

CareerSource
SOUTH FLORIDA

careersourcesfl.com

June 26, 2023

Dr. Jose L. Dotres
Superintendent
The School Board of Miami-Dade County, Florida
1450 NE 2nd Avenue, Suite 912
Miami, Florida 33132

SUBJECT: REVISED-Letter of Intent

Dear Mr. Dotres:

This revised Letter of Intent is to notify you that the South Florida Workforce Investment Board (SFWIB) approved to allocate funding for the Summer Youth Internship Program (SYIP). Your agency was initially awarded total funding up to \$1,500,000 in Temporary Assistance to Needy Families (TANF) funds to operate the SYIP for Miami Dade County Public Schools and \$500,000 in TANF funds to operate the SYIP for Miami Dade County Charter Schools. However, due to changed circumstances, the revised approved funding allocation is **\$1,765,800.00** in Temporary Assistance to Needy Families (TANF) funds to operate the SYIP for Miami Dade County Public Schools and **\$234,200.00** in Temporary Assistance to Needy Families (TANF) funds to operate the SYIP for Miami Dade County Charter Schools.

The total funding allocated for the SYIP is an amount up to **\$2,000,000**. The effective period for the funding allocation is from **April 1, 2023** to **September 30, 2023** pursuant to the terms contained herein.

The Contractor agrees to render services in a manner deemed satisfactory to the SFWIB, in its sole discretion, and in accordance with the **Statement of Work and Program Design and Service Delivery**, attached hereto and incorporated herein, respectively, as **Exhibit A**.

Modifications to **Exhibit A, Statement of Work**, shall not be effective until approved, in writing, by the SFWIB.

The Contractor agrees to accept the funding identified herein, pursuant to the terms and conditions included in **Exhibit A, Statement of Work**.

info@careersourcesfl.com

7300 Corporate Center Drive, Suite 500
Miami, Florida 33126

p: 305-594-7615 | f: 305-470-5629

Dr. Jose L. Dotres
The School Board of Miami-Dade County, Florida
June 26, 2023
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The Contractor and the SFWIB agree this revised Letter of Intent will be replaced by a duly executed contract within 45 calendar days from the date of transmittal. Failure to submit documents identified below within the specified timeframe may result in a disallowance of the expenditure made and/or cost incurred by the Contractor, which shall be determined by the SFWIB in its sole discretion.

- Signed contract, operational documents, budgets, and indirect cost rate proposal within 45 calendar days.

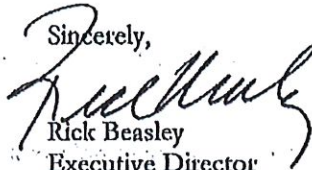
Please submit the following to Fernando Odio, Contracts Officer, within ten (10) days from the date of transmittal:

- E-mail budget for the amount awarded (In no event shall the budget(s) for administrative costs exceed ten percent (10%) of the Indirect Cost Rate, whichever is less).

The Contract for the Summer Youth Internship Program for Miami Dade County Public Schools and Charter Schools is forthcoming for your signature. Once executed, we will return one (1) scanned original to you. Should you have any questions or concerns, please contact the SFWIB Contracts Officer identified above.

Congratulations, on your selection to receive the funding award and we look forward to working with you to accomplish the important mission of CareerSource South Florida. Please acknowledge your acceptance of this award by signing below and returning a copy of this letter, with your signature to the Executive Office c/o Rick Beasley, Executive Director, 7300 Corporate Center Drive, Suite 500, Miami, FL 33126.

Sincerely,



Rick Beasley
Executive Director
South Florida Workforce Investment Board
d/b/a CareerSource South Florida

CONTRACTOR'S REPRESENTATIVE

Signature: _____

PRINTED NAME: ~~Jose L. Dotres~~

TITLE: ~~Superintendent~~

DATE: _____

Jose Bueno
Designee

Type text here

6/30/2023

Dr. Jose L. Dotres
The School Board of Miami-Dade County, Florida
June 26, 2023
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Attachments

Pc: Renee Bennett, Assistant Director, SFWIB Finance
Robert Smith, Special Projects Administrator II, SFWIB/CSSF
Central File, SFWIB/CSSF

**WORKFORCE SERVICES
SUBRECIPIENT CONTRACT BETWEEN THE
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
AND
THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA**

AWARDING AGENCY
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234

PASS THROUGH:	
DEPARTMENT OF ECONOMIC OPPORTUNITY	
CFDA	FAIN
TANF: 93.658	G-2301FLTANF

AWARDING OFFICIAL CONTACT INFORMATION
Name: Rick Beasley
Title: Executive Director
Telephone Number: (305) 929-1500
Date of Notice: December 22, 2022
R&D: No

CONTRACTOR
The School Board of Miami-Dade County, Florida
1450 N. E. Second Avenue, Suite 912
Miami, Florida 33132
UNIQUE ENTITY IDENTIFIER #: M452H887Y2F1

TITLE OF CONTRACTOR'S PROGRAM
"Youth Program: Summer Youth Internship Program"

CONTRACT AMOUNT:
\$2,000,000.00

INDEX CODE NUMBER:
52221

CONTRACT NUMBER:
WS-YS-SP-PY'22-21-00

CONTRACT PERIOD:
April 1, 2023 – September 30, 2023

ARTICLE I

INTRODUCTION AND CONDITIONS PRECEDENT

A. PARTIES TO SUBRECIPIENT CONTRACT

This Subrecipient Contract ("Contract") is made and entered into by and between the South Florida Workforce Investment Board d/b/a CareerSource South Florida ("SFWIB") and The School Board of Miami-Dade County, Florida (the "Contractor") (referred to individually as "Party" and collectively as the "Parties"). This Contract establishes a sub-recipient, contractual, independent contractor relationship between the SFWIB and the Contractor in which the Contractor accepts substantial financial and programmatic responsibilities for the use of federal, state, and, if applicable, local funds. In consideration of the mutual obligations and covenants and other good and valuable consideration, the Parties agree as follows:

B. DEFINITIONS

The Definitions for this Contract can be found in Exhibit F, Definitions.

C. EFFECTIVE TERM

This Contract shall commence upon **April 1, 2023**, irrespective of the date of execution, and terminate at the close of business on **September 30, 2023**, unless earlier terminated as provided below.

D. TOTAL PAYMENT

Subject to the availability of funds to the SFWIB, the maximum amount payable for services rendered under this cost reimbursement Contract shall not exceed **\$2,000,000.00** for Program and Administrative Costs (Miami Dade County Public Schools SYIP funding up to **\$1,765,800.00** and for Miami Dade County Charter Schools SYIP funding up to **\$234,200.00** in Temporary Assistance to Needy Families). Both Parties agree that if funding available to the SFWIB is reduced, for any reason, the amount payable under this Contract may be reduced at the option and sole discretion of the SFWIB.

E. SCOPE OF SERVICES

The Contractor agrees to render services in accordance with **Exhibit A, Scope of Services**, attached hereto and incorporated herein. Any modification to the **Scope of Services** shall not be effective until approved, in writing, by the SFWIB.

F. CONDITIONS PRECEDENT

The Contractor shall provide to the SFWIB, prior to commencement of performance under this Contract, the following documentation:

1. Board of Directors Requirements. A formal resolution from the Contractor's Board of Directors or other document from its governing body authorizing execution of the Contract with the SFWIB to ensure that the Contractor's governing body is apprised of the fiscal, administrative, and contractual obligations of the services funded through the SFWIB.

The School Board authorized the execution of this Agreement during its meeting on 06/21/2023 via Board Item E-201.

2. Financial and Compliance Audit. The Contractor shall have performed an annual certified public accountant's opinion and related financial statements in accordance with the single Audit Act Amendments of 1996, as modified in 2013, and compliance with the State of Florida requirements and 2 CFR Chapter II, Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. The Contractor shall submit an original or electronic copy of the Audit Report within the time line specified in 2 CFR Chapter II, Subpart F, § 200.512 (a).

G. INSURANCE

The Contractor, as a self-insured governmental entity, shall provide to the SFWIB, a letter stating that it is self-insured and maintains an ongoing self-insurance program as allowed under chapter 284, Florida Statutes, and that such self-insurance also offers protection applicable to the Contractor's officers, employees, servants and agents while acting within the scope of their employment with the Contractor. The SFWIB shall not disburse any funds until the SFWIB is provided with the letter of self-insurance, the SFWIB has approved such document, and executed the Contract.

H. LICENSING

The Contractor shall obtain and maintain in full force and effect during the term of this Contract any and all licenses, certifications, approvals, insurance, permits and accreditations, required by the state of Florida, by

the County where the services are being provided, , by the local municipality where the services are being provided, by the SFWIB, and by the federal government. If the Contractor fails to provide the foregoing within thirty (30) days of a written request by the SFWIB, the SFWIB may, in its sole discretion, immediately terminate this Contract.

I. BACKGROUND SCREENING REQUIREMENT

The Contractor agrees to comply with all applicable federal, state and/or local laws, regulations and ordinances regarding background screening of employees, volunteers and subcontracted personnel. The Contractor's failure to comply with any applicable federal, state and/or local laws, regulations, ordinances or Miami-Dade County resolutions, and the SFWIB's requirements set forth herein (collectively referred to as "Laws" for purposes of this Section) regarding background screening of employees, volunteers and subcontracted personnel, is grounds for a material breach and termination of this Contract.

Laws include, but are not limited to the National Child Protection Act of 1993, as amended, and as implemented by sections 943.0542 and 984.01(2), Florida Statutes, and Chapters 39, 402, 409, 394, 407, 393, 397, 984, 985 and 435, Florida Statutes, as may be amended from time to time. The Contractor agrees to perform background screening through the Florida Department of Law Enforcement ("FDLE"), Volunteer & Employee Criminal History System ("VECHS") program.

Only employees, volunteers and subcontracted personnel with satisfactory background checks through an appropriate screening agency (i.e. the Florida Department of Juvenile Justice, Florida Department of Law Enforcement or Federal Bureau of Investigation) may work in direct contact with Program participants. It is the responsibility of the Contractor to provide the SFWIB an **Affirmation/Acknowledgement Form, Attachment 1**, along with the background screening results to SFWIB's Quality Assurance Supervisor no later than ten (10) business days prior to employment, volunteerism, or performance of any work for any SFWIB-funded program. The background information will be reviewed by SFWIB and a decision on whether or not access will be granted shall be made within ten (10) business days of receipt of the Affirmation/Acknowledgement Form, as set forth in **Exhibit E, Reporting Requirements**, which confirms the background screening, was completed, pursuant to Chapter 435, Florida Statutes, as may be amended from time to time for all current employees, volunteers and subcontracted personnel. The Form must include the names of all person(s) screened, date of screening, and what employment decision was made by the Contractor.

J. VERIFICATION OF EMPLOYMENT ELIGIBILITY (E-VERIFY)

E-Verify is an Internet-based system that allows an employer, using information reported on an employee's Form I-9, Employment Eligibility Verification, to determine the eligibility of all new employees hired to work in the United States. There is no charge to employers to use E-Verify.

By entering into this Contract, the Contractor becomes obligated to comply with the provisions of section 448.095, Florida Statutes, titled "Verification of Employment Eligibility." This includes but is not limited to utilization of the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of all newly hired employees by the Contractor effective, January 1, 2021, and requiring all Subcontractors to provide an affidavit attesting that the Subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. Contractors must also include in all subcontracts the requirement that subcontractors performing work or providing services pursuant to this Contract utilize the E-Verify system to verify the employment eligibility of all new employees hired by the subcontractor during the term of the subcontract. Failure to comply may lead to termination of this Contract, or if a Subcontractor knowingly violates the statute, the subcontract must be terminated immediately. Any challenge to termination under this provision must be filed in the Circuit Court no later than twenty (20) calendar days after the date of termination, and the Contractor may be liable for any additional costs incurred by the SFWIB resulting from the termination of the Contract. If this Contract is terminated for a violation of the statute by the Contractor, the Contractor may not be awarded a public contract for a period of one year after the date of termination. Public and private employers must enroll in the E-Verify System (<http://www.uscis.gov/e-verify>) and retain the I-9 Forms for inspection.

The Department of Homeland Security's E-Verify system can be found at:

http://www.dhs.gov/files/programs/gc_1185221678150.shtm

The Contractor shall maintain evidence of the use of the E-Verify system in the employee's personnel file. The Contractor shall maintain a personnel file for each staff person funded under this Contract in accordance with the SFWIB's Policies and Procedures, state and federal laws.

K. IMMIGRATION REFORM AND CONTROL ACT

The Contractor shall comply with the requirements of the Immigration Reform and Control Act of 1986, which requires employment verification and retention of verification forms for individuals who are hired and will perform any services under the Contract.

L. ANTI-NEPOTISM

The Contractor shall:

1. With respect to individuals employed through the contracted program, not appoint, employ, promote, or advance or advocate for appointment, employment, promotion, or advancement, in or to a subsidized position in the Contractor's business entity any person who is a relative of the Contractor.
2. Not provide workforce services that include, but are not limited to employment and/or training services to any person who is a relative of the Contractor or Contractor's staff.

The definitions below are incorporated and made a part of this policy.

"Contractor" means the Contractor or employee of the Contractor who is authorized to appoint, employ, promote or advance individuals or to recommend individuals for appointment, employment, promotion, or advancement in the Contractor's business entity.

"Relative" means an individual who is related to the Contractor as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.

M. CERTIFICATION OF CONDUCT

The Contractor shall comply with all federal, state and local laws related to conflict of interest, nepotism and criminal and fraudulent activities.

N. CODES OF CONDUCT

The Contractor shall maintain written standards of conduct governing the performance of its employees engaged in the award and administration of contracts. No employee, officer, or agent shall participate in the selection, award, or administration of a contract supported by federal funds if a real or apparent conflict of interest would be involved. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her domestic partner, or an organization which employs or is about to employ any of the Parties indicated herein, has a financial or other interest in the firm selected for an award. The officers, employees, and agents of the recipient shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, or parties to sub-agreements.

The Contractor shall comply with the Miami-Dade County, Conflict of Interest and Code of Ethics Ordinance codified at section 2-11.1 et al. The Contractor shall set and/or adopt standards of conduct which describe obligations under section 2-11.1 et al. and provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the Contractor.

In the event the Contractor implements its own Code of Ethics, it should transmit a copy of said Code of Ethics

to the SFWIB. Should the SFWIB approve of Contractor's Code of Ethics or Contractor complies with section 112.313, Florida Statutes, it shall be exempt from the requirements of this provision.

O. GRATUITIES

The Contractor shall not accept a gift from, offer to give, or give any gift to, any SFWIB member, SFWIB employee, SFWIB approved Training Vendor, or to any family member of an SFWIB member, SFWIB employee, or SFWIB approved Training Vendor.

The term "family member" includes, but is not limited to father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, grandfather, grandmother, grandson, granddaughter and domestic partner.

The term "gift" shall refer to the transfer of anything of economic value, whether in the form of money, service, loan, travel, food, beverage, entertainment, hospitality, item or promise, or in any other form, without adequate and lawful consideration.

Violation of this provision will constitute a breach of this Contract. In addition to any other remedies available to the SFWIB, any violation of this provision will result in referral of the Contractor's name and description of the violation of this term to the state of Florida, Department of Management Services for the potential inclusion of the Contractor's name on the suspended vendors list for an appropriate period. This provision will survive the Contract for a period of two (2) years after its expiration or termination.

P. CODE OF BUSINESS ETHICS

The Contractor, as a governmental entity, shall comply with the Florida State Board of Education Code of Business Ethics.

END OF ARTICLE I

ARTICLE II

GENERAL CONDITIONS

A. ADHERENCE TO THE TERMS AND CONDITIONS OF FORMAL SOLICITATION

INTENTIONALLY LEFT BLANK

B. APPLICABLE LAWS

This Agreement shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any legal controversies or legal issues arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to the jurisdiction of the state courts of the Eleventh Judicial Circuit of Miami-Dade County, Florida.

C. FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT ("FFATA")

The FFATA requires the full disclosure to the public of all entities or organizations receiving federal funds.

(a) *Definition.* Unique entity identifier, as used in this clause, means a number or other identifier used to identify a specific commercial, nonprofit, or Government entity. See www.sam.gov for the designated entity for establishing unique entity identifiers.

(b) The Contractor shall ensure that the unique entity identifier is maintained with the entity designated at the System for Award Management (SAM) for establishment of the unique entity identifier throughout the life of the contract. The Contractor shall communicate any change to the unique entity identifier to the SFWIB within 30 days after the change, so an appropriate modification can be issued to update the data on the contract. A change in the unique entity identifier does not necessarily require a novation be accomplished.

D. SELF-ASSESSMENT QUESTIONNAIRE

The Contractor shall complete an annual **Exhibit C, Self-Assessment Questionnaire**, attached hereto and incorporated by reference herein, and shall provide the documents set forth as **Attachment A** of the Self-Assessment Questionnaire to the SFWIB's Office of Continuous Improvement not later than thirty (30) calendar days after the execution of this Contract as set forth in **Exhibit E, Reporting Requirements**, attached hereto and incorporated by reference herein. Failure to submit the Self-Assessment Questionnaire within the required time frame shall result in the SFWIB withholding payment under the Contract.

E. TERMINATION

Termination without Cause. The SFWIB may terminate this Contract without cause by providing thirty (30) days' prior written notice to the Contractor. The Contractor shall be entitled to receive compensation for services performed in accordance with the conditions set forth herein through and including the date of termination. However, the SFWIB shall not be liable for any expenses incurred by the Contractor after the effective date of termination of this Contract. The Contractor shall not be entitled to recover any cancellation charges, lost profits, indirect costs, or consequential damages incurred as a result of said termination.

Termination due to the Lack of Funds. If funds received by SFWIB to finance this Contract become unavailable or if federal or state funds upon which this Contract is dependent are withdrawn or redirected, the SFWIB, in its sole discretion, may terminate this Contract upon no less than twenty-four (24) hours' notice, in writing, to Contractor. Said notice must be delivered by certified mail, return receipt requested or in person with proof of delivery. The SFWIB shall be the final authority as to the availability of funds and may not reallocate funds earmarked for this Contract to another program thus causing "lack of funds." In the event of termination of this Contract due to the lack of funds, the SFWIB shall compensate the Contractor for any work

lost profits as a result of a termination due to the lack of funds.

Termination for Cause Including Default and Breach of Contract. The SFWIB may terminate this Contract for default and breach of Contract, including but not limited to for the reasons identified in Section F, **Breach of Contract**. In the event of termination of this Contract for cause, any payments to the Contractor shall be determined based upon the provisions of Section G-Breach of Contract: **SFWIB Remedies**.

Rule 60A-1.006(3), F.A.C., governs the procedure and consequences of default. The Contractor shall continue to perform any work not terminated. The SFWIB's rights and remedies in this clause are in addition to any other rights and remedies provided by law or under the Contract. If SFWIB terminates the Contract for default, the Contractor shall not be entitled to recover any cancellation charges, consequential damages, indirect costs, or lost profits.

Termination for Circumstances Beyond the Contractor's Control. Either Party may terminate this Agreement for circumstances beyond the Contractor's control including, but not limited to, labor disputes, strikes, fire, riot, war, terrorism, acts of God, or any other causes beyond the control of the Parties.

In the event of termination of this Contract under this provision, neither Party will be responsible for failure nor delay in performance of this Contract. Such failure or delay in performance will not result in any additional charge or costs, under this Contract, to either Party. The Party seeking termination of the Contract under this provision shall provide prompt notice of termination to the other Party. In no event shall notice be provided later than thirty (30) days after the occurrence triggering termination.

F. BREACH OF CONTRACT

A non-exhaustive list of breaches of this Contract is as follows:

1. The Contractor fails, in whole or in part, to provide the services set forth in Exhibit A, **Scope of services**;
2. The Contractor fails, in whole or in part, to maintain staffing in accordance with Article III-Section N, **Staffing Requirements** of this Contract;
3. The Contractor ineffectively or improperly uses the SFWIB's funds provided to the Contractor under this Contract;
4. The Contractor attempts to meet Contractor's obligations under this Contract through fraud, misrepresentation or material misstatement;
5. The Contractor fails to submit the documentation required under Article I-Section F, **Conditions Precedent** of this Contract in accordance with the time periods set forth therein;
6. The Contractor does not furnish the Certificates of Insurance as required under Article I-Section G, **Insurance** of this Contract or as determined by the SFWIB;
7. The Contractor does not furnish proof of licensure or certification as required under Article I-Section H, **Licensing** of this Contract;
8. The Contractor fails to comply with the background screening and/or provide proof that the background screening was completed as required under Article I-Section I, **Background Screening** of this Contract;
9. The Contractor fails to comply with the Anti-Nepotism provision set forth in Article I-Section L, **Anti-Nepotism**;
10. The Contractor fails to comply with the Code of Business Ethics provision set forth in Article I-Section P, **Code of Business Ethics**;
11. The Contractor fails to comply with the Gratuities provision set forth in Article I-Section O, **Gratuities**;
12. The Contractor fails to follow the Notification requirements set forth in this Contract under Article II-Section J, **Notification of Legal Action** of this Contract;
13. The Contractor fails to follow the Notification requirements set forth in this Contract under Article II-Section K, **Other Notifications** of this Contract;
14. The Contractor refuses to allow the SFWIB full access to records or refuses to allow the SFWIB to monitor, evaluate and review the Contractor's services and programs;
15. The Contractor fails to comply with the requirements set forth in Article III-Section G, **Florida Public Records Law**;

16. The Contractor fails to comply with Incident Reporting for abuse, neglect, or exploitation of a child, aged person, or disabled adult as required under Article III-Section R, Abuse, Neglect and Exploitation Incident Reporting of this Contract;
17. The Contractor fails to take reasonable measures to protect and secure data pertaining to personal information in electronic form as required under Article III-Section L, Information Security Obligations of this Contract;
18. The Contractor fails to comply, in whole or in part, with Article III-Section L, Information Security Obligations;
19. The Contractor fails to take reasonable measures to protect and secure personal and confidential information as required under this Contract and any applicable local, state or federal laws and regulations;
20. The Contractor does not submit or submits incomplete or incorrect required reports or proof of compliance with reporting requirements as required by this Contract;
21. The Contractor fails to respond and/or provide documentation to any of the SFWIB's requests within specified due dates, after three (3) written requests by the SFWIB;
22. The Contractor fails to correct deficiencies discovered during a monitoring, evaluation or review by the SFWIB and/or any governmental body acting within the scope of its jurisdiction within the time period specified by the SFWIB and/or the governmental body;
23. The Contractor fails to submit, or submits incorrect or incomplete proofs of expenditures to support disbursement requests or fails to submit or submits incomplete or incorrect detailed reports of expenditures or final expenditure reports;
24. The Contractor fails to comply with Article IV, Section G, Contractor's Cost Allocation Plan and Indirect Cost Rate;
25. The Contractor fails to submit an invoice as set forth in Article IV-Section H, Monthly Invoicing, in accordance with the time periods set forth therein;
26. The Contractor unlawfully discriminates under any of the applicable laws;
27. The Contractor fails to meet the terms and conditions of any obligation under any contract or otherwise or any repayment schedule to the SFWIB or any of its agencies or instrumentalities;
28. The Contractor fails to fulfill in a timely and proper manner any and all of Contractor's obligations, covenants and agreements set forth in this Contract; and
29. The Contractor fails to maintain and ensure its compliance, as applicable, with federal, state, county, and local laws, which include, but are not limited to, adherence to IRS rules and regulations requiring timely filing of tax returns and payment of payroll taxes, as applicable, throughout the term of this Contract or any other contractual agreement the Contractor has with the SFWIB.

Waiver of a breach of any provision of this Contract by the SFWIB shall not be deemed to be a waiver of any other breach of any other provision and shall not be construed to be a modification of this Contract.

G. BREACH OF CONTRACT: SFWIB REMEDIES

If the Contractor breaches this Contract, the SFWIB may pursue any or all of the following remedies:

1. The SFWIB may terminate this Contract by providing written notice to the Contractor of such termination and specifying the effective date thereof. In the event of termination, the Contractor shall, upon the SFWIB's request: (a) return all finished or unfinished documents, data studies, surveys and reports prepared or obtained by the Contractor with the SFWIB's funds under this Contract; (b) reimburse any funds the SFWIB awarded to the Contractor, which were not lawfully expended, under this Contract; and (c) terminate or cancel any other contracts entered into between the SFWIB and the Contractor. The Contractor shall be responsible for all program and administrative costs associated with such termination. Each party shall be responsible for its own attorneys' fees and cost that may be incurred as a result of any action or proceeding under this agreement;
2. The SFWIB may suspend payment, in whole or in part, under this Contract by providing written notice to the Contractor of such suspension and specifying the effective date thereof. All payments to the Contractor as of the effective date of suspension shall cease. On the effective date of suspension, if requested by the SFWIB, the Contractor shall immediately cease to provide services pursuant to this

Contract. If payments are suspended, the SFWIB shall specify in writing the actions that shall be taken by the Contractor as a condition precedent to resumption of payments and shall specify a date for compliance. The SFWIB may also suspend any payments, in whole or in part, under any other contracts entered into between the SFWIB and the Contractor. The Contractor shall be responsible for all program and administrative costs associated with such suspension. Each party shall be responsible for its own attorneys' fees and cost that may be incurred as a result of any action or proceeding under this agreement;

3. The SFWIB may seek enforcement of this Contract by any action at law or equity available to the SFWIB, including, but not limited to, filing an action in a court of competent jurisdiction. The venue of any such action shall be in Miami-Dade County, Florida. The Contractor shall be responsible for all program and administrative costs of the SFWIB associated with such enforcement. Each party shall be responsible for its own attorneys' fees and cost that may be incurred as a result of any action or proceeding under this agreement;
4. The SFWIB may debar the Contractor from future SFWIB contracting;
5. If, for any reason, the Contractor attempts to meet Contractor's obligations under this Contract through fraud, misrepresentation or material misstatement, the SFWIB may, whenever the SFWIB deems it to be in the SFWIB's best interest, terminate this Contract by providing written notice to the Contractor of such termination and specifying the effective date thereof. In such case, the SFWIB may terminate or cancel any other contracts the Contractor has with the SFWIB. The Contractor shall be responsible for all of the SFWIB's program and administrative costs associated with any such termination or cancellation, in addition to the SFWIB's attorneys' fees. Any contractor who attempts to meet its contractual obligations with the SFWIB through fraud, misrepresentation or material misstatement may be debarred from the SFWIB contracting for a period not to exceed five (5) years; or
6. Any other remedy available at law or equity or administratively.

H. DAMAGES SUSTAINED

The Contractor shall not be relieved of liability to the SFWIB for damages sustained by the SFWIB caused by any breach of this Contract by the Contractor, and the SFWIB may withhold any payments to the Contractor until such time as the exact amount of damages due to the SFWIB are determined. The SFWIB may also pursue any remedies available at law or equity to compensate for any damages sustained by any such breach by the Contractor. Each Party shall be responsible for its own attorneys' fees and cost that may be incurred as a result of any action or proceeding under this agreement.

I. NOTICES

It is understood and agreed between the Parties that written notice addressed to the Executive Director of the SFWIB, and mailed or delivered to the address appearing on page one (1) of this Contract and written notice addressed to the Contractor and mailed or delivered to the address appearing on page one (1) of this Contract shall constitute sufficient written notice to the respective Party.

J. NOTIFICATION OF LEGAL ACTION

The Contractor shall notify the SFWIB of legal actions taken against the Contractor or potential actions such as lawsuits, related to services provided through this Contract or that may impact the Contractor's ability to deliver the contractual services, or adversely impact the SFWIB. The SFWIB shall be notified within five (5) days of Contractor becoming aware of such actions or from the day of the legal filing, whichever comes first.

K. OTHER NOTIFICATIONS

The Contractor shall provide prompt notice, not later than thirty (30) days regarding all matters, to the Executive Director of the SFWIB, in writing, of any issues, questions, requests for clarification or any other matter relating to or affecting the Contractor's performance under this Contract.

L. AUTONOMY

The Parties agree that this Contract recognizes their independence and autonomy and implies no affiliation of any kind between the Parties. The Contractor is an independent contractor in all respects under this Contract. It is expressly understood, agreed and intended that the Contractor is only a recipient of funding from the SFWIB and is not an agency or instrumentality of any kind of the SFWIB. Furthermore, the Contractor's, officers, agents, servants, and employees are not officers, agents, servants, or employees of the SFWIB or any of the SFWIB's agencies or instrumentalities.

M. INDEMNIFICATION

1. The parties agree to be fully responsible for their own acts of negligence, or their respective agent's acts of negligence when acting within the scope of their employment, and agree to be liable for all attorney fees and damages proximately caused thereby; provided, however, that the parties' liability is subject to monetary limitations and defenses imposed by section 768.28, Florida Statutes. Nothing herein is intended to serve as a waiver of sovereign immunity by the parties, nor shall anything herein be construed as consent by the parties to be sued by any third party for any cause or matter arising out of or related to this Agreement.
2. Term of Indemnification. The provisions of this indemnification shall survive the expiration of this Contract and shall terminate upon the expiration of the applicable statute of limitation.

