

FINANCIAL REPORTS

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Chief Financial Officer Letter

NOVEMBER 14, 2014

The National Mediation Board's Performance and Accountability Report describes its performance measures, results, and accountability processes for the fiscal year. In assessing our performance, we compare actual results against the targets and goals that were set in our annual performance plan and performance budget, and that were developed to help carry out our strategic plan.

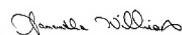
Fiscal 2014 year has been very challenging for the National Mediation Board (NMB). However, through prudent financial management practices and improved collaboration between the NMB and the Bureau of Fiscal Services (BFS), formerly the Bureau of Public Debt, we have been able to strengthen our internal financial protocols.

Fiscal year 2014 also saw monumental improvement in our material weakness reconciliation processes, in accordance with the OMB Financial Reporting Requirements. The NMB, through the hard work and dedication of its staff, received an "Unqualified Opinion" on our consolidated financial statements for the 17th consecutive year from our auditors, Allmond & Company.

Two of our major priorities for Fiscal 2015 include the strengthening of Internal Financial Control and interfacing the Arbitrator Work Space (AWS) with the BFS financial system. These actions will go a long way toward forestalling any future material weakness issues.

The NMB is dedicated to the performance and accountability standards established by the President and Congress, and is keenly aware of the role of sound financial management practices in good government. The NMB's financial professionals work together to improve financial management and accountability in support of our agency's mission.

The NMB continues to strive to maintain an environment in which program and financial managers work to ensure the integrity of financial information, and use that information in decision making and performance measurement.



SAMANTHA WILLIAMS

Assistant Chief of Staff, Administration & Chief Financial Officer

INDEPENDENT AUDITORS' REPORT

BOARD MEMBERS

National Mediation Board

We have audited the accompanying consolidated balance sheet of the National Mediation Board (NMB) as of September 30, 2014 and 2013, and the related consolidated statements of net cost, changes in net position, and combined statement of budgetary resources for the year then ended (hereinafter referred to as "consolidated financial statements"). The objective of our audits was to express an opinion on the fair presentation of these consolidated financial statements. In connection with our fiscal year 2014 audit, we also considered NMBs' internal controls over financial reporting and tested NMBs' compliance with certain provisions of applicable laws and regulations that could have a direct and material effect on these consolidated financial statements.

SUMMARY

As stated in our opinion of the consolidated financial statements, we concluded that NMB consolidated financial statements as of and for the years ended September 30, 2014 and 2013, are presented fairly, in all material respects, in conformity with U.S. generally accepted accounting principles.

Our consideration of internal controls over financial reporting resulted in identifying a deficiency we considered to be significant, as defined in the Consideration of Internal Control section of this report. We did not identify any deficiencies in internal control over financial reporting we considered to be material weaknesses as defined in the Consideration of Internal Control section of this report.

Our test of compliance with certain provisions of laws and regulations did not disclose any instances of non compliance.

The following sections discuss our opinion on NMB consolidated financial statements; our considerations of NMB internal control over financial reporting; our tests of NMB compliance with certain provisions of applicable laws and regulations; and management's and our responsibilities.

Opinion on the Financial Statements

We have audited the accompanying consolidated balance sheets of NMB as of September 30, 2014 and 2013, and related consolidated statements of net costs and changes in net position, and combined statements of budgetary resources for the years then ended.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of NMB as of September 30, 2014 and 2013, and its net costs, changes in net position, and budgetary resources for the year then ended in conformity with U.S. general accepted accounting principles.

The information in the Management and Discussion Analysis section of this report is not a required part of the basic financial statements, but is supplementary information required by U.S. generally accepted accounting principles. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of this information. However we did not audit this information and, accordingly, we express no opinion on it.

Consideration of Internal Control

A control deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatement on a timely basis. A material weakness is a significant deficiency, or combination of significant deficiencies, that results in more than a remote likelihood that a material misstatement of the financial statements will not be prevented or detected.

Our consideration of internal control over financial reporting was for the limited purpose described in the Responsibilities section of this report and was not designed to identify all deficiencies in internal control over financial reporting that might be a control deficiency, significant deficiency, or material weakness. In our fiscal year 2014 audit, we did not identify any deficiencies in internal control over financial reporting that we considered to be a material weakness, as defined above. However we identified a deficiency in internal control over financial reporting described in Exhibit I that we consider to be a significant deficiency in internal control over financial reporting. A significant deficiency is a control deficiency or a combination of control deficiencies, that adversely affects NMBs' ability to initiate, authorize, record, process, or report financial data reliably in accordance with generally accepted accounting principles such that there is more than a remote likelihood that a misstatement of the NMB's financial statements that is more than inconsequential will not be prevented or detected.

