

(A Component Unit of the University of Nebraska)

Combined Financial Statements

June 30, 2018 and 2017

(With Independent Auditors' Report Thereon)

(A Component Unit of the University of Nebraska)

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Independent Auditors' Report

The Board of Regents University of Nebraska:

Report on the Combined Financial Statements

We have audited the accompanying combined financial statements of the University Technology Development Corporation and subsidiaries (UTDC), a component unit of the University of Nebraska, which comprise the combined statements of net position, as of June 30, 2018 and 2017, and the related combined statements of revenues, expenses, and changes in net position and cash flows for the years then ended, and the related notes to the combined financial statements, which collectively comprise the UTDC's combined financial statements.

Management's Responsibility for the Combined Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Accounting Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined 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 entity'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 combined 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 combined financial statements referred to above present fairly, in all material respects, the financial position of the University Technology Development Corporation and subsidiaries as of June 30, 2018 and 2017, and the changes in their financial position and their cash flows for the years then ended, in accordance with U.S. generally accepted accounting principles.



Other Matters

Required Supplementary Information

U.S. generally accepted accounting principles require that the management's discussion and analysis on pages 3–7 be presented to supplement the combined financial statements. Such information, although not a part of the basic combined 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 combined 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 combined financial statements, and other knowledge we obtained during our audit of the basic combined 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.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 27, 2018, on our consideration of the UTDC's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and results of that testing, and not to provide an opinion on the effectiveness of UTDC's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the UTDC's internal control over financial reporting and compliance.



Omaha, Nebraska November 27, 2018

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Management's Discussion and Analysis

June 30, 2018 and 2017 (Unaudited)

(In thousands)

Introduction

This discussion and analysis is designed to provide an overview of the combined financial position and activities of University Technology Development Corporation (UTDC) and subsidiaries for the years ended June 30, 2018 and 2017. This analysis has been prepared by management of the UTDC and is intended to be read in conjunction with the combined financial statements and the related notes that follow.

UTDC is an entity created by the Board of Regents of the University of Nebraska (the University) to provide governance and oversight over technology and research enterprises that serve the University and its four campuses. UTDC is a component unit of the University of Nebraska. The subsidiaries included in the combined financial statements are as follows:

Subsidiary	Primary purpose
NUtech Ventures (NUtech) UNMC Tech	Tech transfer support and activities at the University of Nebraska–Lincoln Tech transfer support and activities at the University of Nebraska Medical Center (UNMC)
NE Enterprises, Inc. (NEI) (formally UNeMed)	Oversees and develops growing business development opportunities internationally and domestically
Med Center Development Corporation (MCDC)	Provides support and assistance for the development of properties owned by the University and enhancement of the midtown Omaha area near the UNMC campus
Nebraska Innovation Campus Development Corporation (NICDC)	An entity focused on the acquisition, financing, improvement, and operation of a research park
Nebraska Applied Research Institute (NARI)	Conducts applied research in the cybersecurity of control systems, including incident command systems (ICS) and supersivory control and data acquisition (SCADA) systems for government, utilities, and corporations
National Strategic Research Institute (NSRI)	A University Affiliated Research Center (UARC) that provides essential research, development, engineering, and technology capabilities of particular importance to the U.S. Department of Defense

In all of the entities under the UTDC umbrella, license income, grants and contracts, and research income payments are the primary sources of income. To the extent that additional funds are required to meet expenses, funds are transferred from other University sources and are displayed as nonoperating revenues in the accompanying combined financial statements.

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(In thousands)

Expenses of these entities consist primarily of salaries and wages; contractual services, which consist of legal and other related costs around technology transfer, patents, and related activities; and distributions made to inventors, university colleges, and the campuses of the University. The distributions are fixed by agreement by the campuses with the researchers/investigators and their university departments.

The combined statement of net position of UTDC is fairly straight forward, as it comprises primarily payables and receivables. A net deficit in any one year, in the opinion of management, represents a temporary condition relating to the timing of receipts and disbursements more than the ability of UTDC to meets its obligations on a go-forward basis.

