



Nancy Turo <nturo@peace-caa.org>

PEACE Proposal for External Audit Services

1 message

Keeley Ann Hines <khines@bonadio.com>

Thu, Mar 5, 2026 at 11:17 AM

To: Nancy Turo <nturo@peace-caa.org>

Cc: Michelle Mundy <mmundy@bonadio.com>, Shelby Reeves <sreeves@bonadio.com>

The Bonadio Group

Hello Nancy,

Please see attached for Bonadio's Technical Proposal as well as Cost Proposal for services beginning with FYE 2027. If you don't mind, please confirm receipt. I am also happy to mail a hard copy as well if that is helpful for you and your team - Just let me know!

Thank you for the opportunity to participate in proposal process.

Keeley, Michelle and Shelby

Keeley Ann Hines, CPA | Partner

The Bonadio Group
Accounting, Consulting & More

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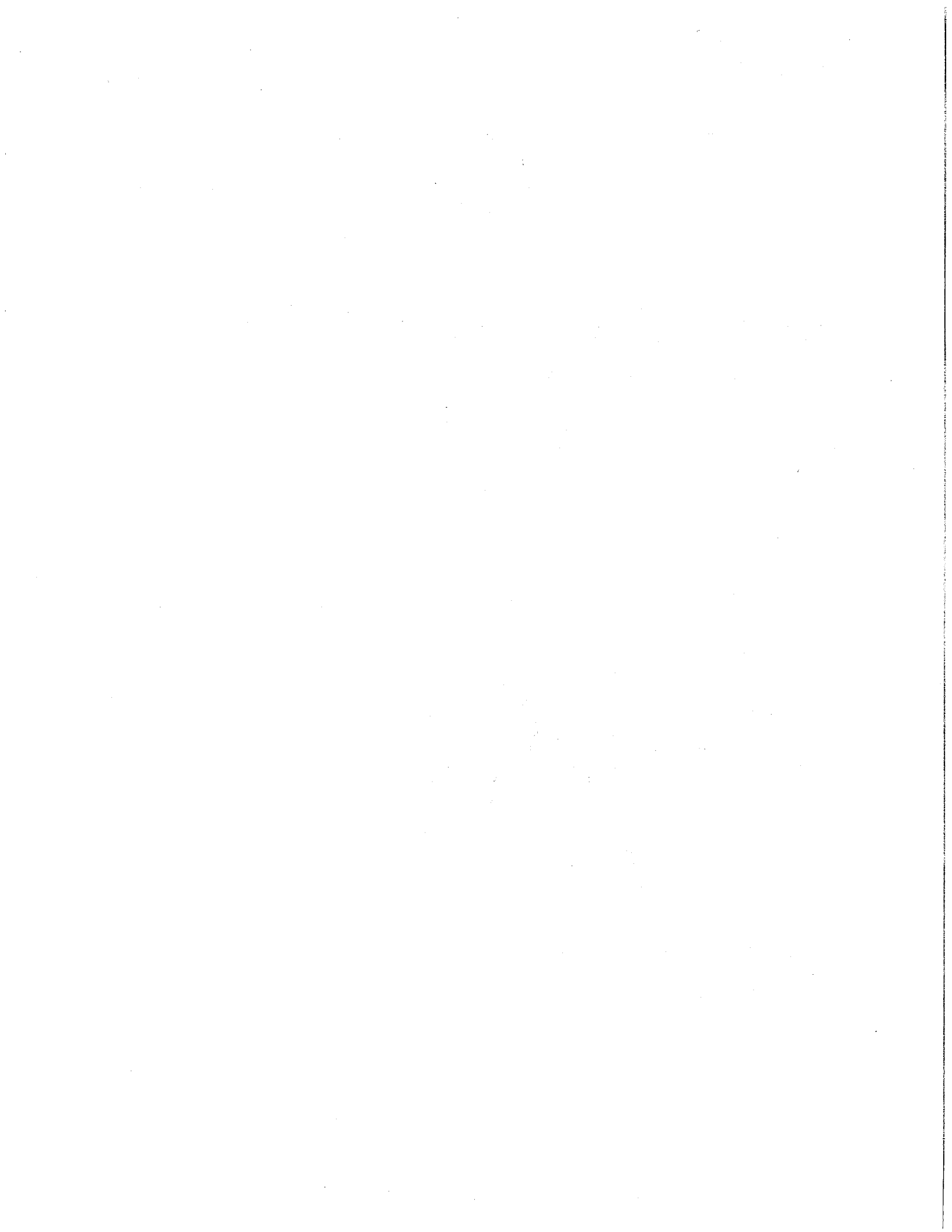
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2 attachments

Peace Inc. Price Proposal_The Bonadio Group.pdf
426K

Peace Inc. Proposal_The Bonadio Group.pdf
3687K



Big firm capability. Small firm personality.

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Price Proposal to Provide Professional Auditing Services

PEACE

April 2026

877.917.3077 | bonadio.com |

Submitted to:

Nancy Turo, CFO

PEACE, Inc.

217 South Salina Street, 2nd Floor
Syracuse, NY 13202

315-634-3728

nturo@peace-cao.org

Submitted by:

**Keeley Hines—CPA,
Partner**

**Michelle Mundy—CPA,
Partner**

The Bonadio Group
432 N Franklin St Suite 60,
Syracuse, NY 13204

khines@bonadio.com

mmundy@bonadio.com

Total All-Inclusive, Maximum Price

Our dual objective is to provide PEACE, Inc. (PEACE) with professional services at the fairest price while complying with all professional standards. We want to work with PEACE and we believe that Bonadio is the firm best suited to meet your needs.

In establishing the cost of services to be billed, we estimate the number of hours to be devoted to the engagement times hourly rates of individuals assigned to the engagement based on their estimated level of involvement. These hourly rates are discounted from our standard rates in order to reflect current market conditions.

Please note that we want to be involved as an expert resource to PEACE at all times, and do not want potential fees to impede this necessary communication. As a firm policy, we do not bill separately for incidental consultation throughout the year, generally defined as consultations for up to 2 hours. If a more significant project arises as a result of incidental consultation, or inefficiencies in receiving the required audit support, we will notify you and provide a fee estimate for your approval prior to incurring any billable time. As a result, you will never receive a surprise bill from us.

Based on our extensive experience, we estimate that our professional fees for performing the services described in this proposal will be as follows, **including all out of pocket costs**. Our fee is contingent upon receiving a completed accrual-based trial balance before fieldwork begins.

Proposed Fees

| Services | 2027 | 2028 | 2029 | 2030 | 2031 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| Annual audit of PEACE, Inc. financial statements | \$52,000 | \$53,500 | \$55,100 | \$56,750 | \$58,500 |
| Audit of PEACE, Inc.'s 401(k) Retirement Plan | \$15,500 | \$15,950 | \$16,400 | \$16,900 | \$17,400 |
| Federal Form 990 | \$3,000 | \$3,090 | \$3,185 | \$3,280 | \$3,375 |
| Total | \$70,500 | \$72,540 | \$74,685 | \$76,930 | \$79,275 |

The annual audit fees include a federal single audit in accordance with Uniform Guidance and is based upon a \$1m Type A threshold and includes major program testing of Head Start on an annual basis, with 2 or 3 additional programs each tested on a triennial basis.

If the proposed fees do not meet your expectations, we would appreciate the opportunity to discuss them further to ensure we can come to a mutually agreeable arrangement.

Proposed Hours and Rates

| Level | Average Hourly Rate |
|--------------------|---------------------|
| Partner/Principal | \$ 350 |
| Manager/Supervisor | \$ 250 |
| Senior Accountant | \$ 175 |
| Staff Accountant | \$ 125 |

Additional services, if engaged by management, will be based upon these estimated standard hourly rates.

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Proposal to Provide Audit & 401(k) Audit Services

PEACE INC

EMPOWERING PEOPLE TO THRIVE

April 2026

877.917.3077 | bonadio.com |

Submitted to:

Nancy Turo, CFO
PEACE, Inc.

217 South Salina Street, 2nd Floor
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Submitted by:

Keeley Hines—CPA,
Partner

Michelle Mundy—CPA,
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Appendices A: Peer Review Report

April 2026

Nancy Turo
CFO
PEACE, Inc.
217 South Salina Street, 2nd Floor
Syracuse, NY 13202

RE: Response to Request for Audit Services

Dear Nancy:

Thank you for providing The Bonadio Group (Bonadio) the opportunity to submit our proposal to provide financial statement audit and 401(k) audit services to PEACE, Inc. (PEACE). We sincerely appreciate including Bonadio in your RFP process. Our commitment to service quality and exceeding your expectations is of the highest importance to us.