We noted certain additional matters that we have reported to NMB management in a separate letter dated November 14, 2014.

Compliance with Applicable Laws and Regulations

The results of our tests of compliance as described in the Responsibilities section of this report, disclosed no instances of noncompliance or other matters that are required to be reported herein under Government Auditing Standards or OMB Bulletin No. 14-02

Responsibilities

Management Responsibilities: Management is responsible for the consolidated financial statements; establishing and maintaining effective internal control over financial reporting; and complying with laws and regulations applicable to NMB.

Auditors' Responsibilities: Our responsibility is to express an opinion on the fiscal year 2014 and 2013 consolidated financial statements of NMB based on our audits. We conducted our audit in accordance with Government Auditing Standards, auditing standards generally accepted in the United States, and OMB Bulletin No. 14-02, Audit Requirements for Federal Financial Statements. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes the consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of NMB internal control over financial reporting. Accordingly, we express no such opinion.

Responsibilities (Continued)

An audit also includes:

- Examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements.
- Assessing the accounting principles used and significant estimates made by management; and
- Evaluating the overall financial statement presentation.

We believe that our audits provide a reasonable basis for our opinion.

In planning and performing our fiscal year 2014 audit, we considered NMB's internal control over financial reporting by obtaining an understanding of NMB's internal control, determining whether internal control had been placed in operation, assessing control risk, and performing tests of control to determine auditing procedures for the purpose of expressing our opinion on the consolidated financial statements, but not to provide an opinion on the effectiveness of NMB internal control over financial reporting. Accordingly we do not express an opinion on NMB's internal controls over financial reporting. We limited internal control testing to those necessary to achieve the objectives described in OMB Bulletin No. 14-02. We did not test all internal control relevant to operating objectives as broadly defined by the Federal Managers' Financial Integrity Act of 1982.

As part of obtaining reasonable assurance about whether NMBs' fiscal year 2014 consolidated financial statements are free of material misstatements, we performed test of NMBs' compliance with certain provisions of laws and regulations, which noncompliance with could have a direct and material effect on the determination of the consolidated financial statement amounts, and certain provisions of other laws specified in OMB Bulletin 14-02.

NMB written responses to the findings identified in our audit and presented in Exhibit I were not subjected to the auditing procedures applied in the audit of NMBs' consolidated financial statements and, accordingly, we express no opinion on them.

This report is intended solely for the information of NMB management, OMB, and Congress. This report is not intended to be and should not be used by anyone other than these specified parties.

Allmond & Company, LLC

ALLMOND & COMPANY, LLC

November 14, 2014

Certified Public Accountants

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EXHIBIT I SIGNIFICANT DEFICIENCY

Improvements Were Needed in Recording Obligations Related to Arbitration Services

National Mediation Board (NMB) experienced significant issues related to recording obligations for arbitration services in the general ledger when they are incurred (once an arbitrator is assigned to a case) during fiscal years (FY) 2010, 2011, 2012, and 2013. Over the years, NMB has made substantial improvements to their procedures for recording obligations related to arbitration services. These improvements included (1) obligating the full cost of the obligation when an arbitrator is assigned to a case; (2) tracking of all cost associated with an arbitrator rendering an award on a case; and (3) documenting the approval to assign an arbitrator to hear a case or group of cases.

Although improvements have been made by NMB to arbitration procedures, we continued to identify weaknesses in recording obligations related to arbitration services in the general ledger. Specifically, the following weaknesses were identified during our audit procedures over obligations related arbitration services:

- NMB internal control procedure to reconcile Arbitrators Workspace System (AWS) obligations to those obligations recorded in the general ledger related to arbitration services was not in operation during FY 2014;
- For 3 of the 37 arbitration obligations reviewed we noted NMB instructed their service provider to pay an invoice received from an arbitrator with an obligation that was not related to the group of cases included on the invoice received.

Government Accountability Office (GAO) Standards on Internal Control in the Federal Government states "Transactions should be promptly recorded to maintain their relevance and value to management in controlling operations and making decisions. This applies to the entire process or life cycle of a transaction or event from the initiation and authorization through its final classification in summary records. In addition, control activities help to ensure that all transactions are completely and accurately recorded."

GAO Standards on Internal Control in the Federal Government also states "Transactions and other significant events should be authorized and executed only by persons acting within the scope of their authority. This is the principal means of assuring that only valid transactions to exchange, transfer, use, or commit resources and other events are initiated or entered into. Authorizations should be clearly communicated to managers and employees."

Office of Administration (OA) staff was unable to produce a report from the AWS with the level of detail necessary to reconcile the AWS obligations to general ledger obligations on a monthly basis. Also, OA staff who instructed the service provider to make payments was unaware of the potential implications of paying invoices from obligations in which they are not related or an obligation has not been established.