N. PRIOR AGREEMENTS

This Contract and its attachments and exhibits incorporate all prior negotiations, correspondence, conversations, agreements and understandings, to the matters contained herein and the Parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Contract which are not contained in this Contract or in its attachments and exhibits. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

O. JOINT PREPARATION

The Parties hereto acknowledge that they have sought and received whatever competent advice and counsel as was necessary for them to form a full and complete understanding of all rights and obligations herein and that the preparation of this Agreement has been their joint effort. The language agreed to expresses the Parties' mutual intent and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the Parties than the other.

P. NO ASSIGNMENT

The Contractor shall not assign this Contract or any rights accruing hereunder in whole or in part without the express written authorization of the SFWIB, which authorization may be withheld in the sole discretion of the SFWIB.

Q. AUTHORITY TO EXECUTE AGREEMENT

Each person executing this Agreement represents and warrants that he or she is duly authorized and has full legal authority to execute and deliver this Agreement. Each Party represents and warrants to the other that the execution and delivery of the Agreement and the performance of such Party's obligations hereunder have been duly authorized and that the Agreement is a valid and legal agreement binding on the other Party and enforceable in accordance with its terms.

R. SUBCONTRACTING

1. The Parties hereto agree that no subcontract shall be entered into under or pursuant to this Contract

without the prior written approval of the SFWIB, with said prior written approval issued at the sole discretion of the SFWIB.

2. In no event shall such prior written approval of the SFWIB relieve the Contractor from the Contractor's obligations under this Contract, or change any of the terms or conditions of this Contract. The Contractor shall ensure that all applicable provisions of this Contract are binding upon all such subcontractors. It is expressly understood and agreed that the SFWIB shall not be liable to any subcontractor(s) for any expenses or liabilities of any kind whatsoever incurred by any person or entity under any subcontract.

S. MODIFICATIONS

Any alterations, variations, modifications, extensions or waivers of provisions of this Contract shall only be valid when they have been reduced to writing, duly approved and signed by both Parties.

T. SEVERABILITY

If any portion of this Contract is determined by a court of competent jurisdiction to be invalid, the remaining provisions shall continue to be effective. If a court determines that any portion of this Contract is invalid, the SFWIB may terminate this Contract without cause in accordance with Article II, Section E Termination.

U. PERSONS WITH DISABILITIES AND ACCESSIBILITY OF FACILITIES

The Contractor shall conduct all activities under this Contract in accordance with the Americans with Disabilities (ADA) Act of 1990 as amended, Section 504 of the Rehabilitation Act of 1973 as amended, Title VI of the Civil Rights Act of 1964 as amended, and the regulations promulgated under such Acts, with respect to persons with disabilities.

The Contractor shall designate a Disability Services Coordinator to establish and implement internal procedures to ensure that Contractor and operational staff are knowledgeable about and comply with the disability-related requirements of WIOA, Section 188; Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA) of 1990 as amended (42 U.S.C. 12101 et seq.) P.L. 101-336 which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities. The Contractor's staff shall be thoroughly trained in providing services to individuals with disabilities as it pertains to customer service, reasonable accommodations, and etiquette.

The Contractor shall assure that programs and activities under this Contract are accessible to individuals with disabilities without discrimination, by:

1. Making reasonable accommodations or modifications;
2. Providing services in the most appropriate integrated setting;
3. Providing auxiliary aids for individuals with vision and hearing impairments during the recruitment, referral, and assessment of prospective program participants; and
4. Having resource materials available in alternate formats.

The Contractor shall ensure that the physical facilities utilized under this Contract are accessible at all times to individuals with disabilities; in accordance with the applicable standards of the State of Florida as set forth in DEO/Office of Civil Rights "Facility Accessibility Checklist" posted on the DEO website at www.floridajobs.org or shall submit to the SFWIB an alternate plan to achieve physical accessibility to individuals with disabilities provided services under this Contract.

V. COPYRIGHT, PATENTS, RIGHT TO DATA

Except for the Contractor's own internal use, the Contractor shall not publish or reproduce any data or information, in whole or in part, that is recorded in any form or medium whatsoever and that is delivered or specified to be delivered under this Contract, nor shall the Contractor authorize or permit others to do so

without the advanced written consent of the federal government, through the state of Florida, until such time as the federal government may have released such data or information to the public.

As authorized by 49 CFR 18.34, the federal government, through the state of Florida, reserves a royalty free, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize the state of Florida and others to use:

1. Any work developed under this Contract or a resulting subcontract irrespective of whether it is copyrighted.
2. Any rights of copyright to which Contractor or subcontractor purchases ownership with funds provided for under this Contract.

In the event the Contractor is granted written approval from the SFWIB to utilize subcontractors to perform any services required by this Contract, the Contractor shall prohibit such subcontractors, by written contract, from violating any of the terms of this Section V.

W. RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT

Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the federal government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Non-profit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

X. INTELLECTUAL PROPERTY RIGHTS

The federal government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes: (i) The copyright in all products developed under a federal grant, including a subgrant or contract under the grant or subgrant; and (ii) any rights of copyright to which the grantee, sub-grantee or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. Federal funds may not be used to pay any royalty or licensing fee associated with such copyrighted material, although they may be used to pay costs for obtaining a copy, which are limited to the developer/seller costs of copying and shipping. If revenues are generated through selling products developed with grant funds, including intellectual property, these revenues are program income. Program income is added to the grant and must be expended for allowable grant activities (2 CFR § 215.36).

If applicable, the Contractor must include the following language on all products developed in whole or in part with grant funds:

"This workforce solution was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This solution is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner."

END OF ARTICLE II

ARTICLE III

PROGRAM MANAGEMENT

A. PERFORMANCE

Performance shall be defined as the Contractor having attained the goals and objectives set forth in this Contract, in accordance with Exhibit A, Scope of Services attached hereto and incorporated by reference as if fully set forth herein.

B. CONSENT

Parental/Legal guardian consent for all Program participants must be obtained and shared with the South Florida Workforce Investment Board for monitoring and evaluation purposes. Program participants will be asked to sign a voluntary Authorization for Photography/Video form, incorporated herein and attached hereto as Attachment 4. The signed consent form for photography will be maintained by the Contractor, with a copy filed in the participant's record. The consent shall be part of the Program participants' registration form, and signed by parent/guardian before services commence or assessments are administered. Any refusal of consent must be properly documented and signed by the parent or legal guardian on the consent form.

C. PROGRAM REPORTS

The Contractor shall provide written progress reports in compliance with Exhibit A, Scope of Services.

D. MONITORING: MANAGEMENT EVALUATION AND PERFORMANCE REVIEW

The Contractor shall permit the SFWIB's personnel to monitor, review and evaluate the Program which is the subject of this Contract. The Contractor shall monitor both fiscal and programmatic compliance with all the terms and conditions of the Contract. The SFWIB will be permitted to conduct site visits, participant assessment surveys, and other techniques deemed reasonably necessary to fulfill the monitoring function. This Contract will not be considered for appropriation of future funding unless the SFWIB concludes that the terms of this Contract and the Program have been satisfactorily performed.

E. FILE MAINTENANCE

The Contractor shall maintain an electronic database to include the SYIP application and required documents and a separate electronic file for each youth participant to include the TANF/SYBP Eligibility form, ISIS print-out and, as applicable, Determination of need for Language Assistance for LEP customers, and provide to the SFWIB upon request. This file shall include all required documents as set forth in Exhibit A-Scope of Services and applicable SFWIB's procedures.

F. FILE OWNERSHIP

The Contractor understands and agrees that the case files that the Contractor maintains for programs funded by this Contract are the SFWIB's property and are maintained by the Contractor for the SFWIB's benefit. Therefore, the Contractor shall not dispose of any case files without the prior written consent of the SFWIB. In the event of the termination or expiration of this Contract, the Contractor shall immediately transmit all records to the SFWIB upon the request of the SFWIB.

If Contractor is required to maintain original documents for services rendered under this Contract, the Contractor shall obtain duplicate originals of all documents required under this Contract. If duplicate originals of documents are obtained under this Contract, Contractor will maintain one set of originals for the SFWIB and the other set will belong to the Contractor

G. FLORIDA PUBLIC RECORDS LAW

1. The Contractor shall allow public access to all documents, papers, letters, or other material subject to

the provisions of chapter 119, Florida Statutes, made or received by the Contractor in connection with this Contract, except that public records which are made confidential or exempt from public record disclosure by law must be protected from disclosure and include, but is not limited to criminal history information derived from the U.S. Department of Justice. The Contractor's failure to allow such public access shall result in the immediate termination of this Contract or any renewal. The Contractor shall maintain public records stored in electronic record keeping systems in accordance with chapter 119, Florida Statutes, and Rule 1B-26.003 of the Florida Administrative Code.

2. Pursuant to section 119.0701, Florida Statutes, the Contractor shall:
 - a) Keep and maintain public records required by the SFWIB to perform the services;
 - b) Upon request from the SFWIB's custodian of public records, provide the SFWIB with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law;
 - c) Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the contractor does not transfer the records to the SFWIB; and
 - d) Meet all requirements for retaining public records and transfer to the SFWIB, at no cost to the SFWIB, all public records created, received, maintained and or directly related to the performance of this Contract that are in possession of the Contractor upon termination of this Contract. Upon termination of this Contract, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All records stored electronically must be provided to the SFWIB, upon request from the SFWIB's custodian of public records, in a format that is compatible with the SFWIB's information technology systems.
3. For purposes of this Section, the term "public records" shall mean all documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of the SFWIB's official business.
4. **IF THE SFWIB HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE PROVIDER'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT 305-995-1128, prr@dadeschools.net, and 1450 NE 2 Avenue, Miami, Florida 33132.**
5. **IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:**

**Via e-mail: recordsrequest@careersourcesfl.com
Office of the Executive Director. Telephone: 305-929-1500**

**South Florida Workforce Investment Board
The Landing at MIA
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234**

In the event the Contractor does not comply with the public records disclosure requirement set forth in section 119.0701, Florida Statutes and this Section G of this Contract, the SFWIB shall avail itself of the remedies set forth in Article II, Sections E – Termination, F – Breach of Contract and G – Breach of Contract: SFWIB Remedies of this Contract.

A Contractor who fails to provide the public records as required by law, within a reasonable time, may also be subject to penalties under section 119.10, Florida Statutes.

H. AUDIT, INSPECTION AND ACCESS TO RECORDS

The Contractor shall permit the SFWIB or the SFWIB's designees, the state of Florida and the federal government or any other duly authorized agent of a governmental agency ("Monitoring Agency") to audit, inspect, examine, excerpt, copy or transcribe the Contractor's client records, financial records, supporting documents, statistical records, personnel records, records of all disseminations of criminal history information, and any other documents (including storage media) pertinent to this Contract during the term of this Contract and for a period of five (5) years following termination of this Contract or final payment hereunder, whichever is later, to assure compliance with the terms hereof, or to evaluate the Contractor's performance hereunder. The Contractor shall also permit any or all these aforesaid entities to monitor all activities conducted by the Contractor pursuant to the terms of this Contract. The Monitoring Agency may, in its sole discretion, deem necessary or appropriate such monitoring which may consist of internal evaluation procedures, examination of program data, evaluation of participant files, special analyses, on-site reviews or any other procedure.

The Contractor shall provide full and unrestricted access to any and all records for services paid for under this Contract to the SFWIB, the state of Florida, or the U.S. Department of Labor, the Comptroller General of the United States, or any of their duly authorized representatives.

I. RECORDS RETENTION

Five (5) Year Requirement: The Contractor shall keep all records, accounts, and documents related to the operation and performance of this Contract or any modification hereto for five (5) years following the expiration or termination of this Contract. However, if any audit, claim, litigation, negotiation or other action involving this Contract or modification hereto has commenced before the expiration of the five (5) year period, the records shall be retained until completion of the action and resolution of all issues which arise from it, or until the end of the regular five (5) year period, whichever is later. The Contractor shall cooperate with the SFWIB to facilitate the duplication and transfer of any of said records or documents during the required retention period. The Contractor shall advise the SFWIB of the location of all records pertaining to this Contract upon the request of the SFWIB and shall notify the SFWIB by certified mail within ten (10) days of moving said records if and when the records are moved to a new location.

The Contractor and any subcontractor shall maintain documentation of expenditures incurred under this Contract for a period of five (5) years from the date of submission of the final reimbursement request for that grant year or until the resolution of any audit findings or any litigation related to the Contract, whichever occurs last.

J. CONFIDENTIALITY OF RECORDS

1. The Parties understand and agree that they are subject to all federal and state laws and School Board policies relating to the confidentiality of Program participant information. The Parties further agree to employ with the Family Education Rights and Privacy Act ("FERPA"), specifically 34 CFR § 99.

2. Pursuant to applicable state or federal law, the Contractor shall maintain the confidentiality of any information regarding program participants that identifies or may be used to identify program participants and which may be obtained through proposal forms, interviews, tests, reports from public agencies or counselors, or any other source. The Contractor shall not divulge such information, including but not limited to social security numbers, demographic data (race/ethnicity, sex, age, and disability status), employment services records, supplemental nutrition assistance program records, job corps records, migrant and seasonal farm worker records, North American Free Trade Agreement-Transitional Adjustment records, Trade Adjustment Assistance under Trade Act of 1974 records, Worker adjustment and Retraining Notification Act records, Welfare Transition Program/TANF records, displaced homemaker records, Labor Market Information individual identifiable data, school readiness records, medical records and disability related information, unemployment compensation records, background screening records, WIOA records as specified in the applicable federal law and implementing procedures, etc. without the written permission of the participant, or participant's custodial parent or guardian when authorized by law, if applicable, except that such information which is necessary, as determined by the SFWIB, for purposes related to the performance or evaluation of the Contract may be divulged to the SFWIB or such other persons as the SFWIB may designate who have responsibilities for monitoring or evaluating the services and performances under the Contract, or to governmental authorities to the extent necessary for the proper administration of the law and the provision of services. All releases of information shall be in accordance with applicable federal and state laws as well as the policies and procedures of the SFWIB. The Contractor shall abide by all applicable federal, state and local laws and regulations regarding confidential information, including personally identifiable information (PII) from educational records, as identified in, but not limited to 20 CFR Part 603, 45 CFR Section 205.50, 20 USC 1232g and 34 CFR 361.38. The Contractor shall provide, prior to the execution of this Contract, a completed Confidentiality Agreement, Attachment 2.

Additionally, when working with education agencies, the Florida Department of Juvenile Justice, the Florida Department of Corrections, the Florida Division of Vocational Rehabilitation, and other partners in implementing workforce programs administered by the SFWIB, the Contractor shall follow confidentiality requirements for each such program including, but not limited to:

- o The Privacy Act: 5 USC 552a;
 - o Social Security numbers: 119.0721 Florida Statutes and 5 USCA 552a;
 - o Medical documents: 29 CFR 37.37; 29 CFR 1630.14;381.004(3)(e) and (6)(c) Florida Statutes;
 - o Employment and Related Services for Persons with Disabilities: Florida Statute 413;
 - o Confidentiality requirements governing the protection and use of personal information held by the Vocational Rehabilitation agency (34 CFR 361.38); and
 - o Student records: Federal Educational Rights and Privacy Act (FERPA), 20 USC 1232g and 1232h; 34 CFR Part 99.
3. **Confidentiality Forms.** The Contractor, in the course of receiving and utilizing confidential workforce program information for the purpose of performing Contractor's duties under this Contract, shall ensure that all staff, security officers, contractors, subcontractors, and any subsequent subcontractors and their employees complete the following certification and acknowledgement form prior to permitting those individuals to perform any work under or relating to this Contract:
- **The Individual Non-Disclosure and Confidentiality Certification Form, Attachment 3,** attached hereto and incorporated by reference as if fully set forth herein.

All completed forms shall be retained as required herein in accordance with Article III-Section I, Records Retention of this Contract. The Contractor shall maintain the completed confidentiality forms in each employee's personnel file and forward copies to the SFWIB's IT Department upon requesting access to State and/or Local System(s).

4. The Background Screening record information derived from the U.S. Department of Justice shall not be disseminated outside the Contractor's entity or used for a purpose other than that specified in the statute authorizing the request, Section 943.0542, Florida Statutes.

K. VIOLATION OF THE PRIVACY ACT

Funds awarded under this Contract cannot be used in contravention of the 5 USC 552a or regulations implementing that section.

L. INFORMATION SECURITY OBLIGATIONS

The Contractor shall abide by the SFWIB's Information Technology Security Policies and Procedures.

- The Contractor (including its officers, employees, subcontractors, agents, partners, principals, servants, representatives or any other individuals to whom Contractor exposes or authorizes to access confidential information obtained under this Contract), shall not store, or allow to be stored, any confidential information on any portable storage media (e.g., laptops, thumb drives, hard drives, etc.) or peripheral device with the capacity to store information. The Contractor shall not electronically transmit, or allow to be transmitted, any personal or confidential information. Failure to strictly comply with this provision shall constitute a breach of this Contract.
- The Contractor shall not engage any third party vendor, company or agent to modify, troubleshoot or otherwise alter the configuration of network devices, workstations, printers and/or any other device or hardware attached to the SFWIB's network and agrees that no other devices, servers, workstations, tablets, wireless devices, etc., other than those installed by the SFWIB's IT Unit or SFWIB's authorized agent, will be connected to the SFWIB's network.
- During the term of this Contract, the Contractor must obtain signed confidentiality access agreements, which are required by the SFWIB and/or the DEO for systems access privileges, for any individual including, but not limited to all of the Contractor's officers, employees, subcontractors, agents, partners, principals, servants, representatives and security officers, prior to their access to electronic data systems.
- The Contractor shall ensure that the Contractor's staff who has access to client information through the Employ Miami-Dade ("BMD")/Employ Monroe ("EM"), the One-Stop Service Tracking ("OSST") system(s) and/or any other information systems as required, complete the Information Security and Awareness Training annually.
- The Contractor shall make every effort to protect and avoid the unauthorized release of any personal or confidential information, as set forth in **Article III-Section J, Confidentiality of Records**.
- The Contractor shall notify the SFWIB in writing of any disclosure of the SFWIB's and/or the state of Florida's confidential information or data by the Contractor, its officers, employees, subcontractors, agents, partners, principals, representatives or any other individuals to whom Contractor exposes or authorizes to access confidential information obtained under this Contract, which is not in compliance with the terms of the Contract (of which it becomes aware).
- The Contractor shall also report to the SFWIB any Security Incidents of which it becomes aware, including those incidents reported to the Contractor by its officers, employees, subcontractors, agents, partners, principals, servants, representatives. For purposes of this Contract, "Security Incident" means the attempted or successful unauthorized access, use, disclosure, modification, or destruction of the SFWIB's or DEO's information in the Contractor's possession or electronic interference with the SFWIB's operations; however, random attempts at access shall not be considered a security incident.
- The Contractor shall notify the SFWIB's Help Desk, not later than 24 hours following the determination of any breach or potential breach of personal and confidential data, as required by the SFWIB's Information Technology Security Policies and Procedures, which shall be made available upon request from the SFWIB's Help Desk

- In the event of a breach of security concerning confidential personal information involved with this Contract, the Contractor shall comply with section 501.171, Florida Statutes, as applicable. When notification to affected persons is required under this section of the statute, the Contractor shall provide such notification, using the SFWIB's approved format, not later than seven (7) calendar days following the determination of any potential breach of personal or confidential data.
- For purposes of this Contract, "security breach" means the unauthorized access of data in electronic form containing personal data. Good faith acquisition of personal information by an employee or agent of the Contractor is not a security breach, provided the information is not used for a purpose unrelated to the Contractor's obligations under this Contract or is not subject to further unauthorized use.
- The Contractor shall be wholly liable for security breaches and personal identity theft committed by its officers, employees, subcontractors, agents, partners, principals, servants, representatives or any other individuals to whom the Contractor exposes or authorizes to access confidential information obtained under this Contract, including, but not limited to, volunteers and DEO employees. The Contractor shall be liable for: (1) direct payment and/or reimbursement of all costs incurred for notifying and providing identity theft protection services to customers who may be victims of the security breaches and personal identity theft; (2) resolving any and all claims related thereto; and (3) all other costs and damages resulting from security breaches or personal identity theft.
- The Contractor shall notify the SFWIB's Regional Security Officer(s) at the time of termination or transferring of an employee. Notification requesting system access removal must be submitted via email within 24 hours of termination to the Helpdesk at helpdesk@careersourcesfl.com with the appropriate system form, as follows:
 - EMD/EM/OSST - DEO Information Systems Security Agreement/Confidentiality Form.
 - Workforce Management System ("WFMS")/Initial Assessment Application ("IAA") - CareerSource South Florida's ("CSSF's") Application Development Unit Security Access Form.
 - Florida - Florida Department of Children & Families' ("DCF's") System Access Authorization Request Form.
- For employees with access to the Connect and/or SunTax systems; The Contractor shall notify the Regional Security Officer at the time of termination or transferring of an employee. Notification requesting system access removal must be submitted via email to the Regional DEO Manager with the applicable system form(s) within 24 hours of termination, as follows:
 - DEO CONNECT Form ISU-38
 - DEO Form ISU-30
- If the employee has security access to multiple systems, the Contractor shall submit all corresponding forms.
- For employees that only have a CSSF network account and/or VPN account, only an email requesting disabling of the account(s) is required at the time of termination. The email must be sent to the CSSF Helpdesk at helpdesk@careersourcesfl.com no later than 24 hours of termination.

Failure to comply with this Section L, Information Security Obligations, shall constitute a breach of this Contract.

M. STAFFING REQUIREMENTS

The Contractor shall maintain an organizational structure and adequate programmatic, administrative and support staff sufficient to fulfill the Contractor's contractual obligations hereunder.

N. TRAINING OF STAFF

1. The Contractor shall ensure that employees responsible for program compliance receive appropriate grant administrative and program compliance training in:
 - Pass-through Entity Responsibilities 2 CFR Chapter II, Subpart D § 200.331
 - Contracts Management/Administration (45 CFR 74.21)

O. GRIEVANCE PROCEDURES

The Contractor shall comply with all of the SFWIB's applicable Grievance and Complaint Procedures and as required by state and federal law. Attachment 11, attached hereto and incorporated herein. The SFWIB's Grievance and Complaint Procedures can also be accessed through the link provided below:

http://www.careersourcesfl.com/GrievanceProcedures/CSSF_GrievanceProcedures_English.pdf

P. LIMITED ENGLISH PROFICIENCY (LEP)

When a significant number or proportion of the population eligible to be served under this Contract needs services or information in a language other than English to be effectively informed or to participate in the services provided under this Contract, the Contractor shall provide a Certified Interpreter and take steps, considering the size of the program and the size and concentration of such population, to make available to such persons any written and audio-visual material, in the appropriate languages, and in alternate formats for individuals with a disability, distributed to the public relating to the services provided pursuant to this Contract. In accordance with the SFWIB's Limited English Proficiency Policy, the Contractor shall provide services through (1) staff who speak the language of preference or (2) a Certified Interpreter. The Contractor shall complete the Determination of Need for Language Assistance for Limited English Proficiency (LEP) Customers, Exhibit D.

Q. ABUSE, NEGLECT, AND EXPLOITATION INCIDENT REPORTING

The Contractor shall immediately report knowledge or reasonable suspicion of abuse, neglect, or exploitation of a child, aged person, or disabled adult to the Florida Abuse Hotline on the statewide toll-free telephone number (1-800-96ABUSE) or via the web reporting option at <http://www.dcf.state.fl.us/abuse/report/>, or via fax at 1-800-914-0004, or via TDD (800) 453-5145 as required by Chapters 39 and 415, Florida Statutes, this provision is binding upon both the Contractor and Contractor's employees. Failure to comply with this Section R, Abuse, Neglect and Exploitation Incident Reporting, shall constitute a breach of this Contract.

R. PUBLIC ANNOUNCEMENTS AND ADVERTISING

The Contractor shall not produce, publish for public consumption or distribute any publicity or information about Contractor's programs or program participants without prior review and written approval by the SFWIB. All radio and television advertisements, paid and unpaid, public service announcements, social media, or general newspaper articles shall be coordinated through, and preapproved by, the SFWIB, and shall state that the program is funded through the SFWIB. The Contractor that receives funds from the SFWIB, regardless of the name under which the program is operated, must state that the program is funded by the SFWIB in all public communication media.

The Contractor shall prominently incorporate the name and the official logo of the SFWIB when developing collateral materials or publicity, such as radio, print or television coverage, any form of media press releases, advertising or any informational materials concerning the Contractor's program. Collateral materials such as letterhead, business cards, envelopes, informational pamphlets and brochures, flyers, posters, and other such items, shall be in compliance with the SFWIB's policies and procedures, that ensure compliance with, but are not limited to, CareerSource Florida, Inc.'s Florida Workforce System Statewide Brand Strategic Policy, and pre-approval requirements. .

In accordance with Public Law 101-166, section 511, Steven's Amendment; as renewed in the Consolidated Appropriations Act of 2018, Pub. L. No. 115-141, 132 Stat. 348, div H, Title V, section 505 and Department of Defense and Labor, Health and Human Services, and Education Appropriations Act, 2019, and Continuing Appropriations Act, 2019, Pub. L. No. 115-245, div. B, tit. V, section 505, 132 Stat. 2981 (Sept. 28, 2018), when issuing statements, press releases, requests for proposals, bid solicitations, and other documents describing the project or programs funded in whole or in part with federal money, the Contractor shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with federal money; (2) the dollar amount of federal funds for the project or program; and (3) percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

END OF ARTICLE III

ARTICLE IV
FISCAL MANAGEMENT

A. INTERNAL CONTROLS AND ACCOUNTING RECORDS

The Contractor shall maintain the Contractor's books and records in accordance with Generally Accepted Accounting Principles ("GAAP"); "Standards for Internal Control in the Federal Government" issued by the Comptroller General of the United States; the "Internal Control Integrated Framework" issued by the Committee of Sponsoring Organizations of the Treadway Commission; and to institute fiscal controls to account for all monies received from the SFWIB and spent to perform the Contractor's obligations under this Contract.

The Contractor shall maintain records, books, and documents, including electronic storage media and electronic records that identify the SFWIB's funds and which contain information pertaining to authorized expenditures, obligations, de-obligated balances, assets, liabilities, outlays or expenditures and income.

The Contractor shall ensure that accounting records reflect the separation of all programs/activities it administers, or for which it receives funding and that a clear audit trail exists showing the benefit received from each expenditure as it relates to the applicable program/activity.

B. RETURN OF FUNDS

The Contractor shall return to the SFWIB any overpayments due to unearned funds, earned funds that exceeded actual expenditures or funds disallowed that were disbursed to the Contractor by the SFWIB and any interest attributable to such funds pursuant to the terms and conditions of this Contract. If the Contractor or its independent auditor discovers that an overpayment has been made, the Contractor shall repay said overpayment immediately without prior notification from the SFWIB. If the SFWIB first discovers any overpayment has been made, the SFWIB's Executive Director will notify the Contractor in writing of such findings. If the Contractor fails to repay the SFWIB for the overpayment within thirty (30) calendar days following either the Contractor's discovery of or the SFWIB's notification of the overpayment, the Contractor shall also pay SFWIB interest at the lawful rate of interest on the outstanding balance after the earlier of SFWIB's notification or Contractor's discovery. The SFWIB shall have the right at any time to offset or deduct from any payment due under this or any other contract or agreement any amount due to the SFWIB from the Contractor under this or any other contract or agreement.

C. DEOBLIGATION FOR NON-PERFORMANCE

The SFWIB, in its sole discretion, may adjust the Contract award amount through a decrease, up to and including the total amount of funds awarded to the Contractor, when and if the SFWIB determines that the Contractor's total program costs will not be expended in accordance with the amount of funds awarded.

D. VOLUNTARY DEOBLIGATION

The Contractor may request a decrease of the total amount of funds awarded when it has been determined by the Contractor that funds may not be expended during the period of performance as set forth under this Contract. If requesting a decrease, the Contractor must submit a written request to the SFWIB's Executive Director specifying the amount and the reason for the decrease. Approval of a decrease shall be in the sole discretion of the SFWIB.

E. BUDGET SUMMARY

The Contractor agrees that all expenditures made and all costs incurred by the Contractor shall be in accordance with Exhibit H, Budgets for Administrative Costs and Program Costs, attached hereto and incorporated

by reference as if fully set forth herein.

The Contractor agrees that **Exhibit H, Budgets for Administrative Costs and Program Costs**, attached hereto and incorporated herein, validates that the Contractor's projected costs are reasonable, allowable, allocable and are in accordance with cost principles set forth in 2 CFR Part 200, Subpart E.

The budget must be separated into the following time periods, 4/1/23-6/30/23, and 7/1/23-9/30/23.

The Contractor shall ensure that the budget(s) for administrative costs does not, under any circumstances, exceed ten percent (10%) across the SFWIB's funding streams, or the Indirect Cost Rate, whichever is less.

