

DEFERRED COMPENSATION PLAN
FOR EMPLOYEES OF THE
TOWN OF BETHLEHEM
Financial Statements
December 31, 2015 and 2014
(With Independent Auditors' Report Thereon)

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Table of Contents

	<u>Page</u>
Independent Auditors' Report	1 - 2
Management's Discussion and Analysis	3 - 6
Financial Statements:	
Statements of Fiduciary Net Assets Available for Plan Benefits	7
Statements of Changes in Fiduciary Net Assets Available for Plan Benefits	8
Notes to Financial Statements	9 - 15

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INDEPENDENT AUDITORS' REPORT

The Deferred Compensation Committee
Deferred Compensation Plan for Employees
of the Town of Bethlehem:

Report on the Financial Statements

We have audited the accompanying financial statements of the Deferred Compensation Plan for Employees of the Town of Bethlehem (the Plan), which comprise the statements of fiduciary net assets available for plan benefits as of December 31, 2015 and 2014, and the related statements of changes in fiduciary net assets available for plan benefits for the years then ended, and the related notes to financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net assets available for plan benefits of the Deferred Compensation Plan for Employees of the Town of Bethlehem as of December 31, 2015 and 2014, and the changes in its fiduciary net assets available for plan benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 3 through 6 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

EFPR Group, CPAs, PLLC

(Formerly Toski & Co., CPAs, P.C.)

Williamsville, New York
June 29, 2016

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Management's Discussion and Analysis

December 31, 2015 and 2014

This section presents management's discussion and analysis (MD&A) of the Deferred Compensation Plan for Employees of the Town of Bethlehem's (the Plan) financial position and performance for the fiscal years ended December 31, 2015 and 2014. This section is presented as a narrative overview and analysis. Please read the MD&A in conjunction with the financial statements and notes to financial statements to better understand the financial condition and performance of the Plan during the fiscal years ended December 31, 2015 and 2014.

Financial Highlights

- The Plan's net assets at December 31, 2015 were \$8,785,672, as compared to \$8,646,661 at December 31, 2014. The net assets represent participant contributions and net investment income.
- The Plan's net assets for the year ended December 31, 2015 increased by \$139,011, or approximately 1.6%, from the prior year. The Plan's net assets for the year ended December 31, 2014 increased by \$650,945, or approximately 8.1%, from 2013.
- The Plan had investment income of \$59,370 during the year ended December 31, 2015, compared to \$393,610 in investment income during the year ended December 31, 2014.

Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the Plan's financial statements, which comprise the following:

- Statements of Fiduciary Net Assets Available for Plan Benefits
- Statements of Changes in Fiduciary Net Assets Available for Plan Benefits
- Notes to Financial Statements

Statements of Fiduciary Net Assets Available for Plan Benefits - These statements present information regarding the Plan's assets, liabilities and resulting fiduciary net assets held in trust for plan benefits. This statement reflects the Plan's investments at fair market value at December 31, 2015 and 2014.

Statements of Changes in Fiduciary Net Assets Available for Plan Benefits - These statements present how the Plan's net assets held in trust changed during the years ended December 31, 2015 and 2014. These statements present contributions by participants along with net investment income during the periods from individual participant-directed investing activities. Deductions for participant benefit payments and administrative expenses are also presented.

Notes to Financial Statements - The notes to financial statements are an integral part of the financial statements and provide additional detailed information and schedules that are essential to better understand the Plan's financial statements.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM
Management's Discussion and Analysis, Continued

Condensed Financial Information

Description	2015	2014	Net assets		2013
			Amount	Percentage	
Assets:					
Investments, at fair value:					
Pooled separate accounts	\$ 5,920,626	5,883,480	37,146	.6%	5,529,873
Guaranteed interest account	<u>2,652,817</u>	<u>2,593,943</u>	<u>58,874</u>	<u>2.3%</u>	<u>2,339,458</u>
Total investments	8,573,443	8,477,423	96,020	1.1%	7,869,331
Notes receivable from participants	<u>212,229</u>	<u>169,238</u>	<u>42,991</u>	<u>25.4%</u>	<u>126,385</u>
Total fiduciary net assets available for plan benefits	\$ <u>8,785,672</u>	<u>8,646,661</u>	<u>139,011</u>	<u>1.6%</u>	<u>7,995,716</u>