These control weaknesses increases the risk of activity related to arbitrators assigned to a case (i.e. expenses, obligations) not being recorded in the general ledger in a timely manner. Furthermore, paying invoices not related to established obligations may lead to NMB expending more than what was available to obligate.

We recommend NMB management do the following to address the issues noted above:

1. Continue to work with NMBs' Chief Information Officer to develop a report at the level of detail necessary to reconcile AWS obligations to general ledger obligations.
2. Office of Administration staff or service provider reconciles the status of obligations established in the general ledger to the amount of cases assigned to an arbitrator per the Arbitration Workspace on a monthly basis.
3. Record an upward adjustment to existing arbitrator obligations when an invoice is received and not enough monies are remaining on the obligation to pay the invoice.
4. Provide training to OA staff responsible for advising the service provider on which obligation is to be liquidated to pay invoices received from arbitrators.
5. Monitoring activities be performed monthly by Office of Administration and Office of Arbitration over the funds that remain available for obligation related to arbitration services.
6. Continue to develop a mechanism to estimate and update obligations related to arbitration in the general ledger as more information about the status of the case becomes available.

NMB MANAGEMENT RESPONSE

The National Mediation Board agrees with finding number one (1). NMB internal control procedures to reconcile the Arbitrator Work Space (AWS) obligations to those obligations recorded in the general ledger related to arbitration services were not in operation during fiscal year FY 2014. The NMB was making major changes to the Arbitrator Work Space during that period of time.

The NMB acknowledges finding number two (2). For 3 of the 37 arbitration obligations reviewed the auditors noted that NMB instructed the service provider to pay an invoice received from an arbitrator with an obligation that was not related to the group of cases included on the invoice received. However these three examples occurred prior to the implementation of improved internal controls and the three examples are not indicative of a current systemic problem. It is also noted that during this period the NMB implemented accounting controls to ensure that arbitrator payments and obligations are in agreement. These controls have been successful: auditors have not found any examples since the NMB implemented these internal controls.

In response to audit findings, the NMB already has implemented the six audit recommendations. In addition, the Office of Administration now has a staff member assigned as the Arbitrator Liaison to ensure that obligations and payment disbursement are accurate. The Arbitrator Liaison is the NMB travel and payment specialist for all arbitrators. The Arbitrator Liaison provides support for all arbitrators and is responsible for making sure all travel requirements are met, travel regulations are followed, and travel reimbursements are paid in a timely manner. The Arbitrator Liaison is responsible for making sure payments for arbitrator work performed are accurate, processed and submitted to the Bureau of the Fiscal Service (BFS) in a timely manner.

AUDITORS' RESPONSE

We will conduct follow-up procedures in FY 2015 to determine whether corrective actions have been developed and implemented.

FINANCIAL STATEMENTS

NATIONAL MEDIATION BOARD BALANCE SHEET AS OF SEPTEMBER 30, 2014 AND 2013 (IN DOLLARS)

ASSETS	2014	2013
Intragovernmental		
Fund Balance with Treasury (Note 2)	\$ 6,172,901	\$ 5,440,303
Accounts Receivable, Net	3,312	1,601
Property, Equipment, and Software, Net (Note 3)	30,811	74,274
TOTAL ASSETS	\$ 6,207,024	\$ 5,516,178
LIABILITIES:		
Intragovernmental		
Employer Contributions and Payroll Taxes Payable	\$ 23,718	\$ 29,767
TOTAL INTRAGOVERNMENTAL	\$ 23,718	\$ 29,767
Accounts Payable	312,978	66,386
Accrued Payroll and Benefits	160,522	147,042
Unfunded Annual Leave (Note 4)	472,043	425,724
Contingent Liabilities (Note 4)	75,000	75,000
Capital Lease Liability (Note 6)	23,046	50,512
TOTAL LIABILITIES	\$ 1,067,307	\$ 794,431
NET POSITION:		
Unexpended Appropriations-Other Funds	\$ 5,652,637	\$ 5,146,596
Cumulative Results of Operations-Other Funds	\$ (512,920)	\$ (424,849)
TOTAL NET POSITION	\$ 5,139,717	\$ 4,721,747
AIRLINE TOTAL	\$ 6,207,024	\$ 5,516,178

