Pennsylvania, Section 403 of The Fiscal Code, Act of April 9, 1929, (P.L. 343, No. 176), and mandated by the Volunteer Firefighters' Relief Association Act, as consolidated by the Act of November 23, 2010 (P.L. 1181, No. 118), at 35 Pa.C.S. § 7411 *et seq.*, for the period January 1, 2008 to December 31, 2010.

We conducted this compliance audit in accordance with *Government Auditing Standards* applicable to performance audits, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our audit results and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our audit results and conclusions based on our audit objectives.

#### The objectives of the audit were:

- 1. To determine if the volunteer firefighters' relief association took appropriate corrective action to address the findings contained in our prior audit report; and
- 2. To determine if the volunteer firefighters' relief association received and expended state aid and accumulated relief funds in compliance with applicable state laws, contracts, bylaws and administrative procedures.

Our audit was limited to the areas related to the objectives identified above.

Volunteer firefighters' relief association officers are responsible for establishing and maintaining effective internal controls to provide reasonable assurance that the East Whiteland Volunteer Firefighters' Relief Association's administration of state aid and accumulated relief funds complies with applicable state laws, contracts, bylaws and administrative procedures including the safeguarding of assets. In conducting our audit, we obtained an understanding of the volunteer firefighters' relief association's internal controls as they relate to the association's compliance with those requirements and that we considered to be significant within the context of the audit objectives, and assessed whether those significant controls were properly designed and implemented. Our audit procedures also included tests of documentary evidence supporting the East Whiteland Volunteer Firefighters' Relief Association's recorded financial transactions, tests of the physical existence of inventories, interviews of selected officials and direct confirmation of the East Whiteland Volunteer Firefighters' Relief Association's cash, investments, and certain other assets and liabilities as of December 31, 2010, with the custodians of the funds, debtors, creditors, and financial institutions to the extent necessary to satisfy the audit objectives. Additionally, we performed procedures to provide a reasonable assurance of detecting instances of violations of legal and regulatory requirements or violations of provisions of contracts that are significant within the context of the audit objectives.

The results of our audit, for the period January 1, 2008 to December 31, 2010, found the East Whiteland Volunteer Firefighters' Relief Association did not take appropriate corrective action to address the findings contained in our prior audit report, as detailed below and discussed in the Status of Prior Findings section of this report. In addition, the results of our audit found the East Whiteland Volunteer Firefighters' Relief Association, in all significant respects, received and expended state aid and accumulated relief funds in compliance with applicable state laws, contracts, bylaws and administrative procedures, except as noted in the findings listed below and discussed in detail in the Findings and Recommendations section of this report. The results of our tests also indicated the East Whiteland Volunteer Firefighters' Relief Association expended funds as presented in the Accompanying Expenditure Information and, as of December 31, 2010, had a cash balance of \$227,860 and an investment balance with a fair value of \$274,919.

- Finding No. 1 Noncompliance With Prior Audit Recommendations Undocumented Expenditures
- Finding No. 2 Noncompliance With Prior Audit Recommendations Duplicate Payment
- Finding No. 3 Noncompliance With Prior Audit Recommendations Failure to Maintain a Complete and Accurate Equipment Roster
- Finding No. 4 Unauthorized Expenditures
- Finding No. 5 Inadequate Minutes of Meetings

Finding No. 6 – Inadequate Financial Record-Keeping System

Finding No. 7 – Failure to Maintain a Complete and Accurate Membership Roster

The contents of this report were discussed with the management of the East Whiteland Volunteer Firefighters' Relief Association and, where appropriate, their responses have been included in the report.

December 8, 2011, except for Finding Nos. 1 and 4, for which the dates are November 16, 2012, Finding No. 2, for which the date is February 14, 2013, and Finding No. 3, for which the date is April 14, 2013. EUGENE A. DEPASQUALE

Eugent: O-Pager

**Auditor General** 



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### **BACKGROUND**

Pursuant to Article VIII, Section 10 of the Constitution of the Commonwealth of Pennsylvania, Section 403 of The Fiscal Code, Act of April 9, 1929, (P.L. 343, No. 176), and the Volunteer Firefighters' Relief Association Act, as consolidated by the Act of November 23, 2010, (P.L. 1181, No. 118), at 35 Pa.C.S. § 7411 et seq., the Department of the Auditor General's duty is to audit the accounts and records of every volunteer firefighters' relief association to determine that funds received under the Foreign Fire Insurance Tax Distribution Law, Act of December 18, 1984, (P.L. 1005, No. 205), as amended, 53 P.S. § 895.701 et seq. (commonly referred to as Act 205), are properly expended.

