



# ADVANCEMENT & LEARNING





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# LEADERSHIP INSIGHTS:

## A MESSAGE FROM NBCE'S PRESIDENT & CEO

DEAR ESTEEMED STAKEHOLDERS

The chiropractic profession is constantly evolving, and with it, so is the responsibility to ensure that the next generation of chiropractors is prepared to meet the highest standards of patient care. At the National Board of Chiropractic Examiners (NBCE), we are committed to advancing and learning—not just as an organization, but as a profession. This year's annual report is a testament to that commitment.

In 2024, we took bold steps to modernize our examinations, enhance accessibility, and strengthen global chiropractic competency. These advancements were not made in isolation—they were shaped by the voices of students, educators, regulators, and practitioners. Thousands of stakeholders engaged with us through surveys, focus groups, and open forums, ensuring that every decision we made was informed by those it impacts most.

One of the most significant milestones this year was the pilot of the redesigned Part IV exam. By shifting to patient encounter stations and integrating video-recorded assessments, we are creating a more realistic, intuitive, and clinically relevant evaluation of chiropractic skills. This transformation was made possible because of the collaboration and dedication of our field staff, academic partners, and examinees who participated in the pilot. Their insights are shaping the future of practical assessment in ways that will benefit both candidates and the patients they will serve.

We also expanded computer-based testing (CBT), tripling the number of exam administrations each year. This change provides greater flexibility, more testing



KARLOS BOGHOSIAN, D.C.



NORMAN E. OUZTS, D.C.

opportunities, and faster results, reducing stress for examinees while maintaining the rigor of our assessments. The overwhelmingly positive response from students and colleges reaffirms that this was a necessary and beneficial step forward.

Beyond testing innovations, we remain committed to strengthening chiropractic education. The launch of the Chiropractic Education Readiness Assessment (CERA) will provide schools with critical insights to better support students from the very start of their academic journey. Meanwhile, our work with the World Federation of Chiropractic (WFC) and the International Board of Chiropractic Examiners (IBCE) led to the development of the International Test of Competence (ITC), providing new global benchmarks for chiropractic proficiency.

None of these advancements would be possible without the unwavering support of our stakeholders. Whether you are a student navigating the licensure process, a faculty member shaping the next generation of chiropractors, or a state board member upholding public safety, your engagement, feedback, and trust are what drive us forward.

As you read through this report, we hope you see not just the progress we have made, but the collective effort that made it possible. Advancement is not just about moving forward, it is about learning, growing, and ensuring that every step we take strengthens the future of the chiropractic profession.

Thank you for your continued partnership and support. Together, we are shaping the future of chiropractic care.

*Karlos Boghosian DC*     *N. Ouzts, D.C.*

**Karlos Boghosian, D.C.**  
NBCE President & At-Large Director

**Norman E. Ouzts, D.C.**  
NBCE Chief Executive Officer

# OUR MISSION: GUIDING ADVANCEMENT AND LEARNING IN 2024

The National Board of Chiropractic Examiners (NBCE) is committed to ensuring professional competency and public safety through excellence in testing. In 2024, we made significant advancements that exemplify this mission, positioning the chiropractic profession for continued growth and success.



## Expanding Access to Computer-Based Testing

In August 2024, we introduced significant changes to enhance accessibility and flexibility for examinees. By increasing testing opportunities from three to nine times annually and extending testing windows to over 14 days each month, we empowered candidates to pursue their professional goals with greater ease and convenience.



## Redesigning Part IV to Reflect Real-World Practice

We announced groundbreaking changes to the Part IV exam, to be implemented in 2026. This redesign will create a more efficient and realistic evaluation of candidates, closely mimicking the responsibilities of real-world practice while upholding the fairness and validity essential to licensure.



## Developing the Chiropractic Education Readiness Assessment (CERA)

Recognizing the importance of tailored educational strategies, we embarked on creating CERA in collaboration with U.S. Doctor of Chiropractic Programs to evaluate students' preparedness for chiropractic education. This tool will empower programs to support students' unique learning journeys, enhancing their academic and professional outcomes.



## Strengthening Global Standards with the International Test of Competence

To support the global standardization of chiropractic education and practice, we created this assessment in partnership with the World Federation of Chiropractic (WFC) to elevate international alignment and promote shared professional benchmarks across borders.

Each initiative represents a bold step forward, leveraging the NBCE's expertise in exam development and administration to advance the chiropractic profession and demonstrate the NBCE's unwavering commitment to its mission. Together, these initiatives not only address current needs but also lay the groundwork for a stronger, more dynamic future for the profession. As you read through this report, you will discover how these efforts—and the dedication behind them—are shaping the future of chiropractic education, licensure, and practice.

### MISSION

ENSURING PROFESSIONAL COMPETENCY AND PUBLIC SAFETY THROUGH EXCELLENCE IN TESTING.

### PURPOSE

TO STRENGTHEN PUBLIC CONFIDENCE IN THE CHIROPRACTIC PROFESSION AND ITS VITAL CONTRIBUTION TO LIFELONG WELL-BEING.

### VISION

DOCTORS OF CHIROPRACTIC ARE UNIVERSALLY REGARDED AS HIGHLY QUALIFIED, COMPETENT PROFESSIONALS.

### VALUES

LIFELONG LEARNING

INTEGRITY

FAIRNESS

TRANSPARENCY

ACCOUNTABILITY

THESE STATEMENTS ARTICULATE THE PURPOSE, ASPIRATIONS, AND PRINCIPLES OF NBCE AND WILL BE USED TO GUIDE ITS ACTIONS, DECISIONS, AND BEHAVIORS. THEY COLLECTIVELY PROVIDE A FRAMEWORK FOR UNDERSTANDING NBCE'S DIRECTION, GOALS, AND CORE BELIEFS.



# OUR LEADERSHIP: BOARD OF DIRECTORS AND GOVERNANCE

## BOARD OF DIRECTORS



**L-R: Carol Winkler, D.C./NBCE Secretary & At-Large Director; Margaret Freihaut, D.C./NBCE Treasurer & At-Large Director; LeRoy F. Otto, D.C./District II Director; Steven C. Roberts, J.D., LL.M./At-Large Director; Jason Jaeger, D.C./NBCE Vice President/District IV Director; Norman Ouzts, D.C./NBCE Chief Executive Officer; Robert Daschner, D.C./FCLB Appointment; Karlos Boghosian, D.C./NBCE President & At-Large Director; James Buchanan, D.C., M.S./District I Director; Karen Campion, D.C./FCLB Appointment; Gary DiBenedetto, D.C./District III Director; Danita Thomas Heagy, D.C./District V Director**

A strong and visionary governance structure is the foundation of the National Board of Chiropractic Examiners (NBCE). Charged with guiding the organization’s strategy, ensuring its long-term success, and upholding the integrity of chiropractic licensure examinations, the NBCE Board of Directors plays a critical role in shaping the future of the organization.

At the heart of the NBCE’s mission—*Ensuring Professional Competency And Public Safety Through Excellence In Testing*—is a commitment to fairness, innovation, and responsiveness to the evolving needs of chiropractic regulation. The Board provides the vision necessary to advance this mission, ensuring that NBCE remains at the forefront of testing excellence while strengthening public confidence in chiropractic care.

### THE ROLE OF THE BOARD

As the NBCE’s governing body, the Board of Directors sets the course for the organization’s future, guiding policy decisions and upholding the highest standards in chiropractic assessment. Its members are selected through a structured process that begins at the state and district levels, where state delegates nominate district directors. The full assembly of delegates votes to confirm these nominations, ensuring representation from across the profession. Two additional board members are appointed by the Federation of Chiropractic Licensing Boards (FCLB), ensuring alignment with chiropractic regulators across the country. At-large directors are elected for two-year terms to bring further expertise and insight to NBCE’s leadership.

The Board’s four officers—President, Vice President, Treasurer, and Secretary—form the Executive Committee, providing key leadership and oversight. Together, they ensure the NBCE remains forward-thinking, responsive, and committed to excellence in chiropractic testing.

### STRATEGIC LEADERSHIP & OVERSIGHT IN ACTION

In 2024, the Board of Directors demonstrated the effectiveness of its governance model through the transformative modernization of the Part IV exam. Recognizing the need for more testing opportunities and greater cost stability, the Board engaged with stakeholders to reshape the exam format and approve the development of a state-of-the-art assessment center in Greeley, Colorado. This center, set to operate year-round, will provide a more efficient assessment of clinical competency, reinforcing the NBCE’s commitment to innovation and professional excellence. The Board’s proactive leadership in this project reflects its dedication to responsible governance and its ongoing engagement with stakeholders to ensure long-term success.

### SUPPORTING THE MISSION

Working in alignment with the Board, the NBCE Executive Team implements strategies to achieve the organization’s goals. This team supports the Board’s vision by managing operations, overseeing key initiatives, and ensuring that NBCE’s examinations meet the highest professional standards.

## EXECUTIVE TEAM

**L-R: Norman E. Ouzts, D.C., Chief Executive Officer; Melissa Stockberger, CPA, MS, Chief Financial Officer; Bruce L. Shotts, D.C., Vice President of Testing; Tamara Sterling, MBA, Vice President of Administration**



# CONNECTING WITH STAKEHOLDERS: STUDENTS, COLLEGES, AND STATE BOARDS

Collaboration is at the heart of NBCE's mission. Every major initiative, from exam enhancements to policy updates, is shaped by the voices of students, educators, and regulators. In 2024, we strengthened these connections through targeted outreach, strategic discussions, and industry events, ensuring that every step forward was backed by broad professional support.