We would like to share a few facts with you that we believe will assure PEACE's executive team, Board of Directors, and other interested parties, that Bonadio is the right choice to continue to provide the professional services requested on a go forward basis:

1. Since Bonadio's founding in 1978, we have been committed to the tax-exempt sector. Bonadio recognizes the benefits that each of our tax-exempt clients provides to the community and the need for an accountant and advisor to guide them through complex transactions. That commitment is why Bonadio fields **the largest tax-exempt team in Upstate New York**, serving the largest tax-exempt client base in New York State of over 600 organizations.
2. **With twelve offices**, we have approximately 1,100 professionals and staff in New York, Vermont, Texas, and Delaware. We will bring the right resources to ensure your needs are met and to assist you in achieving your mission. Bonadio has the both the breadth and depth of resources to provide PEACE with **big firm capability with a small firm personality**.
3. Our clients view us as a true advisor with value added benefits, not just an audit firm. We strive in our actions every day to be more than a necessary overhead cost, but rather as business partners that continually and consistently provide measurable value helping our clients fulfill their missions and achieve success. We have been fortunate to work with **many community action programs**, for many years, and have **developed a deep understanding of their business operations**.

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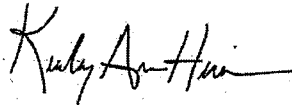
4. Our tax-exempt resources are varied and diversified to ensure PEACE's client service team can bring truly outstanding service to you. As a result, your traditional service requirements can be met by a team that will be led by Keeley Hines, Partner and Michelle Mundy, Partner. They will serve as your primary points of contact so that the delivery of the services you have requested will be seamless, timely, and accurate. As noted in the proposal, Keeley and Michelle have built their careers almost exclusively in the tax-exempt sector, working with several community action agencies, and providing the type of services PEACE is requesting.
5. We are regularly complimented by client Board members and management for the clarity and value associated with our Board and Audit/Finance Committee presentations. This includes information regarding financial benchmarking, ratio/trend analysis and extensive discussion of internal control policies and procedures, when necessary.

Bonadio provides a comprehensive array of services including tax, auditing and accounting, consulting, **information technology**, compliance, financial advisory services, risk management, "& more." If necessary, the breadth of services we can offer PEACE helps to ensure we will meet your needs beyond just the services contemplated in the request for proposal.

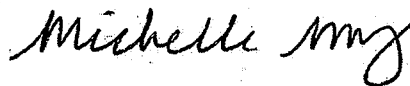
We are available to meet with you to discuss any questions regarding the information contained in this proposal or on any other matter. Please contact either Keeley at (315) 214-2769, khines@bonadio.com or Michelle at (315) 214-7564, mmundy@bonadio.com.

Very truly yours,

THE BONADIO GROUP



By:
Keeley Hines, CPA
Partner



By:
Michelle Mundy, CPA
Partner

THE BONADIO DIFFERENCE

Introduction

PEACE's Board and management team face a challenge in differentiating between potential providers of audit and tax services and interpreting how those differences can translate to value for PEACE. In this introductory section, we highlight how our approach is different from other providers and how those differences result in added value for you. The balance of this proposal addresses your specific information requests.

Overall Philosophy and Approach

Our overall philosophy is to focus on the specific needs of each organization we work with. We provide a highly qualified engagement team and a predictable, proactive audit process with no surprises. This manifests itself in a tailored audit approach that recognizes each client as a unique organization.

Differentiating Factors

We believe we provide more value than other accounting firms. The following are some of the key items that we believe make us the most qualified firm to continue to serve as PEACE's auditors and advisors.

1. The Bonadio Difference: Full-Time Tax-Exempt Organization Service Team

Your Bonadio audit team will be comprised entirely of professionals who work with tax-exempt organizations full-time, year-round. Many accounting firms cling to the traditional business model under which services for tax-exempt organizations are viewed as second-tier work to be done after commercial clients are served during the "busy season." Bonadio's business model focuses on services to tax-exempt organizations as a primary line of business. In fact, tax-exempt organizations account for over 40% of our firm's annual revenue. With over 160 professionals, our tax-exempt service team, by itself, is larger than some local and regional accounting firms.

Our team is led by individuals with the experience and qualifications to serve PEACE's needs, including Keeley Hines and Michelle Mundy. They are backed by Upstate New York's largest group of tax-exempt service professionals. More detailed information on our proposed service team is included in the Engagement Team Section.

Value for PEACE: By engaging Bonadio, PEACE will receive audit and advisory services from professionals who are part of Upstate New York's largest and most experienced team of tax-exempt service professionals who are ready and able to assist PEACE meet your goals and execute your mission.

Differentiating Factors (Continued)

2. The Bonadio Difference: Focus on the Future

So often an auditor becomes a historian of sorts, explaining past results and experience. While the nature of an audit requires significant attention to the closed period under audit, we believe it is critical to discuss how the understanding of current and past financial condition can be best utilized to prepare and plan for the future.

Value for PEACE: We commit to keep you informed on "coming events" in terms of regulation, financial reporting, and compliance, as well as how these changes might affect your financial position and operations, and how you can position PEACE to best address these changes. Bonadio has multiple contacts with high-ranking officials in various state and federal agencies and has been integral in advising other clients on strategic plans for the future.

3. The Bonadio Difference: Flat Organizational Structure

We have more partners and principals relative to staff than any regional or national firm. This is intentional on our part. We know that to provide outstanding service to clients we need to have our most experienced personnel spend a significant amount of time on each engagement. Our partners and principals are "hands-on" professionals. Your team will talk to Keeley and Michelle.

Value for PEACE: Direct, on-site involvement of Keeley and Michelle will give you frequent access to our most experienced professionals. This allows for direct communication facilitating in-depth discussion, a better understanding of your business and more effective resolution of questions as they arise.

4. The Bonadio Difference: Communication is Key

We understand that all of the expertise and knowledge in the world is of little value to you if we are not communicating in a timely and effective manner. Based on this understanding, we are committed to regular communication throughout the year. This includes everything from e-mails to scheduled meetings with management and the Board. We also proactively solicit information from management and the Board to ensure that two-way communication lines are always open.

Value for PEACE: Maintaining regular communication eliminates the possibility of surprises during the audit and allows management to address new accounting rules and regulatory requirements before the year-end audit process. We use this regular communication to help us plan the audit more effectively, resulting in timely delivery of audit results.

5. The Bonadio Difference: Experts Available to You at Any Time

We have a breadth of resources, including professionals specializing in information technology, business valuation, internal audit, regulatory compliance, executive compensation arrangements, employee benefit plans, taxation, and many others, all available directly to our audit clients whenever the need arises. We have specifically consulted with tax-exempt clients on the following in the past two years:

- Merger and acquisition due diligence and accounting
- Value Based Payment readiness assessments
- Executive compensation arrangements
- Information technology controls review
- Strategic planning
- Board and Finance Committee educational sessions
- Payroll processing and reporting
- Succession planning
- Business continuity and disaster recovery plan design and testing
- Employee misappropriation investigation

Differentiating Factors (Continued)

Value for PEACE: We have called in our subject matter experts to assist or confer with our clients' management teams and/or Boards regularly. In each case, these experts were made available to our client with just one call and their expertise was provided seamlessly, and, in some cases, at no cost.

6. The Bonadio Difference: Service Team Decision Making

Our services are designed so that the people you know, and who lead your audit team, are the decision makers on your engagement. While we do have a concurring partner review conducted, as required by professional standards, that concurring reviewing partner works directly with your engagement team to discuss any questions or issues. We do not have to wait for someone in another office, who does not know PEACE, to agree with audit conclusions or approve disclosures.

Value for PEACE: You will meet all decision makers on your engagement. Engagement team decision making allows for a faster and more informed review of the financial statements. It also allows for more effective follow-up and discussion of matters.

7. The Bonadio Difference: Information Technology

We incorporate an understanding of your information technology controls as an integral part of our audit. In today's environment, we believe it is impossible to effectively understand internal controls at an organization of PEACE's size without an understanding of the systems that process, store, control, manage and report transactional data and financial information. Our audit team includes experts who are well versed in both information technology and how information technology controls can affect financial reporting.

This information technology review is an integral part of our audit approach at the planning stage. By addressing this element early in the process, any items identified in the information technology area are brought to your attention and can be addressed early.

Value for PEACE: In performing these information technology reviews for PEACE; we will continue to identify opportunities to improve controls or improve procedures by adopting "best practices" that we see in our client base. These ideas will be communicated to management for consideration as they are identified.



PRIOR AUDITING EXPERIENCE

Experience Auditing Community Action Agencies

Community action agencies play a critical role across our State and within our communities. Community action agencies provide the needed services required to promote and provide opportunities for low-income and the disadvantaged to become self-sufficient. To that end, Bonadio is committed to the community action agencies and similar organizations who serve those in our communities. Currently, Bonadio provides audit and consultative services to many community action agencies in New York State.