Description	2015	2014	Change in net assets		2013
			Amount	Percentage	
Fiduciary net assets available for plan benefits at beginning of year	\$ <u>8,646,661</u>	<u>7,995,716</u>	<u>650,945</u>	<u>8.1%</u>	<u>6,443,446</u>
Additions:					
Contributions	558,079	688,354	(130,275)	(18.9%)	955,938
Net investment/interest income	<u>59,370</u>	<u>393,610</u>	<u>(334,240)</u>	<u>(84.9%)</u>	<u>1,033,265</u>
Total additions	<u>617,449</u>	<u>1,081,964</u>	<u>(464,515)</u>	<u>(42.9%)</u>	<u>1,989,203</u>
Deductions:					
Benefits paid to participants	477,588	429,050	48,538	11.3%	436,133
Administrative expenses	<u>850</u>	<u>1,969</u>	<u>(1,119)</u>	<u>(56.8%)</u>	<u>800</u>
Total deductions	<u>478,438</u>	<u>431,019</u>	<u>47,419</u>	<u>11.0%</u>	<u>436,933</u>
Increase	<u>139,011</u>	<u>650,945</u>	<u>(511,934)</u>	<u>(78.64%)</u>	<u>1,552,270</u>
Fiduciary net assets available for plan benefits at end of year	\$ <u>8,785,672</u>	<u>8,646,661</u>	<u>139,011</u>	<u>1.6%</u>	<u>7,995,716</u>

Investments

The Plan is entirely participant-directed, which means that each Plan participant decides how his or her contribution is to be allocated among the investment options. Each participant's account is credited with the participant's contributions and the appreciation or depreciation in unit value for the respective investment funds.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM
Management's Discussion and Analysis, Continued

Investments consisted of the following at December 31, 2015 and 2014:

	<u>Market value</u>	
	<u>2015</u>	<u>2014</u>
Nationwide Guaranteed Interest Account	\$ 2,652,817	2,593,943
Nationwide Inv Destination Moderate Aggressive Fund	690,424	680,670
Fidelity Contrafund	683,271	659,457
Nationwide Inv Destination Moderate Fund	428,805	418,741
Pimco Total Return Fund	373,929	340,230
Invesco Growth and Income Fund	320,563	314,390
Nationwide Inv Destination Aggressive Fund	287,867	280,407
Dreyfus S&P 500 Index Fund	260,504	324,606
Neuberger Berman Genesis Fund	256,007	228,630
JPMorgan Mid Cap Value Fund	226,319	212,570
Nationwide Large Cap Growth Fund	205,712	210,661
Oppenheimer Global Fund	156,412	141,324
American Century Heritage	152,890	150,335
Fidelity Equity Income Fund	141,660	176,079
Brown Capital Management Small Co. Fund	131,123	96,145
American Century Value Fund	125,194	136,690
Waddell & Reed High Income Fund	121,930	128,383
Nationwide International Index Fund	112,007	118,422
American Century Growth Fund	109,516	81,513
Nationwide Mid Cap Market Fund	94,615	90,719
Nationwide Destination 2050 Fund	93,845	80,868
Nationwide Destination 2025 Fund	90,677	84,609
Dreyfus Appreciation Fund	87,596	89,652
Nationwide Inv Destination Conservative Fund	83,114	81,496
Nationwide Destination 2045 Fund	72,629	47,850
T Rowe Price Growth Stock Fund	71,385	58,656
Nationwide Destination 2030 Fund	59,175	54,822
Nationwide Growth Institutional Service	55,212	50,703
Federated U.S. Government Fund	48,837	49,504
Janus Fund	47,311	45,796
Nationwide Destination 2035 Fund	41,795	114,866
Nationwide US Small Cap Value Fund	40,825	38,902
Neuberger Berman Socially Resp. Fund	36,522	31,876
Nationwide Destination 2020 Fund	35,065	31,396
Nationwide Inv Destination Moderate Conservative Fund	31,741	33,466
Nationwide Bond Index Fund	22,033	19,025
Nationwide S&P 500 Index Fund	17,349	88,528
Nationwide Institutional Service Fund	16,655	14,552

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM
Management's Discussion and Analysis, Continued

Investments, Continued

	<u>Market value</u>	
	<u>2015</u>	<u>2014</u>
American Century International Discovery Fund	\$ 15,328	13,884
Wells Fargo Advantage Discovery	14,743	13,007
Invesco International Growth	13,701	14,379
Nationwide Destination 2055 Fund	10,376	5,411
Nationwide Small Cap Index Fund	9,899	8,813
Nationwide Small Company Growth	9,471	-
Nationwide Destination 2040 Fund	8,902	13,478
Nationwide Money Market Fund	4,250	4,355
NVIT Multi Manager Small Company Fund	3,442	3,614
	\$ 8,573,443	8,477,423

Contributions and Distributions

The Plan had contributions of \$558,079 during the year ended December 31, 2015 compared to \$688,354 during the year ended December 31, 2014.

The Plan had benefits paid to participants of \$477,588 during the year ended December 31, 2015 compared to \$429,050 during the year ended December 31, 2014.

Fiduciary Responsibilities

The Town of Bethlehem Deferred Compensation Plan Committee and the Plan administrator are co-fiduciaries of the Plan.