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## STUDENTS: MEETING FUTURE CHIROPRACTORS WHERE THEY ARE

For students preparing for licensure, clear and timely communication is essential. That's why NBCE launched a targeted outreach campaign to deliver key exam updates in an engaging, accessible way. In February, we distributed a customized video detailing upcoming changes to pre-licensure exams, reaching over 5,500 students with a remarkable 72.5% open rate.

Beyond simply informing students, this campaign encouraged them to be part of the conversation—ensuring that their voices helped shape the future of NBCE exams. Additionally, NBCE welcomed representatives from four national student organizations and eight chiropractic colleges to the Student Leadership Forum, an immersive experience at our headquarters where students gained a deeper understanding of the licensure process and contributed valuable perspectives on exam evolution.

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## STRENGTHENING PARTNERSHIPS WITH CHIROPRACTIC COLLEGES

We know that Doctor of Chiropractic Programs (DCPs) are essential partners in preparing students for success—and that's why NBCE has made direct engagement with colleges a priority. In June 2024, we invited all U.S. DCPs to a virtual call to review upcoming changes to the Parts I, II,

III, and Physiotherapy exams ahead of their August rollout. Registrars from 13 programs participated, with nearly 30 attendees engaging in the discussion.

NBCE also took an active role at the Association of Chiropractic Colleges' Research Agenda Conference (ACC-RAC), engaging with Chief Academic Officers, Deans, and DCP Presidents to provide updates and solicit feedback on exam developments. These conversations were instrumental in ensuring our assessments continue to align with chiropractic curricula and the evolving demands of the profession.

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## COLLABORATING WITH STATE BOARDS & PROFESSIONAL ORGANIZATIONS

Our commitment to collaboration extends beyond students and colleges. We also work closely with state boards, regulators, and professional organizations to maintain the highest standards of licensure and public safety. At the NBCE Annual Meeting, representatives from 44 states gathered to elect district directors, receive critical updates on the Advancement and Development Project, and discuss the financial state of the NBCE.

Meanwhile, NBCE district directors took part in the Federation of Chiropractic Licensing Boards' (FCLB) district meetings, where they presented upcoming exam changes and gathered insights from regulatory leaders.





We also strengthened engagement across the broader chiropractic community by participating in:

- **Chiropractic Leadership Conferences**—American Chiropractic Association, International Chiropractic Association, Chiropractic Summit, Chiro Congress, and the National by the Florida Chiropractic Association.
- **College Initiatives**—Parker Seminars, Ribbon Cutting ceremonies for the Logan FUHR Science Center and Northeast College of Health Sciences- Long Island Branch, and the Presidential Investitures at Texas Chiropractic College and Canadian Memorial Chiropractic College.
- **Regulatory and Licensing Collaboration**—FCLB district meetings and state board engagements.
- **The Invitational Conference**—A first-of-its-kind gathering of key stakeholders from the Association of Chiropractic Colleges, Council on Chiropractic Education, Federation of Chiropractic

Licensing Boards, and NBCE. This landmark event brought together decision-makers to discuss barriers to entry and the future of the profession, setting the stage for meaningful advancements in chiropractic education and licensure.

### LISTENING, LEARNING, AND TAKING ACTION

These conversations, whether through surveys, leadership forums, or industry events, fuel the evolution of our exams and strengthen the foundation of the chiropractic profession. By continuously engaging with those we serve, we ensure that NBCE remains not only a leader in chiropractic assessment but also a trusted partner in the advancement of chiropractic care.

This year was about more than just progress—it was about progress together. And that’s how the future of chiropractic will continue to be shaped: through collaboration, learning, and an unwavering commitment to excellence.



**118**  
**EMAIL CAMPAIGNS**  
 26 (22%) related to changes to the CBT and Part IV exams



**>97.8K**  
**EMAILS SENT**  
 with a 62% open rate



**>150**  
**SOCIAL MEDIA POSTS**

# ADVANCING TESTING:

## CHANGES TO COMPUTER-BASED TESTING (CBT) AND THE PART IV PILOT EXAM

### CHANGES TO CBT

In August 2024, the NBCE implemented a landmark transformation of its computer-based examinations, reinforcing its commitment to innovation and excellence in chiropractic assessment. These enhancements streamline the testing experience, improve accessibility, and ensure that assessments continue to align with the evolving needs of chiropractic education.

Among the most impactful changes is the tripling of testing opportunities—expanding from three annual administrations to nine—providing students with greater flexibility to schedule exams at a time that best fits their academic progression. Each testing window now spans at least 14 days, giving students more flexibility to schedule their exams when they feel best prepared.

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#### MODERNIZING THE EXAM EXPERIENCE

- **Refined Exam Structure:** Part I and Part II now feature updated domain weightings that better reflect curriculum emphasis, ensuring a more precise evaluation of essential knowledge areas.

### PART IV PILOT EXAM

The National Board of Chiropractic Examiners (NBCE) is transforming the Part IV exam to create a more effective and practical assessment of chiropractic competency. This modernization effort is centered on enhancing fairness, reliability, and validity while improving the testing experience for examinees.

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#### A PILOT FOR PROGRESS

On July 27, 2024, the NBCE conducted a pilot of the redesigned Part IV exam at the University of North Texas Health Sciences Center, featuring student participants from Parker University. This updated format prioritizes real-world patient encounters, emphasizing critical thinking and hands-on clinical decision-making over traditional rote assessments.

The pilot exam included seven case management stations and a chiropractic technique station. The case management

- **Streamlined Testing Format:** The number of items per exam has been reduced from 300 to 255, shortening the overall testing time by one hour while maintaining reliable content coverage.
- **Enhanced Scheduling Flexibility:** More frequent testing windows conveniently offer students the flexibility to take exams at a time when they feel most prepared.
- **Cutting-Edge Technology:** A new item bank system and advanced form development techniques enhance test security and aid in exam construction.

These improvements were informed through valuable input from chiropractic colleges, students, and state board members, ensuring that the evolution of NBCE's exams reflects the profession's collective priorities. The response has been overwhelmingly positive, with educators and students alike recognizing the benefits of increased accessibility and an elevated exam experience.

stations assessed candidates in five key competency areas:

- Patient Evaluation
- Patient Examination
- Clinical Decision Making and Case Management
- Interpersonal and Communication Skills
- Documentation

Each encounter was recorded using multi-angle video technology, ensuring thorough and accurate evaluations. Participants began by reviewing patient information on a laptop, simulating modern clinical workflows. They then engaged in a 14-minute patient assessment before documenting their findings in a SOAP note, which is a structured format widely used in healthcare.

Feedback from students and examiners regarding the redevelopment was overwhelmingly positive. Participants



praised the practical and intuitive nature of the exam, noting that it better mirrors the responsibilities of practicing chiropractors. This alignment with real-world practice is expected to reduce the preparation burden for future examinees.

Dr. Mark Bronson, President of the Texas Board of Chiropractic Examiners and an examiner for the pilot, praised the new Part IV exam format for its ability to assess critical thinking and real-world clinical decision making more effectively than the current model. He highlighted the benefits of video recording for ensuring accuracy and consistency in scoring, calling the new format a “significant advancement” in chiropractic testing.

### THE PATH TO 2026

Based on insights from the pilot exam, the NBCE is moving forward with a comprehensive redesign of the Part IV exam, set for full implementation in 2026. Key changes include the following:

- **A shift to centralized testing:** Moving the Part IV exam from chiropractic college campuses to a dedicated testing facility in Greeley, Colorado. This ensures a standardized environment, increased testing opportunities, and long-term cost control.
- **A more efficient structure:** Reducing the exam from 25 stations to eight patient encounter stations, integrating patient history, examination, and treatment decisions into the seven case management stations.
- **Enhanced assessment tools:** Introducing video recording for all patient encounter stations, allowing for improved scoring accuracy, quality control, and examiner and patient training.

For up-to-date information regarding this project and the changes to the Part IV exam, visit the News section at [nbce.org](http://nbce.org) and look for the “Advancement and Development Project” tab.



# ADVANCING THE PROFESSION: DEVELOPING THE CERA AND WFC EXAMS



Pictured L–R: Dr. Jason Jaeger - IBCE Vice President, Dr. Karlos Boghosian - IBCE President, Dr. Norman Ouzts - IBCE Chief Executive Officer, Dr. Richard Brown - WFC Secretary-General, Dr. Kendrah da Silva - WFC President, Dr. Igor Himelfarb - IBCE Director of Psychometrics and Research



The National Board of Chiropractic Examiners (NBCE) remains at the forefront of innovation in chiropractic assessment, working to ensure that future professionals meet the highest standards of competency and patient care. This year, NBCE, in collaboration with key partners, has developed two groundbreaking examinations that will enhance both global chiropractic competency and student readiness for the profession.

## INTERNATIONAL TEST OF COMPETENCE (ITC)

In a historic partnership, the International Board of Chiropractic Examiners (IBCE) and the World Federation of Chiropractic (WFC) have launched the International Test of Competence (ITC). Designed for chiropractors in unregulated jurisdictions, the ITC establishes a standardized benchmark for knowledge, clinical skills, and situational judgment. This initiative provides national chiropractic associations and governments with a critical tool to ensure their members meet professional standards, fostering public trust in chiropractic care worldwide.

With a rigorous psychometric evaluation process, the ITC reflects best practices in competency assessment. Its secure, online-proctored format ensures accessibility while maintaining examination integrity, allowing candidates to demonstrate their qualifications regardless of geographic location. By aligning chiropractic education with global healthcare expectations, the ITC strengthens the profession's credibility and integration into multidisciplinary healthcare systems.