Bonadio is a Leading Accounting & Management Advisory Firm to Tax-Exempt Entities

Bonadio has a wealth of tax-exempt institutional experience and expertise. Our clients in these tax-exempt institutional sectors mirror PEACE's organizational structure in terms of complexity, regulatory environment, economic realities, and risk.

Keeping tax-exempt entities compliant and fiscally healthy is one of the core segments of our business. Since our founding, Bonadio has been committed to the tax-exempt sector. Our commitment is directly related to our belief that we have an obligation to serve the communities that we live in. In fulfillment of that obligation, we use our professional experience and expertise to help our clients protect and grow their assets, while helping to keep them in compliance with applicable laws and regulations.

On an annual basis, hundreds of tax-exempt organizations throughout New York – ranging from small start-up operations to large, complex, multi-entity organizations – depend upon Bonadio's expertise in performing quality and comprehensive traditional audit and tax preparation services. Our tax-exempt client list represents a broad and diverse mix of organizations with varied missions and stakeholders, all requiring high levels of service and technical excellence delivered at the lowest possible costs.

Types of Bonadio's Tax-Exempt Clients

- Arts & Cultural
- Auxiliary Service Corporations
- Clinics / Ambulatory Care Facilities
- Colleges & Universities
- Education
- Foundations
- **Human Service Providers**
- Hospitals
- Housing
- Labor
- Mental Health / Developmental Disabilities Agencies
- Nursing Facilities & Services for the Aging
- Religious
- Support / Research
- Youth / Community Centers

Bonadio is a Leading Accounting & Management Advisory Firm to Tax-Exempt Entities (Continued)

Beyond traditional audit and tax services, Bonadio provides many different types of audit and consulting services to tax-exempt organizations. Some of these are compliance related, such as grant audits. Other services we offer are designed to help our client's lower costs, increase productivity and efficiency, and minimize risk.

Tax Expertise

Our tax-exempt team processes more than 1,100 Form 990s on an annual basis.

We advise our clients on tax implications, both in response to, and in anticipation of, changes in tax environments, with advice tailored to their own particular needs. As a result of the size of our practice, we can employ a partner level tax-attorney who specializes in the tax regulations specific to tax-exempt organizations. **These skills are unduplicated in Upstate New York.** With ongoing IRS challenges, having this level of resources available to PEACE ensures your needs will be met by knowledgeable professionals.

At Bonadio, our tax professionals can deliver a technically correct answer to a question, no matter how complex. We have known from our inception in 1978 that having this capability is not enough. Our hallmark has been and continues to be creative thinking and proactive idea generation.

By employing a broad range of tax and industry experts, including multi-state and international experts, as well as the considerable resources of our Moore Global network affiliation, if and when needed, we are well poised to serve the tax compliance and planning needs of PEACE.

Overview of Bonadio's Tax Capabilities

- Team consists of 24 partners, 25 principals and 100+ staff members
- More than 60 percent of senior tax staff have Big Four background
- Each team member completes at least 40 tax training hours annually
- Online resources for notifications of legislative or regulatory changes, as well as recent case law

Uniform Guidance Audit Experience

Bonadio performs over 200 + Uniform Guidance audits for a variety of clients. Our experience in this area is unmatched in New York State. Our approach to completing audits under Uniform Guidance is based on integrating, to the extent possible, audit procedures under Uniform Guidance within the financial statement audit. As such, our efficiency is maximized and the disruption to your accounting and program staff is minimized. Our people undergo significant training on an annual basis to ensure we are up to date on the latest rules and regulations surrounding Uniform Guidance audits.

We believe it is important to never lose sight of the risks and costs of noncompliance. Our extensive experience in this area can keep you focused on emerging compliance issues. Any exceptions with compliance requirements that are identified as part of our Uniform Guidance audit will be discussed with the appropriate level of management before they are finalized in our report.

Our approach to the audit of non-federal grants and contracts is similar to our approach to auditing federal awards – integration with the financial statement and Uniform Guidance audits, obtaining a full understanding of the compliance requirements that may prevent or jeopardize revenue recognition, and evaluation of internal controls and systems relating to the administration of the grants and contracts. These are areas we focus on to ensure an effective and efficient audit while at the same time, providing valuable insight to management relating to the programs.

Bonadio recognizes that regulatory compliance related to government-funded programs poses the greatest risk not only to our clients, but to our firm. As such, a large percentage of our hours will be centered on testing of internal controls, transactions and compliance related to this area.

Common Bonadio Client Major Programs

- CARES Act Related Programs
- Community Development Block Grants
- Community Services Block Grants
- Head Start
- Health Centers Program Cluster
- HUD Mortgage Insurance
- HUD Section 202 Capital Advance Program
- Nutrition Program for Women, Infants and Children (WIC)
- Refugees and Entrant Assistance
- Substance Abuse and Mental Health Services Projects
- Section 8 Housing
- Student Financial Aid Cluster
- Weatherization Assistance for Low-Income Persons
- Workforce Investment Act (WIA)

Bonadio's Competitive Advantage



Bonadio is ranked as the 40th largest U.S. firm in Accounting Today's Top 100 firms. We are an original member of the AICPA Employee Benefit Audit Quality Center (EBPAQC). Bonadio's benefit plan experience and expertise in the region is second to none. In addition to auditing the most benefit plans in Upstate New York, specifically the most 403(b) plans, we maintain one of the largest benefit plan practices in the United States.

Our employee benefits practice has grown consistently over the last 40 years. Our current practice consists of close to 600 plan audits, with combined plan assets audited totaling over \$39 billion dollars. The plans that we audit range in size from over 100 participants to over 40,000 participants. Our experience includes all types of plans including 403(b) and 401(k) plans, defined benefit plans, frozen plans, ESOPs, money purchase plans, VEBA's, and other types of qualified retirement and welfare plans. Because of our vast experience, the Plan will benefit from working with experienced benefit plan audit specialists, ensuring that the Plan will receive efficient, high quality service at a reasonable cost.

Most accounting firms perform employee benefit plan services to some degree, but few truly specialize in this complex and highly regulated area. Benefit plans are a completely different specialty from traditional audit engagements and require benefit plan specific knowledge to provide quality service and present suggestions to the Plan's administrator. Our job is to help you identify potential issues so that you can proactively address them and self-correct, if necessary, mitigating the potential penalties from IRS and DOL audits, and protecting the Plan's Sponsor against costly litigation from participants.

DOL Audit Quality Study

In 2015, Department of Labor (the DOL) issued its report on Audit Quality, entitled "Assessing the Quality of Employee Benefit Plan Audits". The objective of the study was to assess the level and quality of independent qualified public accountants with respect to financial statement audits of employee benefit plans covered under ERISA. The DOL concluded that there is a clear link between the number of employee benefit plan audits performed by a CPA and the quality of the audit work performed. Analysis of the data indicates a wide disparity between those CPAs who perform the fewest plan audits and those firms which perform the largest number of plan audits. In addition, the smaller the firm's employee benefit plan audit practice, the greater the number of audit deficiencies identified by the DOL.

Human Services Client Listing

Below is a list of Human Services Clients we currently serve. This list is not all-inclusive, but represents the vast services we provide including but not limited to, financial statement audits, employee benefit plan audits, tailored agreed-upon procedures, advisory and consulting services, assistance with CFR preparation or certification etc.

Able2 (CP in Elmira)
Action for a Better Community
Advocates Incorporated
Access CNY
Access: Support for Living
Baptist Health System
Berkshire Farm Center and Services for Youth
Birch Family Services (Manhattan)
Boys and Girls Club of Schenectady
Boy Scouts – Seneca Waterways Council
Capital District Coalition
Captain Human Services
Catholic Charities of Onondaga County
Catholic Charities of the Diocese of Albany
Catholic Charities of the Diocese of Rochester
Catholic Charities of the Finger Lakes
St. Catherine's Center for Children
Camphill Village
Center for Youth Services
Cerebral Palsy Association of the North Country
St. Christopher's, Inc.
The Charlton School
Children's Home of Wyoming Conference
Commission on Economic Opportunity
Community Place of Greater Rochester
Coordinated Care Services, Inc.
Cortland County Community Action Agency
Council of County Mental Health Directors
CP Rochester
Credo Community Center for the Treatment of Addictions, Inc.
Daughters of Sarah
Delphi Drug and Alcohol Council, Inc.
DePaul Community Services, Inc.
Erie Regional Housing Development Corporation
Family Counseling Center of Fulton County
Finger Lakes United Cerebral Palsy Assoc.
Fort Hudson Health System
Good Samaritan Lutheran Health Care Center
Gustavus Adolphus Family Services
Habitat for Humanity Capital District
Helio Health
Helping Hands School
Heritage Christian Services
Home Headquarters
The House of Good Shepherd
Hudson Mohawk Recovery Center
Hudson Valley Cerebral Palsy Association
Hudson Valley Mental Health
Ibero-American Action League, Inc.
Interfaith Works of Central New York
Lakeview Health Services
Liberty Resources (operations in four states)
LifeWorks Community Action
Loretto
Lutheran Care Center at Poughkeepsie
Masonic Care Community
Menorah Park
Metro Community Health Center
Mental Health Association of Essex County
Mohawk Valley Community Action Agency, Inc.
Mountain Lake Children's Residence
Niagara Community Action Program
NYSARC, Inc. State Office
NYSARC Chapter – Jefferson
NYSARC Chapter – Herkimer
NYSARC Chapter – Madison/Cortland
NYSARC Chapter – Monroe
NYSARC Chapter – Onondaga
NYSARC Chapter – Oswego
NYSARC Chapter – Otsego
NYSARC Chapter – Schenectady
NYSARC Chapter – Seneca/Cayuga
NYSARC Chapter – Yates
Northern Rivers
Rescue Mission
Salvation Army
Samaritan Center
Syracuse Community Health Center
Teresian House
United Way of the Greater Capital Region
Urban League of Rochester
VIA Visually Impaired Advancement
Villa of Hope
Washington County Economic Opportunity Council (LEAP)
Wayne County Action Program