**NATIONAL MEDIATION BOARD
STATEMENT OF NET COST
FOR THE FISCAL YEARS ENDING
SEPTEMBER 30, 2014 AND 2013 (IN
DOLLARS)**

PROGRAM COSTS:	2014	2013
MEDIATION/ADR		
Gross Cost	\$ 7,745,039	\$ 6,687,774
Net Mediation/ADR	\$ 7,745,039	\$ 6,687,774
REPRESENTATION		
Gross Cost	\$ 2,537,014	\$ 2,687,588
Net Representation	\$ 2,537,014	\$ 2,687,588
ARBITRATION		
Gross Cost	\$ 1,862,429	\$ 2,709,528
Net Arbitration	\$ 1,862,429	\$ 2,709,528
PRESIDENTIAL EMERGENCY BOARD		
Gross Cost	\$ 279,422	\$ 8,070
Net Presidential Emergency Board	\$ 279,422	\$ 8,070
TOTAL GROSS PROGRAM COSTS	12,423,904	12,092,960
NET PROGRAM COSTS	\$ 12,423,904	\$ 12,092,960

**NATIONAL MEDIATION BOARD
STATEMENT OF CHANGES IN NET
POSITION
FOR THE FISCAL YEARS ENDING
SEPTEMBER 30, 2014 AND 2013 (IN
DOLLARS)**

	2014	2013
CUMULATIVE RESULTS OF OPERATIONS:		
Beginning Balances	\$ (424,849)	\$ (372,796)
BUDGETARY FINANCING SOURCES:		
Appropriations Used	11,866,256	11,589,384
Total Financing Sources	12,335,833	12,040,907
Net Cost of Operations	(12,423,904)	(12,092,960)
Net Change	(88,071)	(52,053)
CUMULATIVE RESULTS OF OPERATIONS:	\$ (512,920)	\$ (424,849)
UNEXPENDED APPROPRIATIONS:		
Beginning Balances	\$ 5,146,596	\$ 4,573,132
BUDGETARY FINANCING SOURCES:		
Appropriations Received	13,116,000	13,410,606
Other Adjustments	(743,703)	(1,247,758)
Appropriations Used	(11,866,256)	(11,589,384)
Total Budgetary Financing Resources	506,041	573,464
TOTAL UNEXPENDED APPROPRIATIONS	\$ 5,652,637	\$ 5,146,596
NET POSITION	\$ 5,139,717	\$ 4,721,747

**NATIONAL MEDIATION BOARD
STATEMENT OF BUDGETARY
RESOURCES
FOR THE FISCAL YEARS ENDING
SEPTEMBER 30, 2014 AND 2013 (IN
DOLLARS)**

BUDGETARY RESOURCES:	2014	2013
Unobligated Balance Brought Forward, October 1	\$ 3,743,103	\$ 3,127,703
Recoveries of Prior Year Unpaid Obligations	286,402	668,712
Other changes in unobligated balance	(743,703)	(546,303)
Unobligated balance from prior year budget authority, net	3,285,802	3,250,112
Appropriations	13,116,000	12,709,151
TOTAL BUDGETARY RESOURCES	\$ 16,401,802	\$ 15,959,263
BUDGETARY RESOURCES:		
Obligations Incurred (Note 9)	\$ 12,934,623	\$ 12,216,160
Unobligated balance, end of year:		
Apportioned	437,914	605,371
Unapportioned	3,029,265	3,137,732
TOTAL UNOBLIGATED BALANCE, END OF YEAR	3,467,179	3,743,103
TOTAL BUDGETARY RESOURCES	\$ 16,401,802	\$ 15,959,263
CHANGE IN OBLIGATED BALANCE UNPAID OBLIGATIONS:		
Unpaid Obligations, Brought Forward, October 1	\$ 1,697,200	\$ 2,130,787
Obligations Incurred (Note 9)	12,934,623	12,216,160
Outlays (gross)	(11,639,699)	(11,981,035)
Recoveries of Prior Year Unpaid	(286,402)	(668,712)
Unpaid Obligations, End of Year	\$ 2,705,722	\$ 1,697,200
MEMORANDUM (NON-ADD) ENTRIES:		
Obligated Balance, Start of Year	\$ 1,697,200	\$ 2,130,787
Obligated Balance, End of Year	\$ 2,705,722	\$ 1,697,200
BUDGET AUTHORITY AND OUTLAYS, NET:		
Budget authority, gross	\$ 13,116,000	\$ 12,709,151
Budget Authority, net	\$ 13,116,000	\$ 12,709,151
Outlays, gross	\$ 11,639,699	\$ 11,981,035
Agency outlays, net	\$ 11,639,699	\$ 11,981,035

NOTES TO PRINCIPAL STATEMENTS SEPTEMBER 30, 2014 AND SEPTEMBER 30, 2013

Note 1: Summary of Significant Accounting Policies

The National Mediation Board (NMB), established in 1934 under Section 4 of the Railway Labor Act (RLA), is an independent U.S. federal government agency that performs a central role in facilitating harmonious labor-management relations within two of the nation's major transportation modes - the railroads and airlines. Recognizing the importance of these transportation industries to the public, shippers, and consumers, as well as to the economy and security of the country, the RLA established NMB to promote four key statutory goals:

A. Reporting Entity

The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;

The effectuation of employee rights of self-organization where a representation dispute exists; and

The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

NMB prepares its financial statements to be in conformity with general accepted accounting principles.