The Plan's assets can only be used for the exclusive benefit of the Plan's participants, beneficiaries and alternate payees.

Request for Information

This financial report is designed to provide a general overview for those parties interested in the Plan's finances. Questions concerning any of the information provided in this financial report or requests for additional information should be addressed to:

Town of Bethlehem Deferred Compensation Plan
445 Delaware Avenue
Delmar, New York 12054

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM
Statements of Fiduciary Net Assets Available for Plan Benefits
December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Assets:		
Investments, at fair value:		
Pooled separate accounts	\$ 5,920,626	5,883,480
Guaranteed interest account	<u>2,652,817</u>	<u>2,593,943</u>
Total investments	8,573,443	8,477,423
Notes receivable from participants	<u>212,229</u>	<u>169,238</u>
Fiduciary net assets available for plan benefits	<u>\$ 8,785,672</u>	<u>8,646,661</u>

See accompanying notes to financial statements.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM
Statements of Changes in Fiduciary Net Assets Available for
Plan Benefits
Years ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Additions to fiduciary net assets attributed to:		
Contributions	\$ 558,079	688,354
Net investment income	51,994	387,959
Interest income on notes receivable from participants	<u>7,376</u>	<u>5,651</u>
Total additions to fiduciary net assets	<u>617,449</u>	<u>1,081,964</u>
Deductions from fiduciary net assets attributed to:		
Benefits paid to participants	477,588	429,050
Administrative expenses	<u>850</u>	<u>1,969</u>
Total deductions from fiduciary net assets	<u>478,438</u>	<u>431,019</u>
Net increase	139,011	650,945
Fiduciary net assets available for plan benefits:		
Beginning of year	<u>8,646,661</u>	<u>7,995,716</u>
End of year	<u>\$ 8,785,672</u>	<u>8,646,661</u>

See accompanying notes to financial statements.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements

December 31, 2015 and 2014

(1) Description of Plan

The following description of the Deferred Compensation Plan for Employees of the Town of Bethlehem (the Plan) is provided for general informational purposes. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

(a) General

The Plan was established to provide a tax sheltered savings and investment opportunity for employees of the Town of Bethlehem, New York (the Town). The Plan is overseen by a committee comprised of four representatives.

The Plan, created in accordance with Internal Revenue Code (IRC) Section 457, is available to all Town employees and permits them to defer a portion of their current salary until future years. The deferred compensation is not available to the employees until termination of employment, retirement, death or unforeseeable financial emergency.

The Plan has entered into a contract with Nationwide Retirement Solutions (Nationwide) to administer the Plan. Nationwide offers several investment options through various financial organizations, and maintains individual accounts for Plan participants.

All amounts of compensation deferred under the Plan, all property and rights purchased with such amounts, and all income attributable to such amounts, property, or rights are held in trust for the exclusive benefit of participants and their beneficiaries and alternate payees pursuant to the trust agreement.

(b) Contributions

Participants may contribute a minimum of \$260 up to the lesser of \$18,000 or 100% of includable compensation. If an employee is age 50 or older, the employee is permitted to contribute up to \$24,000 in a calendar year. A participant may rollover an existing 457 deferred compensation plan, retirement plan, or a traditional IRA into the Plan at any time.

(c) Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

(d) Vesting

Plan participants are immediately vested in their contributions plus earnings thereon.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(1) Description of Plan, Continued

(e) Investment Options

Upon enrollment in the Plan, a participant may direct his or her contributions into a variety of investment options offered by Nationwide. Participants may change their investment options throughout the Plan year.

(f) Payment of Benefits

Upon termination of service due to death, disability, retirement or separation from service, a participant may elect to receive either a lump-sum payment equal to the value of the unpaid portion of the amount deferred as of the last valuation date, or monthly, quarterly, semi-annual or annual installment payments made over a period which does not exceed the remaining life expectancy of the participant or beneficiary. Additionally, participants may request withdrawals for unforeseeable emergencies subject to certain Federal rules and regulations.

(g) Notes Receivable From Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum of \$50,000 or 50% of their account balance, whichever is less. The loans are secured by the balance in the participants' account and bear interest at the rate of 5.2% per annum.

(2) Summary of Significant Accounting Policies

(a) Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis and present fiduciary net assets available for plan benefits and changes therein.

(b) Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

(c) Investment Valuation and Income Recognition

Investments in pooled separate accounts are presented at fair value based on published market prices. Investments in the guaranteed interest account are presented at contract value, which approximates fair value. See note 4 for discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Investment income includes both the Plan's realized and unrealized gains and losses on investments bought and sold as well as held during the year.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(2) Summary of Significant Accounting Policies, Continued

(d) Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

(e) Subsequent Events

The Plan has evaluated subsequent events through the date of the report which is the date the financial statements were available to be issued.