Condensed Statements of Re	venues, Ex	penses, and Cha	anges in Net Positi	on
			June 30	
		2018	2017	2016
Assets:				
Current assets	\$	10,891	8,316	8,085
Noncurrent assets		1,190	1,173	429
Total assets	\$	12,081	9,489	8,514
Liabilities:				
Current liabilities	\$	9,837	7,671	7,720
Net position:				
Net investment in capital assets	\$	1,190	1,145	192
Unrestricted		1,054	673	602
Total net position	\$	2,244	1,818	794
		Ye	ar ended June 30	
		2018	2017	2016
License income	\$	5,983	3,825	4,817
Grants and contracts		12,643	8,528	6,360
Other income		1,393	1,024	1,164
Total operating revenues	\$	20,019	13,377	12,341

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(In thousands)

	,		v		
		Year ended June 30			
		2018	2017	2016	
Compensation and benefits	\$	9,624	7,077	4,882	
Supplies and services		14,906	12,456	10,341	
Depreciation		322	99	5	
Total direct operating expenses		24,852	19,632	15,228	
Distributions to campuses and inventors		(5,400)	(2,226)	(3,459)	
Nonoperating revenues, net		10,659	9,505	6,563	
Increase in net position		426	1,024	217	
Net position, beginning of year	_	1,818	794	577	
Net position, end of year	\$	2,244	1,818	794	

Condensed Statements of Revenues, Expenses, and Changes in Net Position

Financial and Operating Highlights - 2018

The financial results of UTDC can vary widely depending on the success of licensing, patent, and grants and contracts activity, many of which entail onetime payments in the transfer process.

Operating revenues were approximately \$20 million in FY18, compared to \$13.4 million in FY17, an increase of approximately 49.7%. During 2016, operating revenues were \$12.3 million. Proceeds from products of a key license agreement gaining market share provided significant new income to NUtech Ventures in FY18. NICDC realized substantial increase in rent revenue and increased building occupancy levels.

Total operating expenses increased 26.6% when comparing 2018 to 2017 at \$24,852 and \$19,632, respectively. This level compares to operating expenses of \$15,228 in 2016. This was driven by an increase in compensation due to continued hiring of strategic resources by NSRI and NARI during 2018.

NARI received a \$1 million gift to support general operating activities in 2018. Changes to other categories of revenues and expenses were minimal in both 2018 and 2017.

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Management's Discussion and Analysis

June 30, 2018 and 2017 (Unaudited)

(In thousands)

The investment by the University in UTDC and its subsidiaries creates economic activity for the State of Nebraska and the larger economy and provides funding back to the inventors, colleges, and campuses. This is recapped below as extracted from the related combined financial statements.

		2018	2017	2016	Three-year total
Operating assets transferred from the					
University	\$	9,787	8,540	6,678	25,005
Activity generated (operating expenses):	:				
Compensation and benefits	\$	9,624	7,077	4,882	21,583
Research and other activities		14,906	12,456	10,341	37,703
Royalties		1,858	744	1,098	3,700
Distributions to campuses		3,542	1,482	2,361	7,385
Total activity generated	\$	29,930	21,759	18,682	70,371

In essence, over the last three years, the University has invested approximately \$25 million in the UTDC subsidiaries. In return, these entities have leveraged this investment and University technologies to generate approximately \$70 million in economic activity: approximately \$22 million in benefit-paying jobs; \$38 million to campus research activities; \$3.7 million in royalties; and \$7.4 million in distributions back to deans, directors, and campuses. This represents a 36% return.

Financial and Operating Highlights – 2017

The financial results of UTDC can vary widely depending on the success of licensing, patent, and grants and contracts activity, many of which entail onetime payments in the transfer process.

Operating revenues was approximately \$13.4 million in FY17, compared to \$12.3 million in FY16, an increase of approximately 9%.

Total operating expenses increased 29% when comparing 2017 to 2016 at \$19,632 and \$15,228, respectively. This was driven by an increase in compensation due to continued hiring of strategic resources by NSRI and NARI during 2017.