NMB does not hold any non-entity assets and has no funds from dedicated collections as described by the Statement of Federal Financial Accounting Standards (SFFAS) 43.

B. Basis of Presentation

NMB's principal financial statements were prepared from its official financial records and general ledger in conformity with accounting principles generally accepted in the United States and follow the presentation guidance established by OMB Circular No. 136 "Financial Reporting Requirements," as amended. The amounts reported in the financial statements are consolidated totals net of intra-entity transactions. The financial statements have been prepared to report the financial position, net cost of operations, changes in net position, and the status and availability of budgetary resources of NMB. Unless specified otherwise, all amounts are presented in dollars.

C. Basis of Accounting

Transactions are recorded on both an accrual accounting basis and a budgetary basis. The accrual method of accounting requires recognition of the financial effects of transactions, events, and circumstances in the period(s) when those transactions, events, and circumstances occur, regardless of when cash is received or paid. Budgetary accounting facilitates compliance with legal requirements and controls over the use of funds and to keep track of budget authority at the various stages of execution including allotment, obligation, and outlay.

The Balance Sheet, Statement of Net Cost, Statement of Net Position, and Statement of Budgetary Resources have been prepared in accordance with generally accepted accounting principles accepted in the United States for federal entities as prescribed by the standards set forth by the Federal Accounting Standards Advisory Board (FASAB). FASAB is recognized by the American Institute of Certified Public Accountants as the body designated to establish generally accepted accounting principles for federal entities. Certain assets, liabilities, and costs have been classified as intragovernmental throughout the financial statements and notes. Intragovernmental is defined as transactions made between two reporting entities within the federal government.

D. Revenue and Other Financing Sources

NMB receives funds to support its programs through annual appropriations. These may be used to pay program and administrative expenses (primarily salaries and benefits, occupancy, travel, and contractual services costs).

Appropriations are recognized as other financing sources at the time they are used to pay program or administrative expenses. Appropriations used to acquire property and equipment is recognized as financing sources when the assets are purchased.

E. Use of Estimates

The preparation of the accompanying financial statements in accordance with U.S. generally accepted accounting principles requires management to make certain estimates and assumptions that affect the reported amounts of assets, liabilities, revenues, and expenses. Actual results could differ from those estimates.

F. Fund Balances with the US Department of Treasury

The U.S. Treasury (Treasury) processes cash receipts and disbursements on NMB's behalf. The balance of funds with Treasury represents appropriated funds that are available to pay current liabilities and finance authorized purchase obligations relative to goods or services that have not been received. NMB does not maintain cash in commercial bank accounts or foreign currency balances.

G. Accounts Receivable

Accounts receivable primarily consists of amounts due from current and former employees. These receivables are a result of payroll adjustments and or court ordered actions. An allowance for uncollectible accounts receivable from the public is established when either (1) management determines that collection is unlikely to occur after a review of outstanding accounts and the failure of all collection efforts, or (2) an account for which no allowance has been established is submitted to the Department of the Treasury for collection, which takes place when it becomes 120 days delinquent. Based on historical experience, all receivables are collectible and no allowance is provided.

H. Property and Equipment

Property and equipment is stated at cost less accumulated depreciation. NMB capitalizes property and equipment purchases with a cost greater than \$5,000, and a total useful life exceeding one year. Depreciation is calculated on a straight-line basis based on an estimated useful life of 5 years for all assets. Expenditures for repairs and maintenance are charged to operating expenses as incurred.

When NMB enters into a lease agreement, as lessee, if the title of the asset transfers to NMB at the end of the lease or any of the other three capitalization criteria pursuant to SFFAS No. 6, Accounting for Property, Plant, and Equipment, are met, NMB capitalizes the lease at the present value of minimum lease payment and amortizes the cost over the economic useful life of the asset.

I. Liabilities

Liabilities represent the amount of monies or other resources that are likely to be paid by NMB as the result of a transaction or event that has already occurred. However, no liability can be paid by NMB absent an appropriation. Liabilities for which an appropriation has not been enacted are therefore classified as Liabilities Not Covered by Budgetary Resources and there is no certainty that the appropriations will be enacted. Also, liabilities of NMB arising from other than contracts can be abrogated by the government, acting in its sovereign capacity.

Liabilities covered by budgetary resources are liabilities funded by a current appropriation or other funding source. These consist of accounts payable and accrued payroll and benefits. Accounts payable represent amounts owed to another entity for goods ordered and received and for services rendered except for employees.