The Contractor may shift funds within the Contractor's program line item budget. Notwithstanding the above, if the Contractor wishes to shift funds greater than: (1) fifteen percent (15%) in any budgeted position's salary; or (2) fifteen percent (15%), but not less than \$950.00, in any line item, the Contractor shall obtain SFWIB's Executive Director's prior written approval.

The SFWIB's approval of **Exhibit H, Budgets for Administrative Costs and Program Costs** is given based on limited facts presented as justification for the proposed expenditure and prior to the actual expenditure. As such, if actual expenditures are not in accordance with the facts presented for the proposed expenditure or federal requirements, the SFWIB may question or disallow the expenditure, notwithstanding the prior approval of the same.

The Contractor's authorized representative shall approve all budget modifications in writing and then shall forward the budget modification to the SFWIB's Contract Manager for processing and approval. Budget modifications approved by both the Contractor and the SFWIB shall replace **Exhibit H** as **Exhibit H-1**, a copy of which shall be attached hereto and incorporated by reference as if fully set forth herein.

Any expenditure made and/or incurred prior to the SFWIB's written approval of a written budget modification request may be disallowed in the sole discretion of the SFWIB.

The Contractor shall amend the budget, if applicable, at the end of the fourth (4th) program year quarter, not later than June 30, for funds awarded through June 30, 2023. A final quarter modification shall be allowed and submitted, not later than September 30, for funds awarded from July 1, 2023 through September 30, 2023.

The Contractor shall notify the SFWIB's Contract Manager and Accountant, in writing, of all staffing changes (including, but not limited to adding names of staff filling vacant positions). Staffing changes (including, but not limited to adding names of staff filling vacant positions) shall be incorporated in the budget not later than the next available modification period set forth herein. Only one staff can be delegated to a budgeted position, except where a transition occurs, the incoming staff may also occupy the budgeted position for a period not to exceed one month in duration, and not to exceed the total budgeted salary for the position.

Final line-item adjustment(s) shall be allowed as set forth in **Article IV-Section O, Financial Closeout**.

F. CONTRACTOR'S COST ALLOCATION PLAN AND INDIRECT COST RATE

1. **Indirect Cost Rate:** The publication of Title 2 CFR Part 200, "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards," released on December 26, 2013, requires that every sub-award of federal funds from pass-through entities (i.e. the SFWIB) to the sub-recipient must include, among other elements, an Indirect Cost Rate.

In conformity with Title 2 CFR Part 200, the Contractor shall submit one of the following to the SFWIB along with the program budget (as described in **Article IV, F**):

A. If the Contractor does not have an approved Indirect Cost Rate:

- o The Contractor shall develop and submit to the SFWIB's Finance Unit an initial indirect cost rate proposal. Detailed guidelines for preparing an Indirect Cost Rate proposal are contained in

CareerSource Florida Administrative Policy Number 86. Additional information can be found at:

[http://www.floridajobs.org/docs/default-source/lwdb-resources/lwdb-grants-management/guidance-papers/2018-guidance-papers/lwdb-indirect-cost-admin-policy_\(20180701\).pdf?sfvrsn=2](http://www.floridajobs.org/docs/default-source/lwdb-resources/lwdb-grants-management/guidance-papers/2018-guidance-papers/lwdb-indirect-cost-admin-policy_(20180701).pdf?sfvrsn=2)

- B. If the Contractor has an approved Indirect Cost Rate from a federal agency or pass-thru entity, the Contractor shall submit a copy of the Indirect Cost Rate approval letter from said agency or pass-thru entity to the SFWIB.

Please note, an Indirect Cost Rate Proposal is mandated only if the Contractor includes indirect costs in the **Exhibit H-Budget for Administrative Costs and Program Costs**. However, if indirect costs are not included, a proposal is not required.

2. **Cost Allocation Plan:** The Contractor's operating expenditures shall be cost allocated across all applicable funding streams.

The Contractor shall submit a detailed Cost Allocation Plan ("CAP"), or cost policy statement as appropriate to the SFWIB in accordance with the guidance that can be accessed through the link provided below.

<http://www.floridajobs.org/FMSAS/Monitoring/AgencyIssued/Cost%20Allocation%20Plan%20Guidance%20-%20RWB.pdf>

The CAP is a document that specifies the allocation methods used for distributing all costs of an organization. A plan for allocating shared costs is required to support the distribution of those costs to grant and non-grant programs. All of the Contractor's costs must be included in the plan. Official accounting records must support all costs. An agency-wide budget should be presented that depicts all shared cost. The Contractor shall submit the Cost Allocation Plan to the SFWIB within the lesser of thirty (30) days of Contract execution or along with the program budget.

A CAP is not required if the Contractor's award amount(s) is specific to a single program and from a funding stream where there will be no shared costs. If the Contractor elects the de minimis rate (10% indirect costs as indicated in Administrative Policy Number 86) a CAP is not required, but a cost policy statement would be required.

The cost policy statement that is required as part of the indirect cost rate proposal and the CAP may be incorporated into one document.

Federal funds awarded under this Contract may not be used to meet the matching or cost-sharing requirements of other Federal grant programs unless expressly authorized by federal law.

3. **Approval of Indirect Cost Rate:** The SFWIB will negotiate with the Contractor and approve the indirect cost rate. Indirect costs can only be charged to an award based on an approved indirect cost rate. However, the approval of indirect costs by the SFWIB is not intended to identify the circumstances or dictate the extent of federal participation in the financing of particular awards.

The results of the indirect cost rate negotiation will be formalized in a written agreement between the SFWIB and the Contractor.

The Contractor shall maintain appropriate supporting documentation for the Contractor's cost allocation and Indirect Cost Rate calculations in accordance with the records retention requirements set forth in **Article III-Section H, Audit, Inspection and Access to Records** and **Article III-Section I, Records Retention**. Failure to maintain the appropriate documentation and to follow the submitted and approved plan may result in **cost disallowances** by the SFWIB.

Failure to comply with this **Section G** may be considered a breach of this contract and can lead to

disallowance of indirect/administrative costs and/or other remedies for non-compliance as specified in Article II-Section G, Breach of Contract: SFWIB Remedies.

G. INVOICING

1. **Requests for Payment.** The SFWIB shall pay all budgeted and allowable costs or services incurred by the Contractor which are allowable under 2 CFR Chapter II, Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, this Contract and applicable SFWIB policies and procedures, as may be amended from time to time.
2. To receive payment, the Contractor shall submit monthly an original invoice package which shall include an original signed Contract Invoice (Exhibit I), attached hereto and incorporated by reference as if fully set forth herein, Monthly General Ledger, a prior month(s) General Ledger for any costs not previously billed, and Payroll Register and /or Payroll Indebtedness, and documentation for participant costs as set forth in section 3 below.

The Contract Invoice shall reflect only the expenses incurred and paid by the Contractor for the month that the services were rendered. Upon satisfactory submission, review and approval of the complete invoice package with the required supporting documentation, the SFWIB shall pay the Contractor via Electronic Fund Transfer; the sole judge of the satisfaction of the submission will be the SFWIB. The Contractor shall complete an Authorization Agreement for payments via Direct Deposits (ACH Credits) which may be requested from the SFWIB's finance unit.

Failure to submit original signed invoices, General Ledger, and Payroll Register, in manner deemed correct and acceptable by the SFWIB, shall be considered a breach of this Contract.

3. **Participant Costs Payment.** The SFWIB agrees to pay allowable participant costs incurred by the Contractor, for verifiable services for eligible participants entered in OSST by the Contractor, in accordance with the terms of Article IV, Section C-Data Entry Requirements and Payment Provisions, Exhibit A-Scope of Services, attached hereto and incorporated by reference as if fully set forth herein, which are allowable under the SFWIB's guidelines.

The SFWIB's Finance Department will send the Contractor, five business days after the deadline of the OSST data entry set forth in the Scope of Services, a System Generated Invoice, Exhibit J, attached hereto and incorporated by reference, based on the data entered by the Contractor in OSST, detailing participant names and amounts, entered in OSST for the period invoiced. The System Generated Invoice, Exhibit J will be sent electronically to the Contractor. The Contractor shall verify the invoice.

To receive payment, the Contractor shall submit an original invoice package to the SFWIB that includes the signed invoice, with the two required signatures, and the following documentation:

Payment for Orientation/Eligibility stipends:

- For Orientation/Eligibility Stipends issued July 1, 2023 through August 5, 2023, Contractor generated report detailing student name, last four digits of the Social Security number.
- SFECU (Credit Union) ACH payment report detailing student name, last four digits of the Social Security number and amount paid.

Payment for Internship hours worked:

- For payment of Internship hours worked July 3, 2023 through August 7, 2023, Contractor generated report detailing student name, last four digits of the student's Social Security number and actual number of hours worked.
- Digital Time sheets, electronically approved by the student and the worksite supervisor, are acceptable documentation of the actual number of hours worked, approximately thirty (30) hours per week with a maximum of 150 hours for the duration of the project.

- EdFed (Credit Union) ACH payment report detailing student name, last four digits of the Social Security number and amount paid per pay period.

Failure to submit original signed Contract Invoices, General Ledger, Payroll Register/Payroll Indebtedness and supporting documents in a manner deemed correct and acceptable by the SFWIB, shall be considered a breach of this Contract.

The Contractor agrees to maintain originals of cancelled checks or a legal copy of the cancelled checks, itemized invoices, receipts, payroll registers and any evidence of indebtedness as proof of expenditures. These documents shall be maintained by the Contractor in accordance with Article III, Section I-Records Retention and Article III, Section H-Audit, Inspection and Access to Records.

4. **Processing the Request for Payment.** The Parties agree that the processing of a payment request by the Contractor shall be completed by the SFWIB within fifteen (15) business days, or less, of receipt of submission of the request along with the complete required invoice package. Processing the payment request within fifteen (15) business days is contingent upon complete and satisfactory submissions of the required invoice package and supporting documentation, which have been approved by the SFWIB. The Contractor's shall maintain sufficient financial resources to meet the expenses incurred during the period between the provision of services and payment by the SFWIB.

H. LATE INVOICING

Invoices submitted after the due date as specified in Section J- Financial Closeout below, shall automatically be charged as described below:

- Invoices submitted five (5) calendar days or less following the due date shall automatically be charged five percent (5%) of the amount invoiced;
- Invoices submitted more than five (5) calendar days following the due date shall automatically be charged an additional five percent (5%) of the amount invoiced.

I. PURCHASE OF AMERICAN-MADE EQUIPMENT AND PRODUCTS

The Contractor assures that, to the greatest extent practicable, all equipment and products purchased with funds made available in this Act (P.L. 113-128 S. 502) will be American-made.

J. FINANCIAL CLOSEOUT

The Contractor shall comply with all provisions of the SFWIB's Financial Closeout Procedures, Exhibit G, attached hereto and incorporated by reference herein, upon the expiration or termination of this Contract.

Due to the period of the allocated funding, the Contractor shall submit two Financial Closeouts:

The first Financial Closeout required by the SFWIB shall be completed and submitted along with an invoice for any unbilled expenditures incurred for the period ending 06/30/23, not later than thirty (30) calendar days after 06/30/23.

A second Financial Closeout, solely for the period of 7/1/23 through 9/30/23, shall be completed and submitted not later than thirty (30) calendar days after the expiration or termination of this Contract. If the Contractor fails to submit the required closeout package and adequate supporting documentation by the specified due dates, all costs included in the Financial Closeouts may be disallowed by the SFWIB in its sole discretion.

Final line-item budget adjustment(s), by funding stream and function (administrative and programmatic), not including staff incentives shall be allowed to be submitted with the Financial Closeout, only if the variance(s) does not exceed ten percent (10%) of the amount budgeted in the line item and the net effect of the changes, in the total funding is zero.

Pursuant to the terms of this Contract and in consideration of the total amounts earned and paid to the

Contractor for performance, upon submission of the Financial Closeout Package, the Contractor hereby remises, releases, and discharges the SFWIB, its officers, agents, and employees, of and from all liabilities, obligations, claims, and demands whatsoever related to, under or arising from this Contract.

The Contractor's submission of the Financial Closeout Package is a complete release and waiver of any and all liability, claims or causes of action that allegedly resulted from engagement of and/or performance under this Contract and acknowledges the SFWIB has fully performed and satisfied any and all of its obligations due under this Contract.

K. EXPENDITURE OF PUBLIC FUNDS FOR FOOD, BEVERAGE AND DINING ACTIVITY

The Contractor shall comply with section 445.007(10), Florida Statutes, and with any policy promulgated in accordance with section 445.007(10) by CareerSource Florida, Inc., and the SFWIB. The Contractor shall not purchase with state or federal funds any food, beverage or dining activity. This prohibition does not affect reimbursements for meals consistent with any SFWIB approved travel policy. State and federal funds may be used to provide food, beverage or dining activities for workforce youth programs (those programs defined as "youth programs" under state or federal law) provided that participants are not reimbursed in excess of the state per diem amounts for the specific meal, or if contracted for by the SFWIB, that such expenditures for all food and beverage per person per meal (including any associated costs such as, but not limited to, sales tax and service) shall not exceed those amounts stated in section 112.061 (6)(b), Florida Statutes.

L. EXPENDITURE FOR TRAVEL EXPENSES

The Contractor shall comply with section 112.061, Florida Statutes, and with any policy promulgated in accordance with 112.061 by Workforce Florida, Inc., and the SFWIB. The statute and related policies contain specific guidelines with respect to authorization to incur travel expenditures, meals while on travel status, per diem allowances, allowed transportation expenditures, lodging, expense reimbursements and the use of travel advances. A copy of the State approved Travel Manual is available upon request and is posted on the DEO website at: www.floridajobs.org.

M. UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS

The Contractor shall comply with 2 CFR Chapter II, Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, 78 FR 78590-01 (Dec. 26, 2013), as supplemented by 2 CFR Part 2900 (December 19, 2014).

N. CONSTRUCTION AND RENOVATION OF FACILITIES USING FEDERAL FUNDS

The Contractor shall not use federal funds for the purchase or improvement of land, or the purchase, construction, or permanent improvement of any building or facility. If any property has been constructed or substantially renovated, through the unlawful use of state or federal funds, the federal government shall be entitled to a lien against said property.

O. ADMINISTRATIVE PROVISIONS UNDER TITLE I OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT ADMINISTRATIVE RULES, COSTS AND LIMITATIONS

The Contractor shall comply with the requirements of the Administrative Provisions under Title I of the WIOA Administrative Rules, Costs and Limitations (20 CFR Part 683, Subpart B).

P. UNIFORM ADMINISTRATIVE REQUIREMENTS FOR GRANTS AND AGREEMENTS WITH INSTITUTIONS OF HIGHER EDUCATION, HOSPITALS, AND OTHER NON-PROFIT ORGANIZATIONS

The Contractor shall comply with the Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations (2 CFR §215).

Contracts for construction or facility improvements must require the recipient to follow its own requirements relating to bid guarantees, performance bonds, and payment bonds unless the contract or sub-contract exceeds \$100,000.00. (2 CFR §215.48).

END OF ARTICLE IV

ARTICLE V

ASSURANCES AND CERTIFICATIONS

A. COMPLIANCE WITH THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

The Health Insurance Portability and Accountability Act of 1996 ("HIPAA") requires that covered entities have and apply appropriate sanctions against members of their workforce who fail to comply with privacy policies and procedures of the entity or the requirements of 45 CFR § 164.530 (e) (1). Accordingly, it is the intention of the SFWIB to seek to ensure the confidentiality and integrity of consumer or employee Protected Health Information ("PHI") as required by law, professional ethics, and accreditation or licensure requirements.

Any person or entity that performs or assists the SFWIB with a function or activity involving the use or disclosure of Individually Identifiable Health Information ("IIHI") and/or PHI shall comply with HIPAA and the Miami-Dade County Privacy Standards Administrative Order (AO 10-11). HIPAA mandates privacy, security and electronic transfer standards which include but are not limited to:

1. Use of information only for performing services required by the Contract or as required by law;
2. Use of appropriate safeguards to prevent unauthorized disclosures;
3. Reporting to the SFWIB of any unauthorized use or disclosure;
4. Assurances that any agents and subcontractors of Contractor agree to the same restrictions and conditions that apply to the Contractor and provide reasonable assurances that IIHI/PHI will be held confidential;
5. Making PHI available to the customer for review and amendment; and incorporating any amendments requested by the customer;
6. Making PHI available to the SFWIB for an accounting of any authorized and unauthorized disclosures; and
7. Making all internal practices, books and records related to PHI available to the SFWIB for compliance audits.

PHI shall be maintained in its protected and confidential status regardless of the form or method of transmission (paper records, and/or electronic transfer of data). The Contractor shall give its customers written notice of its privacy information practices including, specifically, a description of the types of uses and disclosures that may be made with PHI.

Customer and employee PHI shall be regarded as confidential and may not be used or disclosed except to authorized persons for authorized purposes. Access to PHI shall only be permitted for direct customer care, approved administrative or supervisory functions or with approval of the appropriate Contractor staff designated as the Privacy Officer, Executive Director or Human Resource Director of the Contractor.

B. RELATED PARTY CONTRACTS

The Contractor shall comply with the requirements of the Reimagining Education and Career Help (REACH) Act, Chapter 2021-164, Laws of Florida (House Bill 1507) as specified in Attachment 5 (The Florida Department of Economic Opportunity Memorandum dated July 1, 2021) attached hereto and incorporated herein by reference. The Contractor shall provide a completed Disclosure and Certification of Conflict of Interest in a Contract, Attachment 9.

C. TRAFFICKING VICTIMS PROTECTION ACT OF 2000

The Contractor shall comply with the Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. 7104(g)). The full text of 2 CFR 175.15, Award Term, is provided as Attachment 6.

D. CERTIFICATION REGARDING LOBBYING - FLORIDA STATUTE

The Contractor shall comply with the provisions of Sections 11.062 and 216.347, Florida Statutes, which prohibit the expenditure of Contract funds for the purpose of lobbying the Legislature, judicial branch, or a state agency.

E. BYRD ANTI-LOBBYING AMENDMENT (31 U.S.C. §1352)

Contractors that apply or bid for an award exceeding \$100,000.00 must file the required certification as described in this section. Each tier certifies to the tier above that it will not and has not used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. The Contractor shall provide a completed Assurances and Certifications, Attachment 7, inclusive of the certification required in this section.

F. DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 and 12689)

A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management ("SAM"), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contain the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. The Contractor shall provide a completed Assurances and Certifications, Attachment 7, inclusive of the certification required in this section.

G. GOVERNMENT-WIDE REQUIREMENTS FOR DRUG-FREE WORKPLACE

The Contractor shall comply with drug-free workplace requirements in Subpart B (or Subpart C, if the recipient is an individual) of 29 CFR part 94. The Contractor shall provide a completed Assurances and Certifications, Attachment 7, inclusive of the certification required in this section.

H. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

As a condition for the award of financial assistance from the Department of Labor under Title I of WIOA, and the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the Contractor assures that it has the ability to comply fully with the nondiscrimination and equal opportunity provisions of the following laws and will remain in compliance for the duration of the award of federal financial assistance:

1. Section 188 of the WIOA, which prohibits discrimination against all individuals in the United States on the bases of race, color, religion, sex (including pregnancy, childbirth and related medical conditions, transgender status and gender identity, gender expression or sex stereotyping) (except as otherwise permitted under title IV of the Education Amendments of 1972), national origin (including limited English Proficiency), age, disability, or political affiliation or belief, or against beneficiaries on the bases of either citizenship status or participation in any WIOA Title I - financially assisted program or activity;
2. Title VI of the Civil Rights Act of 1964 (42 U.S.C 2000d et seq.), as amended, which prohibits discrimination on the bases of race, color and national origin;
3. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended, which prohibits discrimination against qualified individuals with disabilities;
4. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), as amended, which prohibits discrimination on the basis of sex in educational programs;

5. The Age Discrimination Act of 1975 (42 U.S.C. 6101), as amended, which prohibits discrimination on the basis of age;
6. Section 654 of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9849), as amended, which prohibits discrimination on the bases of race, creed, color, national origin, sex, handicapping condition, political affiliation or beliefs;
7. Titles I (42 U.S.C. 12111 et seq.), II (42 U.S.C. 12131 et seq.) and III (42 U.S.C. 12181 et seq.) of the Americans with Disabilities Act of 1990, as amended, which prohibit discrimination on the bases of disability, respectively, by: (a) private employers, state and local governments, employment agencies and labor unions that employ 15 or more employees; (b) state and local government entities ("public entities") and requires public entities to provide persons with disabilities an equal opportunity to benefit from their programs, services and activities; and (c) places of public accommodations and mandates that places of public accommodations and commercial facilities be designed, constructed, and altered in compliance with specific accessibility standards;
8. Executive Order ("EO") No. 11246, "Equal Employment Opportunity" as amended by EO No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and as supplemented by regulations at 41 CFR Part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor"; and in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 45 CFR Part 80; and Part 92, if applicable;
9. Equal Employment Opportunity in Apprenticeship and Training (29 CFR Part 30); and
10. Chapter 11A of the Code of Miami-Dade County, Florida which, among other things, prohibits discrimination in employment and places of public accommodations on the bases of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, actual or perceived status as a victim of domestic violence, dating violence and stalking, gender identity, gender expression, or sexual orientation.

The Contractor also assures that Contractor will comply with 29 CFR Part 38 and all other regulations implementing the laws listed above. This assurance applies to Contractor's operation of the WIOA Title I and TANF – financially assisted program or activity and to all agreements the Contractor makes to carry out the WIOA Title I and TANF – financially assisted program or activity. The Contractor understands the United States has the right to seek judicial enforcement of this assurance. The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, including the assurances required by this section.

I. PUBLIC ENTITY CRIMES (SECTION 287.133, FLORIDA STATUTES)

The Contractor shall comply with the Public Entity Crimes Act, section 287.133, Florida Statutes, and the Contractor certifies that neither it, nor any person or affiliate of Contractor, has been convicted of a Public Entity Crime as defined in section 287.133, Florida Statutes, nor placed on the convicted vendor list. The Contractor understands and agrees that the Contractor is required to inform the SFWIB immediately upon any change of circumstances regarding this status. The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**.

J. SARBANES-OXLEY ACT OF 2002

The Contractor assures that it shall comply with the two provisions of the Sarbanes-Oxley Act ("SOX") that apply to all corporate entities, including non-profit organizations. These two provisions are as follows:

1. It is a crime to alter, cover up, falsify, or destroy any document that may be relevant to an official investigation (SOX, Section 1102, Section 1512 of Title 18, USC).
2. It is illegal for any corporate entity to punish whistleblowers or retaliate against any employee who reports suspected cases of fraud or abuse (SOX, Section 1107, Section 1513 of Title 18, USC).

The Contractor shall provide a completed Assurances and Certifications, Attachment 7, inclusive of the assurance required by this section.

K. ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW (ACORN) FUNDING RESTRICTIONS ASSURANCE

As a condition of the Contract, Contractor assures that it will comply fully with the federal funding restrictions pertaining to ACORN and its subsidiaries per the Consolidated Appropriations Act of 2010, Division E, Section 511 (Pub. L. 111-117). The Continuing Appropriation Act, 2011, Section 101 and 103 (Pub. L. 111-242), provides that appropriations made under Pub. L. 111-117 are available under the conditions provided by Pub. L. 111-117.

The Contractor shall require that language of this assurance be included in the documents for all subcontracts at all tiers (including subcontracts, sub-grants and contracts under grants, loans and cooperative agreements) and that all sub-recipients and contractors shall provide this assurance accordingly. The Contractor shall provide a completed Assurances and Certifications, Attachment 7, inclusive of the assurance required by this section.

L. SCRUTINIZED COMPANIES

The SFWIB's agreement with the Florida Department of Economic Opportunity provides:

If the [SFWIB] enters into a contract in the amount of \$1,000,000 or more, in accordance with the requirements of section 287.135, Florida Statutes, the [SFWIB] will obtain a certification that the contractor is not listed on the Scrutinized Companies that Boycott Israel List or is engaged in a Boycott of Israel, the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, engaged in business operations in Cuba or Syria, or meets the conditions for exemptions as provided in section 287.135(4), Florida Statutes. The Contractor shall provide a completed Assurances and Certifications, Attachment 7, certifying the Contractor's compliance with this section, or Exhibit J, Annual Certification, as applicable.

M. DISCRIMINATORY VENDORS

The Contractor shall disclose to the SFWIB if the Contractor appears on the discriminatory vendor list. An entity or affiliate placed on the discriminatory vendor list pursuant to section 287.134, Florida Statutes may not:

1. Submit a bid on a contract to provide any goods or services to a public entity;
2. Submit a bid on a contract with a public entity for the construction or repair of a public building or public work;
3. Submit bids on leases of real property to a public entity; or
4. Be awarded or perform as a contractor, supplier, subcontractor, or consultant under a contract with any public entity; or transact business with any public entity.

The Contractor shall provide a completed Assurances and Certifications, Attachment 7, certifying the Contractor's compliance with this section.

N. CLEAN AIR ACT (42 U.S.C. 7401-7671Q.) AND THE FEDERAL WATER POLLUTION CONTROL ACT (33 U.S.C. 1251-1387), AS AMENDED

If this Contract is for more than \$150,000.00, the Contractor shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the federal awarding agency and the regional office of the Environmental Protection Agency (EPA). As applicable, the Contractor shall comply with the Clean Air Act and Federal Water Pollution Control, as amended.

O. CERTIFICATION REGARDING FLORIDA CLEAN INDOOR AIR ACT

The purpose of the Florida Clean Indoor Air Act is to protect people from the health hazards of second hand tobacco smoke and to implement the Florida Health initiative in Section 20, Article X of the State Constitution. However, the intent of this legislation is not to inhibit, or otherwise obstruct, medical or scientific research or smoking-cessation programs approved by the Florida Department of Health. The Contractor shall provide a completed Certification Regarding the Florida Clean Indoor Air Act.

P. ENVIRONMENTAL TOBACCO SMOKE

In accordance with Part C of P.L. 103-227, the "Pro-Children Act of 1994", smoking is prohibited in any portion of any indoor facility owned or leased or contracted by an entity and used regularly for the provision of health, day care, education, or library services to children under the age of 18, if the services are funded by federal programs whether directly or through state or local governments. Federal programs include grants, cooperative agreements, loans, and loan guarantees, and contracts. The law does not apply to children's services provided in private residences, facilities funded solely by Medicare or Medicaid funds, and portions of facilities used for inpatient drug and alcohol treatment. The Contractor shall provide a completed Certification Regarding Environmental Tobacco Smoke.

Q. CHILD LABOR LAWS

The Contractor shall comply with all applicable federal, state and local child labor laws in carrying out the terms and conditions of this Contract or modifications hereto.

R. EQUAL TREATMENT FOR FAITH-BASED ORGANIZATIONS

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits any state or local government receiving funds under any United States Department of Health and Human Services program, or any intermediate organization with the same duties as a governmental entity, from discriminating for or against an organization on the basis of the organization's religious character or affiliation.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits religious organizations from engaging in inherently religious activities, such as worship, religious instruction, or proselytization, as part of the programs or services funded with direct financial assistance.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits an organization that participates in programs funded by direct financial assistance from the Department, in providing services, from discriminating against a program beneficiary or prospective program beneficiary on the basis of religion or religious belief.

Any restrictions on the use of grant funds shall apply equally to religious and non-religious organizations.

S. CHARITABLE CHOICE (45 CFR § 260.34)

A state or local government in its use of federal TANF or state Maintenance of Effort ("MOE") funds shall not, in the selection of service providers, discriminate for or against an organization that applies to provide, or provides TANF services or benefits on the basis of the organization's religious character or affiliation. No federal TANF or state MOE funds provided directly to participating organizations may be expended for inherently religious activities, such as worship, religious instruction, or proselytization.

A religious organization that receives federal TANF or state MOE funds shall not, in providing program services or benefits, discriminate against a TANF applicant or recipient on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to actively participate in a religious practice. If an otherwise eligible TANF applicant or recipient objects to the religious character of a TANF service provider, the recipient is entitled to receive services from an alternative provider to which the individual has no religious objection.

If a non-governmental intermediate organization, acting under a contract or other agreement with a state or

local government, is given the authority under the contract or agreement to select non-governmental organizations to provide federal TANF or state MOE funded services, the intermediate organization must ensure that there is compliance with the Charitable Choice statutory provisions and these regulations.

T. VETERANS' PRIORITY PROVISIONS

Federal grants for qualified job training programs funded, in whole or in part, by the U.S. Department of Labor are subject to the provisions of the "Jobs for Veterans Act" (JVA), P.L. 107-288. The JVA provides priority of services to veterans and spouses of certain veterans for the receipt of employment, training, and placement services. To obtain priority service, a person must meet the program's eligibility requirements. 20 CFR Part 1010 provides general guidance on the scope of the veteran's priority statute.

U. COMPLIANCE WITH ENERGY EFFICIENCY PROVISION

The Contractor shall comply with the mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

V. COMPLIANCE WITH SECTION 6002 OF THE SOLID WASTE DISPOSAL ACT, AS AMENDED BY THE RESOURCE CONSERVATION AND RECOVERY ACT FOR THE PROCUREMENT OF RECOVERED MATERIALS.