NSRI received a \$1.2 million capital gift to renovate its Maryland facility in 2017. Once cleared for classified meetings, the rental of the Maryland facility will be source of additional revenue. Changes to other categories of expenses were minimal in both 2017 and 2016.

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Management's Discussion and Analysis

June 30, 2018 and 2017 (Unaudited)

(In thousands)

Economic Outlook and Subsequent Events that Will Affect the Future

The subsidiaries of UTDC are primary directed to two strategic areas: research and development activities. Research growth is one of the highest strategic objectives of the University. NSRI continues to distinguish itself as the UARC that serves U.S. Strategic Command and other federal agencies. NSRI renewed a \$92 million Department of Defense contract thru April 2023. For NUtech, new invention disclosures, technology screening evaluations, and patent filings are promising. NUtech continues to have a strong emphasis on technology marketing processes and license agreement execution. NARI's services and products have the potential to make local architectural, engineering, and construction firms more competitive for contracts that require compliance with emerging federal cybersecurity guidelines. With the opening of a new building on Innovation Campus, NICDC anticipates continued growth of rental income in the coming year. All of these enterprises have touches on many areas that positively impact the University, the State of Nebraska, and the various constituencies the University serves. As such, UTDC and its subsidiaries are, and will remain, an important part of the University.

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Combined Statements of Net Position

June 30, 2018 and 2017

(In thousands)

	_	2018	2017
Assets:			
Current assets:			
Cash and cash equivalents	\$	5,620	3,983
Accounts receivable, net		4,258	3,155
Due from related parties		921 92	1,057 121
Prepaid expenses and deferred charges	-	92	121
Total current assets	_	10,891	8,316
Noncurrent assets:			
Capital assets, net of accumulated depreciation		1,190	1,173
Total noncurrent assets		1,190	1,173
Total assets		12,081	9,489
Liabilities:			
Current liabilities:			
Accounts payable		1,147	1,247
Royalties		575	74
Due to related parties	_	8,115	6,350
Total current liabilities	_	9,837	7,671
Net position:			
Net investment in capital assets		1,190	1,145
Unrestricted		1,054	673
Total net position	\$_	2,244	1,818

See accompanying notes to combined financial statements.

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Combined Statements of Revenues, Expenses, and Changes in Net Position

Years ended June 30, 2018 and 2017

(In thousands)

	 2018	2017
Operating revenues: License income Grants and contracts Other operating revenues	\$ 5,983 12,643 1,393	3,825 8,528 1,024
Total operating revenues	 20,019	13,377
Operating expenses: Direct operating expenses: Compensation and benefits Supplies and services Depreciation	 9,624 14,906 322	7,077 12,456 99
Total direct operating expenses	 24,852	19,632
Distributions to campuses and inventors: University campuses Inventors University colleges External sponsors	 1,615 505 3,037 243	1,280 571 202 173
Total distributions to campuses and inventors	 5,400	2,226
Total operating expenses	 30,252	21,858
Operating loss	 (10,233)	(8,481)
Nonoperating revenues (expenses): Capital gifts Gifts Investment loss, net Transfers from University sources Other nonoperating expense	 1,000 (127) 9,787 (1)	1,200
Nonoperating revenues, net	 10,659	9,505
Increase in net position	426	1,024
Net position: Beginning of year	 1,818	794
End of year	\$ 2,244	1,818

See accompanying notes to combined financial statements.

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Combined Statements of Cash Flows

Years ended June 30, 2018 and 2017

(In thousands)