Liabilities not covered by budgetary resource are liabilities that are not funded by any current appropriation or other funding source. These liabilities consist of accrued annual leave and contingent liabilities.

Regarding NMB's building lease, the General Services Administration (GSA) entered into a lease agreement for NMB's rental of building space. NMB pays GSA a standard level users charge for the annual rental. The standard level users charge approximates the commercial rental rates for similar properties.

J. Accrued Payroll and Benefits

Accrued payroll and benefits reflect salaries and benefits that have been earned, but not disbursed as of September 30, 2014. Accrued payroll and benefits are payable to employees and are therefore not classified as Intragovernmental.

K. Annual, Sick and Other Leave

Annual leave is accrued as a liability as it is earned. The accrual is reduced as leave is taken. Each pay period the balance in the accrued leave account is adjusted to reflect the current leave balances and pay rates. Accrued annual leave is paid from future funding sources and accordingly is reflected as a liability not covered by budgetary resources. Sick leave and other types of non-vested leave are charged to expense as the leave is used.

L. Retirement Plan

NMB's employees participate in either the Civil Service Retirement System (CSRS) or the Federal Employees' Retirement System (FERS). Employees participating in CSRS contribute 7 percent of their gross pay to the plan, and NMB contributes 7 percent.

On January 1, 1987, FERS went into effect pursuant to Public Law 99-335. Most employees hired after December 31, 1983, are automatically covered by FERS and are eligible for Social Security benefits. Employees hired prior to January 1, 1984, could elect either to transfer to the FERS plan and become eligible for Social Security benefits or remain in CSRS. A primary feature of FERS is that it offers a savings plan in which NMB automatically contributes 1 percent of employees' pay and matches any employee contribution up to an additional 4 percent of pay.

The actuarial present value of accumulated benefits, assets available for benefits, and unfunded pension liability of CSRS and FERS is not allocated to individual departments and agencies and is therefore not disclosed by NMB. The reporting of these amounts is the responsibility of the Office of Personnel Management.

M. Commitments and Contingencies

Commitments are contractual agreements involving financial obligations. NMB is committed for goods and services that have been ordered, but have not yet been received.

A contingency is an existing condition, situation, or set of circumstances involving uncertainty as to possible gain or loss. The uncertainty will ultimately be resolved when one or more future events occur or fail to occur. A contingent liability is disclosed in the notes to the financial statements when a past event or exchange transaction has occurred, and future outflow or other sacrifice of resources is measurable and probable. A contingency is not disclosed when any of the conditions for liability recognition are not met and the chance of the future event or events occurring are not probable.

NOTE 2: FUND BALANCES WITH TREASURY

Fund Balance with Treasury account balances as of September 30, 2014 and 2013 were as follows:

FUND BALANCES:	2014	2013
Appropriated Funds	\$ 6,172,901	\$ 5,440,303
TOTAL	\$ 6,172,901	\$ 5,440,303

STATUS OF FUND BALANCE WITH TREASURY

Unobligated Balance:

Available	\$ 437,914	\$ 605,371
Unavailable	3,029,265	3,137,732
Obligated Balance Not Yet Disbursed	2,705,722	1,697,200
TOTAL	\$ 6,172,901	\$ 5,440,303

NOTE 3: PROPERTY AND EQUIPMENT, NET

NMB uses straight-line depreciation with a useful life of 5 years and a capitalization threshold of \$5,000.

Schedule of Property and equipment, at September 30, 2014:

MAJOR CLASS	ACQUISITION COST	ACCUMULATED AMORTIZATION/ DEPRECIATION	NET BOOK VALUE
Capital Lease	\$ 157,180	\$ 134,134	\$ 23,046
Furniture & Equipment	\$ 93,553	\$ 85,788	\$ 7,765
TOTAL	\$ 250,733	\$ 219,922	\$ 30,811

Schedule of Property and equipment, at September 30, 2013

MAJOR CLASS	ACQUISITION COST	ACCUMULATED AMORTIZATION/ DEPRECIATION	NET BOOK VALUE
Capital Lease	\$ 157,180	\$ 109,382	\$ 47,798
Furniture & Equipment	\$ 93,553	\$ 67,077	\$ 26,476
TOTAL	\$ 250,733	\$ 176,459	\$ 74,274

NOTE 4: LIABILITIES COVERED AND NOT COVERED BY BUDGETARY RESOURCES

Liabilities Covered and Not Covered By Budgetary Resources as of September 30, 2014 and 2013 consist of the following:

LIABILITIES NOT-COVERED BY BUDGETARY RESOURCES	2014	2013
Contingent Liabilities	\$ 75,000	\$ 75,000
Unfunded Leave	472,043	425,724
Total Liabilities Not Covered by Budgetary Resources	\$ 547,043	\$ 500,724
Total Liabilities Covered by Budgetary Resources	520,264	293,707
Total Liabilities	\$ 1,067,307	\$ 794,431

NOTE 5: PENSIONS, OTHER RETIREMENT BENEFITS, AND OTHER POST RETIREMENT BENEFITS

The NMB reports the full cost of employee pensions, other retirement benefits, and other post-employment benefits in accordance with SFFAS No. 5, Accounting for Liabilities of the Federal Government. Although the NMB funds a portion of the benefits under FERS and CSRS relating to its employees and withholds the necessary payroll deductions, a portion of the Normal Pension Cost remains unpaid. SFFAS No. 5 requires the recognition of this remaining cost as imputed financing.