## CHIROPRACTIC EDUCATION READINESS ASSESSMENT (CERA)

Closer to home, NBCE has developed the Chiropractic Education Readiness Assessment (CERA), the first standardized tool designed to evaluate the preparedness of students entering Doctor of Chiropractic Programs (DCPs). CERA assesses both cognitive competencies, such as foundational knowledge in the basic sciences, and non-cognitive attributes, including self-concept, grit, and emotional intelligence.

Launched in collaboration with chiropractic colleges nationwide, CERA will be administered on campuses at no cost, providing invaluable insights to educators. By identifying strengths and areas for improvement early in a student's academic journey, DCPs can tailor interventions that enhance student performance, increase retention, and improve outcomes on NBCE board exams. A multi-year research initiative aims to establish CERA's predictive validity for student success, reinforcing NBCE's commitment to advancing educational excellence.

Together, the ITC and CERA represent significant strides in chiropractic assessment—one expanding global competency standards and the other strengthening student success from the start of their education. These initiatives reaffirm NBCE's dedication to supporting the profession through innovative, evidence-based evaluation tools.



# COLLABORATION AND LEARNING



At the NBCE, every major initiative is shaped by extensive collaboration and data-driven insights. Before implementing changes to our examinations, we engage with students, educators, state board members, and field staff to ensure that our decisions align with the needs of the chiropractic profession. Beginning in 2023 and into 2024 we launched comprehensive stakeholder engagement campaigns to gather feedback, refine proposals, and build consensus on proposed advancements.

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## STAKEHOLDER ENGAGEMENT IN ACTION

To guide the modernization of the Parts I, II, III, IV, and Physiotherapy exams, we conducted a nationwide outreach effort, inviting input from a diverse range of chiropractic professionals. This initiative included the following:

- **5,644** students engaged through email outreach, video presentations, and focus groups, with many participating in open comment periods
- **149** chiropractic educators and leaders consulted through virtual meetings and targeted surveys
- **113** state board members invited to provide regulatory perspectives and insights
- **289** open comments received, analyzed, and used to refine our approach

Through this process, we identified key areas of support, addressed misconceptions, and ensured transparency in decision-making. For example, our discussions with chiropractic colleges led to the strategic decision to implement computer-based testing updates in August 2024, allowing institutions time to prepare their students. Similarly, ongoing communication efforts are focused on clarifying the benefits of centralized Part IV testing, addressing cost concerns, and highlighting increased exam availability.

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## DATA-DRIVEN DECISION MAKING

Beyond stakeholder input, our initiatives are grounded in rigorous data analysis. Surveys, psychometric evaluation, research, data analysis, and pilot studies inform every step of our process. The July 2024 Part IV pilot exam provided invaluable insights into exam structure, scoring accuracy, and candidate experience, helping shape the final design to be implemented in 2026.

By prioritizing collaboration and leveraging data, the NBCE continues to advance chiropractic assessment in a way that reflects the needs of the profession while maintaining the highest standards of excellence.



# ADVANCING KNOWLEDGE:

## NBCE'S CONTRIBUTIONS TO PROFESSIONAL LEARNING

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### **ANNUAL ASSOCIATION OF CHIROPRACTIC COLLEGES EDUCATIONAL & RESEARCH AGENDA CONFERENCE, SAN DIEGO, CA, UNITED STATES**

Himelfarb, I. & Shotts, B. Content validation of globally scored chiropractic basic and clinical sciences exams: a Delphi study.

Himelfarb, I., Stark, T., Engelson, M., Petrie, C., & Morales, V. Alignment between NBCE exams and CCE meta-competencies: qualitative and quantitative analyses.

Himelfarb, I. & Shotts, B. Analyzing the implications of employing global scoring in chiropractic licensing examination.

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### **SOCIETY FOR LEARNING ANALYTIC RESEARCH, KYOTO, JAPAN.**

Paik, J. H., Himelfarb, I., Yoo, S. H., Lee, J., Ha, H., & Park, Y. Role of students' reflection and expression of emotions on academic achievement: Results from the e-learning platform I-TokTok.

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### **NATIONAL COUNCIL ON MEASUREMENT IN EDUCATION ANNUAL CONFERENCE, PHILADELPHIA, PA, UNITED STATES.**

Zoucha, J., Himelfarb, I., Tang, N., & Shotts, B. Optimizing test length with deep reinforcement learning.

Tang, N., Himelfarb, I., & Gow, A. Examining the dimensionality for the OSCE using Exploratory Graph Analysis.

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### **INTERNATIONAL MEETING OF PSYCHOMETRIC SOCIETY, PRAGUE, CZECH REPUBLIC.**

Zoucha, J., Himelfarb, I., & Tang, N. Item classification by functional principal component clustering and neural networks.

Zoucha, J., Himelfarb, I., & Tang, N. Test length optimization with deep reinforcement learning.

Tang, N., Himelfarb, I., & Zoucha, J. Examining the complex structure of OSCEs using EGA.

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### **FEDERATION OF ASSOCIATIONS OF REGULATORY BOARDS, ATLANTA, GA, UNITED STATES.**

Himelfarb, I. EBAS: Detailed structure and psychometric properties.

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### **WORLD FEDERATION OF CHIROPRACTIC, KUALA LUMPUR, MALAYSIA.**

Himelfarb, I. Statistics unleashed: Navigating ANOVA and regression realms in educational research.

Himelfarb, I., Stark, T., Engelson, M., Petrie, C., & Morales, V. Alignment between NBCE exams and CCE meta-competencies: A qualitative study.

Ouzts, N.E., Jr., Himelfarb, I. Technology in testing: Innovations in knowledge and skills assessment.

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### **PUBLICATIONS IN PRESS**

Zoucha, J., Himelfarb, I., & Tang, N. Item classification by difficulty using functional principal component clustering and neural networks. *Educational and Psychological Measurement*.

Paik, J. H., Himelfarb, I., Yoo, S. H., Lee, J., Ha, H., & Park, Y. Understanding interrelated nature of academic, social, and emotional learning through learning analytics. In *Handbook on Educational Technology*.

Paik, J. H., Himelfarb, I., Yoo, S. H., Lee, J., Ha, H., & Park, Y. Role of students' reflection and expression of emotions on academic achievement: Results from the e-learning platform I-TokTok. *Social and Emotional Learning: Research, Practice, and Policy*.

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# A YEAR IN NUMBERS: 2024 EXAMINATION DATA