		2018	2017
Cash flows from operating activities: Gifts, grants, and contracts received License, patent, and research cash received Other operating receipts Payments to vendors Payments to employees Payments to campuses	\$	11,432 7,005 581 (17,285) (9,289) (1,098)	7,272 4,415 452 (13,611) (7,129) (1,482)
Net cash flows from operating activities		(8,654)	(10,083)
Cash flows from capital and related financing activities: Transfer of assets from other University sources Capital gifts Purchase of capital assets	_	9,459 1,000 (39)	8,540 1,200 (1,052)
Net cash flows from capital and related financing activities		10,420	8,688
Cash flows from investing activities: Purchases of investments Interest on deposits		(144) 15	(74) (19)
Net cash flows from investing activities		(129)	(93)
Net change in cash and cash equivalents		1,637	(1,488)
Cash and cash equivalents – beginning of year		3,983	5,471
Cash and cash equivalents – end of year	\$	5,620	3,983
Reconciliation of operating loss to net cash flows from operating activities: Operating loss Adjustments to reconcile operating loss to net cash flows from operating activities:	\$	(10,233)	(8,481)
Depreciation expense		322	99
Changes in assets and liabilities: Accounts receivable, net Prepaid expenses and deferred charges Accounts payable		(970) 32 2,195	(1,502) (85) (114)
Net cash flows from operating activities	\$	(8,654)	(10,083)
Noncash transactions: Write-off of investments Capital assets transferred in from other University sources Capital assets acquired through accounts payable	\$	 328 	218 28

See accompanying notes to combined financial statements.

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Notes to Combined Financial Statements

June 30, 2018 and 2017

(In thousands)

(1) Summary of Significant Accounting Policies

(a) Organization

The University Technology Development Corporation (UTDC) is a public benefit corporation organized exclusively for charitable purposes within the scope of Section 501(c)(3) of the Internal Revenue Code (the Code). The purpose of UTDC is to promote, encourage, and assist research and scholarly activities of the faculty, staff, alumni, and students of the University of Nebraska (the University). UTDC is governed by a board of directors appointed by the President of the University. While UTDC is a legally separate entity, it is a blended component unit of the University. The major accounting principles and practices followed by UTDC are presented below to assist the reader in evaluating the combined financial statements and the accompanying notes.

The combined financial statements are the responsibility of the UTDC board of directors and have been prepared in accordance with U.S. generally accepted accounting principles. The statements include the activities of UTDC and its subsidiaries. All significant intercompany transactions have been eliminated in combination.

(b) Reporting Entity

The reporting entity consists of UTDC and the following six nonprofit subsidiaries and one for-profit subsidiary. In each case, UTDC is the sole member/stockholder. The primary purpose of the subsidiaries is to support the research mission of the University and its campuses and advance academic technology transfer globally through fostering strategic collaborations with industry through licensing, research, and new venture agreements.

- NUtech Ventures (NUtech) is a technology transfer organization primarily serving the University of Nebraska–Lincoln (UNL) campus. The management of the affairs of the corporation is vested in a board of directors appointed by the Chancellor of UNL.
- UNMC Tech is a technology transfer organization primarily serving the University of Nebraska Medical Center (UNMC) campus.
- NE Enterprises, Inc. (NEI, formally UNeMed), a for-profit entity, oversees and develops growing business development opportunities internationally and domestically. UTDC, by proxy, has designated the Chancellor of UNMC to act as its stockholder.
- Med Center Development Corporation (MCDC) provides support and assistance for the development of properties owned by the University and enhancement of the midtown Omaha area near the UNMC campus.
- Nebraska Innovation Campus Development Corporation (NICDC) facilitates the development of the former State Fair Park into a research park campus to promote, encourage, and assist the University in achieving its mission of education, research, and service to the State of Nebraska and its people.

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- Nebraska Applied Research Institute (NARI) was organized to conduct applied research in the cybersecurity of control systems for the government, utilities, and corporations and, in doing so, creates opportunities for University of Nebraska students and faculty.
- National Strategic Research Institute (NSRI) was organized as a University Affiliated Research Center (UARC) to conduct research and development in areas consistent with the educational, scientific, charitable, and service goals of the University of Nebraska and the core capabilities identified with a federally sponsored UARC.

All subsidiaries are considered blended component units under Governmental Accounting Standards Board (GASB) Statement No. 61, *The Financial Reporting Entity: Omnibus*, and have been presented in a single column.

(c) Basis of Presentation

The combined financial statements of UTDC have been prepared using the economic resources measurement focus and the accrual basis of accounting. These statements have been prepared in accordance with U.S. generally accepted accounting principles as prescribed by GASB.