The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000.00 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000.00; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines. The Contractor shall comply with Section 6002 of the Solid Waste Disposal Act, as amended by the RCRA.

W. ASSURANCES - NON-CONSTRUCTION PROGRAMS

The Contractor shall provide a completed Assurances - Non-Construction Programs, Attachment 8.

X. INTERGOVERNMENTAL PERSONNEL ACT

The Contractor shall comply with the requirements of the Intergovernmental Personnel Act (42 U.S.C. Sec. §4701). The Contractor shall provide a completed Assurances Non-Construction Programs, Attachment 8.

Y. COMPLIANCE WITH THE HATCH ACT

The Contractor shall comply with the provisions of the Hatch Act (5 U.S.C. 1501-1508 and 7324-7328), which limit the political activities of employees whose principal employment activities are funded in whole or in part with federal funds, if applicable. The Contractor shall provide a completed Assurances Non-Construction Programs, Attachment 8.

Z. DAVIS-BACON ACT, AS AMENDED (40 U.S.C. 3141-3148)

When required by federal program legislation, all prime construction contracts in excess of \$2,000.00 awarded by non-federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to

award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-federal entity must report all suspected or reported violations to the federal awarding agency. The Contractor shall provide a completed Assurances Non-Construction Programs, Attachment 8.

AA. COPELAND ANTI-KICKBACK ACT

The Contractor shall comply with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145 and 18 U.S.C. 874), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-federal entity must report all suspected or reported violations to the federal awarding agency. The Contractor shall provide a completed Assurances Non-Construction Programs, Attachment 8.

BB. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT (40 U.S.C. 3701-3708)

Where applicable, all contracts awarded by the non-federal entity in excess of \$100,000.00 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence. The Contractor shall provide a completed Assurances Non-Construction Programs, Attachment 8.

CC. WHISTLEBLOWER'S ACT

In accordance with section 112.3187(2), Florida Statutes, the Contractor shall not retaliate against an employee for reporting violations of law, rule, or regulation that creates substantial and specific danger to the public's health, safety, or welfare to an appropriate agency. Furthermore, agencies or independent contractors shall not retaliate against any person who discloses information to an appropriate agency alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of an agency, public officer, or employee. The Contractor shall inform its employees that they and other persons may file a complaint with the Office of Chief Inspector General, Agency Inspector General, the Florida Commission of Human Relations or the Whistle-blower's Hotline number at 1-800-543-5353.

DD. FAR DEVIATION CLAUSE

Executive Order 14042, Ensuring Adequate COVID Safety Protocols for Federal Contractors

ENSURING ADEQUATE COVID-19 SAFETY PROTOCOLS FOR FEDERAL CONTRACTORS (OCT 2021) (DEVIATION)

(a) *Definition.* As used in this clause -
United States or its outlying areas means—

- (1) The fifty States;
- (2) The District of Columbia;
- (3) The commonwealths of Puerto Rico and the Northern Mariana Islands;
- (4) The territories of American Samoa, Guam, and the United States Virgin Islands; and

(5) The minor outlying islands of Baker Island, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Midway Islands, Navassa Island, Palmyra Atoll, and Wake Atoll.

(b) *Authority.* This clause implements Executive Order 14042, Ensuring Adequate COVID Safety Protocols for Federal Contractors, dated September 9, 2021 (published in the Federal Register on September 14, 2021, 86 FR 50985).

(c) *Compliance.* The Contractor shall comply with all guidance, including guidance conveyed through Frequently Asked Questions, as amended during the performance of this contract, for contractor or subcontractor workplace locations published by the Safer Federal Workforce Task Force (Task Force Guidance) at <https://www.saferfederalworkforce.gov/contractors> .

(d) *Subcontracts.* The Contractor shall include the substance of this clause, including this paragraph, in subcontracts at any tier that exceed the simplified acquisition threshold, as defined in Federal Acquisition Regulation 2.101 on the date of subcontract award, and are for services, including construction, performed in whole or in part within the United States or its outlying areas.

Contractor agrees to abide by this subsection so long as the requirements do not run contrary to State Law.

END OF ARTICLE V

SIGNATORY FORM

THE PARTIES HERETO ARE DULY AUTHORIZED TO EXECUTE THIS CONTRACT ON BEHALF OF THE RESPECTIVE PARTIES:

AUTHORIZED SIGNATURES FOR: The School Board of Miami-Dade County, Florida
PROGRAM ENTITLED: "Summer Youth Internship Program"
CONTRACT NUMBER: WS-YS-SP-PY²¹⁻²³⁻⁰⁹
CFDA NUMBERS: TANP: 93.558

(These Signatures shall be the same as those names that appear in the List of Authorized Signatures Provided in the Operational Documents on file with the South Florida Workforce Investment Board)

(For Use Only When Contractor Is a Corporation)

1a.  1b. _____
Signature of President or Vice-President

Date: 6/30/2023 Date: _____

Jose Bueno
Designee

2a. Jose L. Barros 2b. _____
Typed Name of President or Vice-President

3a. Superintendent of Schools 3b. _____
Full Title of President or Vice-President

4a.  4b. _____
Signature of Person Attesting Signature of Person Attesting
Signature that Appears on Line 1a Signature that Appears on Line 1b


Approved _____ Digitally signed by Melissa A. Lujan
Admin. _____ Date: 2023.06.29 13:53:08 -0400

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

Rick Bosley Date: _____
Executive Director, SFWB

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- Attachment 5 - The Florida Department of Economic Opportunity Memorandum dated July 1, 2021**
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CONFIDENTIALITY AGREEMENT

Department of Economic Opportunity (DEO) policy concerning safeguarding confidential information obtained from applicants, participants, employers and other sources is based on legislative direction and federal and state statutes and rules. These confidential records may include, but not limited to, personal identifying information of program applicants, recipients, or participants such as names, social security numbers, payroll information, employer information and resource and referral information, which are private and confidential under federal and state laws and rules, including 20 Code of Federal Regulations (CFR) 603.9, 45 CFR 205.50, 7 CFR 272.1c, sections 414.295 and 443.1715(1) Florida Statutes (F.S.), and rule 73B-1, Florida Administrative Code (FAC).

Disclosure of this information, including information received electronically, by phone calls or other communication is protected by law. The Contractor shall not disclose or allow access to this information unless such action is required and necessary for the performance of official duties pursuant to any contract or agreement awarded to the Contractor by South Florida Workforce Investment Board (SFWIB).

In compliance with the requirements of 20 CFR 603.9(b)(v)(A), the Contractor agrees to instruct all personnel having access to any disclosed information about the confidentiality requirements of the information, the requirements of 20 CFR 603.9(b), 45 CFR 205.50, 7 CFR 272.1c, sections 414.295 and 443.1715(1), F.S., the potential criminal charges individuals could face if convicted for the willful unauthorized use or disclosure of the information specified in sections 775.082 or 775.083, F.S.; agrees to store and process this information in such a way that unauthorized persons cannot view or obtain the information by any means; and agrees to dispose any confidential information obtained, and any copies thereof made by the Contractor or its employees or agents after the purpose for which the information is disclosed is served in accordance with the provisions of 20 CFR 603.9(b)(vi).

By signing this agreement, the Contractor agrees to abide by DEO, state and federal statutes, policies and rules described above, and SFWIB policies and procedures, and that the Contractor and any of its employees or agents will not release or disclose any confidential information while providing services for SFWIB.

Confidential Information Certificate

I have reviewed the foregoing and my signature below indicates I understand the requirements described above and accept responsibility for complying with it.

Miami-Dade County Public Schools
Company Name (type or print)

[Signature]
Authorized Representative signature

5/25/23
Date

Individual Non-Disclosure and Confidentiality Certification Form

I understand that I will or may be exposed to certain confidential information, including but not limited to, personal identifying information of individuals who receive public assistance, employment and unemployment insurance records maintained by the Department of Economic Opportunity (Department or DEO) made available to my employer, for the limited purpose of performing its official public duties pursuant to a Contract for Services and Non-Disclosure and Confidentiality Certification agreement.

These confidential records may include the name (or other personally identifiable information), social security numbers, wage, unemployment and employment data and public assistance information which are protected under federal and state law. Such information is confidential and may not be disclosed to others. In order to perform my public duties associated with the program requirements set forth under contract or agreement, I understand that I may be granted access to confidential data managed and controlled by entities that are not party to this agreement. Prior to receiving access to such systems, I acknowledge and agree to abide by the following standards:

1. I will comply with all security requirements imposed as a condition of use for any system(s) to which I may be granted access.
2. I will use access to the systems only for purposes authorized by law to secure information to conduct official program business consistent with my official public duties.
3. I will not disclose my user identification, password, or other information needed to access the systems to any party nor shall I give any other individual access to information secured.
4. If I become aware that any unauthorized individual has or may have obtained access to my user identification, password, or other information needed to access systems to which I have been granted access, I will immediately notify the South Florida Workforce Investment Board's (SFWIB) Security Officer.
5. I will store any disclosed confidential information in a place physically secure from access by unauthorized persons.
6. I will store and process disclosed information maintained in electronic format, such as magnetic tapes or discs, in such a way that unauthorized persons cannot obtain the information by any means.
7. I will undertake precautions to ensure that only authorized personnel are given access to disclosed information stored in computer systems.
8. I will not share with anyone any other information regarding access to the systems unless I am specifically authorized by the SFWIB.
9. I will not access or request access to any social security numbers, personal information, wage, employer, unemployment or employment data unless such access is necessary for the performance of my official duties.

10. I will not disclose any individual data to any parties who are not authorized to receive such data except in the form of reports containing only aggregate statistical information compiled in such a manner that it cannot be used to identify the individual(s) or employers involved.
11. I will retain the confidential data only for that period of time necessary to perform my public duties. Thereafter, I will either arrange for the retention of such information consistent with federal or state record retention requirements or destroy such data, and any copies made, after the purpose for which the information is disclosed is served in such a way to prevent the information from being reconstructed, copied, or used by any means.
12. I certify or affirm I have received training on the confidential nature of the data to which I am being granted access to, the safeguards required for access privileges, and the penalties involved for any violations or have received written standards and instructions in the handling of confidential data from my employer, the Department or SFWIB. I will comply with all confidentiality safeguards contained in such training, written standards, or instructions, including but not limited to, the following: a) protecting the confidentiality of my user identification and password; b) securing computer equipment, disks, and offices in which confidential data may be kept; and c) following procedures for the timely destruction or deletion of confidential data.
13. I understand that if I violate any of the confidentiality provisions set forth in the written standards, training, and/or instructions I have received, my user privileges may be immediately suspended or terminated. I also understand that applicable state and/or federal law may provide that any individual who discloses confidential information in violation of any provision of that section may be subject to criminal prosecution and if found guilty could be fined, be subject to imprisonment and dismissal from employment. I have been instructed that if I should violate the provisions of the law, I may receive one or more of these penalties.

Should I have any questions concerning the handling or disclosure of confidential information, I shall immediately ask my supervisor or SFWIB security officer for guidance and comply with their instructions.

Employee Signature: _____ Date: _____

Print Employee Name: _____

Address: _____

Work Telephone: _____

E-Mail: _____

AUTHORIZATION FOR PHOTOGRAPHY/VIDEO

I, _____, the parent or guardian of _____ hereby authorize and give consent to service providers and the staff of The Children's Trust of Miami-Dade County, Career Source South Florida, Miami Dade County, Royal Caribbean Cruise Ltd., JP Morgan Chase & Co. and Miami Dade County Public Schools as follows:

I hereby:

consent and authorize or do not consent and authorize

the staff of The Children's Trust of Miami-Dade County, Career Source South Florida, Miami Dade County, Royal Caribbean Cruise Ltd., JP Morgan Chase & Co. and Miami Dade County Public Schools to take/use still photographs, digital photographs, motion pictures, television transmission, and/or videotaped recordings (hereinafter "Recordings") of me, my children, or my wards for educational, research, documentary, and public relations purposes.

Signature of Parent or Guardian

Signature of Witness

Date

Date

Any such Recordings may reveal your identity through the image itself without any compensation to you, your children or wards.

Any and all Recordings taken of you, your children or wards shall be the sole property of The Children's Trust.

With regard to the use of any Recordings taken of you, your children or wards, you hereby waive any and all present and future claims you may have against The Children's Trust of Miami-Dade County, Career Source South Florida, Miami Dade County, Royal Caribbean Cruise Ltd., JP Morgan Chase & Co. and Miami Dade County Public Schools their staff, service providers, employees, agents, affiliates and Board members.

Ron DeSantis
GOVERNOR



Dane Eagle
SECRETARY

MEMORANDUM

DATE: July 1, 2021

TO: Local Workforce Development Board Executive Directors *Keantha B. Moore*

FROM: Keantha B. Moore, Administrator, Bureau of One-Stop and Program Support

SUBJECT: Reimagining Education and Career Help Act (House Bill 1507) and Related Party Contracts

The Reimagining Education and Career Help (REACH) Act (House Bill 1507), has been signed into law and is effective **July 1, 2021**. The REACH Act creates several strategic opportunities to enhance and expand services provided through Florida's workforce development system by promoting, encouraging, and taking bold steps towards unification of partner programs and agency coordination. The Act also strengthens oversight, accountability and transparency measures for the system. Additionally, the REACH Act contains operational and administrative requirements for related party contracts.

Effective **July 1, 2021**, the REACH Act serves as the authority for related party contract requirements. This memorandum serves to reconcile any differences between current state policy and agreements between the Department of Economic Opportunity (DEO) and local boards until applicable policies and agreements are updated to align with the requirements in the REACH Act.

Related Parties

A related party includes any:

- Local board member;
- Employee of the local board;
- Relative (see s. 112.3143(1)(c), Florida Statutes) of a local board member or employee of the local board; or,
- Organization or individual represented by or employing a local board member.

Process for Related Party Contracts

Using the process and documentation requirements outlined in CareerSource Florida Strategic Policy 2012.05.24.A.2 and Section 15. Related Parties in the Grantee Subgrantee Agreement, local boards must submit all related party contracts via email to DEO at: WorkforceContract.Review@deo.myflorida.com.

Florida Department of Economic Opportunity | Caldwell Building | 107 E. Madison Street | Tallahassee, FL 32399
850.245.7105 | www.FloridaJobs.org
www.twitter.com/FLDEO | www.facebook.com/FLDEO

An equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

Related party contracts, as well as documentation demonstrating adherence to these requirements as specified by DEO, must be submitted to DEO for review and approval prior to execution of the contract. Contracts subject to these requirements may not be included on the local board's consent agenda.

Noted Exception: Contracts under \$10,000 between the local board and either a relative (as defined in s. 112.3143(1)(c)) of a local board member or of an employee of the local board, or an employee of the local board, do not require prior approval by DEO. However, such contracts must be reported to DEO and CareerSource Florida via email at: WorkforceContract.Review@deo.myflorida.com within 30 days of approval by the local board.

Posting Related Party Contracts to Local Board's Website

All related party contracts approved on or after July 1, 2021, must be published on the local board's website within 10 days after approval by the local board or DEO, whichever is later, and must remain published on the local board's website for at least one year after termination of the contract.

If you have questions, please submit them to the Governance Team via email at: LWDBGovernance@deo.myflorida.com.

cc: Steven Gustafson
Charles Williams
Christa Nelson

Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. § 7104(g))
2 CFR § 175.15, Award Term

I. Trafficking in persons.

a. Provisions applicable to a recipient that is a private entity.

1. You as the recipient, your employees, sub-recipients under this award, and sub-recipients' employees may not--
 - i. Engage in severe forms of trafficking in persons during the period of time that the award is in effect;
 - ii. Procure a commercial sex act during the period of time that the award is in effect;
or
 - iii. Use forced labor in the performance of the award or sub-awards under the award.
2. The Department of Labor, Federal awarding agency, may unilaterally terminate this award, without penalty, if you or a sub-recipient that is a private entity—
 - i. Is determined to have violated a prohibition in paragraph a.1 of this award term; or
 - ii. Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph a.1 of this award term through conduct that is either—
 - A. Associated with performance under this award; or
 - B. Imputed to you or the sub-recipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Non-procurement)," as implemented by our agency at 2 CFR part 376.

b. Provisions applicable to a recipient other than a private entity. The Department of Labor may unilaterally terminate this award, without penalty, if a sub-recipient that is a private entity—

1. Is determined to have violated an applicable prohibition in paragraph a.1 of this award term;
or
2. Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph a.1 of this award term through conduct that is either--
 - i. Associated with performance under this award; or
 - ii. Imputed to the sub-recipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Non-procurement)," as implemented by our agency at 2 CFR part 376.

c. Provisions applicable to any recipient.

1. You must inform the Department of Labor immediately of any information you receive from any source alleging a violation of a prohibition in paragraph a.1 of this award term.
2. Our right to terminate unilaterally, which is described in paragraph a.2 or b of this section:
 - i. Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7104(g)), and
 - ii. Is in addition to all other remedies for noncompliance that are available to the Department of Labor under this award.
3. You must include the requirements of paragraph a.1 of this award term in any sub-award you make to a private entity.

d. Definitions. For purposes of this award term:

1. "Employee" means either:
 - i. An individual employed by you or a sub-recipient who is engaged in the performance of the project or program under this award; or
 - ii. Another person engaged in the performance of the project or program under this award and not compensated by you including, but not limited to, a volunteer or individual whose services are contributed by a third party as an in-kind contribution toward cost sharing or matching requirements.
2. "Forced labor" means labor obtained by any of the following methods: the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
3. "Private entity":
 - i. Means any entity other than a State, local government, Indian tribe, or foreign public entity, as those terms are defined in 2 CFR § 175.25.
 - ii. Includes:
 - A. A nonprofit organization, including any nonprofit institution of higher education, hospital, or tribal organization other than one included in the definition of Indian tribe at 2 CFR § 175.25(b).
 - B. A for-profit organization.
4. "Severe forms of trafficking in persons," "commercial sex act," and "coercion" have the meanings given at section 103 of the TVPA, as amended (22 U.S.C. § 7102).

ASSURANCES AND CERTIFICATIONS

The South Florida Workforce Investment Board (SPWIB) will not award funds where the Respondent (hereinafter referred to as "Contractor") has failed to accept the ASSURANCES AND CERTIFICATIONS contained in this section. In performing its responsibilities under this agreement, the Contractor hereby certifies and assures that it will fully comply with the following:

- A. Certification Regarding Debarment, Suspension and Other Responsibility Matters (29 CFR Part 98)
- B. Certification Regarding Lobbying (29 CFR Part 93)
- C. Certification Regarding Drug-Free Workplace Requirements (29 CFR Part 94)
- D. Non-discrimination and Equal Opportunity Assurance (29 CFR Part 98)
- E. Certification Regarding Public Entity Crimes (section 287.133, Florida Statutes)
- F. Sarbanes-Oxley Act of 2002.
- G. Association of Community Organizations for Reform Now (ACORN) Funding Restrictions Assurance (Pub. L. 111-117)
- H. SerIALIZED COMPANIES LIST Certification (section 287.135, Florida Statutes)
- I. Discriminatory Vendors (section 287.134, Florida Statutes)

By signing this agreement, the Contractor is providing the above assurances and certifications as detailed below:

A. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS - PRIMARY COVERED TRANSACTION

As required by the regulation implementing Executive Order No. 12549 and 12689, Debarment and Suspension, 29 CFR 98, the Contractor certifies to the best of the Contractor's knowledge and belief, to the following:

- 1. The Contractor is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department, agency or subcontractor;
- 2. The Contractor has not, within a three-year period preceding this application/proposal/contract, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or agreement under a public transaction; violation of federal or state anti-trust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- 3. The Contractor is not presently indicted for or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses enumerated in paragraph A.2 of this certification; and
- 4. The Contractor has not, within three-year period preceding this application/proposal/contract, had one or more public transactions (federal, state, or local) terminated for cause or default.

The Contractor shall comply with the language of the certification with regards to the Contractor's subcontractors. The Contractor shall ensure and require the same certification from its subcontractor(s), which shall be forwarded to the SPWIB along with the request to subcontract as required by this solicitation/Contract.

Where the Contractor is unable to certify to any of the statements in this certification, such Contractor shall submit an explanation to the SPWIB attached to this form.

D. CERTIFICATION REGARDING LOBBYING

The Contractor certifies, to the best of the Contractor's knowledge and belief, that:

1. No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of a Contractor, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement;
2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form ELL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The Contractor shall require that the language of this certification be included in the award documents for "all" sub-awards at all tiers (including subcontracts, subgrants and contracts under grants, loans, and cooperative agreements) and that all subcontractors shall certify and disclose the same accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by the Byrd Anti-Lobbying Amendment section 1352, Title 31, U.S.C. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

C. CERTIFICATION REGARDING DRUG-FREE WORKPLACE REQUIREMENTS

The Contractor assures and guarantees that the Contractor shall comply with the federal Drug Free Workplace Act of 1988, its implementing regulations codified at 29 CFR 94, subpart F, and the Drug-Free Workplace Rules established by the Florida Worker's Compensation Commission.

D. NON-DISCRIMINATION AND EQUAL OPPORTUNITY ASSURANCES

As a condition for the award of financial assistance from the Department of Labor under Title I of the Workforce Innovation and Opportunity Act, and the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the Contractor assures that it has the ability to comply fully with the nondiscrimination and equal opportunity provisions of the following laws and will remain in compliance for the duration of the award of federal financial assistance:

1. Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex (including pregnancy, childbirth and related medical conditions), transgender status and gender identity, gender expression or sex stereotyping) (except as otherwise permitted under Title IV of the Education Amendments of 1972), national origin (including limited English Proficiency), age, disability, or political affiliation or belief, or against beneficiaries on the basis of other citizenship status or participation in any WIOA Title I - financially assisted program or activity;
2. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.), as amended, which prohibits discrimination on the basis of race, color and national origin;
3. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended, which prohibits discrimination against qualified individuals with disabilities;
4. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), as amended, which prohibits discrimination on the basis of sex in educational programs;
5. The Age Discrimination Act of 1975 (42 U.S.C. 6101), as amended, which prohibits discrimination on the basis of age;
6. Section 654 of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9849), as amended, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicapping condition, political affiliation or beliefs;
7. Titles I (42 U.S.C. 12111 et seq.), II (42 U.S.C. 12131 et seq.) and III (42 U.S.C. 12181 et seq.) of the Americans with Disabilities Act of 1990, as amended, which prohibit discrimination on the basis of disability, respectively, by: (a) private employers, state and local governments, employment agencies and labor unions that employ 15 or more employees; (b) state and local government entities ("public entities") and requires public entities to provide persons with disabilities an equal opportunity to benefit from their programs, services and activities; and (3) places of public accommodations and

mandates that places of public accommodations and commercial facilities be designed, constructed, and altered in compliance with specific accessibility standards;

8. Executive Order (EO) No. 11246, "Equal Employment Opportunity" as amended by EO No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and as supplemented by regulations at 41 CFR Part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor"; and in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 45 CFR Part 80; and Part 92, if applicable;
9. Equal Employment Opportunity in Apprenticeship and Training (29 CFR Part 30); and
10. Chapter 11A of the Code of Miami-Dade County, Florida which, among other things, prohibits discrimination in employment and places of public accommodations on the bases of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, actual or perceived status as a victim of domestic violence, dating violence and stalking, gender identity, gender expression, or sexual orientation.

The Contractor also assures that Contractor will comply with 29 CFR Part 38 and all other regulations implementing the laws listed above. This assurance applies to Contractor's operation of the WIOA Title I and TANF - financially assisted program or activity and to all agreements the Contractor makes to carry out the WIOA Title I and TANF - financially assisted program or activity. The Contractor understands the United States has the right to seek judicial enforcement of this assurance.

E. CERTIFICATION REGARDING PUBLIC ENTITY CRIMES, SECTION 287.133, FLORIDA STATUTES

The Contractor hereby certifies that neither the Contractor, nor any person or affiliate of the Contractor, has been convicted of a Public Entity Crime as defined in section 287.133, Florida Statutes, nor placed on the convicted vendor list.

The Contractor understands and agrees that the Contractor is required to inform the SPWIB immediately upon any change in circumstances regarding this matter.

F. SARBANES-OXLEY ACT OF 2002

It is the policy of the SPWIB to comply with the requirements of the Sarbanes-Oxley Act of 2002, sections 1102 and 1107, set forth by the Act, the United States Code Title 18, sections 1512 and 1513, as amended, and the requirements of the Workforce Board. By signing below, the Contractor assures that the Contractor will comply with the Sarbanes-Oxley Act provisions set forth below:

Provisions of the Act - Title XI - Corporate Fraud Accountability

Section 1102 - Tampering with a record or otherwise impeding an official proceeding - "Whoever corruptly: 1) alters, destroys, mutilates, or conceals a record, document or other object, or attempts to do so, with the intent to impair the object's integrity or availability for use in an official proceeding 2) otherwise obstructs, influences, or impedes any official proceeding, or attempts to do so, shall be fined under this title or imprisoned not more than 20 years, or both."

Section 1107 - Retaliation against Informants - "Whoever knowingly, with the intent to retaliate, takes any action harmful to any person, including interference with the lawful employment or livelihood of any person, for providing to a law enforcement officer any truthful information relating to the commission or possible commission of any federal offense, shall be fined under this title or imprisoned not more than 10 years, or both."

G. ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW (ACORN) FUNDING RESTRICTIONS ASSURANCE (PUB. L. 111-117)

As a condition of a contract, the Contractor assures that the Contractor will comply fully with the federal funding restrictions pertaining to ACORN and its subsidiaries per the Consolidated Appropriations Act, 2010, Division B, section 511 (Pub. L. 111-117). The Continuing Appropriation Act, 2011, section 101 and 103 (Pub. L. 111-242), provides that appropriations made under Pub. L. 111-117 are available under the conditions provided by Pub. L. 111-117.

H. SCRUTINIZED COMPANIES LISTS CERTIFICATION, SECTION 287.135, FLORIDA STATUTES

Section 287.135, Florida Statutes, prohibits agencies from contracting with companies, for goods or services over \$1,000,000, that are on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. Both lists are created pursuant to section 215.473, Florida Statutes.

As the person authorized to sign on behalf of the Contractor, I hereby certify that the company identified in the section entitled "Contractor Name" is not listed on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. I understand that pursuant to section 287.135, Florida Statutes, the submission of a false certification may subject company to civil penalties, attorney's fees, and/or costs.

I. DISCRIMINATORY VENDORS, SECTION 287.134, FLORIDA STATUTES

The Contractor shall disclose to the SPWIS if the Contractor appears on the discriminatory vendor list. An entity or affiliate placed on the discriminatory vendor list pursuant to section 287.134, Florida Statutes may not:

- (a) Submit a bid on a contract to provide any goods or services to a public entity;
- (b) Submit a bid on a contract with a public entity for the construction or repair of a public building or public work;
- (c) Submit bids on leases of real property to a public entity; or
- (d) Be awarded or perform as a contractor, supplier, sub-contractor, or consultant under a contract with any public entity; or transact business with any public entity.

BY SIGNING BELOW, THE CONTRACTOR CERTIFIES AND ASSURES THAT THE CONTRACTOR WILL FULLY COMPLY WITH THE APPLICABLE ASSURANCE OUTLINED IN PARTS A THROUGH I, ABOVE.

The School Board of Miami-Dade County, FL
Contractor Name

Dr. Jose L. Dotras, Superintendent of Schools


Signature of Authorized Representative

4/27/22
Date

*The signatory should be fully and duly authorized to execute agreements on behalf of the Contractor named above.

ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

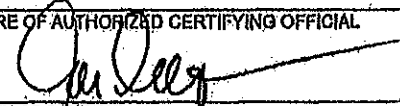
PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.

NOTE: Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4726-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1688), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1967, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-618), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§623 and 627 of the Public Health Service Act of 1912 (42 U.S.C. §§280 dd-3 and 280 ee 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1506 and 7324-7326) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11600; (d) evaluation of flood hazards in floodplains in accordance with EO 11688; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1980 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 108 of the National Historic Preservation Act of 1980, as amended (16 U.S.C. §470), EO 11603 (Identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1998 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL 	TITLE Superintendent of Schools
APPLICANT ORGANIZATION The School Board of Miami-Dade County, FL	DATE SUBMITTED 4/27/22



DISCLOSURE AND CERTIFICATION OF CONFLICT OF INTEREST IN A CONTRACT

I, _____, a board member / an employee of the board (circle one) hereby disclose that:

I, myself / my employer / my business / my organization/ OR "Other" (describe) _____
(circle one or more) could benefit financially from the contract described below:

Local Workforce Development Board: _____

Contractor Name & Address: _____

Contractor Contact Phone Number: _____

Description or Nature of Contract: _____

Description of Financial Benefit*: _____

For purposes of the above contract the following disclosures are made:

The contractor's principals**/owners***: (check one)

_____ have no relative who is a member of the board; OR

_____ have a relative who is a member of the board, whose name is: _____

The contractor's principals**/owners*** _____ is _____ is not (check one) a member of the board. If applicable, the principal's/owner's name is:

Signature of Board Member/Employee _____
Date _____

Signature of Board Member/Employee _____ Print Name _____

Signature of Board Member/Employee _____ Date _____

* "Benefit financially from a contract" means the special private financial gain to a member, a special private financial gain to any principal which retains the member, the special private financial gain of the parent organization or subsidiary of a corporate principal which retains the member or the special private financial gain to any member's relatives or business associate or to a board employee and such benefit is not remote or speculative.