**PHT** 2,915

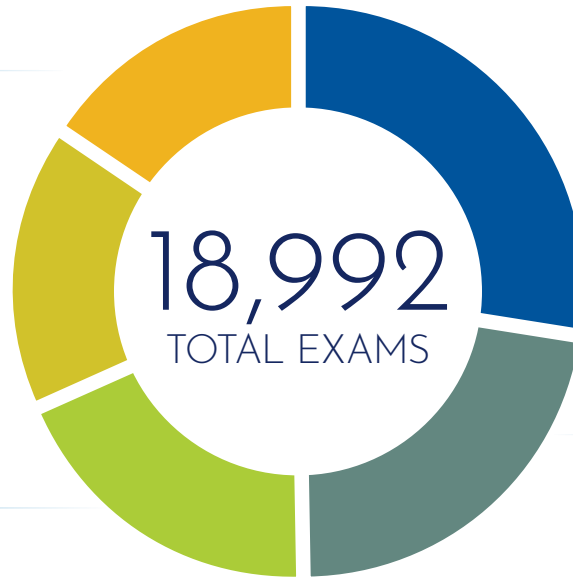
15.4%

**PART IV** 3,047

16.0%

**PART III** 3,554

18.7%



**PART I** 5,261

Full part and Individual Domain Retakes

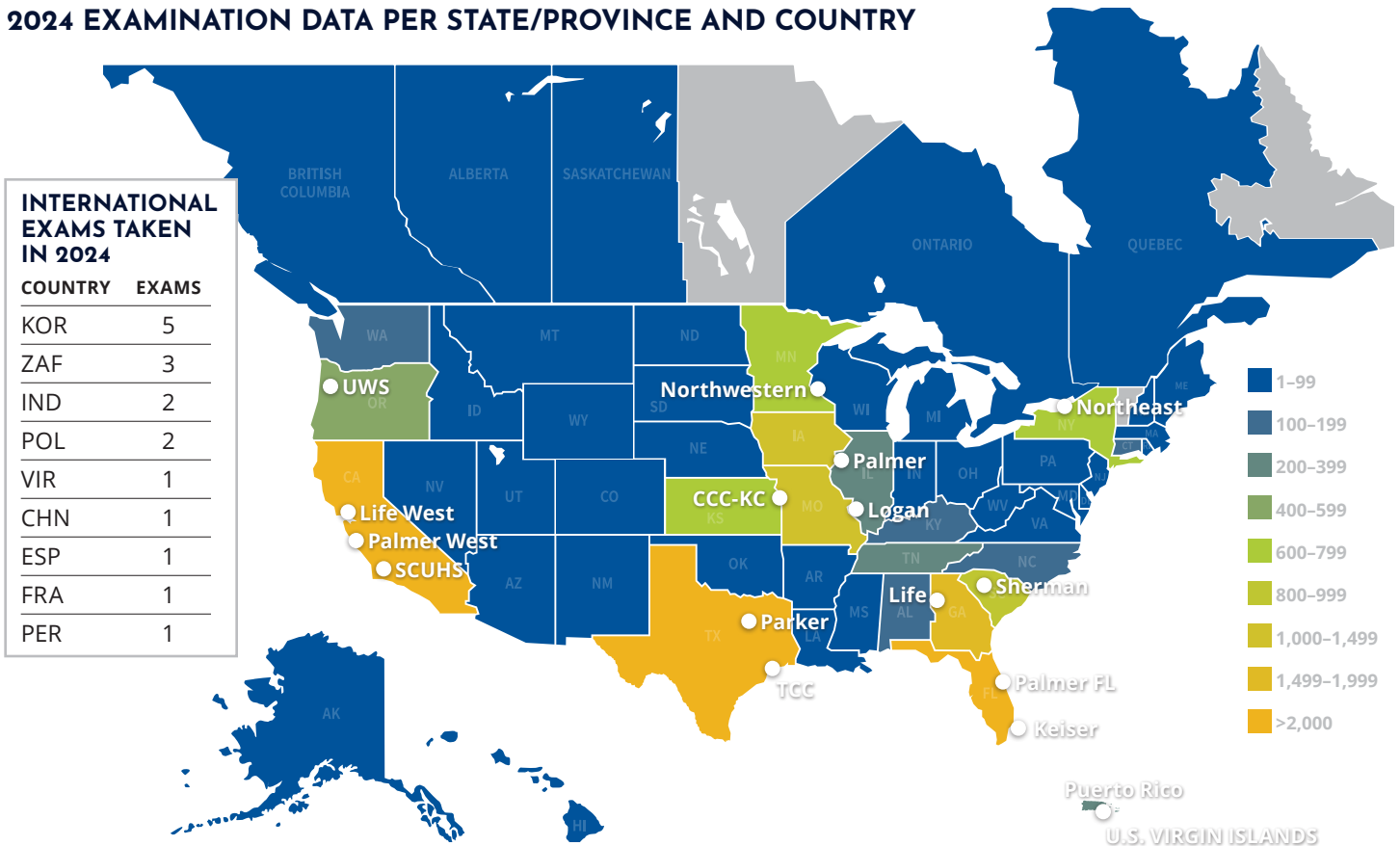
27.7%

**PART II** 4,215

Full part and Individual Domain Retakes

22.2%

## 2024 EXAMINATION DATA PER STATE/PROVINCE AND COUNTRY



NBCE EXTENDS ITS SINCERE GRATITUDE TO THE DOCTOR OF CHIROPRACTIC PROGRAMS THAT HOST OUR EXAMS ON THEIR CAMPUSES.  
Thank you for your continued support in upholding the integrity and excellence of the chiropractic licensure process.

\* Does not include exams delivered with test accommodations or canceled exams.





FEBRUARY

**PART IV**

Advancement and Development Item Writing Workshop



FEBRUARY

**CHIROPRACTIC EDUCATION READINESS ASSESSMENT**

(CERA) Test Development Committee



MARCH

**PART III and PHYSIOTHERAPY**

Test Development Committee



APRIL

**PART II**

Test Development Committee



JUNE

**PART IV**

Test Development Committee



SEPTEMBER

**PART I**

Test Development Committee and CERA Standard Setting Workshop



# ENSURING EXCELLENCE:

## TEST COMMITTEES

NBCE extends its sincere appreciation to the Doctor of Chiropractic Programs that participated in test committees to help develop our pre-licensure exams. Faculty and subject matter experts from these institutions play a vital role in shaping exam content by contributing their knowledge, reviewing test items, and ensuring that assessments accurately reflect the competencies required for chiropractic practice. Their expertise helps maintain the fairness, validity, and relevance of our exams, ultimately strengthening the licensure process and the profession as a whole. We are grateful for the dedication of these institutions and their faculty in advancing chiropractic assessment.

Campbellsville University	Logan University	Sherman College of Chiropractic
Canadian Memorial Chiropractic College	National University of Health Sciences	Southern California University of Health Sciences
Cleveland University—Kansas City	Northeast College of Health Sciences	Texas Chiropractic College
D'Youville University	Northwestern Health Sciences University	Universidad Central del Caribe
Keiser University	Palmer College of Chiropractic—Florida	University of Bridgeport
Life Chiropractic College West	Palmer College of Chiropractic—Iowa	University of Western States
Life University		

NBCE sincerely appreciates the state chiropractic licensing boards that participated in test committees to support the development of our pre-licensure exams. Regulators from these boards play a critical role in ensuring that NBCE assessments accurately measure the competencies necessary for safe and effective chiropractic practice. By upholding regulatory standards and providing essential insights, they help ensure that licensure candidates are fully prepared to serve the public. Their commitment to protecting patients and maintaining the integrity of the licensure process is invaluable, and we thank these boards for their dedication to advancing the profession.

Arizona	Illinois	Minnesota	North Dakota	Texas
Arkansas	Kansas	Mississippi	Ohio	Washington
Colorado	Kentucky	Nebraska	Oklahoma	Washington, DC
Delaware	Louisiana	Nevada	Oregon	Wyoming
Florida	Maine	New Mexico	South Carolina	
Hawaii	Maryland	New York	Tennessee	

# FINANCIAL RESPONSIBILITY: INVESTING IN THE FUTURE OF CHIROPRACTIC

The National Board of Chiropractic Examiners (NBCE) is committed to responsibly using its financial resources to advance the chiropractic profession while ensuring long-term financial sustainability. Through a structured and transparent funding policy, the NBCE provides financial assistance, scholarships, and sponsorships that align with its vision where Doctors of Chiropractic are universally regarded as highly qualified, competent professionals.

## A BALANCED APPROACH TO FINANCIAL GIVING

NBCE’s financial assistance program is designed to balance current needs with future growth. To ensure consistent and lasting support for the chiropractic profession, the NBCE budgets a specific dollar amount for financial assistance each year. Rather than pulling from the principal investment, the NBCE uses a portion of the fund’s earnings—such as interest and dividends—to support grants, scholarships, and sponsorships. This method allows the fund to grow over time while still providing financial assistance today.

To keep assistance funding steady even when the financial markets fluctuate, the NBCE calculates its annual giving based on an average of the fund’s earnings over the past five years. This approach ensures that support remains reliable and predictable, allowing for consistent support of the chiropractic community.

## HOW FINANCIAL ASSISTANCE IS AWARDED

NBCE financial assistance includes grants, donations, pledges, contributions, scholarships, and sponsorships that support initiatives advancing chiropractic education and professional competency. Funding requests must be submitted through the Funding Request Form on the NBCE website. Each request is carefully reviewed and approved by the NBCE Board of Directors, with financial assistance awarded based on fund availability and alignment with NBCE’s purpose and stated mission.

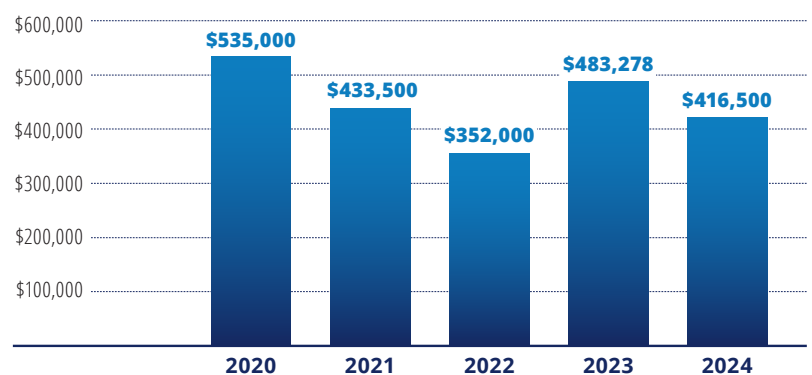
Scholarships are awarded to chiropractic students in good academic standing and to state licensing board members attending professional development events. Additionally, the NBCE may provide financial assistance to chiropractic organizations and institutions, both domestically and internationally, that further its mission.

## ENSURING ACCOUNTABILITY AND IMPACT

NBCE maintains strict oversight of financial assistance to ensure funds are used effectively. Recipients may be required to provide detailed reports on how the funds were spent, reinforcing transparency and accountability.

By investing in financial assistance, we are not only supporting future chiropractors on their path to licensure but also strengthening the long-term sustainability of the profession. Ensuring accessibility to chiropractic licensure today is just one part of our commitment—our larger goal is to build a thriving, well-supported profession that empowers chiropractors to make meaningful contributions to healthcare for years to come. Through responsible financial stewardship, we are laying the foundation for a stronger, more resilient future for chiropractic care.