(d) Classification of Revenues and Expenses

The UTDC has classified its revenues and expenses as either operating or nonoperating revenues and expenses according to the following criteria:

- Operating Revenues and Expenses Operating revenues and expenses include activities that have the characteristics of exchange transactions.
- Nonoperating Revenues Nonoperating revenues include activities that have the characteristics of nonexchange transactions, such as gifts, contributions transferred from the University, investment income, and other revenue sources.
- Nonoperating Expenses Nonoperating expenses are activities of nonoperating nature.

(e) Cash and Cash Equivalents

Cash and cash equivalents include demand deposits, savings accounts, and money market accounts.

(f) Accounts Receivable, Net

Accounts receivable represent amounts resulting from business activities and are routinely cleared in the normal course of doing business. Accounts receivable are recorded net of an allowance for doubtful accounts of \$0 and \$0 at June 30, 2018 and 2017, respectively.

(g) Capital Assets

Capital assets are stated at cost at the date of acquisition or at fair value if contributed. Depreciation is calculated using the straight-line method over the estimated useful lives of the related assets. The estimated useful lives are 25 to 40 years for leasehold improvements and buildings and their

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(In thousands)

components and 20 to 30 years for land improvements. Equipment is generally depreciated from 2 to 10 years depending on its useful life. Leasehold improvements are depreciated over the aforementioned estimated useful lives or the term of the related lease, whichever is shorter.

(h) License Income

License income is recognized when earned on the accrual basis in accordance with the substance of the respective agreements and when the underlying right to receive payment has been established.

(i) Grants and Contracts

Grants and contracts revenues are recognized as earned on an accrual basis as projects are completed and the results delivered to external sponsors.

(j) Research Income

Research revenue is recognized when earned on an accrual basis as services are provided to clients and reflected primarily as grants and contract revenue in the combined statements of revenues, expenses, and changes in net position.

(k) Income Distributions

Income distributions to inventors, departments, deans and directors, and research offices are determined based on established policy and based on agreements among NUtech, UNMC Tech, NEI, and NARI with their respective campuses. Distributions to campuses and inventors represent payments to the University, inventors, and research scientists for the use of or marketing of patented inventions or discoveries. UTDC and subsidiaries undertake the identification and negotiation of nondisclosure agreements and technology licenses for technology developed by University faculty. Agreements for the marketing of technology include provisions for the distribution of revenues to the University campuses and faculty inventors.

(I) Tax Status

UTDC and its subsidiaries, except for NEI, qualify as nonprofit organizations under Section 501(c)(3) of the Code. Accordingly, no provision for federal or state income taxes is required on the related income pursuant to Section 501(a) of the Code.

NEI is a for-profit subsidiary of UTDC and is required to pay federal and state income taxes according to the Code and Nebraska State Statutes. NEI does not have an income tax liability as it has taxable losses or any infrequent taxable income is offset by net operating loss carryovers.

NEI has deferred tax assets, including net operating losses and capital loss carryovers. Management has determined that it is more likely than not that they will not be able to utilize these deferred tax assets during the carryover periods, and therefore, a valuation allowance has been recorded for all deferred tax assets.

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(In thousands)

(m) Net Position

Net position comprises two parts. One is net investment in capital assets and comprises leasehold improvements and moveable equipment, net of depreciation. The second part comprises the net amount of assets and liabilities that are not included in the determination of net investment in capital assets.

(n) Estimates

The preparation of the combined financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the combined financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

(o) Reclassification

UTDC has reclassified certain amounts from 2017 to conform to its current year presentation. These reclassifications have not changed the results of operations or net position of prior periods.

(2) Deposits

In the case of deposits, custodial credit risk is the risk that in the event of a bank failure, UTDC's deposits may not be returned to it. UTDC does not have a formal custodial risk policy. Bank balances of cash and cash equivalents amounted to approximately \$5,451 and \$4,651 at June 30, 2018 and 2017, with approximately \$1,447 and \$1,425 covered by federal depository insurance, respectively. Of the remaining bank balance at June 30, 2018 and 2017, approximately \$0 and \$27 were collateralized with securities held by the pledging financial institution, but not in the University's name, and \$4,004 and \$3,199 were uninsured and uncollateralized, respectively.