** "Principal" means an owner or high-level management employee with decision-making authority. *** "Owner" means a person having any ownership interest in the contractor.

NOTICE: CONFLICTS OF INTEREST REGARDING BOARD MEMBERS AND BOARD EMPLOYEES MUST BE DISCLOSED PRIOR TO THE BOARD'S VOTING TO APPROVE THE CONTRACT; BOARD MEMBERS WHO BENEFIT FINANCIALLY OR WHO HAVE A RELATIONSHIP WITH THE CONTRACTING VENDOR MUST ABSTAIN FROM THE VOTE, AND THE CONTRACT MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE BOARD WHEN A QUORUM HAS BEEN ESTABLISHED. COMPLETION OF THIS FORM DOES NOT IN ANY WAY SUPERCEDE OR SUBSTITUTE FOR COMPLIANCE WITH CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS OF SECTION 112.3143, F.S. OR SECTION 101(f), WIOA.



AFFIDAVIT OF GOOD MORAL CHARACTER

State of Florida

County of _____

Before me this day personally appeared _____ who, being duly sworn, deposes and says:

(Applicant's/Employee's Name)

As an applicant for employment with, an employee of, a volunteer for, or an applicant to volunteer with _____, I affirm and attest under penalty of perjury that I meet the moral character requirements for employment, as required by the Florida Statutes and rules, in that:

I have not been arrested with disposition pending or found guilty of, regardless of adjudication, or entered a plea of nolo contendere or guilty to or have been adjudicated delinquent and the record has not been sealed or expunged for, any offense prohibited under any of the following provisions of the Florida Statutes or under any similar statute of another jurisdiction for any of the offenses listed below:

Relating to:

- Section 393.135 sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct
- Section 394.4593 sexual misconduct with certain mental health patients and reporting of such sexual misconduct
- Section 415.111 adult abuse, neglect, or exploitation of aged persons or disabled adults or failure to report of such abuse
- Section 741.28 criminal offenses that constitute domestic violence, whether committed in Florida or another jurisdiction
- Section 777.04 attempts, solicitation, and conspiracy to commit an offense listed in this subsection
- Section 782.04 murder
- Section 782.07 manslaughter, aggravated manslaughter of an elderly person or disabled adult, or aggravated manslaughter of a child
- Section 782.071 vehicular homicide
- Section 782.09 killing an unborn child by injury to the mother
- Chapter 784 assault, battery, and culpable negligence, if the offense was a felony
- Section 784.011 assault, if the victim of offense was a minor
- Section 784.03 battery, if the victim of offense was a minor
- Section 787.01 kidnapping
- Section 787.02 false imprisonment
- Section 787.025 luring or enticing a child
- Section 787.04(2) taking, enticing, or removing a child beyond the state limits with criminal intent pending custody proceeding
- Section 787.04(3) carrying a child beyond the state lines with criminal intent to avoid producing a child at a custody hearing or delivering the child to the designated person
- Section 790.115(1) exhibiting firearms or weapons within 1,000 feet of a school
- Section 790.115(2)(b) possessing an electric weapon or device, destructive device, or other weapon on school property
- Section 794.011 sexual battery
- Former Section 794.041 prohibited acts of persons in familial or custodial authority
- Section 794.05 unlawful sexual activity with certain minors
- Chapter 796 prostitution
- Section 798.02 lewd and lascivious behavior
- Chapter 800 lewdness and indecent exposure
- Section 806.01 arson
- Section 810.02 burglary
- Section 810.14 voyeurism, if the offense is a felony
- Section 810.145 video voyeurism, if the offense is a felony
- Chapter 812 theft and/or robbery and related crimes, if a felony offense
- Section 817.563 fraudulent sale of controlled substances, if the offense was a felony
- Section 825.102 abuse, aggravated abuse, or neglect of an elderly person or disabled adult
- Section 825.1025 lewd or lascivious offenses committed upon or in the presence of an elderly person or disabled adult
- Section 825.103 exploitation of disabled adults or elderly persons, if the offense was a felony
- Section 826.04 incest
- Section 827.03 child abuse, aggravated child abuse, or neglect of a child
- Section 827.04 contributing to the delinquency or dependency of a child
- Former Section 827.05 negligent treatment of children
- Section 827.071 sexual performance by a child

CONTINUED ON NEXT PAGE

Section 843.01	resisting arrest with violence
Section 843.025	depriving a law enforcement, correctional, or correctional probation officer means of protection or communication
Section 843.12	aiding in an escape
Section 843.13	aiding in the escape of juvenile inmates in correctional institution
Chapter 847	obscene literature
Section 874.05(1)	encouraging or recruiting another to join a criminal gang
Chapter 893	drug abuse prevention and control, only if the offense was a felony or if any other person involved in the offense was a minor
Section 916.1075	sexual misconduct with certain forensic clients and reporting of such sexual conduct
Section 944.35(3)	inflicting cruel or inhuman treatment on an inmate resulting in great bodily harm
Section 944.40	escape
Section 944.46	harboring, concealing, or aiding an escaped prisoner
Section 944.47	introduction of contraband into a correctional facility
Section 985.701	sexual misconduct in juvenile justice programs
Section 985.711	contraband introduced into detention facilities

THE FOLLOWING APPLIES ONLY TO THOSE APPLICANTS FOR MENTAL HEALTH POSITIONS

In addition to the Chapter 435, F.S., listed offenses, the following offenses are also applicable for "Mental Health Personnel" screened pursuant to section 394.4572, F.S., defined as "program directors, professional clinicians, staff members, or volunteers working in a public or private mental health program or facility who have direct contact with individuals held for examination or admitted for mental health treatment." **The additional offenses apply only to "Mental Health Personnel" as determined pursuant to Section 408.809, F.S. as listed below**

	<u>Relating to:</u>
Chapter 408	felony offenses contained in Chapter 408
Section 408.8085(3)	offers service or skilled service without valid license when licensure is required, or knowingly files a false or misleading license or license renewal application, or submits false or misleading information related to application
Section 409.920	Medicaid provider fraud
Section 409.9201	Medicaid fraud
Section 777.04	attempts, solicitation, and conspiracy to commit an offense listed in this subsection
Section 817.034	fraudulent acts through mail, wire, radio, electromagnetic, photoelectronic, or photooptical systems
Section 817.234	false and fraudulent insurance claims
Section 817.481	obtaining goods by using a false or expired credit card or other credit device, if the offense was a felony
Section 817.50	fraudulently obtaining goods or services from a health care provider
Section 817.505	patient brokering
Section 817.568	criminal use of personal identification information
Section 817.60	obtaining a credit card through fraudulent means
Section 817.61	fraudulent use of credit cards, if the offense was a felony
Section 831.01	forgery
Section 831.02	uttering forged instruments
Section 831.07	forging bank bills, checks, drafts or promissory notes
Section 831.09	uttering forged bank bills, checks, drafts, or promissory notes
Section 831.30	fraud in obtaining medicinal drugs
Section 831.31	the sale, manufacture, delivery, or possession with the intent to sell, manufacture, deliver any counterfeit controlled substance, if the offense was a felony
Section 895.03	racketeering and collection of unlawful debts
Section 896.101	the Florida Money Laundering Act

I also affirm that I have not been designated as a sexual predator pursuant to s. 775.21, F.S.; a career offender pursuant to s. 775.261, F.S.; or a sexual offender pursuant to s. 943.0435, F.S., unless the requirement to register as a sexual offender has been removed pursuant to s. 943.04354, F.S.

I understand that I must acknowledge the existence of any applicable criminal record relating to the above lists of offenses including those under any similar statute of another jurisdiction, regardless of whether or not those records have been sealed or expunged. Further, I understand that, while employed or volunteering at _____ in any position that requires background screening as a condition of employment, I must immediately notify my supervisor/employer of any arrest and any changes in my criminal record involving any of the above listed provisions of Florida Statutes or similar

statutes of another jurisdiction whether a misdemeanor or felony. This notice must be made within one business day of such arrest or charge. Failure to do so could be grounds for termination.

I attest that I have read the above carefully and state that my attestation here is true and correct that my record does not contain any of the above listed offenses. I understand, under penalty of perjury, all employees in such positions of trust or responsibility shall attest to meeting the requirements for qualifying for employment and agreeing to inform the employer immediately if arrested for any of the disqualifying offenses. I also understand that it is my responsibility to obtain clarification on anything contained in this affidavit which I do not understand prior to signing. I am aware that any omissions, falsifications, misstatements or misrepresentations may disqualify me from employment consideration and, if I am hired, may be grounds for termination or denial of an exemption at a later date.

SIGNATURE OF AFFIANT: _____

Sign Above OR Below, DO NOT Sign Both Lines

To the best of my knowledge and belief, my record contains one or more of the applicable disqualifying acts or offenses listed above. I have placed a check mark by the offense(s) contained in my record. (If you have previously been granted an exemption for this disqualifying offense, please attach a copy of the letter granting such exemption.) (Please circle the number which corresponds to the offense(s) contained in your record.)

SIGNATURE OF AFFIANT: _____

I, the undersigned, do hereby certify and state that my attestation here is true and correct. I understand, under penalty of perjury, all employees in such positions of trust or responsibility shall attest to meeting the requirements for qualifying for employment and agreeing to inform the employer immediately if arrested for any of the disqualifying offenses. I also understand that it is my responsibility to obtain clarification on anything contained in this affidavit which I do not understand prior to signing. I am aware that any omissions, falsifications, misstatements or misrepresentations may disqualify me from employment consideration and, if I am hired, may be grounds for termination or denial of an exemption at a later date.

SIGNATURE OF NOTARY PUBLIC, STATE OF FLORIDA _____

(Print, Type, or Stamp Commissioned Name of Notary Public)

(Check one)

Affiant personally known to notary.

OR

Affiant produced identification

Type of Identification produced: _____



South Florida Workforce Grievance Procedures and Statewide Discrimination-Complaint Processing Information

Introduction to Complaints and Grievances

In accordance with 20 CFR 667.600, each local area, state and direct recipient of funds under Title I of WIOA must establish and maintain a procedure for grievances and complaints. The Department of Economic Opportunity (DEO) is responsible for implementing policy in the areas of workforce development, welfare transition, unemployment compensation, labor market information, early learning and school readiness. The Florida Administrative Code, Chapter 60BB-1, mandates that grievance and hearing procedures be in place for grievances under the Welfare Transition (WT), Workforce Innovation and Opportunity Act (WIOA), the Trade Adjustment Assistance (TAA) Program, Supplemental Nutrition Assistance Program (SNAP) Program and/or Wagner-Peyser (WP), which allege a violation of participants' rights.

As a customer/applicant/participant/interested party you have the right to file a grievance or discrimination complaint if you feel you have been treated unfairly in connection with any workforce program overseen by CSSF. You are being given a copy of these Grievance Procedures and informed how to obtain a copy of the Statewide Discrimination Complaint Processing Procedures. You are also asked to sign an **Acknowledgement of Receipt of the Grievance Procedures (Attachment 2)**

Please note that the term "grievance" and these procedures do **not** apply in cases involving possible discrimination. For a description of the procedures that apply to discrimination complaints, see Section VI, below.

PROCEDURES

The CareerSource South Florida's Grievance Procedures shall be made readily and visibly available at the front desk of each Center for all customers visiting the Center.

CSSF serves as the administrative and fiscal entity for the WIOA, TAA, SNAP and WT programs. If you have a grievance arising out of a program provided by a CSSF service partner, CSSF will try to resolve the matter informally. If the matter cannot be resolved, the following procedures have been adopted to provide you with a mechanism to address your grievance. The **FIRST** step is to try to settle your grievance with your Career Advisor, Counselor or their immediate supervisor(s). If you are not satisfied with the results, you may contact the Customer Service Unit at (305) 594-7615 (voice) or (305) 470-5529 TTY/TDD.

This section provides standard procedures for the filing and processing of grievances against an employee, policy, WT, SNAP, TAA or the WIOA Title I program administered by the CSSF. It is the responsibility of all WT, TAA and/or WIOA Title I Program Partners and Service Partners to establish a climate in which an employee's, job seeker's, customers, applicants or interested party's problem may be promptly presented, discussed and given fair and timely consideration. These procedures provide for prompt and equitable resolution of such grievances. The confidentiality of the grievance and any actions resulting from it are to be safeguarded.

CareerSource South Florida is an equal opportunity employer / program. Auxiliary aids & services are available upon request to individuals with disabilities. All voice telephone numbers in this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711, or as otherwise indicated.

I. Grievances Covered by These Procedures

A. These procedures cover the CSSF applicants/customers/participants/interested parties listed below:

1. Job Seekers who have been denied access to a WIOA intensive or training service for reasons other than unlawful discrimination.
2. WT Program participants who have been denied an education, training or support service, or whose request for same has been delayed, or whose education, training or support service has been changed, reduced, or terminated, for reasons other than unlawful discrimination. WT Program participants whose request for an extension or deferral or hardship exemption from the time limits prescribed by law has been denied for reasons other than unlawful discrimination.
3. Refugee Employment & Training Program (RETP) participants who have been denied an education, support training or employment opportunity for reasons other than unlawful discrimination.
4. SNAP support service recipients who have been denied their reimbursement for support services for reasons other than unlawful discrimination.
5. Any interested party adversely affected by a decision or action by the CSSF System, including decisions by Service Partners, in connection with the WT, TAA or the WIOA Title I program administered by CSSF, for reasons other than unlawful discrimination.

CSSF provides job seekers with access to programs and services operated and administered by other State, local agencies and organizations. If you have a grievance about the programs or services of one of the co-located partners (such as DEO, Department of Children & Families, Job Corps, Unemployment Compensation, Veterans, etc.), you may need to process your grievance in accordance with the rules and procedures in place for that organization or entity. You should approach the manager for the partner program against which you would like to lodge a grievance or ask your Career Advisor to identify the correct program partner:

- B. You may file a grievance if:** you have been denied an education, training or support service, or whose request for same has been delayed, or whose education, training or support service has been changed, reduced, or terminated, for reasons other than unlawful discrimination.
1. You have a grievance regarding the programs operated by CSSF if you feel your rights have been violated or you believe you have been adversely affected with regard to a program operated by CSSF for reasons other than unlawful discrimination.
 2. You are registered or enrolled in a program under the WIOA or WT and have asked for a program service or benefit and have been denied the service or benefit in whole or in part, whether by written denial notice or not, for reasons other than unlawful discrimination.
 3. You are an On the Job Training, Paid Work Experience (PWE), Customized Training, or other Training Partner (pursuant to WIOA Title I or the TAA) customer whose eligibility has been wrongfully denied or terminated by a Center Operator for reasons other than unlawful discrimination.
 4. You are a participant (pursuant to WIOA Title I or the TAA) and have been sanctioned for use of a controlled substance for reasons other than unlawful discrimination.
 5. You are a regular employee or a WIOA, TAA, WT or SNAP program participant who has been displaced by a WIOA, TAA, WT or SNAP program participant for reasons other than unlawful discrimination.

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6. You are a Center partner or service partner under WIOA, TAA, WT and you have been adversely affected by the CSSF Center system for reasons other than unlawful discrimination.
7. You are a WT participant who has been wrongfully sanctioned for non-compliance with work activities for reasons other than unlawful discrimination.
8. Whenever CSSF, or a service partner CSSF oversees, makes a decision that affects your support services, education, training, or work activity assignment, you may grieve the decision through the Informal and/or formal processes outlined below.

II. Grievances Not Covered by These Procedures

A. The WIOA, TAA, SNAP and WT programs are not entitlement programs. This means that even if you fit the description of individuals who may be eligible to receive services under those programs you still may be denied access to the program or denied a specific service allowable under the program rules. This is not considered a violation of the law. This may happen because:

1. The Region may not have sufficient funds to enroll you or any other participant into a program or provide you or any other participant with a service at the time that you apply or need the service. If a freeze in funding for the program or service at issue is imposed by the Regional Board, the State of Florida or the Federal government, there would be no grounds upon which to file a formal grievance. You may obtain a copy of the applicable local, state or federal action freezing such funds upon request.
2. Local areas have the flexibility to decide the types and mix of services to offer in their localities. These decisions are made locally by the governing boards for CSSF. The governing boards for the CSSF may have decided not to offer a particular benefit or service. In such instances there would be no grounds upon which to file a formal grievance. You may obtain a copy of the applicable policy upon request.
3. Under the WIOA there are eligibility requirements and prioritization criteria. Individuals who are seeking services, but who do not meet the eligibility or prioritization criteria, cannot be served with these funds. The priority criteria can be provided to you upon request. If you do not dispute the fact that you do not meet the eligibility or prioritization criteria, you do not have grounds for a formal grievance. If you wish to show that you do meet the applicable criteria, you may file a formal grievance.
4. Local Workforce Boards have the flexibility to impose requirements or to develop policies and procedures applicable to the programs and services. A policy that has been adopted may restrict access to a program or service or may limit the availability of the program or service. In such instances, there would be no grounds upon which to file a formal grievance. You may obtain a copy of the applicable policy upon request.

Note: If you are denied services for one of these enumerated reasons, you may still follow the Informal grievance procedures prescribed, but may not be entitled to a hearing before a Hearing Officer.

B. 20 CFR 667.630 describes the process for reporting complaints and/or reports of criminal fraud and abuse. Complaints/reports must be reported immediately to the USDOL (U.S. Department of Labor) Office of Inspector General, Office of Investigations, Room S5514, 200 Constitution Avenue NW, Washington, D. C. 20210.

The complaints or report may also be mailed to:

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USDOL South East Regional Inspector General for Investigations, Office of Investigations, Sam Nunn Atlanta Federal Center, 61 Forsyth Street, SW, Suite 6T1, Atlanta, Georgia 30303 with a copy simultaneously provided to the Employment and Training Administration.

Reports or complaints alleging criminal fraud and abuse may also be reported through USDOL's Hotline at 1-800-347-3758 (voice) or 800-877-8339 (Federal Relay Service -- for TTY/TDD).

- C. If you are a Welfare Transition participant and your TANF cash assistance eligibility or cash benefit of food stamps or Medicaid has been reduced or terminated, and you disagree with the action taken against you, but do not believe the action was taken for reasons of unlawful discrimination, you must file a grievance with the local Department of Children and Families Office. Your Case Manager can help to direct you to the right agency and can supply you with the address and phone number.
- D. If you are a SNAP participant and your food stamp eligibility or benefit entitlement has been reduced or terminated, and you disagree with the action taken against you, but do not believe the action was taken for reasons of unlawful discrimination, you may file a grievance with the local Department of Children and Family Services. Your Case Manager can help to direct you to the right agency and can supply you with the address and phone number.
- E. If you have been adversely affected by a decision or action made by the DEO or a State administrative entity as a result of your participation in WT Program, or the WIOA Title I program administered by the CSSF, but do not believe the decision or action was taken for reasons of unlawful discrimination, you must file your grievance at the State level. If you file your grievance with CSSF, the agency will forward your grievance to the appropriate entity for action. The entity shall have sixty (60) days to handle the grievance. The sixty (60) day time period will begin to run upon receipt of the grievance.
- F. If you are a WT Program participant and you have a grievance related to service delivery of TANF-funded work activities, Alternate Plan Requirements, support services, diversion programs and other workforce functions provided under WIOA, but do not believe the action was taken for reasons of unlawful discrimination, you must file your grievance with DEO.
- G. CSSF does not hear complaints related to discrimination, and health and safety. For information on what to do if you believe you have a complaint in relation to discrimination, and/or health and safety, please refer Article VII below.

III. Informal Resolution Procedures

- A. This is generally the most expedient way to obtain a remedy. It is recommended that you attempt to resolve your grievance informally, first. The informal process is composed of four (4) steps. However, if at any time during this process, you believe that you have not attained a satisfactory remedy, then you may request a formal hearing.
- B. If you are a participant and want to pursue the informal grievance process, then proceed as follows:
 - 1. Address the issue with your Case/Career Manager.
 - 2. If the problem is not resolved, you may request a meeting with the Lead Case Manager. The Lead Case Manager must meet with you within twenty-four (24) hours or the next business day, if there is an intervening weekend or holiday.
 - 3. If the meeting with the Lead Case Manager does not result in a satisfactory remedy, you may request a meeting with the Center Manager. This meeting will be set or held within three (3) working days of the receipt of your request to meet with the Center Manager. The Lead Case Manager will schedule this meeting.

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4. If the issue is still not resolved, or if you wish to skip Steps 1, 2 and 3, then you may proceed to file a request to meet with a representative from the CSSF's Customer Service Unit by completing the Written Grievance Form.

C. In order to file a written request for an Informal Resolution Meeting Form, please complete the **Written Grievance Form, Attachment 1**. Be sure to complete as much of the information requested, including the contact information so that you can be reached to set up the meeting. The form can also be obtained from the CareerSource South Florida's Executive Offices at 7300 Corporate Center Drive, Suite 500, Miami, Florida 33126-1234 or at any of the Centers in Miami-Dade and Monroe counties listed at the CareerSource South Florida website at www.southfloridaworkforce.com or you may use a plain sheet of 8 1/2 x 11 letter size paper and include as much of the information listed below as you possibly can:

1. All grievances must be put in writing.
2. All grievances should be signed and dated.
3. All grievances should include your name, a contact address, and a contact telephone number.
4. The request submitted should be signed by the person filing the grievance or his/her representative and should be an original if possible. If you are faxing your grievance, make sure to mail the original within five (5) days of the fax.
5. All grievances should include a statement regarding the law you think was violated and/or the reason you think you are entitled to the service or benefit which has been denied, delayed, reduced, changed, or terminated.
6. Your grievance should state the remedy you are seeking.

7. Grievances should be no longer than five (5) pages, not including any exhibits or attachments you want the Hearing Officer to review.
8. If you have a disability which requires an accommodation, or if you are a non-English speaker and require an interpreter, include a statement in writing of the accommodation needed, along with the grievance. CSSF will attempt to make the reasonable accommodations.

You may hand deliver the Written Grievance Form, fax or mail it to:

CareerSource South Florida
Attn: Customer Service Unit
7300 Corporate Center Drive, Suite 500
Miami, FL 33126-1234
Fax: (305) 470-5519

Note: Please do not phone-in your request. All Formal Grievances must be submitted in writing. A decision must be made within sixty (60) days of the filing of your Written Grievance.

An Informal meeting with the Customer Service Unit will be set or held three (3) business days from the time of receipt of the Written Grievance Form, or if the agency is unable to contact you, three (3) business days from the date you are located.

If the issue(s) are resolved during any stage of the informal meeting with the Customer Service Unit, a written agreement will be generated and everyone will be asked to sign it. This will formally bring closure to your grievance.

IV. Formal Grievance Procedures

If the problem is not resolved through the Informal meetings with the Customer Service Unit and you still want to pursue your grievance, you will be asked to sign a request for a formal hearing by the Customer Service Unit. If you have a disability which requires an accommodation, or if you are a non-English speaker and require an interpreter, include a statement in writing of the accommodation needed, along with the request for a formal hearing. CSSF will attempt to make the reasonable accommodations.

A. When you sign a request for formal hearing:

1. The Customer Service Unit will immediately date stamp the signed formal hearing request form, and forward it to CSSF's Equal Opportunity Officer (EOO). The EOO proceeds to select a Hearing Officer, schedule the date and time of the formal hearing proceedings, and notify all pertinent parties via a written notice.
2. You and your representative, if you have one, will be sent a written notification informing you of your hearing date, as well as the time and location of the hearing. The hearing will be held at the CSSF Executive Offices unless you request, in writing, that the hearing be held at your Center.
3. A written decision will be issued within thirty-five (35) days of the date the request for hearing is received by the Hearings Officer.
4. The notice of hearing will be sent by certified mail, return receipt, at least fifteen (15) calendar days prior to the date of the hearing.
5. If you are participating in a program at the time of the filing of your grievance, your receipt of services will not be affected by the filing of a grievance.

B. Your notice will advise you of the following:

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1. The date, time and place of the hearing and instructions as to how you may request needed accommodations, including an interpreter, at no cost to you;
2. The pertinent sections of the WIOA, TAA, WT or SNAP or any other federal regulations, program law, rule, or policies involved;
3. Your right to present witnesses and to ask that the staff, your counselor, case manager and/ or the supervisor or other CSSF's contractor or staff whom you would like to question or whose testimony you would like the hearing officer to listen to appear at the hearing. CSSF will do its best to assure that the contractor or staff whom you request be present at the hearing appear on the appointed date. However, witnesses, staff, your counselor, case manager and/or supervisor need not be present for the Hearing Officer to render a decision.
4. Your right to have someone else, an attorney or another representative which you designate, to represent you at the hearing or to speak for you at the hearing including the questioning of the staff involved in the adverse decision affecting you;
5. Your right to obtain, free of charge, a copy of your file or other related documents that you think might help your case. CSSF will not provide copies of the law but will provide you with a copy of the CSSF or contractor policy which is the subject of the dispute if you so request and have not already received a copy;
6. Your right to present documentary evidence, testimony, and arguments to support your position at the hearing as well as to cross examine witnesses;
7. The Hearing Officer's right to dismiss the grievance if you or your representative fail to appear for the hearing without good cause;
8. That the Hearing Officer will conduct the hearing informally, and will make a decision based on the facts and evidence as presented
9. The Hearing Officer will decide on the admissibility of testimony or evidence ;
10. That a written decision will be rendered within sixty (60) calendar days of receipt of your written grievance;
11. Where and how you can appeal the decision if you do not agree with the outcome;
12. That the parties (you and CSSF) can agree to an extension of the sixty (60) day time period if either party needs more time and the other party agrees;
13. That CSSF will make arrangements in advance to record, transcribe, or otherwise preserve the hearing proceedings and that you will be provided with a copy of the recording (tape) at no charge upon a showing of indigence for a transcript of the hearing. Each party desiring a copy of the transcript must pay for the transcript. Indigent persons may follow the procedures set forth in F.A.C Section 60BB-1007 (4) and (5) to obtain a transcript at no cost; and
14. That if you allege a labor standard violation, you may submit your grievance for binding arbitration if the relevant collective bargaining agreement allows for the use of that procedure.

V. Hearing Appeals

A. You may file an appeal with DEO if:

1. A hearing has been conducted and either party is dissatisfied or has been adversely affected by the Hearing Officer's decision;

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2. If a hearing was not conducted within sixty (60) calendar days from receipt of the grievance; or
 3. If a hearing was conducted, but a decision was not issued within the mandated sixty (60) calendar day time period.
- B. The appeal should be concise (if possible, not to exceed five (5) pages which does not include exhibits and attachments) and shall be sent by certified mail, return receipt to the DEO Office of General Counsel, Caldwell Building, MSC 110, 107 East Madison Street, Tallahassee, FL 32399-4128.
- C. To the extent possible, the appeal request shall state the facts, laws, procedures, etc. that the grievant believes to be relevant for review. The appeal must be filed with DEO within thirty (30) calendar days of receipt of the Hearing Officer decision or within thirty (30) calendar days after the required 60-calendar day timeframe for CSSF to act has elapsed. The request shall include the grievants' address where official notices will be mailed.
- D. The state can remand the grievance back to CSSF to hold a hearing or impose other remedies to resolve the grievance.
- E. Under WIOA regulations, 20 CFR Section 667.610, If the RWB or the State has not issued a decision on a case that does not deal with allegations of unlawful discrimination within the required 60 calendar-day timeframe, the grievant can file an appeal to the USDOL. The appeal must be filed with the USDOL no later than 120 calendar days of the filing of the grievance with the State, or the filing of the appeal of a local grievance with the State. A copy of the appeal must be simultaneously provided to the appropriate Regional Administrator and the opposing party. The Request for Review/Appeal must be submitted by certified mail, return receipt to: Secretary, U.S. Department of Labor, Washington, D.C. 20210, Attention ASET.

VI. Complaints Related to Discrimination or Health and Safety

A. Discrimination

The complaint procedures for charges of discrimination are separate and distinct from the grievance procedures outlined elsewhere in this document. A complaint of alleged discrimination may be filed by any person, including (but not limited to) any employee, applicant for employment, or customer of a Center, Center operator, training provider, or other program or activity that is offered through the Center system, who feels he or she, or any specific "class of individuals" (group of people), has been subjected to unlawful discrimination by a program or activity offered through the Center system, or by the DEO or CSSF. Discrimination on the basis of race, color, disability, religion, sex, national origin, age, marital status, political affiliation or belief, participation in any WIOA Title I financially assisted program or activity, or on the basis of citizenship or status as a lawfully admitted immigrant authorized to work in the United States is prohibited under federal and/or state laws.

CSSF does not hear complaints of discrimination at the local level. If you believe that you have, or someone you know has, been subjected to unlawful discrimination, please refer to the Statewide Discrimination Complaint Processing Procedures. Said procedures may be obtained at the DEO website at:

http://www.floridalops.org/civilrights/ocr_complaint.html

Further information regarding your rights and responsibilities related to nondiscrimination and equal opportunity can also be accessed through the DEO website listed above.