**NBCE’S COMMITMENT TO CHIROPRACTIC\***  
FIVE YEARS OF INVESTMENT IN THE PROFESSION  
NBCE Annual Financial Assistance Excluding FCLB Annual Support



\*Figures reflect financial assistance provided through NBCE’s designated reserve fund and do not include contributions to the Federation of Chiropractic Licensing Boards (FCLB), which are allocated separately

# INVESTING IN THE PROFESSION

## STUDENT INVESTMENT



### NBCE STUDENT SCHOLARSHIPS

- 4 / \$2,500 AWARDS—**\$10,000** TOTAL



### NCMIC “BUCKS FOR BOARDS” (NBCE SPONSORED)

- 100 / \$1,000 AWARDS—**\$100,000** TOTAL

### CHIROPRACTIC COLLEGES—SCHOLARSHIPS

- \$1,000 EACH—**\$19,000** TOTAL



### ACCRAC—SCHOLARSHIPS

- **\$50,000** STUDENT SCHOLARSHIPS



### STUDENT AMERICAN BLACK CHIROPRACTIC ASSOCIATION

- **\$5,000** DONATION



### STUDENT INTERNATIONAL CHIROPRACTIC ASSOCIATION

- **\$5,000** DONATION—STUDENT LEADERSHIP PROGRAM

## SUPPORT FOR CHIROPRACTIC COLLEGES



### ASSOCIATION OF CHIROPRACTIC COLLEGES—ACC

### RESEARCH AGENDA CONFERENCE—RAC

- **\$100,000**—CONFERENCE PREMIER SPONSOR
- **\$12,000**—RESEARCH GRANTS



### UNIVERSITY OF WESTERN STATES

- **\$25,000**—120 YEAR CELEBRATION SPONSORSHIP

## INTERNATIONAL EXPOSURE



### WORLD FEDERATION OF CHIROPRACTIC

- **\$10,000** RESEARCH CONTRIBUTION
- CLINICAL COMPETENCY EXAM



### CLAEQ/CCE-LA

- CLINICAL COMPETENCY EXAM

## INVESTMENT IN CHIROPRACTIC PROFESSION



### FEDERATION OF CHIROPRACTIC LICENSING BOARDS (FCLB)

- **\$745,668** ANNUAL SUPPORT
- **\$73,000\*** UP TO \$75,000 CHIROPRACTIC BOARD MEETING SCHOLARSHIPS
- **\$4,500** CHIROPRACTIC BOARD ADMINISTRATORS COMMITTEE SPONSORSHIP



### WOMEN CHIROPRACTORS

- **\$10,000** SPONSORSHIP



### FOUNDATION FOR CHIROPRACTIC PROGRESS (F4CP)

- **\$8,000** CHIROPRACTIC PROFESSION FORBES PROJECT SUPPORT



### FOUNDATION FOR THE ADVANCEMENT OF CHIROPRACTIC TENETS AND SCIENCE (FACTS)

- **\$9,000** DONATION



### CLINICAL COMPASS

- **\$25,000** CHIROPRACTIC RESEARCH SUPPORT



### BRIGHTHALL, INC.

- **\$40,000** JOURNAL OF CHIROPRACTIC EDUCATIONAL SUPPORT



### MISSION LIFE INTERNATIONAL

- **\$9,000** DONATION



### OKLAHAVAEN

- **\$2,000** DONATION

TOTAL CONTRIBUTION 2024: \$1,162,168

**TOTAL 10-YEAR CONTRIBUTION: \$9,778,434**



THE NATIONAL BOARD OF CHIROPRACTIC EXAMINERS  
AND SUBSIDIARY

**CONSOLIDATED FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2024 AND 2023

**BROCK AND COMPANY, CPAs, PC**

3711 JFK PARKWAY, SUITE 315 | FORT COLLINS, COLORADO 80525

970.223.7855 | 303.530.9343 | 970.223.3926 FAX

BROCKCPAS.COM

**National Board of  
Chiropractic Examiners  
and Subsidiary**

**Consolidated Financial Statements  
and Supplementary Information**

December 31, 2024 and 2023

# National Board of Chiropractic Examiners and Subsidiary

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## **Independent Auditor's Report**

Board of Directors  
National Board of Chiropractic Examiners and Subsidiary  
Greeley, Colorado

### **Opinion**

We have audited the accompanying consolidated financial statements of the National Board of Chiropractic Examiners and Subsidiary, which comprise the consolidated statements of financial position as of December 31, 2024 and 2023, and the related consolidated statements of activities and net assets, functional expenses, and cash flows for the years then ended, and related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of National Board of Chiropractic Examiners and Subsidiary as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of National Board of Chiropractic Examiners and Subsidiary and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Consolidated Financial Statements**

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

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about National Board of Chiropractic Examiners and Subsidiary's ability to continue as a going concern for one year after the date that the consolidated financial statements are issued.

### **Auditor's Responsibilities for the Audit of the Consolidated Financial Statements**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

## **Independent Auditor's Report (continued)**

### **Auditor's Responsibilities for the Audit of the Consolidated Financial Statements (continued)**

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of National Board of Chiropractic Examiners and Subsidiary's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about National Board of Chiropractic Examiners and Subsidiary's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

### **Supplementary Information**

Our audits of the consolidated financial statements were conducted for the purpose of forming an opinion on those statements as a whole. The supplementary information presented on page 24 of this report is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

*Brock and Company, CPAs, P.C.*

Certified Public Accountants

Fort Collins, Colorado  
April 8, 2025

# National Board of Chiropractic Examiners and Subsidiary

## Consolidated Statements of Financial Position

December 31	2024	2023
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	\$ 8,635,565	\$ 9,090,174
Receivables	3,504	24,104
Accrued interest receivable	-	1,133
Prepaid expenses and other current assets	440,013	376,219
Total current assets	<u>9,079,082</u>	<u>9,491,630</u>
<b>Property and Equipment, at cost</b>		
Land and improvements	2,044,458	2,023,743
Buildings and improvements	6,429,547	6,429,547
Office furniture and equipment	1,417,402	1,451,309
Vehicles	72,625	72,625
Right-of-use finance lease assets	27,379	5,180
Artwork and decorations	81,280	81,280
Construction in progress	83,219	56,088
	<u>10,155,910</u>	<u>10,119,772</u>
Less accumulated depreciation	<u>(5,419,633)</u>	<u>(5,247,726)</u>
Net property and equipment	<u>4,736,277</u>	<u>4,872,046</u>
<b>Other Long-Term Assets</b>		
Software, net of accumulated amortization, of \$779,304 and \$727,624 respectively	447,964	321,979
Certificates of deposit	-	254,128
Right-of-use operating lease asset	20,743	38,961
Board designated assets		
Cash and cash equivalents	304,781	232,047
Investments	35,646,056	33,123,546
Accrued interest receivable	46,017	37,509
Investment in 5401 building, net	1,295,088	1,358,353
Total Board designated assets	<u>37,291,942</u>	<u>34,751,455</u>
Total other long-term assets	<u>37,760,649</u>	<u>35,366,523</u>
Total assets	<u>\$ 51,576,008</u>	<u>\$ 49,730,199</u>

The accompanying Notes are an integral  
part of these financial statements.

Page 4



	2024	2023
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 122,167	\$ 214,755
Current maturities of finance lease liability	4,597	3,463
Current maturities of operating lease liability	13,670	17,805
Accrued wages payable	109,038	202,192
Accrued compensated absences	195,729	171,332
Accrued property taxes payable	235,390	225,257
Accrued other liabilities	87,843	903,677
Deferred revenue	2,785,211	3,513,114
Total current liabilities	<u>3,553,645</u>	<u>5,251,595</u>
<b>Long-Term Liabilities</b>		
Finance lease liability, net of current maturities	22,631	291
Operating lease liability, net of current maturities	7,041	21,102
Security deposits	2,000	2,000
Total long-term liabilities	<u>31,672</u>	<u>23,393</u>
Total liabilities	<u>3,585,317</u>	<u>5,274,988</u>
<b>Net Assets</b>		
Net assets without donor restrictions		
Board designated	37,291,942	34,751,455
Net investment in property and equipment	4,736,277	4,872,046
Undesignated	5,962,472	4,831,710
Total net assets	<u>47,990,691</u>	<u>44,455,211</u>
Total liabilities and net assets	<u>\$ 51,576,008</u>	<u>\$ 49,730,199</u>

The accompanying Notes are an integral part of these financial statements.

# National Board of Chiropractic Examiners and Subsidiary

## Consolidated Statements of Activities and Net Assets

Years ended December 31	2024	2023
<b>Revenues and Gains</b>		
Revenues		
Examination fees	\$ 15,533,020	\$ 15,162,385
Other services	217,022	211,757
Total revenues and gains	<u>15,750,042</u>	<u>15,374,142</u>
<b>Expenses and Losses</b>		
Operating expenses		
Program services	11,805,599	10,802,530
Management and general	3,498,083	3,555,518
Total operating expenses	<u>15,303,682</u>	<u>14,358,048</u>
CARES Act Employee Retention Credit repayment	-	811,027
(Gain) loss on disposal of assets	(780)	11,241
Total expenses and losses	<u>15,302,902</u>	<u>15,180,316</u>
<b>Change in Net Assets Before Investment Income</b>	<b>447,140</b>	<b>193,826</b>
<b>Investment Income (Loss)</b>		
Interest income	1,846,338	1,604,654
Net realized and unrealized gains (losses) on investments	1,267,776	1,649,648
Investment expenses	(57,419)	(56,795)
Net gain (loss) on rental activities of 5401 building	31,645	28,328
Net investment income (loss)	<u>3,088,340</u>	<u>3,225,835</u>
<b>Change in Net Assets</b>	<b>3,535,480</b>	<b>3,419,661</b>
<b>Net Assets, Beginning of Year</b>	<b>44,455,211</b>	<b>41,035,550</b>
<b>Net Assets, End of Year</b>	<b><u>\$ 47,990,691</u></b>	<b><u>\$ 44,455,211</u></b>

The accompanying Notes are an integral  
part of these financial statements.