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(In thousands)

(3) Capital Assets

Capital asset activity for the year ended June 30, 2018 is as follows:

	_	Beginning balance	Additions	Disposals	Ending balance
Leasehold improvements	\$	1,267	—	_	1,267
Equipment		45	339	—	384
Work in progress	_				
Total	_	1,312	339		1,651
Less accumulated depreciation for					
Leasehold improvements		94	282	—	376
Equipment	_	45	40		85
Total	_	139	322		461
Capital assets, net	\$_	1,173	17		1,190

Capital asset activity for the year ended June 30, 2017 is as follows:

	_	Beginning balance	Additions	Disposals	Ending balance
Leasehold improvements	\$	_	1,267	_	1,267
Equipment		45	_	_	45
Work in progress	_	187		187	
Total	_	232	1,267	187	1,312
Less accumulated depreciation for:					
Leasehold improvements		_	94	_	94
Equipment	_	40	5		45
Total	_	40	99		139
Capital assets, net	\$_	192	1,168	187	1,173

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(4) Leases

UTDC leases certain facilities under operating lease agreements. Rent expense under the operating leases from continuing operations was \$376 and \$370 in fiscal years 2018 and 2017, respectively. Minimum lease payments under operating leases for the year ending June 30, 2018 are:

2019	\$ 413
2020	421
2021	357
2022	169
2023	147
2024–2028	779
2029–2033	860
2034	 182
	\$ 3,328

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(5) Related-Party Transactions

NUtech, UNeMed, NICDC, and NSRI have established operating agreements with University of Nebraska– Lincoln (UNL) and University of Nebraska Medical Center (UNMC) relating to reimbursement of overhead costs incurred. NARI formalized an operating agreement with the University of Nebraska at Omaha in fiscal year 2018, but did receive reimbursement for certain costs incurred in fiscal year 2017. The transfers from University sources are shown as other nonoperating revenues in the combined statements of revenues, expenses, and changes in net position. Amounts reimbursed during the years ended June 30, 2018 and 2017 are as follows:

	 2018	2017
Reimbursement to NARI from University sources	\$ 2,123	1,250
Reimbursement to Nutech from University sources	1,622	1,266
Reimbursement to NICDC from University sources	327	553
Reimbursement to NEI from University sources	1,814	2,836
Reimbursement to MCDC from University sources	420	_
Reimbursement to UNMC Tech from University sources	1,081	_
Reimbursement to NSRI from other University sources	 2,400	2,635
	\$ 9,787	8,540

The outstanding receivables from and payables to related parties at June 30, 2018 and 2017 are the result of the agreements described herein, are current in nature, and are routinely cleared as a matter of business with the related parties.

(6) Retirement Plan

NUtech, UNeMed, NARI, and NICDC pay employees through the payroll system of the University. The University is reimbursed for the salary and benefits expenses of these four UTDC subsidiaries. The remaining subsidiaries handle payroll separately. NUtech, NEI, UNMC Tech, MCDC, NARI, and NICDC employees also receive retirement benefits according to the University's retirement plan. The defined-contribution plan covers all academic faculty, administrative, and classified staff and provides investment options administered by Teachers Insurance and Annuity Association/College Retirement Equity Fund and Fidelity Investments. Under the plan, faculty and staff are required to contribute 3.5% or 5.5% if they participate in either Tier 1 or Tier 2 of the plan, respectively. The University matches faculty and staff participation by contributing 6.5% and 8.0% for Tier 1 and Tier 2, respectively. The policy is to fund costs accrued on an annual basis. Contributions for the years ended June 30, 2018 and 2017 were \$242 and \$177, respectively. NSRI does not have a retirement matching plan, but employees may designate a certain amount to be withheld from their pay for deposit with Fidelity Investments.