Remember, your CSSF Career Advisor can assist you in identifying the correct agency or department to direct your inquiries and complaints regarding discrimination matters.

B. Health and Safety Issues

Health and safety standards which have been established under both Federal and/or State law which apply to the working conditions of employees are also applicable to participants of programs and activities under WIOA Title I and participants in employment activities. **CSSF does not hear complaints related to health and safety.** If you have a complaint related to a health or safety matter, you may file the complaint with:

Department of Economic Opportunity
Office of General Counsel
Caldwell Building, MSC 110
107 East Madison Street
Tallahassee, Florida 32399-4128
(850) 245-7150
Florida Relay Service: 711

You may also file a health and safety complaint with:

U.S. Department of Labor
Occupational Safety and Health Administration
200 Constitution Avenue, N.W.
Washington, D.C. 20210
<http://www.osha.gov/as/opa/worker/index.html>
1-800-321-OSHA (6742) (voice) or
TTY 1-877-889-5627

IMPORTANT: If you file your health and safety complaint with the U.S. Department of Labor, you must also send a copy of the complaint to DEO at the above address.

For more information regarding health and safety issues you may go to the Occupational Safety and Health Administration's Website at <http://www.osha.gov> or the Florida Department of Health Website at <http://www.doh.state.fl.us>.

Forms attached

Department of Economic Opportunity
Office of General Counsel
Caldwell Building, MSC 110
107 East Madison Street
Tallahassee, Florida 32399-4128



ATTACHMENT 1

Written Grievance Form

- Check only one: Workforce Innovation and Opportunity Act (WIOA)
 Welfare Transition Program
 Refugee Employment and Training Program
 Other (describe): _____

Participant Information		
Last Name		First Name
Social Security Number <i>See the note at the bottom of this form.</i>	Address	City/Zip
Telephone ()	Other Telephone ()	
Center/Agency/Organization:	Center/Agency Address:	
Telephone: ()	Case/Career Advisor:	
Please explain why you would like an Informal Resolution Meeting		
Mail Form To:		
CareerSource South Florida (CSSF) 7300 Corporate Center Drive, Suite 500 Attention: Customer Service Unit Miami, FL 33126-1234		
<input type="checkbox"/> Welfare Transition Program <input type="checkbox"/> Refugee Employment and Training Program <input type="checkbox"/> Other (describe): _____		
If you have any questions or would like to speak with a Customer Service Representative, please call (305) 594-7615 (voice) or (305) 470-5529 (TTY/TDD).		
FOR OFFICE USE ONLY		
Customer Service Representative (Print Name):	Date Informal Resolution Meeting Request Received:	
Signature	Informal Resolution Meeting Held? Y N	
PARTICIPANT		
This Informal Resolution Meeting HAS resolved my issues: Y N		
This Informal Resolution Meeting HAS NOT resolved my issue(s), and I request a FORMAL Hearing: Y N		
Participant Signature/Date:	Customer Service Rep Signature/Date:	

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	Date Forwarded to E.O. Officer: / /
--	---

Note:

Privacy Act Statement: Disclosure of your social security number is voluntary. It is requested pursuant to section 119.071(5)(a)2, *Florida Statutes*. Your social security number will be used for customer identification only.

ATTACHMENT 2

Acknowledgement of Receipt of the Grievance Procedures

Note to: CareerSource South Florida (CSSF) Service Partner Case Manager

Please complete this form together with your participant. Place the original in the participant's file. You may give a copy to the participant.

I certify that I have received a copy of the CareerSource South Florida's Grievance Procedures.

Participant's Name (Print)

Participant's Signature

Date

Acknowledgement of Receipt of the Grievance Procedures

Note to: CareerSource South Florida (CSSF) Service Partner Case Manager

Please complete this form together with your participant. Place the original in the participant's file. You may give a copy to the participant.

I certify that I have received a copy of the CareerSource South Florida's Grievance Procedures.

**SCOPE OF SERVICES
FY'2022-2023**

Program Description

Miami-Dade County (County), The Children's Trust (The Trust), The School Board of Miami-Dade County, Florida (M-DCPS), the Foundation for New Education Initiatives, Inc.(Foundation), the Educational Federal Credit Union (Ed-Fed) and the South Florida Workforce Investment Board d/b/a CareerSource South Florida (CareerSource), are partnering to provide a countywide Summer Youth Internship Program(SYIP or Program), collectively referred as the "Partners".

The County, The Trust, and CareerSource, shall fund the Program. M-DCPS and the Foundation shall operate the Program and provide in-kind services and support. Specifically, M-DCPS shall manage the distribution of participant stipends through Ed-Fed – The Educational Federal Credit Union and employ thirty-six (36) instructional supervisors, two (2) program assistants, and one (1) program administrator. Instructional supervisors shall interact with interns, provide guidance, assist in resolving problems, and ensure interns' success in the Program. Further, instructional supervisors shall have a minimum of two (2) contacts with each Intern over the five-week Program and serve as liaisons to develop and maintain positive relationships with internship providers, educational professionals, and other organizations to ensure the success of the Program. Additionally, M-DCPS shall provide in-kind support for a program administrator for the duration of the Program. This individual will lead efforts in disseminating Program information to schools, businesses, and parents participating in the Program.

During the summer of 2022, 3,484 students applied to participate in the SYIP and 2,729 interns completed the Program, of which 887 were funded by the SFWIB. In 2023, a maximum of up to 1,030 youth are expected to be funded by the SFWIB under this Agreement. Said youth will be recruited through Miami-Dade County Public and Charter Schools for enrollment in the SYIP. Reasonable efforts will be made to enroll an equal number from each county commission district. Interns will work approximately thirty (30) hours per week for a maximum of one-hundred fifty (150) hours for the duration of the Program and receive a stipend of \$1,500.00 over a period of five (5) weeks. In addition to receiving a stipend, interns earn a high school course credit and may be given the opportunity to earn college credits. Additionally, the Program shall maintain an intern to staff ratio of 1:50 for typically developing youth and 1:10 ratio for youth with disabilities.

Internships may be completed using web-based platforms in a project-based work environment. If this scenario is pursued, the start and end dates of the Program will remain.

Said contingency plan is not exhaustive nor final and may change.

Target Population, Recruitment, and Data Requirements

Youth between the ages of 15 and 18 who are currently enrolled in Miami-Dade County Public or Charter Schools and reside in Miami-Dade County shall be recruited for participation in the Program. The Program shall be open to the general student population. Students in magnet programs, academies or other educational or vocational programs shall not be given preferential treatment for enrollment in or notice of the Program. All Program slots funded by the SFWIB under this Agreement shall be filled by children receiving free and/or reduced priced meals. In addition,

recruitment efforts will place an emphasis on at-risk youth, who for purposes of the SYIP are defined as, but not limited to, English language learners, and youth who are truant. For purposes of this agreement a youth is considered truant if the youth has accrued in excess of twenty unexcused absences during the school year. Other targeted/priority populations include youth currently in the foster care system and youth, up to age 22, who are transitioning out of the foster care system, and Exceptional Education Students (ESE) students on extended diploma option.

As further provided herein, M-DCPS agrees to employ uniform recruitment efforts and employment opportunities. To that end, M-DCPS shall employ identical recruitment efforts and utilize the same type of advertisement at every M-DCPS and Charter school that serves eligible youth. M-DCPS shall include information pertaining to student enrollment in the first interim report and final report. Specifically, the reports shall include: (1) a description of the outreach efforts made at each school; (2) the number of students from each school that applied to the Program; (3) the number of students selected from each school; (4) the number of students participating in the program who are in a magnet program, academy or other educational or vocational program and the identity of same; (5) the number of students participating in the program who attend charter schools; and (6) the number of students participating in the program who receive free and/or reduced priced meals.

Outreach and Public Awareness Campaign

By the acceptance of funds under this Agreement, M-DCPS agrees that events funded pursuant to this Agreement shall recognize the County, The Trust, and the South Florida Workforce Investment Board as funding sources. M-DCPS and the Foundation shall ensure that all publicity, public relations, advertisements and signs recognize the County, The Children's Trust and the South Florida Workforce Investment Board, for supporting all contracted activities, where possible. This includes all posted signs, pamphlets, wall plaques, cornerstones, dedications, notices, flyers, brochures, news releases, media packages, promotions, and stationeries. The use of the County's, The Children's Trust's and the South Florida Workforce Investment Board's official logos is permissible. M-DCPS and the Foundation shall ensure that all media representatives, when inquiring about the activities funded or supported by this Agreement, are informed that the County and the South Florida Workforce Investment Board are funding sources and the County, The Children's Trust and the South Florida Workforce Investment Board are partners in the collaborative effort to establish the Summer Youth Internship Program.

M-DCPS shall promote SYIP Program within all M-DCPS and participants in the program such as Charter Schools by providing the following:

1. Announcements sent to School Champions at schools via email and/or TEAMS group;
2. Daily public address school announcements with a sample script provided by M-DCPS;
3. Community presentations (Beacon Council, etc.) to encourage participation by local businesses.

Intern Applications and Screenings

Interns recruited for the SYIP will be directed to sign up for the internship selection pool using <https://miamiinterns.org/>. This online resource allows for the universal screening of all potential applicants. All youth must reside in Miami-Dade County, be enrolled in M-DCPS or Charter

Schools, and must be eligible to work in the United States. Interns are expected to commit for the duration of the entire Program and complete all required academic course work.

1. **Verification**—M-DCPS must verify each youth's eligibility to participate in the Program utilizing the **TANF SYEP Eligibility/Screening Form (Attachment 1)**, attached hereto and incorporated herein as **Attachment 1**, prior to the youth's enrollment in the SYIP using SFWIB funding. Proof of verification must be maintained in the youth's file before services are provided. Documentation will be required to prove the youth's age, identity, and Temporary Assistance to Needy Families (TANF) eligibility (free and/or reduced priced meals). Such documentation will be established utilizing the Student Information System (DSIS) database print out to be provided by Miami-Dade County Public Schools and Miami-Dade Charter Schools.
2. **Registration**—M-DCPS shall obtain and maintain completed TANF SYEP Eligibility/Screening Forms, verification of the information provided on the screening form, and determination that the participant meets eligibility criteria. Registration is the process of collecting information to support the determination of eligibility.
3. **Intake and Eligibility Determination**—All youth participating in the SYIP must:
 - Be between the ages of 15-18 and up to 22, if they are transitioning out of the foster care system or are students with disabilities on extended diploma option. Youth with disabilities are defined in Exceptional Student Education Policies and Procedures, which is approved by the Florida Department of Education and The School Board of Miami-Dade County, Florida;
 - Be a resident of Miami-Dade County;
 - Be a citizen of the United States or an eligible non-citizen who is authorized to work by the Immigration and Naturalization Service; and
 - Be TANF eligible under Summer Employment Program Guidelines (**TANF SYEP Eligibility/Screening Form** completion); and under Purpose 2 eligible for free and/or reduced priced meals. Under TANF a "family" as defined for the use of TANF funds, must include a pregnant individual or a parent with one or more minor children or a caretaker

with one or more minor children. Note: Minor children means a child living at home with the parent or caretaker, or less than nineteen years of age if the child is a full-time student in a secondary school or at the equivalent level of vocational or technical training and does not include anyone who is married or divorced. TANF eligible families can be:

- Applicants (which means that they are applying to receive cash assistance);
- Current participants (which means they are currently receiving cash assistance);
- Former participants and currently earning up to two-hundred percent (200%) of the poverty level;
- Eligible families who have never been on cash assistance are TANF eligible as described above and are earning up to two-hundred percent (200%) of the poverty level; or
- A non-custodial parent of a child who is TANF eligible.

Purpose 2 is intended to "end the dependence of needy parents on government benefits by promoting job preparation, work and marriage." This could apply where the youth program (such as an after-school or summer program) provides a supportive service, such as childcare, that enables the parents of its participants to work or prepare for work.

M-DCPS shall be responsible for TANF eligibility determination and verification, collection of all required documentation, completion of all necessary eligibility documents and maintenance of documentation.

The following must be completed by the parent or legal guardian of the youth on the **TANF SYEP Eligibility/Screening Form (Attachment 1)**:

- The Top portion of the **TANF SYEP Eligibility/Screening Form** that requires entry of the youth (student), name and social security number.
- The Demographic Information section that requires entry of the family size, date of birth, age, sex, street address, city, state, zip code, and telephone number. Information regarding Race is not required for the **TANF SYEP Eligibility/Screening Form**; therefore, in the OSST database, M-DCPS will indicate "Other" for Race.
- The Eligibility Criteria Section-**Purpose 2: Reduce the dependency of needy parents by promoting job preparation, work, and marriage**, must be checked **Yes**.
- Upon verification, check the **Eligibility Criteria** box indicating the Youth's family income does not exceed 200% of the Federal Poverty Level (FPL).
- **Documentation: Only check the Free/Reduced-price Lunch box.**
- **Privacy Act Statement**-the parent or legal guardian must initial the first or second statements and third statements in this section.

- The parent or legal guardian must sign and date the form and the M-DCPS assigned staff must print, sign, and date the form under RWB (Regional Workforce Board) Designee.
- The supporting documentation must be included for all completed TANF SYEP Eligibility/Screening Forms. The print out from Miami-Dade County Public Schools using the DSIS screen should be utilized as verification that the participant is receiving free and/or reduced lunch.

Insurance

All interns are required to have voluntary student accident insurance prior to the start of the internship. M-DCPS shall verify whether an intern has the appropriate insurance. If an intern does not have insurance, M-DCPS may utilize funding provided in the budget to pay for an intern's insurance. This insurance covers school-based activities including summer programs. M-DCPS shall disseminate this information to parents and potential interns during the Parent Information Sessions.

Stipends

Each Intern:

1. Is eligible to receive \$1,500.00 over the five-week period for participation in the Program;
2. Is required to report to the internship assignment approximately 30 hours per week; and
3. Must meet specific educational requirements during the summer.

The \$1,500.00 stipend will be distributed in two subsequent payments of \$750.00 each.

Depending on duration and scheduling of program, the aforementioned payment may be combined and replaced with a single stipend payment of \$1,500.00 or two stipends totaling \$750.00 each based on hours completed in the program.

These funds are distributed via direct deposit through collaboration Ed-Fed – The Educational Federal Credit Union and the M-DCPS. The credit union account must be opened no later than June 5, 2023 or the incidental stipend could be delayed. M-DCPS will compile and maintain a list for each funding source that will display all of the interns supported by said funding source. M-DCPS will use these lists when transmitting stipend payment information to Ed-Fed to ensure proper allocation across funding streams.

Parent Information Sessions

M-DCPS shall offer four virtual parent information sessions for the parents/guardians of potential interns. These sessions provide an overview of the SYIP, outlines Program requirements and expectations of the interns upon selection, which includes intern stipend amount, credit union account information, pre-internship course, Program schedule and assignments, accessing Miamiinterns.org, and accessing and using the M-DCPS Student Portal and/or Charter school resources.

Internship Providers' Screenings and Information Session

Internship providers are required to register and enroll through <https://miamiinterns.org/>. This online resource allows M-DCPS personnel to screen potential internship providers. After the screening process and selection to participate in the Program, an information session will be held to brief internship providers on the Program including expectations, anticipated outcomes, student stipends, timeline, course assignments, accessing Miamiinterns.org, satisfaction survey and intern performance evaluations. Once approved, using information provided by the youth and M-DCPS personnel, internship providers will be able to screen, interview and select Program participants for internship opportunities.

Program Timeline

Month	Activity
March 28, 2023	SYIP launched and https://miamiinterns.org/ opened for students to sign up.
March 2023	Internship providers and program staff (instructional supervisors, program administrators and program assistants) to be recruited.
May 2023	Parent information sessions to be conducted.
May 27, 2023	Last day student applications to the Program accepted.
May 2023	Potential interns attend information sessions.
June 2023	Internship provider information sessions will be conducted.
May/June/July 2023	Intern interviews and placements, instructional supervisor assignments and insurance enrollment verification.
July 3, 2023	Summer Youth Internship Program Begins
August 7, 2023	End of Internship Experience. Program wrap-up, surveys and assignments.
August 30, 2023	All timesheets and electronic reports must be delivered to CareerSource South Florida-Youth Programs, located at 7300 Corporate Center Drive, Suite 500, Miami, Florida 33126-1234 at the end of the program, for validation and payment processing.

September 30, 2023	Final Program Report, Presentation of Survey and SYIP Program Outcomes
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Reporting Requirements

M-DCPS must complete the data entry (One-Stop Service Tracking (OSST)) for all interns in order to be reimbursed for services.

Data Entry Deadline Table for activities from July 3, 2023 through August 7, 2023:

Benchmark	Purpose	Dates
Benchmark 2	Orientation/Eligibility	Must be completed at time of enrollment
Benchmark 3	Pre-Employability Skills Workshops	Must be completed at time of enrollment
Benchmark 4	Required employment wrap-up session	Must be completed not later than 7/30/2023

M-DCPS shall ensure all youth receive stipends on the following pay dates:

- July 20, 2023; and
- August 10, 2023.

All payments will be disbursed based on the number of hours worked. If an intern does not complete approximately thirty (30) hours per week, an adjustment will be made with the final disbursement of payment for each closeout period, to reflect the hours worked, not to exceed one-hundred and fifty (150) total program hours.

Where a youth does not continue in the program, M-DCPS may place another youth in the internship, to utilize the remainder of the funds budgeted for hours worked.

Payment for stipends and hours worked from July 3, 2023 through August 7, 2023:

- Upon completion of Orientation/Eligibility, OSST data entry by the required due date, and the submission of documentation and verification, Pre-Employability Skills Workshops, OSST data entry by the required due date, and submission of documentation and verification, CSSF will reimburse Miami-Dade County Public Schools up to \$750.00 for the hours worked by the eligible youth.
- Upon completion of Required Employment wrap-up session, OSST data entry by the required due date, and submission of documentation and verification, CSSF will reimburse Miami-Dade County Public Schools for the remainder of the up to, \$1,500.00 for the hours worked by the eligible youth.

Intern Demographics – Student Participation

M-DCPS shall report the following demographic information for both M-DCPS and Charter School youth separately to the SFWIB, the County and TheTrust:

1. Identify all schools that students participating in the Program attended during the 2022-2023 school year.
2. # of students from each school who participated in the Program.
3. # of students from each commission district in Miami-Dade County who participated in the Program.

Final Report--due September 30, 2023 and shall include the following:

1. The number of students who completed the program
2. Completion rate
3. The number of students who applied
4. The number of students who are dual enrolled
5. The number of participating companies
6. The number of community service hours worked, if applicable
7. Student demographics (race, age, gender)
8. The number of students with disabilities
9. Student count by county commission and school board districts
10. Employer count by county commission and school board districts

Quantity Measures-- "How much will we do?"

M-DCPS shall report the following performance quantity measures to the SFWIB and the County:

1. Description of the outreach efforts made at each school
2. The number of youth who applied to the Program
3. Name of school each youth applicant attends
4. # of youth interviewed by Program internship providers
5. # of youth hired for summer internship
6. # of youth selected from each school and the identity of the schools they attend
7. # of youth participating in the Program who are in a magnet program, academy or other educational or vocational program and the identity of said magnet program, academy or educational or vocational program
8. # of youth who completed the Program
9. # of youth who earned high school credit
10. # of youth who earned college credit
11. # of youth who receive free and/or reduced priced meals

Quality Measures-- "How well will we do it?"

M-DCPS shall report the following performance quality measures to the SFWIB, the County and The Trust.

Quality Measure (e.g., #/% of participants satisfied with the Program)	Measurement and Reporting Tool	Timing (e.g., After completion of XX activity)
#/% of youth satisfied with Program	Satisfaction survey	At completion of the Program
#/% of internship providers satisfied with services provided	Satisfaction survey	At completion of the Program
#/% of instructional supervisors that are satisfied with Program	Satisfaction survey	At completion of the Program

Outcomes - Is Anyone Better Off?

M-DCPS shall report the following performance quality measures to the SFWIB, the County and The Trust.

Outcome and Target %	Participants to be Measured	Data Source/ Measurement Tool	Meaningful Improvement	Timing
85% of youth improve employability skills	Youth	Online Internship Program Competency Tool	Participants will meet the outcome with a course pass rate of 70% or higher	Multiple lessons will be completed throughout the program but course will be completed before program end date
85% of youth earn high school academic credit	Youth	Miami-Dade County Public Schools and Charter Schools Grade Book	Participants will meet the outcome with a course pass rate of 70% or higher	At completion of Program

SYIP interns with disabilities will use the online internship program competency tool with adaptations provided by ESE instructors, as needed.

**ADMINISTRATIVE CHECKLIST FOR CONTRACT COMPLIANCE
SELF-ASSESSMENT QUESTIONNAIRE**

Program Year: _____

Agency's Fiscal Year Ending: _____

Agency name, address, e-mail, telephone and fax numbers:

This certification is to assure South Florida Workforce Investment Board, Inc. (SFWIB) d/b/a CareerSource South Florida (CSSF) that the contracted Agency has adequate administrative procedures in place to ensure that funds disbursed by CSSF will be safeguarded as outlined in the Office of Management and Budget (OMB) Circulars and the Code of Federal Regulations (CFR). This certification is not a waiver concerning Administrative, Programmatic, or Quality Assurance Monitoring. CSSF reserves the right to conduct on site monitoring of contracted Agencies, as it deems necessary.

CONTRACT COMPLIANCE
SELF-ASSESSMENT QUESTIONNAIRE

Please answer all questions by checking off the applicable box. If you need to provide additional information or cannot respond to a question, please attach an explanation on a separate page or contact CSSF Office of Continuous Improvement (OCI) Fiscal Unit at (305) 929-1517 or (305) 929-1528.

Agency's Fiscal Year Ending: _____

A letter precedes each of the items in this questionnaire as follows:

- M =** Mandatory or required item denotes items that are the minimum standards and for which full compliance is required.
- R =** Recommended item or denotes best practice items that, while not required, are considered best practice in the administration of grants.

Please provide a brief explanation on any negative response indicated.

Prior Assessments & Corrective Actions

Objective:

To determine the Agency's prior performance and its ability to implement new procedures as needed to improve management and meet contractual requirements.

M - Review last year's assessments of the Agency's Administration and answer the following questions:

M - Were the prior assessment results shared with management? Yes No N/A

M - Was A Corrective Action Plan submitted by the Agency? Yes No N/A

M - Was the Corrective Action Plan submitted on time? Yes No N/A

M - Were the proposed corrective actions acceptable to the funding agency? Yes No N/A

M - Were the corrective actions implemented? Yes No N/A

If Yes, when? _____

If No, please elaborate (attach additional pages as needed)

M - Did the corrective actions implemented correct the problem(s)? Yes No N/A

If NO, please elaborate (attach additional pages as needed)

M - Are there any findings, areas of concerns, or other issues that need to be revisited or reviewed during the current year? Yes No N/A

M - Was a Corrective Action Plan submitted by the Agency? Yes No N/A

M - Was the Corrective Action Plan submitted on time? Yes No N/A

M - Were the proposed corrective actions acceptable to the funding agency? Yes No N/A

M - Were the corrective actions implemented? Yes No N/A

Additional Comments: _____

Administration and Governance

Board of Directors (BOD)

Objective:

To determine the capabilities, cultural competency and involvement of the Agency's BOD to serve the target populations and that their procedures follow those recognized as best practice.

M - Is there a complete and updated BOD list available? To be considered complete, the BOD list should include each member's position, field of expertise, direct contact information (address, phone, e-mail, and fax), gender, race, ethnicity, and expiration term of the position. Yes No N/A

R - Does the membership of the BOD include expertise that would promote the proper operation of the Agency and further the goals of the program? Yes No N/A

The BOD should include individuals with experience in administration, contracts, and fiscal management. In addition, the BOD should include individuals with experience in pursuing the program goals (i.e. physician for health programs, a teacher for training programs, or child development expert for Head Start Programs)

R - Is the BOD ethnically representative of the populations served by the Agency? Yes No N/A

R - Does the Agency provide pre-service and in-service training to Board members? Yes No N/A

R - Does the BOD have a well-developed structure (committees)? Yes No N/A

List the active committees and names of the members

R - Does the Agency have a clearly defined Strategic Plan? Yes No N/A

R - Does the BOD receive and review an Annual Report from the Agency's Staff? Yes No N/A

Additional Comments: _____

The BOD should include individuals with experience in administration, contracts, and fiscal management. In addition, the BOD should include individuals with experience in pursuing the program goals (i.e. physician for health programs, a

BOD Meetings, Minutes and Resolutions

Objective:

To determine the level of involvement of the Board of Directors; and that their procedures follow those recognized as best practice.

R - How often does the BOD meet? (Check one) Yes No N/A

Full Board Monthly Quarterly Semi-annually Annually

Executive Board Monthly Quarterly Semi-annually Annually

Committees Monthly Quarterly Semi-annually Annually

Please indicate the dates of the last three (3) BOD meetings:

M - Are meeting minutes detailed and complete? Yes No N/A

R - Do minutes indicate that budgetary, financial, and programmatic information is presented to the board? Yes No N/A

M - Does an authorized representative of the BOD sign the minutes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Are BOD resolutions properly executed and documented in the meeting minutes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Are BOD resolutions signed by an authorized BOD representative?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A

Comments:

Agency Policies

Objective:
 To ensure that the Agency has a set of policies that establish proper operating procedures and adherence to the law governing its operations. A well developed set of policies and procedures safeguard the Agency and its funders by clarifying expected behavior. These policies may be included in the employee manual.

M - Does the Agency have a written Personnel Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have an Accounting Policy and Procedures Manual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Drug-Free Workplace Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Equal Employment Opportunity Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Florida Clean Indoor Air Act Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Family and Medical Leave Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have written procedures to protect client confidentiality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written policy regarding Nepotism?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have clear policies addressing access to public records?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have an Affirmative Action policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have written Client Grievance procedures?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have written guidelines or a methodology to distribute incentive payments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Code of Ethics?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written policy regarding Conflict of Interest?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Sexual & Unlawful Harassment Policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
R - Does the Agency have written emergency plans/procedures? (This may be a requirement for some funders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Does the Agency have a written Health Insurance Portability and Accountability Act (HIPAA) Policy, to include information related to appropriate sanctions against workforce members who violate its privacy policies and procedures or the Privacy Rule?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A

M -- Does the Agency have a written Policy related to Florida Statute 112.3187 - the Whistleblower's Act? Yes No N/A

M -- Does the Agency have a written Policy to include Information related to the reporting knowledge or reasonable suspicion of abuse, neglect, or exploitation of a child, aged person, or disabled adults? Yes No N/A

Additional Comments:

Organizational Structure

*Objective:
Availability and familiarity with the Agency's By-Laws and Articles of Incorporation are considered best practices in the administration of a non-profit organization. In addition, a clear organizational chart provides an overview of the chain of command helpful both for the Internal staff and outside reviewers.*

M - Is the Agency registered with the State of Florida Secretary of State? Yes No N/A

M - Are the Agency's Articles of Incorporation available for review? Yes No N/A

M - Are the Agency's By-Laws available for review? Yes No N/A

R - Is there an organizational chart available that reflects the current organization of the Agency and provides clearly delineated chain-of-command? Yes No N/A

R - Is there an organizational chart for the program(s) funded and does it provide a clearly delineated chain-of-command? Yes No N/A

Additional Comments:

Client Participation

*Objective:
To identify the Agency's efforts to involve the populations served in the operations of the agency and in the manner services are provided.*

R - Does the Agency perform any Needs Assessment activities? Yes No N/A

R - Does the Agency have a mechanism in place to monitor and respond to client comments and complaints in a systematic matter? Yes No N/A

R - Does the Agency have procedures to involve the consumer in the decision making process? Check all that apply Yes No N/A

- Consumer representatives in BOD?
- Community Advisory Board or Committee?
- Consumer Evaluation Survey?
- Other? Please explain:

Additional Comments:

Personnel

General

Objectives:

These questions provide an overview of the capabilities of the Agency in managing human resources issues and establishing and following its own procedures as required by best practices.

M - Are the policies and procedures included in the Personnel Policy followed? Yes No N/A

M - Does the Agency have established Job Qualifications that adhere to CSSF contractual requirements? Yes No N/A

M - Are employee records securely stored (under lock & key)? Yes No N/A

M - Are Equal Employment Opportunity, Worker's Compensation, Family and Medical Leave Act, Child Labor Act, Fair Labor Standard Act, Minimum Wage, Migrant Seasonal Workers Protection, E-Verify and other mandated or relevant posters conspicuously displayed by the agency? Yes No N/A

M - Review staffing levels and current vacancies. Does the agency have problems with staff turnover? Yes No N/A

If Yes, has the agency taken steps to resolve the issue? Yes No N/A

Explain and provide documentation, if available, to document the Agency's efforts. (attach additional pages as needed)

Additional Comments:

Personnel/Employee File

Objective:

To ensure that the Agency properly documents how employees are screened for a particular position, how employees are informed of the policies governing their work and how they would be evaluated. In addition, these questions seek to determine the Agency's capability to maintain required documentation and abide by requirements regarding their staff such as testing, qualifications, licenses, and training.