References

We believe the best judges of our service level and quality (i.e., timeliness and accuracy) are our existing community action agency clients. We encourage you to contact any of the following individuals regarding their satisfaction level with our services.

| Contact Name | Organization Name | Phone Number |
|--------------------|--|----------------|
| Kim Sadowski | Central New York Community Foundation* | (315) 422-9538 |
| Jennifer Racciatti | Frank Hiscock Legal Aid Society | (315) 422-8191 |
| Maude Rosado | Access: Support for Living* | (845) 562-7244 |
| Traci Barber | The Rescue Mission Alliance of Syracuse, NY* | (315)701-3890 |

*Represents those organizations with > \$10m in annual revenues.



VALUE-ADDED SERVICES BEYOND THE AUDIT

Value-Added Services

We recognize the need to provide you with added value beyond that of a typical audit firm. This value takes many forms and is inherent in Bonadio's approach to client service. Examples of benefits that PEACE could receive from Bonadio are below.

- IT review conducted by enterprise risk management professionals as a core component of our audit.
- Conduct operational efficiency analyses that results in recommending process improvements and cost-saving measures tailored to the unique needs of PEACE.
- Providing training or workshops on compliance, internal controls, and best practices to strengthen staff competencies and awareness.
- Assisting with the risk assessment process by helping management identify, evaluate, and mitigate potential risks that could impact service delivery or funding.
- Offering guidance on regulatory and grant compliance to ensure PEACE meets all federal, state, and local requirements.
- Sharing industry benchmarks and best practices, enabling PEACE to compare performance with similar organizations, and identify areas for development.
- Supporting strategic planning initiatives by providing insights from audit findings that align with the mission and long-term goals of PEACE.

Bonadio can help PEACE develop strategies and solutions to not only navigate this fluid business and regulatory environment, but emerge stronger and more agile to meet future demands for service delivery. We welcome the opportunity to demonstrate our commitment to serving your needs. We are confident that no other firm can bring the level of professional passion, best-in-class expertise, service quality and an overarching desire for mutual success that Bonadio can bring to PEACE.

Additional Firm Resources

The resources that we can bring to PEACE are extensive. Your engagement team and members of our Bonadio Advisory and Consulting team can help you with a variety of projects, including, but not limited to:

- Benchmarking studies/dashboards
- Business office staffing and productivity reviews
- Business plan development
- Computer system control reviews
- Corporate organizational structure consultation
- Cost containment and savings assessments
- Dependent eligibility audits
- Due diligence on potential acquisitions/affiliations
- Employee withholding consultation
- Endowment consulting
- Enterprise risk management services
- Financing and refinancing consultation and due diligence
- Forensic accounting services
- IT regulatory compliance
- Information security
- Internal audit
- Payroll tax consulting
- Penetration Testing
- Projections/feasibility studies
- Reviews of investment performance, including spending policy compliance
- Software evaluation, selection, and project management assistance
- Strategic planning consultation
- Unrelated business income tax consulting
- Valuations



ORGANIZATION, SIZE, AND STRUCTURE

More Than a Typical Accounting Firm

Bonadio was founded in 1978 (**40+ years of providing auditing/tax services**) and has grown to be the largest independent provider of accounting, business advisory, and financial services in Upstate New York. Bonadio now currently employs approximately 1,100 personnel across twelve office locations.

We serve organizations that desire quality professional accounting, tax, and other services at a reasonable cost and who need personalized and timely delivery. Bonadio provides an environment where creative, people-oriented professionals practice accounting and other professional services without some of the constraints inherent in the national firms. We believe that our size reflects the outstanding service level we provide to all of our clients. This combination has made us successful and is responsible for our growth.

We provide highly technical and quality service commensurate with that of the national public accounting firms. However, we are able to respond quickly and personally to the needs of our clients because of our internal structure. You will interact regularly with our most experienced personnel, i.e., our partners, principals, and managers. This is in sharp contrast to the other accounting firms where involvement of their most experienced personnel is limited.

Our work will be performed over an agreed-upon timeline, and we can be flexible as to whether it is performed on-site or remotely, tailored to your needs and preferences. We take pride in being a "hands on" firm. Answers to questions can be quickly and effectively addressed through timely discussions with PEACE's management and staff. We understand that to truly bring value to PEACE we need to do more than just provide you with an audit report – we need to help you find solutions.

Bonadio has grown and diversified from a firm offering only public accounting and auditing services to a multi-dimensional accounting, business advisory, and financial services organization.

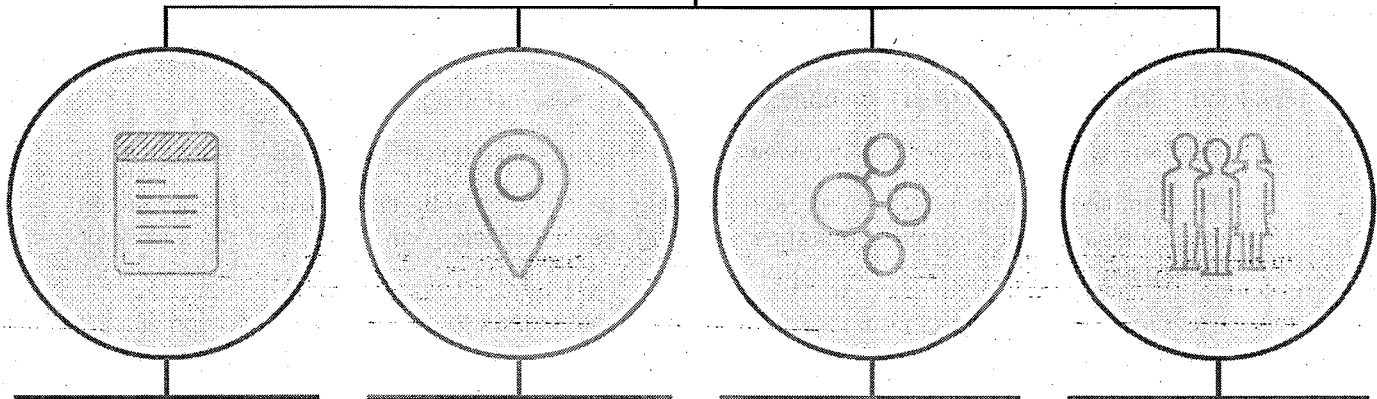
Bonadio is a diversified professional services firm offering multi-dimensional accounting and auditing, business advisory and financial services to clients around the world.

- A Top 100 Accounting Firm in the U.S. by *Public Accounting Report* and *Inside Public Accounting*.
- Ranked 40th in 2025 on Accounting Today's list of Top 100 Firms
- Identified by *Practical Accountant* as a CPA Innovative Firm.
- Identified by *Accounting & Financial Women's Alliance (AFWA)* and *the American Women's Society of Certified Public Accountants (AWSCPA)* as a Best Accounting Firm for Women
- Named as one of the *2023 Best Companies to Work For in New York* by *FORTUNE* and Great Place to Work®
- Ranked in *Forbes* as one of America's Best Tax and Accounting Firms in 2023



THE BONADIO GROUP

Nationally
Ranked, IPA
Top 40th
Accounting
Firm



OVERVIEW

- More than 1,100 employees
- More than \$200 million/year in firm revenues
- 200+ Partners/Principals
- 135+ managers

LOCATIONS

- Albany
- Buffalo
- Dallas, TX
- East Aurora
- New York City
- Rochester
- Sarasota, FL
- Syracuse
- Utica
- Rutland, VT
- Virginia Beach, VA
- Wilmington, DE

WHAT WE DO

- Accounting and Auditing
- Business Advisory
- Employee Benefit Plans
- Healthcare Consulting IT Consulting
- Internal Audit Services
- Outsourced Quality Control Function
- Outsourced Accounting
- Outsourced Training
- Peer Reviews
- Risk Management
- Tax Planning and Preparation

WHO WE SERVE

- Arts and Cultural
- Foundations
- Colleges and Universities
- Broker-dealers
- Financial Institutions
- Governments
- Healthcare
- Human Service Providers
- Individuals Labor
- Privately-Held Businesses
- Private School K-12
- Public Companies
- Small Businesses
- Tax-Exempt Entities

Professional Excellence and Quality Control

We have an entire team within our firm dedicated to ensuring that all of the firm's quality control processes and procedures are in accordance with Professional Standards. This team is known as the Excellence and Quality Division. This team consists of partners, principals and managers who consult with firm engagement teams on technical matters. The Excellence and Quality Division's expertise covers all industries serviced by the firm. Additionally, the Excellence and Quality Division is well-versed in highly technical areas, including Uniform Guidance audits and employee benefit plan engagements, which provides yet another resource for you.