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# National Board of Chiropractic Examiners and Subsidiary

## Consolidated Statements of Functional Expenses

Years ended December 31

2024

	Program Services	Management and General	Total
<b>Compensation and employee benefits</b>			
Salaries and wages	\$ 2,920,993	\$ 1,080,367	\$ 4,001,360
Employee benefits	631,183	233,451	864,634
Payroll taxes and workers' compensation	224,073	82,877	306,950
Other employee benefits	66,656	24,654	91,310
	<u>3,842,905</u>	<u>1,421,349</u>	<u>5,264,254</u>
<b>Exam programming expenses</b>			
Administration	4,310,796	-	4,310,796
EBAS expenses	280,033	-	280,033
Preparation and training	236,643	42,659	279,302
Development	225,967	28,736	254,703
Printing	25,240	-	25,240
	<u>5,078,679</u>	<u>71,395</u>	<u>5,150,074</u>
<b>Support to other organizations</b>			
Assistance to other organizations	1,207,793	-	1,207,793
<b>Occupancy and office expenses</b>			
Office equipment and supplies	369,852	136,794	506,646
Utilities and building maintenance	320,961	118,712	439,673
Property taxes	142,432	52,681	195,113
Telephone	30,001	11,096	41,097
	<u>863,246</u>	<u>319,283</u>	<u>1,182,529</u>
<b>Meetings</b>			
Meetings, board of directors	-	697,674	697,674
Meetings, professional development	126,086	72,543	198,629
Meeting functions	751	149,199	149,950
	<u>126,837</u>	<u>919,416</u>	<u>1,046,253</u>
<b>Other</b>			
Professional services	292,904	286,037	578,941
Depreciation and amortization	231,474	85,614	317,088
Miscellaneous	3,427	288,272	291,699
Insurance	108,195	40,017	148,212
Public relations	39,477	18,367	57,844
Auto expenses	-	29,390	29,390
Advertising and promotion	-	15,000	15,000
Postage and shipping	10,662	3,943	14,605
	<u>686,139</u>	<u>766,640</u>	<u>1,452,779</u>
<b>Total operating expenses</b>	<u><u>\$ 11,805,599</u></u>	<u><u>\$ 3,498,083</u></u>	<u><u>\$ 15,303,682</u></u>

The accompanying Notes are an integral  
part of these financial statements.

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2023

Program Services	Management and General	Total
\$ 2,744,322	\$ 1,067,236	\$ 3,811,558
589,580	229,281	818,861
194,739	75,732	270,471
44,928	17,472	62,400
<u>3,573,569</u>	<u>1,389,721</u>	<u>4,963,290</u>
3,864,664	-	3,864,664
116,516	-	116,516
364,848	-	364,848
66,213	-	66,213
24,652	-	24,652
<u>4,436,893</u>	<u>-</u>	<u>4,436,893</u>
<u>1,282,207</u>	<u>-</u>	<u>1,282,207</u>
344,464	133,958	478,422
339,122	131,881	471,003
133,016	51,728	184,744
27,969	10,877	38,846
<u>844,571</u>	<u>328,444</u>	<u>1,173,015</u>
-	745,707	745,707
101,812	97,819	199,631
18,767	125,595	144,362
<u>120,579</u>	<u>969,121</u>	<u>1,089,700</u>
118,999	376,829	495,828
258,190	95,495	353,685
2,996	296,555	299,551
109,990	42,774	152,764
42,988	24,180	67,168
-	27,908	27,908
-	-	-
11,548	4,491	16,039
<u>544,711</u>	<u>868,232</u>	<u>1,412,943</u>
<u>\$ 10,802,530</u>	<u>\$ 3,555,518</u>	<u>\$ 14,358,048</u>

The accompanying Notes are an integral  
part of these financial statements.

# National Board of Chiropractic Examiners and Subsidiary

## Consolidated Statements of Cash Flows

Increase (Decrease) in Cash and Cash Equivalents

Years ended December 31	2024	2023
<b>Cash Flows from Operating Activities</b>		
Change in net assets	\$ 3,535,480	\$ 3,419,661
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation and amortization	391,179	411,201
Amortization of lease incentive allowances	19,512	22,762
Amortization of right of use assets, operating	18,218	23,615
Loss on disposal of assets	-	11,241
Reinvested interest and dividends	(6,495)	(1,002,463)
Net realized and unrealized investment gains	(1,067,228)	(1,649,648)
Increase (decrease) in assets and liabilities		
Accounts receivable and accrued interest	13,225	(23,023)
Prepaid expenses and other assets	(63,794)	(19,667)
Accounts payable	(92,588)	104,866
Accrued expenses	(874,458)	1,037,101
Deferred revenue	(727,903)	300,171
Operating lease obligation	(18,196)	(23,020)
Net cash provided by operating activities	<u>1,126,952</u>	<u>2,612,797</u>
<b>Cash Flows From Investing Activities</b>		
Purchases of investments, board designated	(7,031,412)	(8,063,467)
Proceeds from the sale of investments, board designated	5,836,753	7,068,314
Purchases of property and equipment	(147,977)	(33,708)
Payments for capitalized software	(189,665)	(367,724)
Net cash used by investing activities	<u>(1,532,301)</u>	<u>(1,396,585)</u>
<b>Cash Flows From Financing Activities</b>		
Payments on finance lease liability	23,474	1,036
Net cash provided (used) by financing activities	<u>23,474</u>	<u>1,036</u>
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<b>(381,875)</b>	<b>1,217,248</b>
<b>Cash and Cash Equivalents, Beginning of Year</b>	<b>9,322,221</b>	<b>8,104,973</b>
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 8,940,346</b>	<b>\$ 9,322,221</b>

The accompanying Notes are an integral part of these financial statements.

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# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

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### Note 1 – Summary of Significant Accounting Policies

*Organization.* The National Board of Chiropractic Examiners (“NBCE”) was incorporated in 1963, under the laws of the state of Texas, to prepare and administer, to qualified applicants, examinations of superior quality whereby those legal agencies which govern the practice of chiropractic within each state and other countries may accept, at their discretion, those individuals who have successfully completed the examinations of the National Board of Chiropractic Examiners. Additionally, the NBCE provides test and measurement services to the chiropractic profession in areas of demonstrated need.

The Organization is the sole member of Ethics and Boundaries Assessment Services, LLC (“EBAS”). EBAS was formed in the state of Delaware as of July 1, 2013. EBAS develops and administers ethics and boundary examinations to individuals in regulated professions to evaluate their understanding of ethical behavior in their professional role and appropriate boundaries that are to be maintained.

*Consolidation.* The accompanying consolidated financial statements include the accounts of NBCE and its wholly-owned subsidiary, EBAS. All significant intercompany transactions have been eliminated in consolidation. Collectively, NBCE and EBAS are hereafter referred to as the “Organization”. The consolidated entities are not a separate legal entity.

*Basis of Presentation.* The accounting and reporting policies of the Organization conform with accounting principles generally accepted in the United States of America (“GAAP”), as codified in the Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”).

*Use of Estimates in the Preparation of Financial Statements.* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

*Net Asset Classification.* The Organization distinguishes between contributions received for each net asset category in accordance with donor-imposed restrictions. The Organization complies with established standards for external reporting by not-for-profit organizations, which requires that resources be classified for reporting purposes into two net asset categories according to externally (donor) imposed restrictions.

Net assets are classified as follows:

*Net Assets Without Donor Restrictions.* Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of the Organization's management and the Board of Directors.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

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### Note 1 – Summary of Significant Accounting Policies (continued)

*Net Assets With Donor Restrictions.* Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity. The Organization does not generally receive contributions, and thus, has no net assets with donor restrictions as of December 31, 2024 and 2023.

*Cash and Cash Equivalents.* The Organization considers highly liquid investments with maturity of three months or less when purchased to be cash equivalents. The Board of Directors of NBCE has designated certain assets for future use. Accordingly, the board designated cash and cash equivalents have been classified as long-term. Net cash inflows or outflows of these designated funds are reflected as changes resulting from investing activities.

*Property and Equipment.* Property and equipment are stated at cost less accumulated depreciation. A summary by classification of the method and life guidelines used to depreciate cost is as follows:

Building and improvements	20 - 40 years
Office furniture and equipment	3 - 10 years
Vehicles	5 - 7 years
Artwork and decorations	25 years

Expenditures for maintenance, repairs and minor replacements are charged to operations, and expenditures for major replacements and betterments are capitalized. Depreciation expense totaled \$318,693 in 2024 and \$355,768 in 2023.

*Leases and Right-of-Use Assets.* The Organization recognizes and measures its leases in accordance with FASB ASC 842, *Leases*. The Organization determines if an arrangement is a lease, or contains a lease, at inception of a contract and when the terms of an existing contract are changed. The Organization recognizes a right-of-use (ROU) asset and lease liability at the commencement date of the lease. The lease liability is initially and subsequently recognized based on the present value of its future lease payments. Variable payments are included in the future lease payments when those variable payments depend on an index or a rate.

The Organization records lease liability obligations using a discount rate implicit in the lease, if readily determinable, or otherwise, using the Organization's incremental borrowing rate, representing the rate of interest it would pay on a collateralized basis to borrow an amount equal to the lease payments under similar terms and economic environment. The Organization may also elect to use a risk-free interest rate, as practical expedient, to discount certain lease asset class obligations. The ROU asset is subsequently measured throughout the lease term at the amount of the remeasured lease liability (i.e., present value of the remaining lease payments), plus unamortized initial direct costs, plus or minus any prepaid or accrued lease payments, less the unamortized balance of lease incentives received, and any impairment recognized. Lease cost for lease payments is recognized on a straight-line basis over the lease term.



# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

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### Note 1 – Summary of Significant Accounting Policies (continued)

Right-of-use assets under financing leases are recorded in property and equipment, while right-of-use assets under operating leases are recorded in other assets in the accompanying statement of financial position. The Organization has elected to exclude leases of 12 months or less from right-of-use asset recognition. Amortization of right-of-use assets for finance leases is included in depreciation expense, and amortization of right-of-use assets for operating leases is included in rent expense.