Pension and other retirement benefit expenses are calculated using cost factors determined by actuaries at the Office of Personnel Management. These cost factors are calculated based on economic and demographic assumptions. The cost factor is multiplied by the basic pay in order to obtain the "Normal Cost" for the accounting period. This Normal Cost is the present value of the projected benefits of each employee allocated on a level basis over the service of the employee between entry age and assumed exit age.

The imputed financing amount represents the difference between the employer's total pension expense and the employer's contribution.

Imputed Financing Sources in 2014 and 2013 consists of the following:

	2014	2013
Office of Personnel Management	\$ 469,577	\$ 451,523
Total Imputed Financing Sources	\$ 469,577	\$ 451,523

NOTE 6: ACCOUNTING FOR LEASES

NMB occupies office space under a lease agreement with the General Services Administration (GSA) that is accounting for as an operating lease. The lease term was for a period of eleven years began on November 1, 2005 and expires on October 31, 2016. NMB pays GSA a standard level users charge for the annual rental adjusted annually for operating cost escalations in accordance with the provisions in the Federal Management Regulations.

Operating Leases:

FISCAL YEAR	OFFICE SPACE
2015	1,418,181
2016	1,434,348
TOTAL	\$ 2,852,529

Capital Leases:

NMB entered into a capital lease on October 6, 2008 to lease a Xerox machine over a five- year period. The lease provide for ownership to transfer to NMB at the end of the lease period. The present value of the minimum lease payments of \$1,671 annually at an interest rate of 9.5 percent was determined to be \$6,415.23 for the second machine. The Capital Lease Asset is being depreciated on a straight line basis on 5 years. The Capital Lease Liability as of September 30, 2014 and 2013 was \$0 and \$127.

NMB entered into a capital lease on October 6, 2008 to lease a Xerox machine over a five- year period. The lease provide for ownership to transfer to NMB at the end of the lease period. The present value of the minimum lease payments of \$7,033 annually at an interest rate of 9.5 percent was determined to be \$27,006 for the last machine. The Capital Lease Asset is being depreciated on a straight line basis on 5 years. The Capital Lease Liability as of September 30, 2014 and 2013 was \$0 and \$535.

NMB entered into a capital lease on September 10, 2010 to lease a Xerox machine over a five-year period. The lease provide for ownership to transfer to NMB at the end of the lease period. The present value of the minimum lease payments of \$25,807.20 annually at an interest rate of 8.25 percent was determined to be \$102,365.28 for the machine. The Capital Lease Asset is being depreciated on a straight line basis on 5 years. The Capital Lease Liability as of September 30, 2014 and 2013 was \$19,062 and \$41,370.

NMB entered into a capital lease on September 27, 2010 to lease a Xerox machine over a five-year period. The lease provide for ownership to transfer to NMB at the end of the lease period. The present value of the minimum lease payments of \$5,393.52 annually at an interest rate of 8.25 percent was determined to be \$21,393.61 for the machine. The Capital Lease Asset is being depreciated on a straight line basis on 5 years. The Capital Lease Liability as of September 30, 2014 and 2013 was \$3,984 and \$8,480.

NOTE 7: CONTINGENT ARBITRATOR LIABILITIES

The NMB revised its policy, so that when cases are assigned to an Arbitrator the full cost of the case is obligated. The number of cases not assigned to any arbitrators September 30, 2014 and 2013 is 3,189 and 2,721 respectively. If these cases were assigned, we estimate it would cost \$2,009,700 in fiscal year 2014 and \$1,714,230 in fiscal year 2013 for arbitrators to hear and render an award on these cases.

Equal Employment Opportunity (EEO)

An EEO lawsuit alleging age and race bias for the withdrawal of an offer of employment, Unspecified damages requested include back pay, forward pay, and remedial damages. An unfavorable outcome is reasonably possible and could result in a loss in the range of \$200,000.

Procurement Contract

A claim for payment under a contract for construction work that was not completed by the contractor in question. An unfavorable outcome is probable and could result in potential losses between \$75,000 and \$145,000.