The East Whiteland Volunteer Firefighters' Relief Association is a charitable organization that was formed primarily to afford financial protection to volunteer firefighters and to encourage individuals to participate in volunteer fire service.

Act 118 governs the overall operation of the volunteer firefighters' relief association. The relief association's bylaws define the specific operational procedures by which the volunteer firefighters' relief association conducts business. To fulfill its primary purpose, Act 118 authorizes specific types of expenditures and prescribes appropriate volunteer firefighters' relief association investment options. Within the parameters established by Act 118, it is the responsibility of the volunteer firefighters' relief association to choose investments in a proper and prudent manner.

Volunteer firefighters' relief associations receive public tax monies, and the association officers therefore have a responsibility to the public to conduct the association's financial affairs in a businesslike manner and to maintain sufficient financial records to support the propriety of all association transactions. Volunteer firefighters' relief association officers are also responsible for ensuring that the association operates in accordance with applicable state laws, contracts, bylaws and administrative procedures.

Act 205 sets forth the computation of the Foreign Fire Insurance Tax Distribution paid to each applicable municipality throughout the Commonwealth of Pennsylvania. The amount of the distribution is based upon the population of each municipality and the market value of real estate within the municipality. Upon receipt of this distribution, the municipality must allocate the funds to the volunteer firefighters' relief association of the fire service organization or fire service organizations, which is or are recognized as providing the service to the municipality.

### BACKGROUND (Continued)

The East Whiteland Volunteer Firefighters' Relief Association was allocated state aid from the following municipalities:

Municipality	County	2008	2009	2010
Charlestown Township	Chester	\$42,188	\$38,001	\$42,772
East Whiteland Township	Chester	\$89,716	\$83,722	\$99,257

The volunteer firefighters' relief association and the affiliated fire service organization are separate, legal entities. The East Whiteland Volunteer Firefighters' Relief Association is affiliated with the following fire service organization:

East Whiteland Volunteer Fire Association

### EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION STATUS OF PRIOR FINDINGS

### NONCOMPLIANCE WITH PRIOR AUDIT FINDINGS AND RECOMMENDATIONS

The East Whiteland Volunteer Firefighters' Relief Association has not complied with three of the three prior audit findings. These findings are noted below and discussed in detail in the Findings and Recommendations section of this report:

- Noncompliance With Prior Audit Recommendation Undocumented Expenditures
- Noncompliance With Prior Audit Recommendation Duplicate Payment
- Noncompliance With Prior Audit Recommendation –
   Failure to Maintain a Complete and Accurate Equipment Roster

We are concerned with the volunteer firefighters' relief association's failure to correct the previously reported audit findings. The association management should strive to implement the recommendations and corrective actions noted in this audit report.

<u>Finding No. 1 – Noncompliance With Prior Audit Recommendation – Undocumented Expenditures</u>

<u>Condition</u>: As cited in our prior audit report, the relief association was unable to provide adequate supporting documentation for the following prior audit period expenditure:

Date	Check No.	An	nount
04-18-07	138	\$	500
Total Pri	or Undocumented Expenditure	\$	500

Current audit period undocumented expenditures:

Date Check No.		Ar	Amount	
02/16/08	188	\$	240	
06/20/08	212		150	
06/20/08	214		77	
07/25/08	218		375	
08/16/08	220		300	
09/04/08	254		90	
09/21/08	258		341	
11/22/08	235		77	
11/24/08	224		350	
12/31/08	248		154	
03/29/09	274		20	
11/22/09	317		234	
01/05/10	Debit Card		27	
02/07/10	Debit Card		92	
02/07/10	Debit Card		44	
02/08/10	Debit Card		31	
02/08/10	Debit Card		44	
02/11/10	Debit Card		26	
02/12/10	Debit Card		79	
04/01/10	Debit Card		84	
04/23/10	Debit Card		60	
04/24/10	Debit Card		3	
05/01/10	357		72,465	
06/06/10	Debit Card		15	

### Finding No. 1 – (Continued)

	06/07/10	Debit Card	3
	07/27/10	Debit Card	49
	09/15/10	Debit Card	41
	10/18/10	389	450
	12/30/10	Debit Card	 45
Subseque		Undocumented Expenditures documented expenditure:	\$ 75,966
~	· · · · · · · · · · · · · · · · · ·		
	Date	Check No.	Amount
=			 
	02-09-11	Debit Card	\$ 83
	Total Subseque	nt Undocumented Expenditure	\$ 83
	Tota	al Undocumented Expenditures	\$ 76,549

Finding No. 1 – (Continued)

<u>Criteria</u>: Act 118 at 35 Pa.C.S. § 7418(a) states:

The Office of Auditor General shall have the power and its duty shall be to audit the accounts and records of every volunteer firefighters' relief association receiving money under Chapter 7 of the Act of December 18, 1984 (P.L. 1005, No. 205), [FN1] known as the Municipal Pension Plan Funding Standard and Recovery Act, as far as may be necessary to satisfy the Auditor General that the money received was or is being expended for no purpose other than that authorized by this subchapter. Copies of all audits shall be furnished to the Governor.