(3) Investments

The fair value of individual investments that represent 5% or more of the Plan's fiduciary net assets at December 31, 2015 and 2014 are as follows:

	<u>2015</u>	<u>2014</u>
Nationwide Guaranteed Interest Account (note 5)	\$ 2,652,817	2,593,943
Nationwide Inv. Destination Moderate Aggressive Fund	690,424	680,670
Fidelity Contrafund	<u>683,271</u>	<u>659,457</u>

During the years ended December 31, 2015 and 2014, the Plan's investments (including securities bought, sold, as well as held during the year) appreciated in value as follows:

	<u>2015</u>	<u>2014</u>
Level 2	\$ (37,245)	302,661
Level 3	<u>89,239</u>	<u>85,298</u>
	\$ <u>51,994</u>	<u>387,959</u>

(4) Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) No. 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(4) Fair Value Measurements, Continued

- Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 - Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2015 and 2014.

- Pooled separate accounts - Valued at the net asset value of accumulation units held by the Plan at year-end. The pooled separate accounts invest in various mutual funds. The mutual funds are open-end mutual funds that are registered with the Securities and Exchange Commission. The current day's accumulation unit value (AUV) is determined by multiplying the previous day's AUV by a net investment factor. The mutual funds in the pooled separate accounts are deemed to be actively traded.
- Guaranteed interest account - Valued at contract value (which approximates fair value) by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer (note 5).

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(4) Fair Value Measurements, Continued

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2015 and 2014:

	2015			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Pooled separate accounts:				
Equity:				
Allocated	\$ -	1,934,415	-	1,934,415
International	-	297,448	-	297,448
Large cap	-	2,178,450	-	2,178,450
Mid cap	-	488,567	-	488,567
Small cap	-	450,766	-	450,766
Fixed income	-	566,730	-	566,730
Money market	4,250	-	-	4,250
Guaranteed interest account	-	-	<u>2,652,817</u>	<u>2,652,817</u>
Total investments at fair value	<u>\$ 4,250</u>	<u>5,916,376</u>	<u>2,652,817</u>	<u>8,573,443</u>
	2014			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Pooled separate accounts:				
Equity:				
Allocated	\$ -	1,928,079	-	1,928,079
International	-	288,009	-	288,009
Large cap	-	2,283,155	-	2,283,155
Mid cap	-	695,261	-	695,261
Small cap	-	147,478	-	147,478
Fixed income	-	537,143	-	537,143
Money market	4,355	-	-	4,355
Guaranteed interest account	-	-	<u>2,593,943</u>	<u>2,593,943</u>
Total investments at fair value	<u>\$ 4,355</u>	<u>5,879,125</u>	<u>2,593,943</u>	<u>8,477,423</u>

Level 3 Gains and Losses

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31, 2015 and 2014:

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(4) Fair Value Measurements, Continued

<u>Guaranteed interest account</u>	<u>2015</u>	<u>2014</u>
Balance at beginning of year	\$ 2,593,943	2,339,458
Contributions	152,314	174,056
Withdrawals	(184,932)	(164,317)
Investment income	89,239	85,298
Transfers in	56,491	215,086
Transfers out	<u>(54,238)</u>	<u>(55,638)</u>
Balance at end of year	\$ <u>2,652,817</u>	<u>2,593,943</u>

Management evaluated the significance of the transfers between fair value levels based upon the nature of the financial instrument and size of the transfer relative to total fiduciary net assets available for plan benefits. The Plan's policy is to recognize transfers as of the actual date of the event or change in circumstances that caused the transfer.

(5) Guaranteed Interest Account

The Plan maintains a guaranteed interest account with Nationwide that provides a stable rate of return by investing in a pool of government securities backed by the full faith and credit of the U.S. government and/or its agencies. In advance of each calendar quarter, Nationwide establishes a rate of return for that quarter for the investment. The rate in effect for 2015 and 2014 was 3.5%.

(6) Plan Termination

The Town reserves the right to amend, suspend, or terminate the Plan and any deferrals thereunder, the trust agreement and any investment fund, in whole or in part and for any reason and without the consent of any employee, participant, beneficiary, or other person. Upon termination of the Plan, all amounts deferred shall be payable as provided in the Plan.

(7) Risks and Uncertainties

The Plan invests in various investments. Investments are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near-term and that such changes could materially affect participants' account balances and the amounts reported in the statements of fiduciary net assets available for plan benefits.

DEFERRED COMPENSATION PLAN FOR
EMPLOYEES OF THE TOWN OF BETHLEHEM

Notes to Financial Statements, Continued

(8) Tax Status

The Internal Revenue Service has determined and informed the Plan that the Plan and related trust are designed in accordance with Section 457 of the IRC and, as such, are not subject to tax under present income tax law. The Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.