Select a random sample of employee files and review them to determine whether the following documentation is present and current. Note that Agencies that subcontract with individuals must keep similar files for the subcontracted individuals and those are to be reviewed following the same guidelines as personnel files.

M - Signed job application (resume is not sufficient) or subcontract detailing the scope of services to be provided. Yes No N/A

M - Proof of education (copies of diplomas, degrees, and/or transcripts). Yes No N/A

M - Required licenses and/or certifications (if applicable, they must be current). Yes No N/A

M - Background screening (must be renewed according to program requirements). Yes No N/A

M - Signed job description with performance standards. Yes No N/A

Personnel/Employee File			
M - Annual Performance/Employee Evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - U.S. Citizenship and Immigration Services Form I-9/ E-Verify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Current W-4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Proof of achievement of required hours of training (i.e. Tier 1).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Proof of receipt of the Agency's Policy & Procedures by the employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Drug-free workplace statement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
R - Evidence of Health Insurance Portability and Accountability Act (HIPAA) training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
R - Evidence of Information Security Obligations training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
R - Evidence of Privacy Policies and Procedures training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
Additional Comments:			

Payroll Records			
<i>Objective:</i>			
<i>To determine if the Agency has appropriate procedures to track the payroll costs and that these coincide with those approved by the funding agency.</i>			
M - Does staff, including management, document their work hours through a time sheet or punch clock?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Are time records signed by both the employee and/or the supervisor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Payroll Registers:			
- Do they include staff name, salary, hours worked, payroll period, and deductions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
- Do they reflect employee's time allocation among programs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
M - Personnel Activity Reports (PARs) or equivalent forms:			
- Reflect an after-the-fact determination of the actual activity of each employee?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
- Account for the total activity for which employees are compensated?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
- Completed at least monthly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	N/A
If No, please explain. (attach additional pages as needed)			

- M** - Do employees' positions and salaries match the budget approved by the funding agency? Yes No N/A
- M** - For employees charged to the program, does the recorded time worked matches time paid as reflected in the payroll register? Yes No N/A

Additional Comments:

Payroll Taxes

Objective:

To ensure that the Agency is calculating and remitting all payroll taxes, including unemployment compensation, to the appropriate agencies in a timely manner.

- M** - Are withholding and FICA taxes deposited on a timely basis and in accordance with payroll register data? Yes No N/A
- M** - Was the Quarterly IRS Form #941 properly completed, submitted, and payroll taxes timely remitted to the regulatory agency? (Trace payment to bank statement) Yes No N/A
- M** - Was the Quarterly Florida Form RT-6 properly completed, submitted and Unemployment Compensation taxes timely remitted to the regulatory agency, or RT-29 paid on time? (Trace payment to bank statement) Yes No N/A
- M** - Is the Yearly IRS Form #990 properly completed, submitted, and paid on time? (Trace payment to bank statement) Yes No N/A
- M** - Were all Tax or Insurance payments made on time (by due date)? Yes No N/A
- If No above, were interest and penalties assessed against the agency? Yes No N/A
- If interest and penalties were assessed, were these costs allocated to any public funding source? Yes No N/A
- M** - Are IRS W-2 Forms distributed in a timely manner to current and prior employees? Yes No N/A
- M** - Were the IRS 1090 Forms distributed in a timely manner to all contract employees? Yes No N/A
- M** - Was the Social Security filing done in a timely manner? Yes No N/A

Additional Comments:

Other Personnel Related Payments

Objective: To ensure that fringe benefit payments are made in a timely manner that avoids penalties and ensures continued coverage and compliance with current regulations.

- M** - Are payments to the following made in a timely manner?
- Health Insurance Provider Yes No N/A
 - Life Insurance Provider Yes No N/A
 - Dental Insurance Provider Yes No N/A
 - Vision Insurance Provider Yes No N/A
 - Other Insurance Provider(s). Please list: _____ Yes No N/A
- M** - If the Agency offers a retirement plan, are employee contributions and/or employer contribution deposited/submitted in a timely fashion? Yes No N/A

M - If the Agency offers a defined contribution retirement plan, and has at least 100 eligible (need not be participating) staff, was an audit of the plan completed? Yes No N/A

Additional Comments:

Fiscal

General

Objective:

To obtain a picture of the Agency's overall fiscal capabilities.

M - Are internal policies and procedures as listed in the Agency's Accounting Policy and Procedures Manual followed? This can be established by interviewing staff to gauge familiarity with the manual or by choosing a sample of policies and testing adherence to it. Yes No N/A

M - Review the distribution of fiscal duties (i.e. who approves the expense, who cuts the check, who mails the payment). Is the distribution of duties adequate to safeguard assets? Yes No N/A

M - Chart of Accounts:

- Does it include general ledger account codes, account descriptions and account status? Yes No N/A

- Does it support proper allocation by having revenue and expense categories properly identified by program? Yes No N/A

- Does it have an unallowable cost code to properly identify unallowable costs? Yes No N/A

M - Indirect Cost:

- Is there a written cost allocation plan (CAP) and is it representative of the allocation used? Yes No N/A

M - Review the Agency's CAP for reasonableness (i.e. are the indirect costs charged to the program representative of the program's size as compared to others operated by the agency?). Is it in compliance with the Title 2 Code of Federal Regulations, Subpart F, and Appendix IV to Part 200? Yes No N/A

Additional Comments: *Agency's overall fiscal capabilities.*

Internal policies and procedures as listed in the Agency's Accounting Policy and Procedures Manual followed? This can be established by interviewing staff to gauge familiarity with the manual or by choosing a sample of policies and testing adherence to it.

Bank

Objective:

To ensure that the Agency has the appropriate cash flow to meet the needs of the program, that its management keeps abreast of the Agency's cash flow, and that it has taken steps to protect itself from fraudulent activities.

M - Review bank statements to determine the cash flow position of the Agency:

- Do bank statements reflect returned checks due to insufficient funds? Yes No N/A

- Do bank statements reflect a positive balance at the end of the month? Yes No N/A

M - Are bank statements reconciled monthly? Yes No N/A

M - Are adjustments properly documented and explained? Yes No N/A

M - Do the preparer and the immediate supervisor sign the reconciliation? Yes No N/A

M - Are checks pre-numbered? Yes No N/A

R - Do checks have an expiration date? To limit liability, it is recommended that check be marked with an expiration date, for example "Void after 90 days." (Some funders have guidelines and requirements as to what the valid period of a check may be.) Please indicate the expiration date _____. Yes No N/A

M - Does Agency have a policy for signing checks (i.e. checks in excess of x amount require two signatures)? Yes No N/A
 Note Agency's policy: _____

R - Are blank checks and the specimen signature stamp stored securely (under lock and key)? Yes No N/A

R - Are voided checks mutilated in some manner (i.e. signature section removed, perforated)? Yes No N/A

Additional Comments: _____

Journals & Ledgers

Objective:
To ensure that the Agency has an accounting system that properly tracks all financial activities for the program.

M - Does the Accounting System Include these major components:

- Cash Receipts Journal? (i.e. deposit log, receipts book)** Yes No N/A
- Cash Disbursements Journal? (i.e. check register)** Yes No N/A
- Accounts Payable?** Yes No N/A
- Accounts Receivable?** Yes No N/A
- General Ledger?** Yes No N/A

M - Are entries to journals performed in a timely manner (approximately 30 days)? Yes No N/A

M - Are Receipts and Disbursements reconciled monthly with the General Ledger? Yes No N/A

M - Are adjustments properly documented and explained (journal entries)? Yes No N/A

Additional Comments: _____

Budget

Objective:
To ensure that the Agency's expenditures match those approved by the funder and that the budget matches the needs of the program.

M - Does the Agency maintain an agency-wide budget by funding source and expenditure category? Yes No N/A

Budget			
R – Does the Agency prepare a cash-flow analysis (expenditures vs. revenues) at least quarterly?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the Agency prepare a Budget Variance Report or otherwise track expenditures versus budgeted amounts on a regular (not more than quarterly) basis?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Do expenditure rates follow those expected from the budget approved by the funder?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
If No, can the Agency explain variances or is there a plan of action to reallocate resources?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
Additional Comments:			

Accounts Payable			
<i>Objective:</i>			
<i>To ensure that payments are properly documented and that the Agency have procedures to protect its assets from unnecessary expenditures such as penalties and duplicate payments.</i>			
Select a random number of charges from the general ledger provided and test to determine the following:			
R – Are payments generated by an original invoice?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Do invoices detail the number of units, description, unit cost, and total?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Is payment approved by authorized staff/management?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are invoices effectively cancelled to avoid duplicate payments? (i.e. marked "Paid")	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Do check and invoice amounts agree?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are invoices paid in a timely manner? (i.e. within 30 days)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are cancelled or imaged checks (front and back) available?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – For Tax-exempt Agencies ONLY, Is the Agency paying Sales Taxes? If YES, is the Agency filing for Sales Tax refunds from the State Department of Revenue?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
Additional Comments:			

Petty Cash			
<i>Objective:</i>			
<i>To ensure that cash expenditures are only used to meet small emergency needs and that the policies governing the petty cash are designed to safeguard the assets of the program and the Agency.</i>			
M – Does the Agency use a petty cash fund for any program expenses? If No or N/A, skip this section.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
If Yes, review petty cash policies and procedures for the following:			

Petty Cash

- Is the petty cash fund balanced periodically? Yes No N/A
- Is petty cash used ONLY for small purchases in accordance with the company's policies? Yes No N/A
- Does Agency have a policy to perform "surprise" checks on the fund? Yes No N/A
- Is there documentation that such policy is implemented? Yes No N/A
- Is the petty cash funding replenished ONLY by check? Yes No N/A
- Are the petty cash funds securely stored (under lock & key)? Yes No N/A
- Are the expenses authorized and signed by a person other than the custodian or person receiving money? Yes No N/A
- Is documentation available to back up the expenditures of the petty cash funds? Yes No N/A

Additional Comments:

Documentation Protocols

*Objective:
 To ensure that the Agency has policies in place to protect itself and its clients by safeguarding its documentation and storing it as required by law.*

- M** - Does the Agency have a policy to maintain and store documentation as required by law and the individual funders? Yes No N/A
 Note that each program, funder, and the IRS have different storage requirements. In addition, fiscal documentation and client files may have different storage requirements under the same contract. When documents fall in more than one category, they must be stored for the longest period required.

M - Does the Agency have policies to safeguard client confidentiality? Yes No N/A

M - Are hard copy files kept under lock and key? Yes No N/A

Additional Comments:

Electronic Recordkeeping

M - Does the Agency have Electronic Recordkeeping Policies & Procedures? Yes No N/A

M - Do Electronic Recordkeeping Policies & Procedures include a narrative of the system, location and media in which electronic records are maintained and retention requirements? (F.A.C. Rule 1B-26.003 - Electronic Recordkeeping) Yes No N/A

M - Do the Agency's electronic recordkeeping systems meet state requirements for public access to records in accordance with F.S. 119 - Public Records and 501.171 - Security of Confidential Information? Yes No N/A

M – Does the Agency back-up electronic records on a regular and consistent basis in accordance with F.A.C. Rule 1B-26.003 – Electronic Recordkeeping? Is it documented? Yes No N/A

– Is it performed by a third party? Yes No N/A

M – Are electronic records stored in accordance with F.A.C. Rule 1B-26.003 – Electronic Recordkeeping? (i.e. away from magnetic fields, including generators, elevators, transformers, loudspeakers, microphones, headphones, magnetic cabinet latches and magnetized tools) Yes No N/A

M – Are electronic records labelled in accordance with F.A.C. Rule 1B-26.003 – Electronic Recordkeeping? (Should include at minimum: name of organizational unit responsible for the data, system title, special security requirements/restrictions on access and software used at time of creation.) Yes No N/A

M – Are the users of electronic recordkeeping systems sufficiently trained in the operation, care, and handling of the equipment, software, and media used in the system? Yes No N/A

M – Are the electronic records scheduled for destruction disposed of in a manner that ensures any information that is confidential or exempt from disclosure, including proprietary or security information cannot practicably be read or re-constructed? Yes No N/A

M – Are computerized records password protected? Yes No N/A

Additional Comments: Yes No

Procurement

Objective:
To ensure that materials and services purchased with grant funds are properly reviewed and approved and are utilized by the program incurring the expense. In addition, practices such as using products with recycled materials support socially desirable causes.

M – Does the Agency have written procurement policies (may be part of the Fiscal or Administrative Policy & Procedures manual), including emergency purchasing procedures? Yes No N/A

M – Do the policies require written quotes for purchases? Yes No N/A
 Please specify the qualifying characteristic that, according to agency policies, triggers the need for written quotes (i.e. amount, type of equipment, sub-contract, etc.):

M – Do purchase orders clearly identify the program/center for which the purchase is being made? Yes No N/A

R – Do purchases require the approval of management? Yes No N/A

M – For State Contracts ONLY:

- Per Florida Statutes Chapter 946, the Prison Rehabilitative Industries and Diversified Enterprises (PRIDE) is considered as a source of goods. Yes No N/A
- Where possible, products or materials with recycled content is used. Yes No N/A
- Small and Minority Businesses are utilized, when possible, as sources of materials, equipment construction, and services per section 287.0945, Florida Statutes. Yes No N/A

Procurement

Additional Comments:

In-Kind Contributions*Objective:**To identify the Agency's efforts in collaboration and ensuring that in-kind requirements for each funding source are met and do not conflict with each other.**To ensure that in-kind contributions are utilized in accordance with the intention of the contributor.*

M – Does the Agency receive in-kind contributions? Yes No N/A
 If No or N/A, skip this section.

If Yes, review for the following:

M – Does the Agency have procedures in place to record receipt of in-kind contributions (materials, services or cash)? Yes No N/A

M – Are in-kind contributions properly allocated to the program for which they are made? Yes No N/A

M – Are in-kind contributions utilized in accordance with the intent of the contributor? Yes No N/A

M – Are contributions reasonably valued? Yes No N/A

M – Are in-kind contributions reported to funders appropriately and accurately? Yes No N/A

M – Are the procedures utilized by the Agency sufficient to ensure that contributions are only reported once? Yes No N/A

Additional Comments:

Travel Expenses*Objective:**To ensure that travel expenses are properly reviewed and approved and that reimbursement procedures comply with best practices and single audit requirements in accordance with the Florida Statute, Chapter 112, Sub-chapter 112.061, and do not conflict with each other.*

M – Does the Agency have policies and procedures in reference to staff travel? Yes No N/A
Does the Agency receive in-kind contributions?

M – Does out-of-town travel require prior approval by appropriate management staff and funding source? Yes No N/A

M – Are travel expense reimbursement requests properly documented with original invoices, boarding passes, receipts, maps, and other documentation as applicable? Yes No N/A

M – Is the Agency using appropriate rates for items that have a fixed reimbursement rate such as per diem or mileage rates? Yes No N/A

M – Do forms used to claim local travel reimbursement provide at least the following:

– Odometer reading for trip starts and finish. Yes No N/A

– Destination (including name and address) Yes No N/A

– Purpose/Reason Yes No N/A

– Statement signed by employee that report is true and accurate Yes No N/A

– Supervisor approval Yes No N/A

Travel Expenses
Additional Comments:

Program Revenues

Objective:
To ensure that revenues generated through the program are properly managed and re-invested in a manner consistent with the intent of the funder.

- M** - Does this program generate revenues? Yes No N/A
If No or N/A, skip this section.
- If Yes, review procedures to determine the following:
- Does the Agency have procedures for collection of such revenue (i.e. fees, interests)? Yes No N/A
 - Are revenues promptly deposited in the bank account of the program (within 48 hours)? Yes No N/A
 - Does the Agency prepare a periodic (monthly or quarterly) revenue flow report? Yes No N/A
 - Are these revenues re-invested in program activities or otherwise expended as allowed by the program funder? Yes No N/A
- R** - Does the agency reconcile reimbursements received from funders against the amounts billed? Yes No N/A

Additional Comments:

Property

Objective:
To ensure that the Agency properly documents, tracks, and safeguards the fixed assets purchased with public funds.

Perform only if the Agency has been funded, in current or prior funding cycles, for fixed assets such as equipment, building, or building improvements. This test includes fixed price contracts where rates were based on calculations that included capital expenditures.

- M** - Does the fixed asset register include the following information and is signed and dated by the preparer? Yes No N/A
- Description of the equipment**
- Does the Agency have procedures for collection of such revenue (i.e. fees, interests)? Yes No N/A
 - **Manufacturer's serial number, model number, or other identification number** Yes No N/A
 - **Are revenues promptly deposited in the bank account of the program (within 48 hours)?** Yes No N/A
 - **Acquisition date and unit acquisition cost** Yes No N/A
 - **Funding source that holds the title** Yes No N/A
 - **Location and condition of the equipment** Yes No N/A
 - **Custodian of the equipment** Yes No N/A
 - **Disposition data, including date and method of disposal** Yes No N/A
- M** - Is a physical inventory taken and recorded on an annual basis? Yes No N/A
- M** - Are property records reconciled to the General Ledger at least once annually? Yes No N/A

Property			
M – Perform a physical inventory of a sample drawn from the fixed assets register. Do they agree? Note any discrepancies.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are fixed assets being used in accordance with funding intent?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are fixed assets paid for by the funders paid in full and free from liens?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Do disposal procedures include prior approval from funder?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Were fixed assets purchased within the contract period in which they were approved / funded?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the agency have a written fixed assets policies and procedures?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Additional Comments:

Sub-Contractors

Objective:
To ensure that payments made to subcontractors and consultants are properly documented and supported by properly executed contracts and/or agreements. To ensure that work performed by agents outside the Agency meet the needs of the program and the intent of the funders.

Perform only if there are sub-contracts in place being paid with funding from the current contract year.
Note: Reviewer should differentiate between subcontracts for indirect and direct services (i.e. equipment maintenance versus medical treatment) in reviewing the following:

M – Are sub-contracts allowed under this funding? Some funding sources do not allow the use of sub-contracts to deliver direct services.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Was the sub-contract submitted to the funding source for approval prior to entering into the contract if required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Do authorized individuals from both the Agency and the sub-contractor sign the sub-contract?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the sub-contract include specific details regarding the scope of work and the payment method?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
R – Is the sub-contract subject to annual renewal? (contract period in which they were approved / funded?)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are sub-contractors required to carry liability insurance? (procedures?)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the sub-contract include language to allow the termination of the same before its expiration? It should include, at a minimum, language that allows termination due to lack of performance by the sub-contractor or due to funding cuts or termination.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the sub-contract contain all clauses and provisions required by the program regarding record retention, privacy, access to records, and others? This test applies mostly to sub-contracts for direct services to clients/customers.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Additional Comments:

Licenses & Accreditation

Objective:
To ensure that the Agency has received the appropriate licenses and such to meet the needs of the program and comply with local, state, and federal statutes.

M – Are occupational licenses current and appropriate for the use?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
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M – Do inspection reports show any areas of concern or non-compliance? Yes No N/A

If Yes, has the Agency taken steps to correct these areas? Yes No N/A

If No, please elaborate: _____

M – If the services offered require special operational licenses, are they current and appropriate? Yes No N/A

M – Required Licenses:

_____	Expiration _____	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
_____	Expiration _____	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
_____	Expiration _____	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
_____	Expiration _____	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Additional Comments: _____

Insurance

Objective:
To ensure that the Agency has adequate insurance to cover its risk exposure in a manner that ensures continued operations regardless of lawsuits or catastrophes.

M – Review the Agency's Accord Form to determine which policies are in place. The Agency should have the following:

- Commercial General Liability - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Property (only if capital equipment exists) - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Worker's Compensation - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Automobile Liability - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Professional Liability Insurance - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Director's & Officers - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____
- Fidelity Bond - Company Rating: _____ Yes No N/A
 Expiration Date: _____ Amount: _____

Additional Comments: _____

Credit Card Transactions

Objective:

To ensure that the policies governing the use of corporate credit cards are designed to safeguard the assets of the program and the Agency and not used to circumvent normal purchasing policies.

Complete this section if corporate credit cards have been issued in the Agency's name:

M – Does the Agency perform monthly account reconciliation for all credit card accounts?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are original receipts attached to the statement?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Review the number, size, and type of transactions. Are they reasonable and do not circumvent normal purchasing policies and controls?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the Agency have a written agreement with employees who are issued a corporate credit card? If Yes, answer the following:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
– Does the agreement require the employee to submit original receipts for expenses charged to the card?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
– Does the agreement require that the employee return the card at the end of employment or at any time prior to separation?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
– Does the agreement include provisions to ensure that employees pay for personal items or other non-allowable expenses charged to the credit card?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the Agency maintain a list of who has been issued credit cards and their corresponding credit card number?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Are corporate credit cards that are loaned to employees controlled through a log or some other mechanism, indicating date loaned, person's name, purchase amount, and description, and date returned.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
M – Does the agency have written credit card policies and procedures governing the credit cards? If applicable.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Additional Comments:

DECLARATIONS - TO BE COMPLETED BY ALL CONTRACTORS

1. Please provide a complete accounting of all transactions of business completed during the past twelve (12) months between your Agency and other entities or businesses owned or controlled by members of the Board of Directors and / or senior management. Please provide copies of representative invoices for these transactions and describe what steps were taken to ensure that the amounts paid were reasonable and competitive.

2. Are there any Board Members employed by any business or entity that has conducted any financial transactions with your Agency during the past twelve (12) months? If so, please provide an accounting and copies of representative invoices for these transactions; also explain what steps were taken to assure that the amounts paid were reasonable.

3. Please list all civil litigation pending against your Agency. If applicable, include a statement as to the amount of each claim, and whether the potential loss would be covered by insurance.

Please provide a complete accounting of all transactions of business completed during the past twelve (12) months between your Agency and other entities or businesses owned or controlled by members of the Board of Directors and / or senior management. Please provide copies of representative invoices for these transactions and describe what steps were taken to ensure that the amounts paid were reasonable and competitive.

4. Are any amounts or reports due to the Internal Revenue Service (IRS) and/or the State of Florida that have not been paid or filed? Specify amounts, reports, and due dates.

Please provide a complete accounting of all transactions of business completed during the past twelve (12) months between your Agency and other entities or businesses owned or controlled by members of the Board of Directors and / or senior management. Please provide copies of representative invoices for these transactions and describe what steps were taken to ensure that the amounts paid were reasonable and competitive.

5. Please list all persons and their titles currently authorized to sign contract(s) with CSSF on behalf of your Agency.

6. Please list your independent auditor, contact person, office address, telephone, fax number, and e-mail address.

7. Has there been any change in structure / operations of your Agency over the past year? If yes, please describe in detail.

8. Has there been staff turnover in key positions? If yes, what are the affected positions and reasons for the turnover?

9. Has there been any client grievances / complaints filed against your Agency? If yes, what was the nature of the grievances, dates, and other pertinent information? Explain in detail.

10. Do you operate satellite sites? If so, how many locations? Is the management of the satellite offices decentralized or centralized?

CERTIFICATION:

I hereby certify that the answers provided in this self-assessment document are true and accurate to the best of my knowledge. I understand that falsification or misrepresentation of any form on any question is considered a breach of contract, which may lead to the immediate termination of all contracts with SFWIB d/b/a CSSF.

Signature – President/Executive Director

Date

Print Name – President/Executive Director

Signature - Chairperson of the Board

Date

Print Name - Chairperson of the Board

I hereby certify that the answers provided in this self-assessment document are true and accurate to the best of my knowledge. I understand that falsification or misrepresentation of any form on any question is considered a breach of contract, which may lead to the immediate termination of all contracts with SFWIB d/b/a CSSF.

Signature - Controller/Fiscal Director

Date

Signature - President/Executive Director

Date

Print Name - Controller/Fiscal Director

Print Name - President/Executive Director

ATTACHMENT A

LIST OF DOCUMENTS TO BE PROVIDED FOR ADMINISTRATIVE DESK REVIEW

1. Most recent independent audit and Management Letter, if applicable. If already submitted to CSSF, please provide date submitted _____.
2. Most recent financial reports to management to include:
 - a. Current chart of accounts
 - b. Trial balance
 - c. Balance sheet
 - d. Income statement
 - e. Expenditure report
 - f. Budget variance report
 - g. Aging schedule of accounts receivable and payable
 - h. Agency-wide operating budget for current Program/Fiscal Year
 - i. Fixed assets trial balance.
 - j. The most recent agency-wide general ledger and the two (2) preceding months.
3. Minutes of the three (3) most recent board, finance committee, or any other committee meetings.
4. The two (2) most recent Employer's Quarterly Federal Tax Return submitted to the IRS (**Form 941**) and the Florida Department of Revenue Employer's Quarterly Report submitted to the State of Florida (**Form RT-6 or RT-29**), as well as copies of supporting documentation evidencing the deposit of payroll taxes and payment of Unemployment Compensation taxes.
5. A copy of check's register for each bank account for the most recent three (3) month period.
6. Complete copies of the bank statements and corresponding reconciliations for each account for the most recent three (3) month period.
7. Complete copies of the corporate credit card statements for each account for the most recent three (3) month period, if applicable.
8. Payroll register for the last two (2) pay periods.
9. Copy of approved Cost Allocation Plan and Indirect Cost Rate Agreement, if applicable.
10. An employee roster for all CSSF funded employees to include: positions, titles, professional licenses/certifications, assigned departments, and percentage allocated to each funding source, if applicable.
11. A current roster listing the members of the Board of Directors, to include position, addresses, telephone numbers, e-mail addresses, fax number, gender, race, ethnicity and term expiration.
12. Copies of any Subcontractor or Professional Agreements, whose costs have been charged in whole or in part, directly or indirectly, to CSSF funds.
13. Copies of current leases.
14. If program income was earned, please provide the allocation of the revenue to program funds or its disposition.

Note: If any item above is Not Applicable, please mark "N/A" next to the item and briefly explain why it is not applicable to the Agency.

**Determination of need for Language Assistance
for Limited English Proficiency (LEP) Customers**

Customer's Name: _____

Social Security Number: _____

1. Spoken Language Preferred by Customer (check one): English _____ Spanish _____
Haitian Creole _____ Other (specify) _____

2. Does Customer Need Language Assistance? Yes _____ No _____

3. If yes to #2 above, method to be utilized to provide assistance (check below):

- _____ Services will be provided by staff that speaks the language of preference indicated by the customer.
- _____ The service provider has a certified interpreter on staff that speaks the language of preference indicated by the customer who will be available when the customer needs any service.
- _____ Interpreter services will be provided through telephone interpreter lines because language identified cannot be accommodated through interpreters on staff.
- _____ Interpretation will be provided by a family member or friend (see attached approval form).

Service Partner _____

Service Location _____

Career Advisor _____

1. Spoken Language Preferred by Customer (check one): English _____ Spanish _____

Haitian Creole _____ Other (specify) _____

2. Does Customer Need Language Assistance? Yes _____ No _____

3. If yes to #2 above, method to be utilized to provide assistance (check below):

_____ Services will be provided by staff that speaks the language of preference indicated by the customer.

_____ The service provider has a certified interpreter on staff that speaks the language of preference indicated by the customer who will be available when the customer needs any service.

**SUMMER YOUTH INTERNSHIP PROGRAM (SYIP)
REPORTING REQUIREMENTS**

Description	Due Date	Number of Copies (Electronic)	Submit to:
Self-Assessment Questionnaire	Not later than thirty (30) days after Contract Execution.	1 (Electronic)	Office of Continuous Improvement (OCI)
Indirect Cost Rate	The lesser of thirty (30) days of Contract execution or along with the program budget.	1 (Electronic)	Finance
Cost Allocation Plan	The lesser of thirty (30) days of Contract execution or along with the program budget.	1 (Electronic)	Finance
Background Screening Affirmation/Acknowledgement Form	No later than ten (10) business days prior to employment, volunteerism, or performance of any work for any SPWIB-funded program.	1 (Original)	Quality Assurance

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DEFINITIONS

Administrative Cost: Costs that are associated with the overall management and administration of the program and are not related to the provisions of services to participants.

Adult Basic Education: Adult Basic Education (ABE) programs serve individuals whose skills are less than ninth-grade-level or who have limited English proficiency. ABE Programs offer help with reading, writing, math, ESL, and other skills that can be used in the workforce.

Adult Education: Services or instruction below post-secondary level for students who (a) have attained 16 years of age; (b) are not enrolled or required to be enrolled in secondary school under State law; and (c) (1) lack sufficient mastery of basic educational skills to enable the learners to function effectively in society; (2) do not have a secondary school diploma or its recognized equivalent, and have not achieved an equivalent level of education; or (3) are unable to speak, read, or write the English language.

Adult Mentoring: The process of matching an adult advisor with a youth participant in order to assist the youth in successfully completing services for a minimum duration of twelve (12) months. The role of a mentor may also include assisting the youth in transitioning into employment with the ultimate aim of job retention. It is one of the fourteen required youth program elements.