*Prepaid Expenses*. Prepaid expenses consist primarily of insurance premiums paid in advance of the coverage period, and certain other service contracts paid in advance of the service period. These costs will be recognized as an expense on a straight-line basis over the period of coverage and service period.

*Capitalized Software*. The Organization follows the provisions of FASB ASC 350-40, *Internal-Use Software*, for capitalizing software costs. Costs incurred during the application development stage are capitalized and costs incurred during the preliminary project and the post-implementation stages are expensed as incurred. Capitalized software costs are amortized using a straight-line method over the estimated useful life of approximately three years. Amortization begins when the products are ready for their intended use. Amortization expense totaled \$63,680 in 2024 and \$55,433 in 2023.

*Long-lived Assets*. The Organization reviews long-lived assets for impairment whenever events or changes in business circumstances indicate that the carrying amount of the assets may not be fully recoverable. The Organization performs undiscounted operating cash flow analyses to determine if an impairment exists. If an impairment is determined to exist, any related impairment loss is calculated based on fair value. Management has determined that no indicators of impairment existed as of December 31, 2024 and 2023.

*Board Designated Assets*. The purpose for the Board designated assets is to build and maintain an adequate level of financial reserves to support the Organization's day-to-day operations in the event of adverse financial events. The Board designated assets may also be used for one-time, nonrecurring expenses with the intention of strengthening strategic or operational objectives or allowing the Organization to make investments, such as research and development, innovation, and/or corporate growth. The Board of Directors must approve all Board designated asset expenditures.

The NBCE is committed to a high degree of fiduciary responsibility, and after considerable evaluation and research, has established a minimum Board designated asset amount (excluding real property assets) of \$25,835,000. This amount is based on a risk-based analysis and is reevaluated by the Board every other year.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

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### Note 1 – Summary of Significant Accounting Policies (continued)

*Revenue Recognition.* The Organization follows the provisions of FASB ASU No. 2014-09 (Topic 606), *Revenue from Contracts With Customers* and recognizes revenue when promised goods or services are transferred to customers in an amount that reflects the consideration to which the Organization expects to be entitled in exchange for those goods and services. The Organization's revenue under contracts with customers are primarily comprised of examination fees collected in advance at the time of registration and are recorded as deferred revenue until recognized at a point in time upon the grading and reporting of the results to the examinee. The Organization satisfies its performance obligations related to examination fees by preparing, administering, grading, and reporting the results of the exams. In addition, the Organization receives fees for other services including transcripts, sample tests, certificates and plaques. Other service fees are generally collected in advance and recognized as revenue at a point in time in the period that the goods are transferred or the other services are performed.

*Income Taxes.* NBCE is a not-for-profit corporation exempt from federal income tax under Section 501(c)(6) of the Internal Revenue Code, except for activities that create unrelated business taxable income. The Organization is not a private foundation. EBAS is a single member limited liability company, with NBCE as the sole member, and accordingly, is classified as a disregarded entity for income tax purposes. EBAS revenues, expenditures and activities are attributed to NBCE for reporting with the Internal Revenue Service.

The Organization has no income from business unrelated to its exempt purpose, and accordingly no liability for federal income taxes has been recorded in the accompanying financial statements.

The Organization utilizes the provisions of ASC 740, pertaining to accounting for uncertainty in income taxes. The pronouncement requires the use of a more-likely-than-not recognition criteria before and separate from the measurement of a tax position. An entity shall initially recognize the financial statement effects of a tax position when it is more likely than not, based on the technical merits, that the position will be sustained upon examination. With respect to the Association, this would primarily relate to the determination of unrelated business taxable income, and to the maintenance of its tax exempt status.

Management has evaluated the adopted policies and procedures that have been implemented to provide assurance that income is properly characterized and activities that jeopardize its tax exempt status are within limits established under existing tax code and regulations. Management has determined the effects of uncertain tax positions are not material to the Organization for recognition or disclosure in the accompanying financial statements and, accordingly, no income tax liability has been recorded for uncertain income tax positions in the accompanying financial statements.

All income tax years open for examination are subject to taxation at corporate tax rates. Additionally, penalties and interest may be assessed on income taxes that are delinquent. The assessment of uncertain income taxes is subject to estimate, and it is reasonably possible that the estimate may change in the near term and the change may be material.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 1 – Summary of Significant Accounting Policies (continued)

*Concentrations.* Cash and cash equivalents are maintained at financial institutions and, at times, balances may exceed federally insured limits. The Organization has never experienced any losses related to these balances. The Organization's investments subject to credit risk consist primarily of equity investments and debt securities. The credit risk is reduced by maintaining the investments in a variety of funds.

*Subsequent Events.* Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through April 8, 2025, which is the date the financial statements were available to be issued.

### Note 2 – Liquidity and Availability of Resources

The Organization has the following financial assets, primarily consisting of cash and cash equivalents, available to meet the cash requirements for general expenditures within one year of the statement of financial position dates as of December 31:

	<u>2024</u>	<u>2023</u>
Financial assets, end of year	<b>\$ 44,635,923</b>	\$ 42,762,641
Less certificates of deposits with long-term maturities	-	(254,128)
Less assets designated by the Board under the designated reserve investment policy	<u><b>(35,996,854)</b></u>	<u>(33,393,102)</u>
Financial assets available to meet cash requirements for general expenditures within one year	<u><b>\$ 8,639,069</b></u>	<u>\$ 9,115,411</u>

None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditure within one year. The Organization has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations become due.

In addition, the NBCE Board of Directors has a designated reserve investment policy. This policy was established to build and maintain an adequate level of financial reserves to support the Organization's day-to-day operations in the event of adverse financial events. The designated reserve may also be used for one-time, nonrecurring expenses with the intention of strengthening strategic or operational objectives or allowing the Organization to make investments, such as research and development, innovation, and/or corporate growth. Those assets that have been included within the board designation are clearly indicated in the consolidated statements of financial position.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 3 – Reconciliation of Cash and Cash Equivalents

The following table provides a reconciliation of cash and cash equivalents reported within the statements of financial position at December 31, 2024 and 2023 that sum to the total of the same such amounts shown in the statement of cash flows for the years then ended.

	<u>2024</u>	<u>2023</u>
Cash and cash equivalents	\$ 8,635,565	\$ 9,090,174
Cash and cash equivalents, Board designated	<u>304,781</u>	<u>232,047</u>
	<u>\$ 8,940,346</u>	<u>\$ 9,322,221</u>

### Note 4 – Investments

Investments are carried at fair value. Certificates of deposit with a maturity of greater than 90 days have been included in other long-term assets as certificates of deposit, and investments which have been designated by action of the Board of Directors have been included with other long-term assets.

The following details each major category of investments, and the related cost and fair value as of December 31, 2024:

	<u>Cost</u>	<u>Fair Value</u>
Long-term investments		
Fixed income		
Domestic notes and bonds	\$ 15,894,444	\$ 15,592,659
US Treasury notes	2,917,660	2,924,242
Equity funds		
Domestic all cap	2,778,108	4,640,148
International	2,185,166	2,538,485
Emerging markets	703,209	861,797
Floating rate corporate loans	837,121	836,111
Real estate funds	1,453,980	1,347,094
Liquid low correlated hedge	3,132,650	3,329,852
Energy limited partnership	1,858,818	2,733,112
Private equity	775,000	842,556
	<u>\$ 32,536,156</u>	<u>\$ 35,646,056</u>



# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 4 – Investments (continued)

The following details each major category of investments, and the related cost and fair value as of December 31, 2023:

	<u>Cost</u>	<u>Fair Value</u>
Long-term investments		
Fixed income		
Domestic notes and bonds	\$ 15,596,187	\$ 15,577,749
US Treasury notes	2,454,907	2,421,455
Municipal bonds	75,010	73,406
Equity funds		
Domestic all cap	2,201,206	3,330,806
International	1,644,090	1,993,921
Emerging markets	633,772	760,574
Floating rate corporate loans	569,205	565,372
Real estate funds	933,793	879,896
Liquid low correlated hedge	4,706,044	4,632,259
Energy limited partnership	1,866,934	2,350,131
Private equity	500,000	537,977
Certificates of deposit	254,128	254,128
	<u>\$ 31,435,276</u>	<u>\$ 33,377,674</u>

### Note 5 – Fair Value Measurements

*Fair Value Measurements.* The Organization reports using fair value measurements, which among other things requires enhanced disclosures about investments that are measured and reported at fair value and establishes a framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy are described below:

*Level 1.* Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

*Level 2.* Inputs to the valuation methodology include, quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

*Level 3.* Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 5 – Fair Value Measurements (continued)

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

*Fixed Income Notes and Bonds.* The Organization values government and corporate notes and bonds based on current interest rates for instruments with similar characteristics, as estimated by the custodians of the securities.

*Equity Funds.* The Organization values domestic and international funds based upon quoted market prices for identical securities in active markets, and published redemption values at the close of business on December 31, 2024 and 2023, respectively.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

In general, investments are exposed to various risks, such as interest rate, credit and overall market volatility risk. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of the investments will occur in the near term and that such changes could materially affect the investment balances and the amounts reported in the consolidated financial statements.