NOTE 8: INTRAGOVERNMENTAL COSTS AND EXCHANGE REVENUE

The purpose of this classification of NMB's revenue and cost is to enable the Federal Government to provide consolidated financial statements, and not to match public and intragovernmental revenue with costs that are incurred to produce public and intragovernmental revenue. The intragovernmental costs relate to the source of goods and services purchased by NMB and are treated independently from the classification of related revenue.

PROGRAM COSTS:	2014	2013
Mediation/ADR		
Intragovernmental Costs	\$ 2,633,198	\$ 1,695,473
Public Costs	5,111,841	4,992,301
Total Mediation/ADR	\$ 7,745,039	\$ 6,687,774
Representation		
Intragovernmental Costs	\$ 439,260	\$ 753,423
Public Costs	2,097,754	1,934,165
Total Representation	\$ 2,537,014	\$ 2,687,588
Arbitration		
Intragovernmental Costs	\$ 586,249	\$ 309,983
Public Costs	1,276,180	2,399,545
Total Arbitration	\$ 1,862,429	\$ 2,709,528
Presidential Emergency Board		
Intragovernmental Costs	\$ 337	\$ 1,411
Public Costs	279,085	6,659
Total Presidential Emergency Board	\$ 279,422	\$ 8,070
Total Intragovernmental Costs	3,659,044	2,760,290
Total Public Costs	8,764,860	9,332,670
Total Gross Program Costs	12,423,904	12,092,960
Net Program Costs	\$ 12,423,904	\$ 12,092,960

NOTE 9: APPORTIONMENT CATEGORIES OF OBLIGATIONS INCURRED

Obligations incurred reported on the Statement of Budgetary Resources in 2014 and 2013 consists of the following:

NOTE 10: UNDELIVERED ORDERS NET AT THE END OF THE PERIOD

The amount of budgetary resources obligated for undelivered orders at September 30, 2014 and 2013 is \$2,185,457 and \$1,403,493 respectively.

NOTE 11: STATEMENT OF BUDGETARY RESOURCES VS. BUDGET OF THE UNITED STATES GOVERNMENT

The reconciliation as of September 30, 2013 is presented below. The reconciliation as of September 30, 2014 is not presented, because the submission of the Budget of the United States (Budget) for FY 2016, which presents the execution of the FY 2014 budget, occurs after publication of these financial statements. The National Mediation Board Budget Appendix can be found on the OMB website (<http://www.whitehouse.gov/omb/budget>) and will be available in early February 2015.

For the Fiscal Year Ended September 30, 2013 (In millions)

DIRECT OBLIGATIONS	2013	2014
Category A	\$ 12,209,386	\$ 12,640,418
Category B	6,774	294,205
Total Obligations Incurred	\$ 12,216,160	\$ 12,934,623

NOTE 12: RECONCILIATION OF NET COST OF OPERATIONS (PROPRIETARY) TO BUDGET

NOTE 12: RECONCILIATION OF NET COST OF OPERATIONS (PROPRIETARY) TO BUDGET

RESOURCES USED TO FINANCE ACTIVITIES:	2014	2013
Budgetary Resources Obligated		
Obligations Incurred	\$ 12,934,623	\$ 12,216,160
Spending Authority From Offsetting Collections and Recoveries	(286,402)	(668,712)
Obligations Net of Offsetting Collections and Recoveries	12,648,221	11,547,448
Net Obligations	12,648,221	11,547,448
Other Resources		
Imputed Financing From Costs Absorbed By Others	469,577	451,523
Net Other Resources Used to Finance Activities	469,577	451,523
Total Resources Used to Finance Activities	13,117,798	11,998,971
RESOURCES USED TO FINANCE ITEMS NOT PART OF THE NET COST OF OPERATIONS:		
Change In Budgetary Resources Obligated For Goods, Services and Benefits Ordered But Not Yet Provided	(781,965)	41,935
Total Resources Used to Finance Items Not Part of Net Cost of Operations	(781,965)	41,935
Total Resources Used to Finance the Net Cost of Operations	12,335,833	12,040,906
COMPONENTS OF THE NET COST OF OPERATIONS THAT WILL NOT REQUIRE OR GENERATE RESOURCES IN THE CURRENT PERIOD:		
Components Requiring or Generating Resources in Future Periods Increase In Annual Leave Liability	46,319	3,509
Components Not Requiring or Generating Resources		
Depreciation and Amortization	43,462	50,146
Other	(1,710)	(1,601)
Total Components of Net Cost of Operations That Will Not Require or Generate Resources	41,752	48,545
Total Components of Net Cost of Operations That Will Not Require or Generate Resources In The Current Period	88,071	52,054
Net Cost of Operations	\$ 12,423,904	\$ 12,092,960