Bonadio has a strong and continued commitment to quality and education and dedicates significant professional resources necessary to ensure that our clients receive the highest possible quality of attest services and deliverables.

In addition, this team is responsible for a number of different areas, including:

- Performing second partner quality reviews for (all offices), including on Yellow Book engagements.
- Researching technical accounting and auditing pronouncements and providing appropriate communication (technical memoranda, training sessions, etc.) on how they impact your engagement.
- Performing inspections of income tax and informational returns to ensure quality and compliance with IRS regulations.
- Developing and delivering a comprehensive training curriculum for all personnel of the firm (all divisions and offices).
- Assisting clients with the implementation of accounting pronouncements, including the new revenue recognition, and leasing standards.
- Peer review responsibilities, including internal monitoring of attest engagements on an annual and on-going basis.

The firm has a policy that requires every attest report issued by us to be reviewed and approved by the Excellence and Quality Division. Finally, yet importantly, our quality assurance program is complemented by a triennial peer review, the most recent of which was executed in September 2023. A copy of our Peer Review Letter is included in the Appendix. No letter of comment was issued.

Independence

Independence is the cornerstone of the public accounting profession. Bonadio has policies and procedures in place to ensure that appropriate independence is maintained throughout the client-auditor relationship. The engagement audit partner is responsible for ensuring that no nonattest services are provided to clients that would impair our independence. All nonaudit services need to be approved by the engagement audit partner prior to the commencement of any work. In addition, every Bonadio employee must complete an independence affidavit annually that affirms client independence and knowledge of all applicable American Institute of Certified Public Accountants (AICPA), Government Accountability Office (GAO), and Public Company Accounting Oversight Board (PCAOB) Standards.

As part of our internal control procedures, we have already notified all employees that we will be proposing on work for PEACE. This process has indicated that we are not aware of any current or potential relationships with PEACE, its directors, or employees that would compromise our independence, as defined by generally accepted auditing standards and *Government Auditing Standards*.

STAFF QUALIFICATIONS

Engagement Team

We believe that our people make the difference. The personnel assigned to serve you have a unique and unequalled blend of audit and tax-exempt experience. The biographies of our proposed team members are presented below. No complaints have been leveled by the state board of accountancy or other regulatory authority against any member of the Bonadio engagement team. All team members have met CPE requirements. There are no disciplinary actions held against any members of the engagement team.

To ensure that Bonadio brings the level of experience necessary to fulfill your needs, we have assigned Keeley Hines and Michelle Mundy to lead your client service team. Bonadio meets all of the general standards concerning qualifications, independence, due professional care, and quality control standards as required under *Government Auditing Standards* (Yellow Book), including all amendments.

Keeley Hines, CPA — Engagement Partner (khines@bonadio.com)



Keeley is an Assurance Partner practicing in the Public Sector Not-For-Profit Industry (PSNFP) and Human Services Industry. Serving as a PSNFP Industry Cabinet Member, Keeley plays a key role in the strategic planning and growth of the industry, as well as the development and delivery of curriculum to ensure compliance with relevant accounting and auditing standards, and development of the firm's professional staff. With 20 years of professional experience, providing auditing and accounting services to a variety of clients including not-for-profit human service related entities and Foundations, as well as public sector entities conducting financial statement audits in accordance with Generally Accepted Auditing Standards and *Government Auditing Standards*, when applicable, and specializes in single audits in accordance with Uniform Guidance.

Keeley previously served on the board of directors for the Syracuse office of the American Heart Association and is the former chair of the Community Action Committee. She is a past committee member of the Career Opportunities in the Accounting Profession program and past finance chair of the Most Holy Rosary School. For several years, Keeley instructed faith formation classes at both Pope John XXIII and St. Elizabeth Ann Seton Churches. She was a member of the Red Shoe Society of the CNY Ronald McDonald House in 2019-2020. She is a 2017 recipient of the *Central New York 40 Under Forty Award*. Keeley currently serves as board member and Treasurer of both On Point for College and the Liverpool Youth Lacrosse Association.

Keeley has vast experience presenting continuing professional education courses both in-house and at outside conferences including Preparation of Financial Statements; Developing Meaningful Findings; as well as Opinion Units, Risk Assessments and Materiality.

Keeley received her B.S. in Accounting from Le Moyne College and is a member of the American Institute of Certified Public Accountants (AICPA), and the New York State Society of CPAs (NYSSCPA).

Michelle Mundy, CPA — Employee Benefit Plan Partner (mmundy@bonadio.com)



Michelle is a partner in Bonadio's Assurance Practice. Over her career, Michelle has provided accounting, and auditing services for a variety of clients with a primary focus on Senior Services organizations. She is well versed in issues facing our aging population, with a focus on long-term skilled nursing care, assisted living, and other services for seniors. Michelle also has extensive experience auditing employee benefit plans, including single and multi-employer plans.

Michelle graduated from The College of Saint Rose and has over twenty years of experience in Private and Public Accounting positions. She is a member of the American Institute of Certified Public Accountants. Michelle is an active member of the Healthcare Financial Management Association. Michelle is also a member of the New York Association of Long-Term Care Administrators Association. In addition to her professional career, Michelle is active in the local community and has served on a variety of nonprofit boards.

Shelby Reeves, CPA — Audit Supervisor (sreeves@bonadio.com)



Shelby is an Audit Supervisor in our Assurance Practice Group in our Central New York Region, serving tax-exempt entities. She has provided audit and accounting services for more than 10 years. Shelby has a range of experience providing audit and accounting services to tax-exempt organizations, foundations, healthcare and human service organizations, and colleges. She also has experience with federal compliance requirements.

On this engagement, Shelby will manage the day-to-day responsibilities and oversee the assigned staff. Shelby graduated from SUNY Cortland with a bachelor's degree in economics. In addition, she earned bachelor's and master's degrees in public accounting from SUNY Oswego.

Kevin Testo, CPA — Partner, Human Services Industry Leader (ktesto@bonadio.com)



Kevin Testo is a Partner in Bonadio's Assurance Service Line and leader of the firm's Human Services industry. After six years of audit experience with a national Big 4 firm, Kevin joined The Bonadio Group in 2009 and is based in the Albany office. Kevin primarily focuses his time on tax-exempt clients, including several community action agencies. With over fifteen years of experience in public accounting, he is well versed in the unique requirements and reporting matters affecting a wide variety of these organizations. Kevin assists his clients by frequently conducting educational seminars in the non-profit area.

Kevin graduated cum laude from Siena College in 2003 with a B.A. in Accounting. He has professional membership in the American Institute of Certified Public Accountants. Kevin is a graduate of the Albany-Colonie Chamber of Commerce Leadership Program, as well as the Batiste Leadership Development Program.

Kevin has volunteered on the Finance Committee of Albany's Homeless and Travelers Aide Society (HATAS) since 2009. In addition, Kevin serves on the Finance Committee and Board of Directors of Proctors Theatre in Schenectady, in which he currently holds the position of Board Treasurer.