Furthermore, prudent business practice dictates that adequate supporting documentation be maintained to evidence the propriety of all financial transactions.

<u>Cause</u>: Even though notified of this condition during our prior audit, relief association officials, again, neglected to establish adequate internal control procedures to ensure supporting documentation is maintained for all expenditures. Furthermore, as detailed in Finding No. 5, beginning on page 12 of this report, minutes of meetings maintained by the relief association were inadequate.

<u>Effect</u>: Lack of supporting documentation, such as invoices and detailed minutes of meetings, made it impossible to determine whether relief association funds were expended for purposes authorized by Act 118. In addition, the failure to maintain adequate supporting documentation for relief association expenditures can lead to an increased risk of errors occurring and funds being misappropriated. However, as a result of our audit, subsequent to the audit period, the relief association provided adequate supporting documentation covering \$71,665 of the current audit period's undocumented expenditures balance and obtained reimbursement of \$500, on June 25, 2012, and \$4,384, on November 16, 2012, from the East Whiteland Volunteer Fire Association for the remaining balance of undocumented expenditures.

<u>Recommendation</u>: We, again, recommend that the relief association officials maintain supporting documentation for all future expenditures. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

# <u>Finding No. 2 – Noncompliance With Prior Audit Recommendation – Duplicate Payment</u>

Condition: As cited in our prior audit report, the relief association did not receive reimbursement for an erroneous duplicate payment. On October 27, 2007, the relief association expended \$1,222 for chemical fire suppressants. On December 22, 2007, the relief association erroneously made a duplicate payment for the same items. As such, the second payment is considered an unauthorized disbursement because no goods or services were received for the payment.

<u>Criteria</u>: Adequate accounting and internal control procedures should be implemented to prevent duplicate payment of invoices.

<u>Cause</u>: Even though notified of this condition during our prior audit, the volunteer firefighters' relief association neglected to recover the \$1,222 duplicate payment from the vendor.

<u>Effect</u>: As a result of this erroneous payment, the relief association was unable to use these funds for other general operating expenses or for investment purposes.

However, as a result of our audit, subsequent to the audit period, on February 14, 2013, the relief association received reimbursement from the vendor for the duplicate payment.

<u>Recommendation</u>: The relief association should establish accounting and internal control procedures to prevent future duplicate payments of invoices. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

# <u>Finding No. 3 – Noncompliance With Prior Audit Recommendation –</u> <u>Failure to Maintain a Complete and Accurate Equipment Roster</u>

Condition: As cited in our prior three audit reports, the relief association officials, again, failed to maintain a complete and accurate roster of equipment owned by the relief association. While a listing of relief association owned equipment was provided, it was incomplete and did not accurately identify equipment owned by the relief association and did not include all purchases made during the current audit period. Specifically, the list of equipment that was provided did not contain all dates of purchase, unit costs, names of suppliers, and locations. Equipment purchased during the current audit period totaled \$119,910. Furthermore, there was no indication that a physical inventory of equipment was conducted on an annual basis, nor whether such inventory accounted for all of the relief association's equipment.

<u>Criteria</u>: Sound business practice dictates the relief association should establish adequate internal control procedures to ensure the maintenance of a cumulative equipment roster of all items purchased by the relief association in order to provide an effective accounting control over the relief association's equipment. A cumulative equipment roster of all relief association equipment should include the following:

- Types of equipment purchased;
- Dates of purchase;
- Unit costs:
- Names of suppliers;
- Serial numbers, if applicable;
- Current locations of items;
- Final dispositions of sold or damaged equipment; and
- Evidence of the performance and results of an annual physical inventory.

<u>Cause</u>: Even though notified of this condition during our prior three audits, relief association officials, again, neglected to establish adequate internal control procedures over equipment requiring the maintenance of a cumulative equipment roster and the performance of annual physical inventories of equipment.