Investments measured at fair value on a recurring basis have been categorized into the hierarchy as follows at December 31, 2024:

	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Fixed income notes and bonds	\$ -	\$ 18,516,901	\$ 18,516,901
Equity funds	17,129,155	-	17,129,155
	<u>\$ 17,129,155</u>	<u>\$ 18,516,901</u>	<u>\$ 35,646,056</u>

Investments measured at fair value on a recurring basis have been categorized into the hierarchy as follows at December 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Fixed income notes and bonds	\$ -	\$ 18,072,610	\$ 18,072,610
Equity funds	15,050,936	-	15,050,936
Certificates of deposit	-	254,128	254,128
	<u>\$ 15,050,936</u>	<u>\$ 18,326,738</u>	<u>\$ 33,377,674</u>

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 6 – Rental Real Estate

The Organization owns a rental real estate property, referred to as 5401 Building, in Greeley, Colorado which is comprised of the following at December 31:

	<u>2024</u>	<u>2023</u>
Land	\$ 251,415	\$ 230,000
Building	1,884,331	1,884,331
Building improvements	394,204	394,204
Lease incentives and direct initial costs, net	64,873	87,522
	<u>2,594,823</u>	<u>2,596,057</u>
Less accumulated depreciation	<u>(1,299,735)</u>	<u>(1,237,704)</u>
Net 5401 Building	<u>\$ 1,295,088</u>	<u>\$ 1,358,353</u>

The building is being depreciated over the estimated life of the building of 40 years and building improvements are being depreciated over the estimated lives ranging from 20-40 years. Depreciation expense associated with this property totaled \$62,031 in 2024 and \$61,956 in 2023. The investment in this property has been reflected at cost, net of accumulated depreciation, in the accompanying consolidated statements of financial position as board designated. Revenues principally consist of rental income, and expenses principally consist of depreciation, property taxes, insurance, utilities and repairs.

Rental real estate activities are summarized as follows for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Rental revenues	\$ 143,604	\$ 139,129
Less operating expenses	<u>(111,959)</u>	<u>(110,801)</u>
Net gain on rental activities of 5401 Building	<u>\$ 31,645</u>	<u>\$ 28,328</u>

Future minimum rental receipts under current leases are as follows as of December 31, 2024:

<u>Year</u>	<u>Amount</u>
2025	\$ 127,000
2026	131,350
2027	102,407
2028	6,027
	<u>\$ 366,784</u>

### Note 7 – Contract Liabilities

Deferred revenue (contract liability) consists of amounts received in advance for examination fees. Beginning balances were \$3,513,114 and \$3,212,943 at January 1, 2024 and 2023, respectively. Ending balances were \$2,785,211 and \$3,513,114 at December 31, 2024 and 2023, respectively.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 8 – Accrued Compensated Absences

It is the Organization’s policy to permit employees to accumulate a limited amount of earned but unused vacation benefits. Vacation benefits accrued may be carried over into future periods. Additionally, benefits would be paid to employees upon separation from the Organization. As of December 31, 2024 and 2023, the Organization has recorded a liability of \$195,729 and \$171,332, respectively, for these benefits, representing the Organization’s commitment to fund such costs.

### Note 9 – Leasing Activities

*Finance Leases.* The Organization leases office equipment under a noncancelable finance lease obligation with a term of three years. Right-of-use lease asset for equipment under the finance lease had capitalized costs of \$41,557 and accumulated amortization of \$14,329 at December 31, 2024. The finance lease liability was \$27,228 and \$3,754 at December 31, 2024 and 2023, respectively.

*Operating Leases.* The Organization has entered into noncancelable operating leases for office equipment and a vehicle with terms of three and five years.

Lease expense consists of the following for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Finance lease expense		
Amortization of right-of-use assets	\$ 5,670	\$ 4,440
Interest on lease liability	279	97
	<u>5,949</u>	<u>4,537</u>
Operating lease expense	17,786	23,615
	<u>\$ 23,735</u>	<u>\$ 28,152</u>

Supplemental cash flow information for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows from finance leases	\$ 279	\$ 97
Financing cash flows from finance leases	\$ 4,394	\$ 3,404
Operating cash flow from operating leases	\$ 17,765	\$ 23,020
Right-of-use assets obtained in exchange for new lease liabilities:		
Operating leases	\$ 26,306	\$ 43,437



# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 9 – Leasing Activities (continued)

The weighted average of the remaining lease terms and discount rates are as follows at December 31, 2024:

Remaining lease term, finance leases	5.44 years
Remaining lease term, operating lease	1.58 years
Discount rate, finance leases	3.49%
Discount rate, operating lease	3.97%

The Organization has elected to use the risk-free interest rate, as practical expedient, at the leases inception for all finance and operating leases.

Scheduled maturities of lease liabilities are as follows at December 31, 2024:

Year	Finance Leases	Operating Leases
2025	\$ 5,478	\$ 14,245
2026	5,539	7,122
2027	5,539	-
2028	5,539	-
2029	5,539	-
Therefore	2,307	-
Total undiscounted cash flows	29,941	21,367
Less: present value discount	(2,713)	(657)
Total lease liability	<u>\$ 27,228</u>	<u>\$ 20,710</u>

### Note 10 – Defined Contribution Retirement Plan

The Organization makes contributions to a qualified 401(k) plan administered by the Principal Financial Group. These accounts are owned by the employees. Contributions made to the employee accounts are based on a percentage of salary, as approved by the Board of Directors. Contributions were made based upon 6% of the employees' wages and were \$226,271 in 2024 and \$212,427 in 2023.

### Note 11 – EBAS Expenses

During the year ended December 31, 2024 and 2023, EBAS incurred direct expenses of \$554,225 and \$267,929, respectively, and indirectly benefitted from \$191,583 and \$127,174, respectively, of expenses incurred by NBCE. Software amortization expense of \$8,923 and \$464 for the years ended December 31, 2024 and 2023, respectively, are included in direct expenses. At December 31, 2024 and 2023, EBAS had cash of \$478,748 and \$352,057 and owed \$3,928,084 and \$3,256,834 to NBCE, respectively.

# National Board of Chiropractic Examiners and Subsidiary

## Notes to Consolidated Financial Statements

December 31, 2024 and 2023

### Note 12 – Financial Assistance to Other Organizations and Related Party Transactions

*Federation of Chiropractic Licensing Boards.* The Organization has a twenty-five year annual support agreement with the Federation of Chiropractic Licensing Boards (FCLB), a related entity through common members of Board of Directors, that was in its sixteenth year in 2024. In summary, NBCE agrees to pay FCLB the greater of either \$500,000 or 5% of annual chiropractic test revenue in two equal installment payments per year. The annual chiropractic test revenue to base this percentage on is the total examination fees for all delivered chiropractic exams less exam fee refunds. FCLB agrees to continue to support and promote the use of NBCE's exams. NBCE provides additional financial support to FCLB for their Annual Delegate Conference. In addition, NBCE leases, under an informal agreement, FCLB a portion of its investment building at 5401 West 10th Street in Greeley, Colorado for a nominal annual fee recorded as contributions in-kind based on the fair rental value of the property and an allocation of utilities expenses.

The Organization provided the following support to the FCLB for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Payments sent to FCLB related to annual support agreement	\$ 745,668	\$ 753,227
Office space and utilities in-kind	45,625	45,702
Total support provided to FCLB	<u>\$ 791,293</u>	<u>\$ 798,929</u>

### Note 13 – CARES Act Employee Retention Credits

In 2020 and 2021, the Organization claimed and received Employee Retention Credits (ERC) under provisions of the Coronavirus Aid, Relief, and Economic Security Act (CARES) totaling \$204,199 and \$809,584, respectively. Management determined the Organization did not meet certain revised eligibility requirements under the program. In response, the Organization applied for the Internal Revenue Service Employee Retention Credit Voluntary Disclosure Program requiring repayment of 80% of the Employee Retention Credits received. Accordingly, the Organization recorded accrued other liabilities and other expense totaling \$811,027 in the accompanying financial statements as of December 31, 2023 and for the year then ended. In 2024, all required repayments were remitted to the Internal Revenue Service.

### Note 14 – Contingencies

During the ordinary course of business, the Organization may be subject to legal claims relating to its activities. No amounts have been recorded in the accompanying financial statements for claims or counterclaims. The recognition of contingencies is subject to estimation. It is reasonably possible that estimates may change in the near term.

# National Board of Chiropractic Examiners and Subsidiary

## Consolidated Schedules of Revenues

Years ended December 31	2024	2023
<b>Examination Fees</b>		
Part IV	\$ 4,346,070	\$ 4,173,305
Retake fees	3,459,165	3,303,610
Part II	2,034,150	1,916,290
Part I	1,984,475	2,142,070
Part III	1,897,830	1,819,020
Physiotherapy	1,165,050	1,166,850
EBAS	273,500	247,500
Acupuncture	180,000	138,750
State specialty	122,985	133,710
Special Purposes Examination for Chiropractic (SPEC)	54,000	111,000
Certified Chiropractic Clinical Assistant (CCCA)	13,100	7,300
Specialty council	1,350	1,450
Other exam fees	1,345	1,530
	<u>15,533,020</u>	<u>15,162,385</u>
<b>Other Services</b>		
Miscellaneous	89,012	68,922
Transcripts	64,675	69,575
Cancellation fees	30,125	35,325
Online sample test	22,260	26,685
Part IV appeal	8,100	7,200
Certificates and plaques	2,850	4,050
	<u>217,022</u>	<u>211,757</u>
Total revenues	<u>\$ 15,750,042</u>	<u>\$ 15,374,142</u>

## **NBCE 2024 ANNUAL REPORT**

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