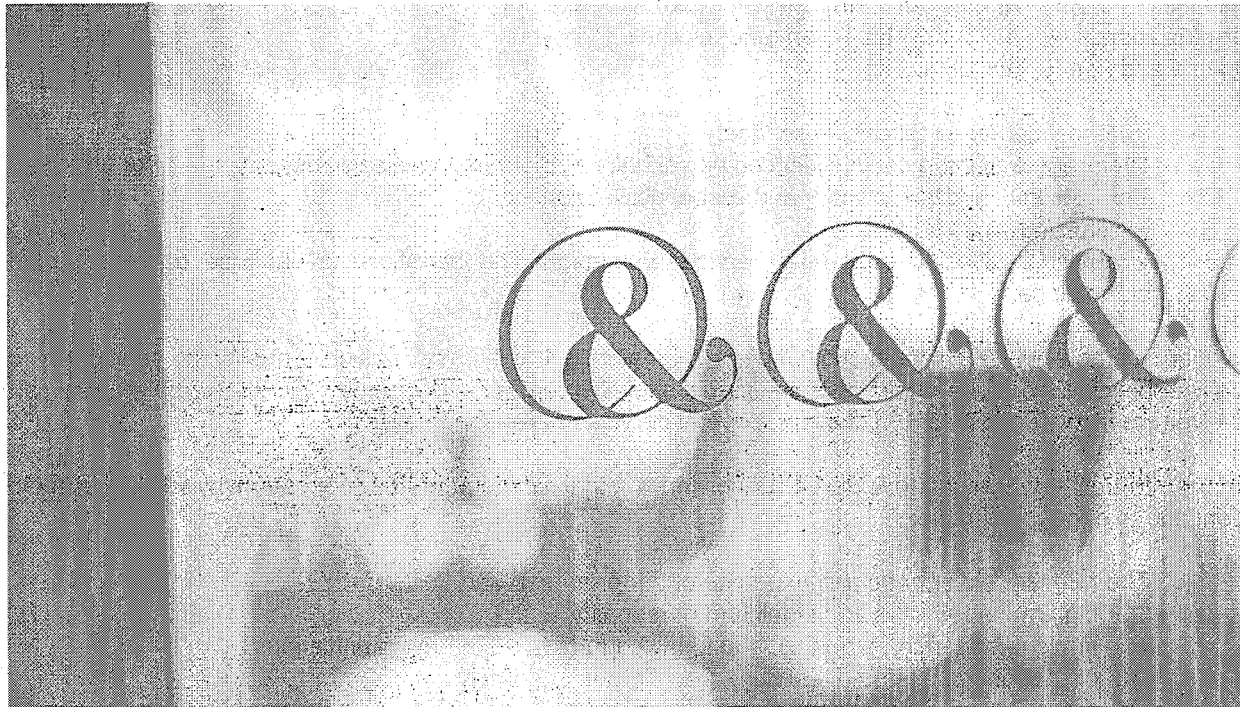
Staff Continuity

As a professional service firm, we understand that a primary concern of most clients is continuity of people assigned. We are extremely sensitive to this issue and assure you that we will make every effort to maintain continuity of personnel on your engagement to ensure that you will be served by the individuals most familiar with your account.

Bonadio's current staff turnover rate is approximately 12% per year, well below the accounting industry norms of up to 30%. We are strongly committed to driving our retention rate up as a means of ensuring staff continuity for our clients. To this end, we have installed a set of core values called "The Promise" that represent commitments between the Firm and our staff. In addition, we have initiated a strong mentoring and training program; and recently, graduated the third class of future leaders of our Firm from The Bonadio Leadership University.

We strive to maintain continuity of staff including partners, principals, and managers. However, should team members change for any reason during the contract, new team members will receive a package of background materials and attend a team orientation session prior to starting fieldwork at PEACE.

Since there is no formal requirement for partner rotation for audit engagements of tax-exempt organizations, our firm has no formal policy. However, if requested, we will work with you to rotate the engagement partner.



AUDIT APPROACH TO THE ENGAGEMENT

Background and Understanding

PEACE seeks an accounting firm to provide audit services. Bonadio is pleased to have the opportunity to provide those services.

Based on our extensive experience providing accounting services to a variety of similarly funded tax-exempt organizations, we have developed an understanding of your issues and needs, including:

- Personalized and responsive service.
- Interaction with our most experienced personnel, i.e., partners, principals, and managers/supervisors.
- Completion of audits in a timely and cost-effective manner.
- Maximizing value for fees paid.
- Expertise relative to consulting services you might find beneficial to enhance operations and compliance.

Overall, our objectives are to: (1) demonstrate our depth of experience and capabilities; (2) affirm our ability to provide audit services; and (3) provide the resources and expertise to help you achieve your objectives

We are particularly sensitive to your needs to maintain the highest possible quality of services and deliverables; yet we understand that cost is an issue. Our proposal is organized to show you that we can deliver the highest quality and a diverse scope of services at reasonable rates.

There are five key reasons, discussed further in the other sections of this proposal, why PEACE should continue to engage Bonadio:

1. The relevant experience and expertise of our proposed service team
2. Our big firm capabilities and small firm personality
3. The firm's experience, expertise, and knowledge of tax-exempt organizations
4. Our philosophy of customer service: grow / protect / comply
5. Our commitment to staff continuity on engagement

Our success in serving our clients is a function of our standards of quality and responsiveness; the scope, breadth, and integration of services we can deliver; and the combination of management and staff expertise we bring. It is these attributes that differentiate us from other firms. Ultimately, we want PEACE's management and Board to view us as a business asset, not an overhead cost.

Core Services

PEACE is requesting an audit firm to audit its financial statements for the year ended January 31, 2027 and the 401(K) Plan for the year ended December 31, 2026 with the option to renew for four additional years. Bonadio will prepare audit reports in accordance with the Uniform Guidance, *Government Auditing Standards*, and auditing standards generally accepted in the United States of America.

In addition, specific requested deliverables are as follows:

- Participate at Board meetings as required.
- Maximize work and efforts at interim, in order to reduce work at the end of the year as much as possible.
- Prepare the Data Collection Form for the Federal Clearing House.
- Input information provided by management into Federal Form 990 with submission by the June 15 deadline (no extensions).

Bonadio agrees to conduct all other services listed in the Request for Proposal. We commit to adhering to the timelines established in your request for proposal and delivering all required items by the due dates established.

In addition to the specific reporting requirements as identified above, Bonadio also commits to advise PEACE, in a timely manner, regarding appropriate and applicable accounting pronouncements (including proposed pronouncements and interpretations), and advise PEACE on their application, as well as provide regular industry specific updates and information relevant to the financial operations for PEACE.

In order to accomplish these objectives, we emphasize effective planning on each engagement. Planning is performed before year-end and includes:

- (1) Review of prior year financial statements audit results, and any issues that may be pending related to accounting or financial reporting matters,
- (2) Review of current year interim results of operations,
- (3) Review of changes in information systems and processing routines,
- (4) Consideration of any new accounting, reporting, regulatory, and compliance requirements which would affect PEACE; and
- (5) Performance of interim audit procedures to reduce time at year-end. This information is discussed with you in advance and used as a basis to target our work to high-risk areas. It also allows us to identify issues at the beginning of our work, prior to year-end. This approach provides the opportunity for you to address issues while action is still possible.
- (6) Performance of Uniform Guidance audit procedures.