### Finding No. 3 – (Continued)

<u>Effect</u>: The failure to properly record equipment purchases in a detailed equipment roster prevents officials from effectively monitoring the relief association's equipment purchases. In addition, the failure to maintain a detailed equipment roster and perform an annual physical inventory of equipment prevents adequate accountability for, and safeguarding of, relief association equipment. However, as a result of our audit, subsequent to the audit period, on April 14, 2013, the relief association provided a cumulative equipment roster for 2011 and 2012 equipment purchases which included all required information and evidenced that physical inventories were performed. According to the relief association Treasurer, equipment purchases made prior to 2011 will be added to the cumulative equipment roster prior to our next audit.

<u>Recommendation</u>: We recommend the relief association officials continue to maintain a cumulative equipment roster of all relief association owned equipment. Furthermore, the relief association should ensure it performs an annual physical inventory of all operable equipment and that the completion of the inventory be sufficiently documented. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

### <u>Finding No. 4 – Unauthorized Expenditures</u>

<u>Condition</u>: The relief association expended funds for the following items that are not authorized by Act 118:

Date	Check No.	Description	 Amount
02-16-08 07-06-09 08-18-09 11-21-09	193 295 1913284 324	Fire Company Ambulance Maintenance Travel Reimbursement Fire Company Ambulance Maintenance Training	\$ 115 161 190 250
		Total	\$ 716

<u>Criteria</u>: Act 118 at 35 Pa.C.S. § 7416(f)(10 and 11) states:

The funds of any volunteer firefighters' relief association may be spent:

- (10) To pay reasonable expenses actually and necessarily incurred for attending bona fide firefighters' training schools.
- (11) To purchase safeguards for preserving life, health and safety of volunteer firefighters to ensure their availability to participate in the volunteer fire service.

Costs associated with maintenance on an ambulance not owned by the relief association, travel reimbursement for the purchase of gas in addition to reimbursement for mileage, and reimbursement for training costs without evidence to substantiate attendance, do not qualify as authorized volunteer firefighters' relief association expenditures; consequently, these disbursements are not authorized under Act 118.

<u>Cause</u>: Relief association officials were unaware that the aforementioned expenditures were not authorized by Act 118.

<u>Effect</u>: As a result of these improper expenditures, relief association funds were not available for investment purposes, or to pay for expenditures authorized by Act 118.

However, as a result of our audit, on November 16, 2012, subsequent to the period under review, the relief association received \$716 reimbursement from the affiliated fire company for the unauthorized expenditures.

Finding No. 4 – (Continued)

<u>Recommendation</u>: We recommend that the relief association officials become familiar with Act 118 at 35 Pa.C.S. § 7416(f) to aid them in determining the propriety of future expenditures. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

### <u>Finding No. 5 – Inadequate Minutes of Meetings</u>

Condition: The relief association failed to maintain detailed minutes of meetings as required by Act 118. Specifically, the relief association's minutes did not address all of the financial-related transactions that occurred during the audit period. While the relief association's bylaws call for monthly meetings, the relief association only maintained meeting minutes for 19 out of the 36 month audit period. Furthermore, the minutes failed to detail the number of members present, so we could not determine whether the quorum requirement of the relief association bylaws was met.

<u>Criteria</u>: Act 118 at 35 Pa.C.S. § 7415(a) states, in part, that the relief association:

. . . must provide for taking and preserving minutes of all meetings and maintenance of such books of account as may be necessary and appropriate to afford a permanent record of its fiscal affairs.

Article VI, Section 1, of the relief association bylaws states, in part:

Meetings of the Relief Association shall be held at the firehouse on the third Monday of the month. . .

Article VI, Section 2, of the relief association bylaws states, in part:

Eleven (11) members in good standing shall constitute a quorum.

<u>Cause</u>: Relief association officials were unaware that maintaining detailed minutes of meetings was required by Act 118.

<u>Effect</u>: Without detailed minutes of meetings, evidence that relief association business was presented before the membership for approval does not exist.

<u>Recommendation</u>: We recommend the relief association maintain detailed minutes of every relief association meeting, including an adequate record of all financial-related business conducted by the relief association and the names of members present at each meeting. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

### <u>Finding No. 6 – Inadequate Financial Record-Keeping System</u>

<u>Condition</u>: The relief association's financial record-keeping system did not provide effective control over cash receipts, disbursements, and monetary assets, and does not meet the minimum requirements of maintaining financial records established by this department. The following are the noted deficiencies:

- The journal did not contain accurate dates for receipts and expenses;
- Bank reconciliations were not performed;
- Ledgers were not utilized to record the transactions of the relief association accounts; and
- Documentation to support various expenditures, as detailed in Finding No. 1 beginning on page 4 of this report, were not available for examination at the time of the audit.