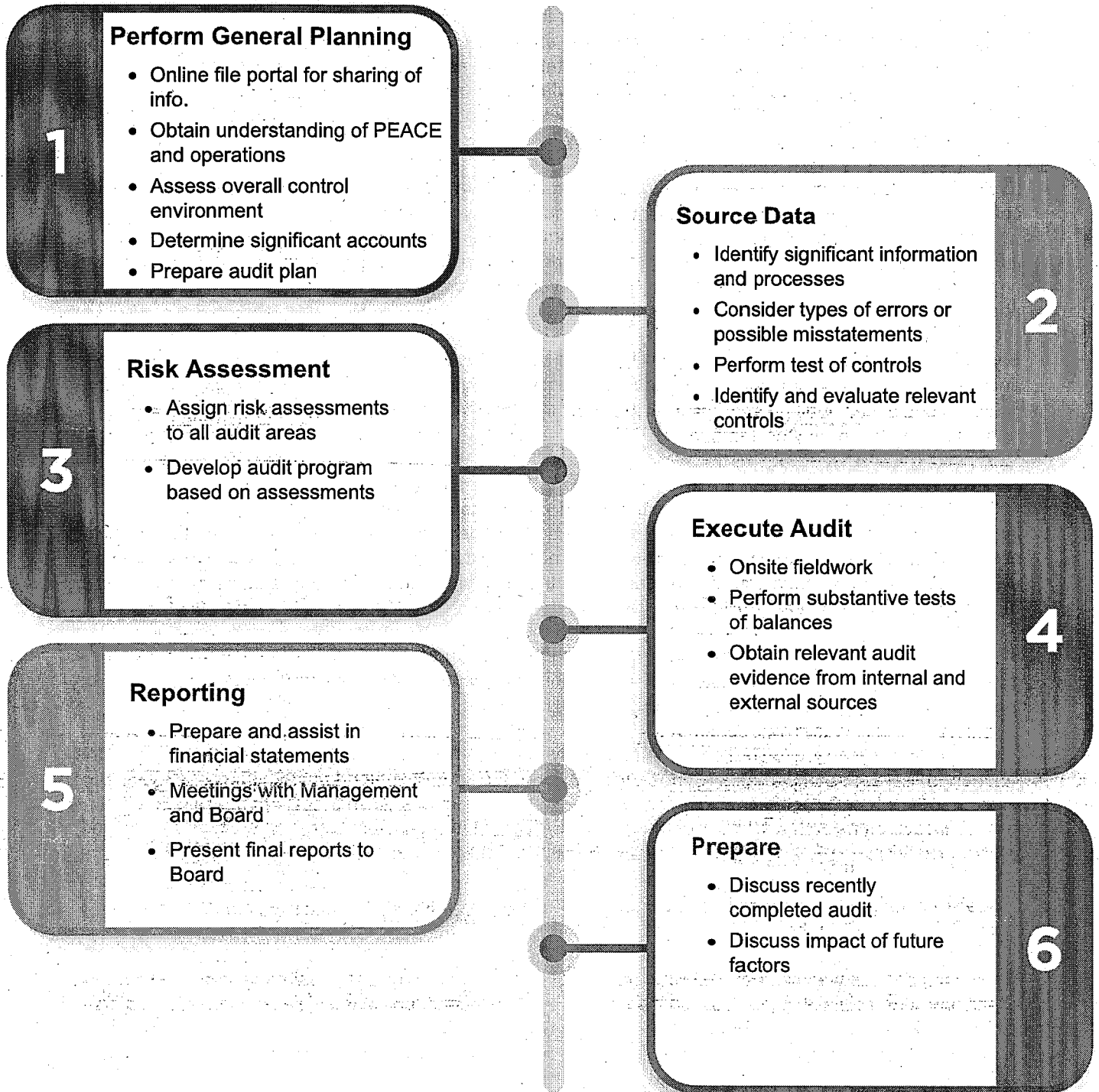
Overview of Our Audit Approach

We have developed a process that results in increased satisfaction and better recommendations for our clients. In addition, our approach includes the use of a fully secure client portal that aids in the efficiency of our audits.

Our approach is simple:

| Planning | Performance | Presentation |
|--|--|--|
| <ul style="list-style-type: none">• Timely, relevant communication at the start of audit cycle• Clear, concise requests for information for all phases of the audit• Online file portal for sharing information• Assignment of qualified staff to your engagement | <ul style="list-style-type: none">• Completion of preliminary and final audit procedures based on pre-determined timelines• Communication with key personnel throughout audit• Hands-on involvement of manager, principal, and partner on engagement | <ul style="list-style-type: none">• Deliverables provided on a timely basis and in an understandable format• Keeping Committee and Board Members apprised of key items impacting PEACE (industry, FASB, etc.)• Attendance by partner and/or principal level personnel at Board meetings. |

Overview of Our Audit Approach



Specific Audit Approach

Our audit approach is designed to provide you with timely, efficient, high-quality service at a reasonable cost. In order to accomplish these objectives, we emphasize effective planning on each engagement. Planning includes: (1) review of prior year financial statements and any issues that may be pending related to accounting or financial reporting matters; (2) review of current year interim results of operations; (3) review of changes in information systems and processing routines, and (4) performance of interim audit procedures to reduce time at year-end, if necessary.

Even though we have significant experience in working with healthcare and tax-exempt entities, we concentrate our audit efforts and preliminary phase of the audit to identify risks and understand the operating and internal control environment. This information is discussed with you in advance and used as a basis to formulate our audit plan and target our work to high-risk areas. It also allows us to identify issues or concerns at the beginning of our work, prior to year-end, providing ample opportunity to review and address these matters before the audit commences.

Based on the results of our planning, we will provide you with a list of information (account reconciliations and analyses) that will be required in order to effectively complete the audit. This is done well before fieldwork begins to give you sufficient time to gather the information.

Assessing Control Risk

The risk of material misstatement exists at the overall financial statement level and at the individual account level. Our audit approach emphasizes a thorough and detailed risk assessment, as this is the basis for developing the nature, timing, and extent of our audit procedures. Our risk assessment is generally performed at the assertion levels inherent within the financial statements and are classified as low, moderate, or high risk.

In developing our audit approach, we will gain an understanding of the key controls, including entity level controls, information technology controls, and monitoring controls over financial reporting, as well as operational activity and the strategic issues affecting PEACE.

We use a "top-down" approach and we will begin by gaining an understanding of management's and the Board of Directors and their committees' attitude, awareness of, and actions concerning internal control.

Significant transaction cycles and audit areas for PEACE would typically include revenue (grants, in-kind, program, etc.) and receivables, purchasing and payables, and payroll.

Assessing Control Risk (Continued)

For each significant transaction cycle and audit area, we will determine the control objectives and the control activities associated with that cycle in order to determine the extent of auditing procedures necessary for expressing our opinion on the financial statements.

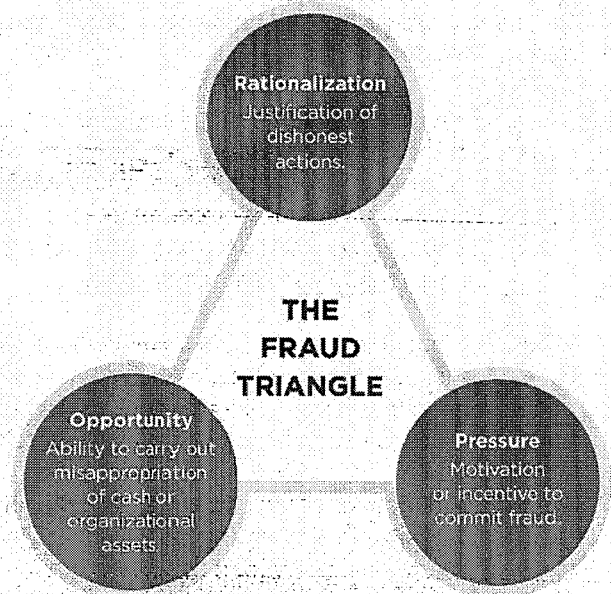
We will perform "walk-throughs" of key controls in order to ensure that our documentation and understanding of the process is accurate. We will also gain an understanding of information technology (IT) controls.

Fraud Risk Assessment

Generally accepted auditing standards require that the auditor exercise professional judgment and maintain a high level of professional skepticism. This is of utmost importance to us in planning and conducting our audit.

Our responsibility is to obtain a high level of assurance that the financial statements are free of material misstatement whether due to fraud or error. This is accomplished by obtaining the appropriate amount of audit evidence.

While we focus our audit efforts on the high risk and material areas of the financial statements, we also develop audit procedures to respond to identified fraud risks. Our audit procedures extend outside of the accounting and finance department to operational areas of an organization. We will evaluate the Agency's programs and controls designed to assess the risk of fraud and respond to those risks. Our audit efforts incorporate an element of unpredictability and focus on the risk of misappropriation of assets, as well as the risk of fraudulent financial reporting. We design procedures to test whether PEACE's fraud detection programs are designed and operating effectively.



Communication of Deficiencies

If opportunities for improvement in internal controls, or compliance deficiencies are identified as part of the audit process, we will communicate these items to management during a periodic status update. Our goal is open communication and to take a collaborative approach to ensure that we understand all the facts and circumstances to provide advice on actions that can be taken to address any deficiency noted. To the extent that material or significant matters are noted during the audit process, professional standards require these to be communicated to the Board.

Interface with Management, Board & Communications

Our engagement team will interface with management to ensure a cooperative and collaborative relationship exists between management and the engagement team. The audit services and communications we provide to you are individualized to meet your needs. Our engagement teams work with management directly to understand their concerns and expectations. As any issues arise, we will coordinate with management to obtain a complete understanding of the facts and circumstances and work with management towards resolution.

Your engagement team will be accessible to you at all levels. We want you to feel free to contact any member of our team whenever the need arises. Not only are we a phone call or an email away, but we are also truly accessible in terms of responsiveness, flexibility, the ability to meet your needs and the authority to make decisions on your account.

Frequent, year-round communication is the backbone of a productive partnership between client and auditor. We commit to:

- Providing status reports during planning and audit fieldwork
- Anticipating your issues and delivering relevant knowledge resources
- Addressing your questions promptly when they arise
- Discussing emerging accounting, reporting and regulatory matters in a timely, proactive fashion
- Scheduling periodic meetings with management to discuss a broad range of financial, operational, human resources, and other issues

When significant new proposals or regulations are issued, our professionals personally contact Bonadio clients to discuss these issues, to analyze how these changes affect our clients and to assist our clients in dealing with the issues. Early upfront communication and documentation of any new accounting and auditing issues is essential to our professional relationship.

We plan to meet with Governance as appropriate, at least two times a year; however, the engagement team is accessible to Governance at any time. Prior to commencing audit procedures, we will communicate to Governance our responsibilities, timing, and scope of the audit. Post audit we will communicate to Governance the results of the audit and any significant audit matters, including any issues that arise during the audit process and their resolution. Should the need arise for additional consultation with the Board, we would work through the Board chair to ensure this occurs in a timely manner.

Vision and Overall Approach to Managing Client Expectation

Exceeding client expectations and providing a level of service unmatched in the tax-exempt marketplace is a core value of Bonadio. Our firm puts in place various tools to exceed client expectations and satisfaction.

Bonadio begins each new engagement with an expectation setting meeting with the client to clearly outline deadlines and responsibilities. We then continually communicate with the client and ask for feedback during the engagement as well as at the conclusion. Not only do we request the feedback, but we also listen to concerns and are proactive about initiating recommended changes.

Our firm monitors client satisfaction through an independently administered survey sent to key client contacts. Results are summarized and communicated to the engagement team, the division leader, and the managing partner.

Implementation of Accounting Standards

You can count on Bonadio to provide, not only an audit opinion, but real value in the form of proactive guidance on new or modified accounting rules and consultation on significant transactions. We believe that proactive communication and provision of relevant guidance prepares our clients to meet their responsibilities as it relates to adoption of new accounting standards. We provide proactive communication to the governing bodies and management regarding new, relevant accounting changes.

We will provide PEACE with the requirements of new standards through discussions with management and the Board and through our internal publications and seminars.

We will assist management in fully understanding the requirements of any new standards. This review will be required to ensure that policies are in place to support proper disclosures and accounting and the general ledger structure is appropriate to support new financial statement presentation requirements.

Estimated Hours for Completion of Professional Services

Estimated Hours by Level (F/S Audit)

| Level | Hours |
|---------------------|----------------|
| Partner | 20-40 |
| Managers/Supervisor | 40-60 |
| Senior | 110-125 |
| Staff | <u>150-170</u> |
| Total | <u>320-395</u> |

Estimated Hours by Level (401k Audit)

| Level | Hours |
|---------------------|--------------|
| Partner | 5-9 |
| Managers/Supervisor | 9-14 |
| Senior | 26-28 |
| Staff | <u>35-39</u> |
| Total | <u>75-90</u> |

Estimated Hours by Level (Form 990)

| Level | Hours |
|---------------------|--------------|
| Partner | 1-2 |
| Managers/Supervisor | 1-3 |
| Senior | 3-6 |
| Staff | <u>5-9</u> |
| Total | <u>10-20</u> |

As requested, information related to our proposed fees and average hourly rates by level has been provided in a separate document.

Audit Work Plan

The following timeline ensures year-round communication, significant principal involvement, and sufficient hours to fulfill your needs and expectations. All dates are subject to your final review and approval.

December 2026 – January 2027 (Planning)

- Complete review of internal accounting controls and operating, financial, information systems, and compliance processes.
- Complete risk assessment by entity as shown in the attached schematic.
- Gather and review permanent file documents.
- Develop a summary of audit requirements and client assistance list.
- Complete detailed audit plan based on risk assessments.
- Meet with management to review audit strategy and timing.
- Ensure that all applicable new accounting standards are properly implemented.

April 2027 (Fieldwork)

- Perform year-end audit fieldwork at PEACE offices.
- Conduct exit conference on last day of fieldwork and review audit results.
- Perform audit partner and quality assurance review.
- Prepare audit report draft and review comments with management.
- Review draft of financial statements and management letter and related audit deliverables.
- Meet with management to discuss service and review the "measured value" against needs and expectations in the client service plan.

May 2027 – June 2027 (Reporting and Finalization)

- Identify and discuss planning opportunities for the next year audit.
- Presentation of audited financial statements, related audit letters, and benchmarking results to Finance Committee and Boards of Directors.
- File Data Collection Form 30 days after audit report issuance.
- Prepare and file Form 990.

Ongoing

- Assess impact of new accounting and auditing standards, as appropriate.
- Be available to discuss accounting, tax, and other fiscal issues with management and the Board, as considered necessary.

Audit Technologies—Leveraging Information Systems and Technology

Bonadio uses several technology tools to streamline the audit process and enhance service efficiency. The following are some of the ways we enlist the power of information technology daily:

- **Checkpoint Research Online Library**
A state-of-the-art library of technical accounting and auditing information, which includes authoritative audit and accounting pronouncements, as well as industry specific guidance, disclosure manuals, and emerging task force issues. Checkpoint facilitates appropriate interpretation of even the most obscure accounting and auditing issues. This research tool is updated daily, and all Checkpoint members receive a weekly summarization of FASB accounting and auditing updates.
- **OnPoint EBP**
An intelligent EBP software solution that facilitates risk assessment and provides precise guidance for more focused, high-quality audits.
- **Practitioners Publishing Company (PPC) Auditing**
Provides guidance, programs, and practice aids to help minimize risk with on-line, state-of-the-art practices and audit processes.
- **ProSystems Engagement**
Fully integrated electronic workpapers.
- **myPortal**
Secure document storage website providing auditor and client access to a website created specifically for your engagement. Documents are uploaded to this website in a secure manner and the website creates a document storage system that can be utilized throughout the year to track and retain audit documents and client information.
- **ProSystems Tax**
Fully automated tax preparation software, including e-filing capabilities.

With respect to your information systems, we incorporate into our audit approach procedures to obtain an understanding of your use of various systems and the related controls around them. Depending on our assessment of the level of risk in each audit area, our conclusions as to reliance on your systems, and other audit procedures we may employ, we may use data extraction software applications to perform portions of our audit.

CERTIFICATIONS

Certifications

On behalf of the Offeror:

1. The individual signing certifies that he/she is authorized to contract on behalf of the Offeror.
2. The individual signing certifies that the Offeror is not involved in any agreement to pay money or other consideration for the execution of this agreement, other than to an employee of the Offeror.
3. The individual signing certifies that the prices in this proposal have been arrived at independently, without consultation, communication, or agreement, for the purpose of restricting competition.
4. The individual signing certifies that the prices quoted in this proposal have not been knowingly disclosed by the Offeror prior to an award to any other Offeror or potential Offeror.
5. The individual signing certifies that there has been no attempt by the Offeror to discourage any potential Offeror from submitting a proposal.
6. The individual signing certifies that the Offeror is a properly licensed certified public accountant, or a public accountant licensed on or before February 1, 2026.
7. The individual signing certifies that the Offeror meets the independence standards of the *Government Auditing Standards*.
8. The individual signing certifies that he/she is aware of and will comply with the GAO Continuing Education Requirement of 80 hours of continuing education every two years; and that 24 hours of the 80 hours education will be in subjects directly related to the government environment and to government auditing for individuals.
9. The individual signing certifies that he/she is aware of and will comply with the GAO requirement of an external quality control (peer) review at least once every three years.
10. The individual signing certifies that he/she has read and understands the following publications relative to the proposed audits:
 - a. Government Auditing Standards (Yellow Book)

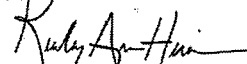
- b. Title 2 U.S. code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards ("Uniform Guidance")
- c. Audits for Not-for-Profit Entities (AICPA Audit Guide)
- d. Audits of State and Local Governments (AICPA Audit Guide)
- e. New York State division of Housing and Community Renewal and New York State Housing Trust Fund corporation "Audit Guide".

Any other standards and guidelines for our grants and funding sources.

- 11. The individual signing certifies that he/she has read and understands all of the information in this Request for Proposal, including the information on the programs/grants/contracts to be audited.
- 12. The individual signing certifies that the Offeror, and any individuals to be assigned to the audits, does not have a record of substandard audit work and has not been debarred or suspended from doing work with any federal, state or local government. (If the Offeror or any individual to be assigned to the audits has been found in violation of any state or AICPA professional standards, this information must be disclosed.)

Dated this 5th day of March, 2026.

The Bonadio Group
(Offeror's Firm Name)


(Signature of Offeror's Representative)

Keeley Ann Hines, CPA, Partner
(Printed Name and Title of Individual Signing)



APPENDICES

Appendix A: Peer Review Report



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Report on the Firm's System of Quality Control

September 18, 2023

To the Partners of Bonadio & Co., LLP
and the National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Bonadio & Co., LLP (the firm) applicable to engagements not subject to PCAOB permanent inspection, in effect for the year ended April 30, 2023. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported on in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing and complying with a system of quality control to provide the firm with reasonable assurance of performing and reporting in conformity with the requirements of applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under *Government Auditing Standards*, including compliance audits under the Single Audit Act; audits of employee benefit plans; audits performed under FDICIA; and examinations of service organizations (SOC 1 and SOC 2 engagements).

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Bonadio & Co., LLP applicable to engagements not subject to PCAOB permanent inspection, in effect for the year ended April 30, 2023, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Bonadio & Co., LLP has received a peer review rating of *pass*.

A handwritten signature in cursive script that reads "EisnerAmper LLP".

EisnerAmper LLP
Baton Rouge, Louisiana

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