Criteria: Act 118 at 35 Pa.C.S. § 7415(a) states:

A volunteer firefighters' relief association may be a body corporate, governed by a charter and bylaws or an unincorporated association of individuals governed by bylaws and a constitution. In either case, it must provide for taking and preserving minutes of all meetings and maintenance of such books of account as may be necessary and appropriate to afford a permanent record of its fiscal affairs.

In addition, an adequate system of accounting and record keeping is a prerequisite for sound administration of relief association assets.

<u>Cause</u>: Relief association officials were unaware of their various record-keeping responsibilities.

<u>Effect</u>: The failure of relief association officials to maintain adequate records prohibits the membership from effectively monitoring the relief association's financial operations.

<u>Recommendation</u>: We recommend the relief association establish and maintain a financial record-keeping system that meets the minimum record-keeping requirements of this department. For further guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

#### Finding No. 7 – Failure to Maintain a Complete and Accurate Membership Roster

<u>Condition</u>: The relief association officials did not maintain a complete and accurate roster of relief association members. Even though the relief association provided a list of members, the roster did not list addresses for all members.

<u>Criteria</u>: Relief association officials should maintain a complete and accurate roster of the relief association's membership, as identified by criteria set forth in the relief association's bylaws. A comprehensive roster of all relief association members should include the following:

- Names of each member:
- Members' mailing addresses;
- Dates of births ( if bylaws require age for benefits);
- Dates of memberships; and
- Membership classifications.

In addition, when warranted, a notation should be made on the roster identifying the date of a member's resignation or death.

<u>Cause</u>: Relief association officials were unaware that they should maintain a comprehensive roster of relief association members.

<u>Effect</u>: The failure to maintain a comprehensive membership roster could result in the payment of benefits to nonmembers, or deprive eligible relief association members from receiving authorized benefit payments.

<u>Recommendation</u>: We recommend the relief association officials compile and maintain a complete and accurate roster of the relief association's membership. For additional guidance, please refer to the Auditor General's publication, MANAGEMENT GUIDELINES FOR VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATIONS.

# EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION ACCOMPANYING EXPENDITURE INFORMATION FOR THE PERIOD JANUARY 1, 2008 TO DECEMBER 31, 2010

Act 118 at 35 Pa.C.S. § 7412 states: a volunteer firefighters' relief association is an organization formed primarily for the purpose of affording financial protection to volunteer firefighters against the consequences of misfortune suffered as a result of their participation in the fire service. The organization may contain within its membership the members of one or more fire companies and may serve secondary purposes, as set forth in this subchapter, but only if adequate provisions have been first made to serve the primary purpose.

Act 118 at 35 Pa.C.S. § 7416 authorizes the investment of relief association funds and outlines the types of benefits and services that can be provided with volunteer firefighters' relief association funds.

Furthermore, all expenditures must be properly authorized as prescribed in the volunteer firefighters' relief association bylaws and approved at an association meeting.

### **USES OF FUNDS**:

Benefit Services:	
Insurance premiums	\$ 132,948
Relief benefits	3,724
Tokens of sympathy and goodwill	500
Total Benefit Services	\$ 137,172
Fire Services:	
Equipment purchased	\$ 119,910
Equipment maintenance	103,377
Training expenses	20,959
Fire prevention materials	 2,880
Total Fire Services	\$ 247,126
Administrative Services:	
Officer compensation	\$ 1,800
Other administrative expenses	 562
Total Administrative Services	\$ 2,362
Total Investments Purchased:	\$ 183,872

# EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION ACCOMPANYING EXPENDITURE INFORMATION FOR THE PERIOD JANUARY 1, 2008 TO DECEMBER 31, 2010 (Continued)

Other Expenditures:

Undocumented Expenditures	\$ 75,966
Total Other Expenditures	\$ 75,966

# EAST WHITELAND VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION REPORT DISTRIBUTION LIST

This report was initially distributed to the following:

The Honorable Tom Corbett Governor Commonwealth of Pennsylvania

East Whiteland Volunteer Firefighters' Relief Association Governing Body:

Mr. Kenneth Hurley, President

Mr. Jeff Brown, Vice President

Ms. Suzette Lotz, Secretary

Mr. Michael Matkovic, Treasurer

The following municipalities allocated foreign fire insurance tax monies to this relief association and received a copy of this report.

Ms. Linda M. Csete, Secretary Charlestown Township Ms. Maureen G. Perri, Secretary East Whiteland Township

This report is a matter of public record and is available online at <a href="www.auditorgen.state.pa.us">www.auditorgen.state.pa.us</a>. Media questions about the report can be directed to the Pennsylvania Department of the Auditor General, Office of Communications, 231 Finance Building, Harrisburg, PA 17120; via email to: news@auditorgen.state.pa.us.