Advanced Training: An occupational skills employment/training program, not funded under Title I of the WIOA, which does not duplicate training received under Title I. Includes only training outside of the One-Stop system (WIOA and partners), i.e., training following exit.

Aging Out of Foster Care: Youth aging out of foster care are those individuals that at age 18, are no longer eligible for adult supervised care.

Alien: A foreign-born person who has not qualified as a citizen of the country. Aliens may be residents or non-residents of the United States.

Allowable Costs: Those costs which are necessary, reasonable and allowable under applicable Federal, state and local law for the proper administration and performance of the services to be provided under this Contract. The Contractor payments or reimbursements under this Contract are for allowable costs only.

Alternative Education: A student need based school or program that is an alternative to the school in which the student would normally attend.

Amendment: See Modification. An order that is secondary school under State law; and (c) (1) lack sufficient mastery of basic educational skills to enable the learners to function effectively in society; (2) do not have a secondary school diploma or its recognized equivalent, and have not achieved an equivalent level of education; or (3) are unable to speak, read, or write the English language.

Applicant: Applicants are those persons seeking services under the youth program, who have filed a completed application and for whom a formal eligibility determination was made, where applicable.

Apprenticeship Training: A formal process by which individuals learn their jobs through a combination of classroom instruction and On-the-Job Training (OJT) from a skilled expert in their specific job.

Assessment: The process of evaluating a participant to determine basic academic skills, work and job readiness skills, computer literacy, career interests and aptitudes, personal strengths and challenges and support service needs. Also, the process of gathering, combining and evaluating a variety of information used to make a career or employment related decision with a participant. The goal is to accurately evaluate the youth in order to develop an appropriate service strategy to meet the individual needs.

Audit: A systematic review by a CPA or other duly certified and licensed individual or organization to determine and report whether Contractor's financial operations are being properly conducted, financial reports are being presented fairly and applicable laws and regulations are being complied with.

Background Screening: Search of an individual's criminal records. A background check may include the search of driving records, former employer references, and character references. Background screenings shall comply with all applicable laws and regulations.

Exhibit F

applicable federal, state and/or local laws, regulations and ordinances regarding background screening of employees, volunteers and subcontracted personnel.

Barriers to Employment: A physical condition or personal circumstance that makes it hard to find or keep a job. Any demonstrated characteristics of a youth that interferes with his/her ability to participate in the labor market arena or prohibits their opportunities for employment and/or promotion.

Basic Skills: Essential academic and personal abilities that enable a person to succeed in school and the workplace. Traditionally referred to as basic education skills - reading, writing, and arithmetic. In recent years, educators and employers have expanded the definition to include a number of cognitive and interpersonal abilities, including the capability to think and solve problems, communicate information in oral, written, and electronic forms, work effectively alone and in teams, and take personal responsibility for self-development. Individuals with the *lowest* skill levels for services to adults (16 and over) with limited basic skills.

Basic Skills Deficient: The term BSD means, with respect to an individual - (20 CFR §681.290) Who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or who is a youth, or adult, that the individual is unable to compute, or solve problems, or read, write or speak English, at a level necessary to function on the job, in the individual's family, or in society

Basic Skills Goal: A goal that once attained will demonstrate a measurable increase in basic education skills that include reading comprehension, math computation, writing, speaking, listening, problem solving, reasoning, and the capacity to use these skills.

Below Grade Level: Educational attainment that is one or more grade levels or credits below the grade level appropriate to the age of the individual.

Business Day: A regular workday, Monday through Friday, from 8:00 a.m. to 5:00 p.m. local time in Miami, Florida other than Saturday, Sunday, or a holiday recognized by the SPWIB, ~~excluding~~ regarding background screening of employees, volunteers and subcontracted personnel.

CareerSource centers: Florida's One-Stop centers. The cornerstone of the workforce system, a center that delivers unified training, education, and employment programs and services into a single, customer-friendly system within each community; characteristics of a youth that interferes with his/her ability to participate in the labor market arena or prohibits their opportunities for employment and/or promotion.

Career Counseling: The process of increasing a youth's awareness and understanding of the relationship between the youth's interests, aptitudes, current skill level and knowledge and the range and requirements of career options that are available to the youth; basic education skills - reading, writing, and arithmetic. In recent years, educators and employers have expanded the definition to include a number of cognitive and interpersonal abilities, including the capability to think and solve problems, communicate information in oral, written, and electronic forms, work effectively alone and in teams, and take personal responsibility for self-development.

Career Exploration: Career exploration is designed to provide some in-depth exposure to career options. Activities may include identifying potential careers through the study of career opportunities in particular fields; job shadowing and internships and other work experiences, career fairs, field trips to employer's place of business and review of local labor market information.

Basic Skills Deficient: The term BSD means, with respect to an individual - (20 CFR §681.290)

Career Exposure: Activities that provide actual work experience connecting classroom learning to work.

Career Ladder: A group of related jobs or occupations linked together by common or complementary skills that provide workers with career advancement opportunities and employers with a pipeline of trainable employees.

Career Pathways: Career Pathway.—the term "career pathway" means a combination of rigorous and high quality education, training, and other services that enable individuals to secure industry relevant certification and obtain employment within an occupation and ultimately advance to higher levels of future education and employment; youth service providers must take the following into consideration when completing an objective assessment and when creating a youth's ISS plan; every Individual Service Strategy plan must have a career pathway identified, that..

- a) aligns with the skill needs of industries in the economy of the State or regional economy Involvement;
- b) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the National Apprenticeship Act;
- c) includes counseling to support an individual in achieving the individual's education and career goals;

Exhibit F

- d) includes, as appropriate, education offered concurrently with and in the same context as Workforce preparation activities and training for a specific occupation or occupational cluster;
- e) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- f) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and
- g) Helps an individual enter or advance within a specific occupation or occupational cluster.

Career Planner: One-on-one assistance and career counseling, Individual Employment Plans jointly developed by the participant to identify job search goals and needed services. Merged core services and intensive services with no service sequence to most effectively serve participants to ensure access to necessary workforce innovation opportunity activities and support and completion of the program.

Career Planning: Structured exercise undertaken to identify one's objectives, marketable skills, strengths and weakness.

Certificate: A certificate is a document that is awarded in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. Certificates are awarded a state educational agency or a state agency responsible for administering vocational and technical education within a state, an institution of higher education described in section 102 of the Higher Education Act, a professional, industry or employer organization using a valid and reliable assessment of an individual's knowledge, skills and abilities, a registered apprenticeship program, Job Corps centers that issue certificates, a public regulatory agency, i.e., FAA certification, state certified asbestos inspector.

Case Management: The provision of a client-oriented approach in the delivery of services, designed to prepare and coordinate comprehensive educational and employment plans for participants to ensure access to necessary workforce investment activities and support services and successful completion of the program.

Citizen, U.S.: All persons born in the United States, or whose parents are U.S. Citizens, or who have been naturalized by the U.S. Government.

Classroom Training: Academic and/or occupational training conducted in an institutional setting.

Code of Federal Regulations (CFR): A codification of general and permanent rules/regulations that have been compiled by the Office of the Federal Register and is divided into fifty (50) titles, which cover broad areas subject to Federal regulation.

Co-Enrollment: The state of being a participant in two or more programs at the same time period, used with an activity to most effectively serve participants to ensure access to necessary workforce innovation opportunity activities.

Collaboration: A mutually beneficial alliance of groups/agencies that come together to achieve common goals.

Community-Based Organization (CBO): A non-profit organization that originates and is developed locally to serve the needs of the community in which it is based. Services provided are varied and can include health, education, housing, and employment training. A Community Based Organization is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce investment.

Competency: A performance standard to be attained in a specific area. Each area has an established set of competencies participants are to attain to meet the certification requirements for each activity in which they are enrolled.

Competency-Based Education: An outcomes-oriented approach in which student mastery of learning outcomes is assessed and certified through observational methods, such as task performance, exams, demonstrations, or other direct measures of proficiency. Credentials are awarded based on the mastery of specific competencies as demonstrated through performance-based assessments.

Comprehensive Guidance and Counseling Services: Comprehensive Guidance and Counseling Services provide individualized counseling to participants, which includes, substance and alcohol abuse counseling mental health counseling and referral to partner programs, as appropriate.

Exhibit F

Computer: An internally programmed, automatic device that performs data processing. Refers to the desktop and laptop computers that most people use. When referring to a desktop model, the term "computer" as used herein refers to the motherboard, CPU, memory (or RAM), hard drive, video card, monitor, keyboard, mouse, and all other components attached and/or contained within the case.

Computing Devices: Machines used to acquire, store, analyze, process, and publish data and other information electronically, including accessories (or "peripherals") for printing, transmitting and receiving, or storing electronic information (2 CFR Part 200.20).

Contextualized Learning Strategies: Instruction that embeds traditional academic content (e.g., reading, writing, mathematics) within a context that is meaningful to students' daily lives and/or interests; real-world experiences are integrated into the curriculum, and knowledge, skills, and abilities are developed in the context in which they will be used.

Continuous Improvement: Commitment to improving performance using a team approach to decision-making using systematic collection and analysis of performance data.

Contract Management: Includes activities that provide reasonable assurance that the contractor complies with the terms, conditions and other performance requirements of the contract; includes the monitoring and analysis of information to determine if performance is consistent with the contract provisions.

Contractor: The organization that enters into a contract with the SFWIB.

Cost Allocation Plan: A plan that identifies and distributes the cost of services, departments and/or functions according to benefits received. It is a means to substantiate and support how shared costs of a program are charged to a particular cost category.

Cost Reimbursement Contract: This is an agreement format that provides for the reimbursement of all allowable costs that have been identified and approved in the contract budget; contractors must maintain documentation sufficient to support the costs. This contract provide for payment of allowable incurred costs, to the extent prescribed in the contract. These contracts establish an estimate of total cost for the purpose of obligating funds and establishing a ceiling that the contractor may not exceed (except at its own risk) without the approval of the contracting officer.

Credential: A credential is defined as a nationally recognized degree or certificate or state/locally recognized degree or certificate. Credentials include; but are not limited to a high school diploma, GED or other recognized equivalents, post-secondary degrees/certificates, industry recognized skill certificates and licensure or other industry recognized certificates. State-recognized or regulated licenses or certificates shall also be included covering positions such as nursing, cosmetology, teaching, police or corrections as well as a wide variety of other positions and skill sets, reading, writing, mathematics) within a context that is meaningful to students' daily lives and/or interests, real-world experiences, etc.

Credential Attainment: The percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.

Credential Rate: The number of older youth who exit and are employed, enrolled in post-secondary education or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of youth who exit during the same period. Credentials can be obtained while a person is still participating in services and up to a year following exit.

Customer Satisfaction: This measure is designed to assess the level of satisfaction experienced by customers who participate in the SFWIB program.

Data: A representation of information, knowledge, facts, concepts, computer software, computer programs, or instructions. Data may be in any form, in storage media or stored in the memory of the computer or in transit or presented on a display device.

Exhibit F

Data Collection: The collection and recording of information pertinent to the contract, including but not limited to participant and employer demographics, services and outcome data information.

Data in Transit: Data being transferred via the following, but not limited to, networks (e.g. the Internet), mobile telephones, wireless microphones, wireless intercom systems, Bluetooth devices, etc.

Data Storage: The act of saving electronic, audio/visual, oral, and written information to an electronic or conventional location for archival purposes.

Data Transmission: The act of sending electronic, audio/visual, oral, and written information to a specified location(s).

Date of Participation: Represents the first day, following a determination of eligibility, that the participant begins receiving a service funded by the program.

Department of Children and Families (DCF): The Florida state agency that provides various social services to assist groups including the following: Children, Adults, Refugees, the Homeless, Disabled individuals, the Elderly and Domestic Violence/Human Trafficking Victims.

Department of Economic Opportunity (DEO): The Florida State agency that administers funds and programs from the U. S. Department of Labor and Health and Human Services.

Dependent: One who relies upon another person for support.

Diploma or Equivalent: Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the same period (except for those still remaining in secondary school at exit). Youth ages 14-18 Diplomas or Equivalent Attainment Rate – This measure monitors the total number of participants who enter the WIOA youth program, receive services prior to the age of 19 and obtain a diploma.

Disabled Youth: A youth who has a physical (motion, vision, hearing), emotional/behavior disorder (including substance abuse) or mental (learning or developmental) impairment which substantially limits the youth's major life activities or has a record of such impairment, or is regarded as having such an impairment, but which does not result in substantial impediment to employment. Or, the youth may have a disability, which is an impediment to employment.

Disabilities: The 1990 Americans with Disabilities Act defines individuals with disabilities as including any individual who: (1) has a physical or mental impairment that substantially limits one or more of the major life activities of that individual; (2) has a record of an impairment described in paragraph (1); or (3) is regarded as having an impairment described in paragraph (1). This definition includes any individual who has been evaluated under Part B of the Individuals with Disabilities Education Act and determined to be an individual with a disability who is in need of special education and related services; and any individual who is considered disabled under section 504 of the Rehabilitation Act of 1973. At the secondary level, counts of disabled students are typically based on whether a student has an Individualized Education Plan (IEP). At the postsecondary level, counts of disabled students are typically based on student self-reports of disabling conditions; why: Children, Adults, Refugees, the Homeless, Disabled individuals, the Elderly and Domestic Violence/Human Trafficking Victims.

Documentation: The physical evidence that is obtained during the verification process, including written confirmation by an authorized agency or organization of one or more WIOA eligibility criteria; and which reflects the individual's status as of the date of registration for such eligibility criteria. Such evidence would be hard copies of documents, completed telephone/documents inspection forms and signed self-certification statement.

DUNS: "Data Universal Numbering System (DUNS) number", means the 9-digit number assigned by Dun and Bradstreet, Inc. (D&B) to identify unique business entities, which is used as the identification number for Federal Contractors.

Earning Gains: A performance measure that is used to monitor the average gain in earnings of WIOA youth participants age 19-24 after entering employment. Of those older youth who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit. Total post-program earnings minus pre-program earnings divided by the number of older youth who exit during the same period.

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Economically Disadvantaged: An individual who received an income, or is a member of family that received a total of family income, that, in relation to family size, does not exceed the higher of the poverty line; or seventy percent (70%) of the lower living standard income level.

Educational Functioning Level: The six Adult Basic Education (ABE) and six English as a Second Language (ESL) levels describe sets of skills and competencies that participants entering at that level demonstrate in the areas of reading, writing, numeracy, speaking, listening, functional and workplace skills. Participants are placed in levels based on their performance on standardized tests.

Educational Gain: An increase in the educational functioning level of an individual as evidenced by the score attained in a post-test as compared to the score attained in a pre-test administered at entry into the program.

Electronic Data Systems: See Information Technology Systems.

Eligible Provider: The term "eligible provider", used with respect to: 1) Training services, means an organization, such as a public or private college and university, or community-based organization whose application has been approved for the State list of training services as identified under section 122 (e) (3) of the Act; 2) Intensive services, means a provider who is identified or awarded a contract as described under section 134 (d) (3) (B) of the Act; 3) Youth activities, means a provider who is awarded a grant or a contract under section 123 of the Act; or 4) Other workforce investment activities, means a public or private entity selected to be responsible for such activities, such as a one-stop operator designated or certified under section 121 (d) of the Act.

Eligible Training Provider List (ETPL): A statewide collection of providers that are approved to give services through the One-Stop system. These lists contain consumer information, including cost and performance information for each of the providers, so that participants can make informed choices on where to use their Individual Training Accounts.

Employment and Training Administration (ETA): Department of Labor (DOL)-Employment and Training Administration, the part of DOL with direct responsibility for WIOA programs.

Eligibility: The process used to obtain information about an applicant's eligibility status at the time of registration and to identify and evaluate information, which are necessary for the participant's eligibility determination for WIOA and/or TANF services. At the time of enrollment, a participant must be a legal U.S. resident, between the ages of 14 through 24. If the participant is a male and 18 or older, he must also be registered with the Selective Service. In the areas of reading, writing, numeracy, speaking, listening, functional and workplace skills. Participants are placed in levels based on their performance on standardized tests.

Emancipated Minor/Youth: A youth, age 16-17, whose parents have entirely surrendered the right to the care, custody and earnings of such minor, no longer are under any duty to support or maintain such minor, and/or have made no provision for the support of such minor; or the educational functioning level of an individual as evidenced by the score attained in a post-test as compared to the score attained in a pre-test administered at entry into the program.

Employ Miami-Dade (EMD)/Employ Monroe (EM): Formerly Employ Florida (EF). EMD/EM is a powerful on-line labor exchange tool which connects employers to jobseekers while providing access to workforce tools, resources and local workforce experts. The site offers job listings posted by CareerSource centers or employment providers and also uses "spidering" technology to capture openings from recruiting pages of company websites throughout the state.

Employability Skills: Also referred to as Job Readiness Skills, Soft Skills, or Work Readiness Skills, a set of skills and behaviors that are necessary for any job such as, social competence, job seeking and interview skills, workplace norms, conflict resolution, and communication skills, to name a few.

Employed at Participation: An individual employed at the date of participation is one who: did any work at all as a paid employee on the date participation occurs (except the individual is not considered employed if: a) he/she has received a notice of termination of employment or the employer has issued a Worker Adjustment and Retraining Notification (WARN) or other notice that the facility or enterprise will close, or b) he/she is a transitioning service member; did any work at all in his/her own business, profession, or farm; worked 15 hours or more as an unpaid worker in an enterprise operated by a member of the family; or was not working, but has a job or business from which he/she was temporarily absent because of illness, bad weather, vacation, labor-management dispute, or personal reasons, regardless of whether paid by the employer for time off, and regardless of whether seeking another job.

Employed in Quarter after Exit: An individual is considered employed if Unemployment Insurance (UI) wage records for the quarter after exit show earnings greater than zero. UI wage records will be the primary data source for tracking

employment in the quarter after exit. When supplemental data sources are used, individuals should be counted as employed if, in the calendar quarter after exit, they did any work at all as a paid employee.

Enrollee/Eligible Youth: A youth who has been deemed eligible and is formally enrolled in the youth program. An individual who is not less than age 14 and not more than age 24, low-income, with one or more of the following categories: deficient in basic literacy skills, a school dropout, homeless, a runaway, or a foster child, pregnant or a parent and/or an offender.

English Language Learner: An individual who has limited ability in reading, writing, speaking, or comprehending the English language, and (1) whose native language is a language other than English; or (2) who lives in a family or community environment where a language other than English is the dominant language (often capitalized as English Language Learner or abbreviated to BLL).

Enrollment Date: The point at which the administrative registration process is completed and the first service commences. The first service could be an individual assessment and the development of an individual service strategy. The date on which an individual began to receive program services after initial screening for eligibility and suitability.

Entrepreneurial Skills Training: Entrepreneurial Skills Training provides the basics of starting and operating a small business. This training helps youth develop the skills associated with entrepreneurship and the gig economy, such as the ability to take initiative, creatively seek out and identify business opportunities, develop budgets and forecast resource needs, understand various options for acquiring capital and the trade-offs associated with each option, and communicate effectively and market oneself and one's ideas.

Evaluation: A systematic and organized review of gathered documentation, details, evidence and other information to determine the validity, accuracy, standing and merits and/or deficiencies of its content.

Exclusions: Participants who exit from services because they are incarcerated, institutionalized, deceased, or have a family care/health/medical condition that prevents them from participating in services; are relocated to a mandated program; or are a reservist called to active duty should be excluded from the performance measures for their appropriate funding stream as well as the customer satisfaction surveys.

Enrollee/Eligible Youth: A youth who has been deemed eligible and is formally enrolled in the youth program.

Exit: Determined as follows: a participant who has a date of case closure, completion or known exit from WIOA-funded or non-WIOA-funded partner services within the quarter (hard exit) or a participant who does not receive any WIOA-funded or non-WIOA-funded partner service for ninety days and is not scheduled for future services except follow-up services (soft exit). The separation of a participant exiting the youth programs, which can either be a positive or negative exit. This individual is no longer receiving employment, training or services funded under WIOA or non-WIOA funding. This individual is (1) whose native language is a language other than English; or (2) who lives in a family or community environment where a language other than English is the dominant language (often capitalized as English Language Learner or abbreviated to BLL).

Exit Date: The last date of which WIOA funds on partner services are received by a participant, excluding follow-up services. For so-called "soft exits", date of exit is the last day of actual services and not the date of the end of the 90 day period of inactivity.

Enrollment Date: The point at which the administrative registration process is completed and the first service commences.

Exit Quarter: Represents the calendar quarter in which the date of exit is recorded for the participant. Quarter in which the last date of service (except follow-up services) takes place. Initial screening for eligibility and suitability.

Faith Based Organization (FBO): Organization whose founding, governance, or membership is derived from a religious institution or religiously-affiliated entity.

Family: The term "family" means two or more persons related by blood, marriage, or decree of court, who are living in a single residence, and are included in one or more of the following categories:

- A husband, wife and dependent children;
- A parent or guardian and dependent children;
- A husband and wife.

For purposes of this definition:

- A step-child or a step-parent is considered to be related by marriage;

Exhibit F

- One or more persons not living in the single residence but who are claimed as a dependent on the family's most recent federal income tax return will be presumed to be, unless otherwise demonstrated, a member of the family.

Family Income: All income received by all members of the family during the six-month period prior to application/registration, annualized by multiplying the six-month income by two (6 month income x 2). The composition of the family is determined as of the date of the application/registration. Therefore, the income of prior family members who may have comprised part of the family during the past six months, but are no longer members of the household (i.e., divorced, separated or deceased spouse, or other family member) would not be counted for income determination purposes. Only the income of members of the current family should be counted and applied against the current family size.

Family of One: The following may be considered a family of one for the purpose of determining eligibility: An adult or youth with a physical, mental, learning, or emotional/behavioral disability. (This includes substance abuse. The disability must be documented if pertinent to eligibility).

- An individual 14 years of age or older not living with his/her family and receiving less than fifty percent (50%) of his/her maintenance from the family.
- An individual 18 years of age or older living with his/her family who received less than fifty percent (50%) of his/her maintenance from the family and is not the principal earner nor the spouse of the principal.

Family Size: The maximum number of family members during the income determination period. For a separated or divorced applicant, income shall be pro-rated depending on the length of time during the last six months the applicant lived with the other wage earner. The "actual" family size is the actual number of members in the family without regard to an eligibility test. The "eligible" family size refers to the number in the family for income eligibility purposes. For instance, a disabled child living with his or her parents can be considered a "family of one" under current guidelines.

Financial Literacy: Supporting the ability of participants to create household decisions budgets initiate savings plans and make informed financial about education, retirement, homeownership wealth building other savings goals. Supporting the ability to manage spending, credit and debt, including credit card debt, effectively, increasing awareness of the availability and significance of credit reports and credit scores in obtaining credit, including determining their accuracy (how to correct inaccuracies in the reports and scores) and their effect on credit terms supporting the ability to understand, evaluate and compare financial products, services and opportunities and supporting activities that address the particular financial literacy providing the support through the development, distribution of multilingual financial literacy and education material. It is determined as of the date of the application/registration. Therefore, the income of prior family members who may have comprised part of the family during the past six months, but are no longer members of the household (i.e.,

Five Percent (5%) Exception: Up to five percent (5%) of youth participants served by youth programs may be individuals who do not meet the income criterion for eligible youth provided that they are within one or more of the following categories: school dropout, basic skills deficient, one or more grade levels below the grade level appropriate to the individual's age, pregnant or parenting, possess one or more disabilities, homeless, runaway, offender or face serious barriers to employment as identified by the Local Board, or total disability. (This includes substance abuse. The disability must be documented if pertinent to eligibility).

Follow-up Services: Follow-up services are provided to youth after program exit and support youth development, retention and advancement in long-term employment and educational placements. Follow-up services for youth may include: leadership development and support service activities, regular contact with a youth participant's employer, assistance in securing better paying jobs, career development and further education, support groups, adult mentoring, and tracking the progress of youth in employment after training. All youth must receive some form of follow up services for a minimum duration of twelve (12) months after exit from the WIOA program.

Foster Care Youth: A youth 14-18 years of age on whose behalf state or local governmental payments are made. This may include youth who have been made a ward of the state by a court, including those in the following categories: youth state institutions, youth in community group homes, youth in foster homes and parolees.

GED (General Education Development): The term also refers to the General Education Development certificate awarded by the state to persons who have passed a specific examination.

GED Preparation: A type of pre-placement activity intended to prepare an enrollee for passing the GED examination. This includes any preparation for high school graduation examinations. A minimum of five (5) hours per month is required in this activity in order to constitute participation.

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Global Exclusion: A participant who is hard exited has a planned gap in service that will exceed ninety (90) days. This individual is not considered an exiter and does not count in performance.

Graduate: A person who has successfully completed a course or level of study and been awarded a certificate, diploma or degree.

Guardian: An adult with court ordered responsibility for another person.

Hard Exit: Term used to refer to a customer that formally completes or withdraws from services.

High-Growth Industry/Occupation: An industry and/or occupation that meets one or more of the following factors: 1) it is projected to add substantial numbers of new jobs to the economy; 2) it is being transformed by technology and innovation requiring new skill sets for workers; 3) it is a new and emerging industry or occupation that is projected to grow; or 4) it has a significant impact on the economy overall or on the growth of other industries and occupations.

High Poverty Area (HPA): Under the Workforce Innovation and Opportunity Act (WIOA), a youth who lives in a High Poverty Area is automatically considered to be a low-income individual for the purpose of providing WIOA services. A High Poverty Area is a Census tract, a set of contiguous Census tracts, Indian Reservation, tribal land, or Native Alaskan Village or county that has a poverty rate of at least thirty percent (30%) as set every five years using American Community Survey (ACS) five-Year data.

High School: An academic program, operated by a state-approved entity, covering relevant course work for grades 9-12 or 10-12, as decided by the state or local school district.

High School Diploma or Equivalent: A GED or High School (H.S.) equivalency diploma recognized by the State. Note: The date of attainment should be the date on the diploma or equivalency certificate. For the Younger Youth Diploma Attainment Rate, this date must be no later than the end of the first quarter after exit.

High School Dropout: An individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent. A youth's dropout status is determined at the time of application and remains in effect throughout program participation.

Graduate: A person who has successfully completed a course or level of study and been awarded a certificate, diploma

High School Graduate: A youth who has received a high school diploma, but who has not attended any post-secondary vocational, technical, or academic school.

Guardian: An adult with court ordered responsibility for another person.

Hispanic or Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

High-Growth Industry/Occupation: An industry and/or occupation that meets one or more of the following factors: 1)

Homeless Individual or Homeless Children and Youths: An individual who meets any of the following criteria: and
(A) Lacks a fixed regular and adequate nighttime residence; this includes a participant who:

- a. Is sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason;
- b. Is living in a motel, hotel, trailer park, or campground due to a lack of alternative adequate accommodations;
- c. Is living in an emergency or transitional shelter;
- d. Is abandoned in a hospital; or
- e. Is awaiting foster care placement;

(B) Has a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings, such as a car, park, abandoned building, bus or train station, airport, or camping ground;

(C) Is a migratory child who in the preceding 36 months was required to move from one school district to another due to changes in the parent's or parent's spouse's seasonal employment in agriculture, dairy, or fishing work; or

(D) Is under 18 years of age and absents himself or herself from home or place of legal residence without the permission of his or her family (i.e. runaway youth).

(Note- A participant imprisoned or detained under an Act of Congress or State law does not meet the definition. Additionally, a participant who may be sleeping in a temporary accommodation while away from home should not, as a result of that alone, be recorded as homeless).

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Indirect Cost Proposal: Documentation prepared by an organization to substantiate its claim for the reimbursement of indirect costs. This proposal provides the basis for the review and negotiation leading to the establishment of an organization's indirect cost rate.

Indirect Cost Rate: An indirect cost rate is a percentage (indirect cost pool/direct cost base) used to distribute indirect costs to all cost centers benefiting from those costs.

In-kind Services: The value of services that are provided by the contractor at no cost to the program.

In-School Youth: An enrollee who at the time of enrollment is attending a regular, junior high or alternative high school or who is attending post-secondary school such as junior or four year college, and is not basic skills deficient. Also includes an enrollee who is not attending any school, and who has either graduated from high school or holds a GED and is not basic skills deficient and not unemployed and not underemployed.

An individual who is (1) attending school (as defined by State law), (2) not younger than age 14 or older than age 21 at time of enrollment, (3) low-income, (4) basic skills deficient, (5) an English language learner, (6) an offender, (7) homeless as defined by the Violence Against Women of 1994 or a homeless child or youth (as defined in the Homeless Assistance Act, (8) a runaway, (9) foster child or has aged out of the foster care system, (10) pregnant & parenting (11) a youth who is disability, (12) an individual who requires additional assistance to complete an educational program or to secure or hold employment.

In-School Youth Program: SFWIB's In-School Youth program is a comprehensive, year-round, multi-year academic and career linkage program that targets high school youth who are most at-risk of dropping out-of-school. In-School Youth are defined as an eligible young person, ages 14-21, who has not received a high-school degree or its recognized equivalent (GED) and is attending high school or alternative school at the time of enrollment.

Incentives: Incentives can be cash or other items as approved by SFWIB that are usually awarded to youth for successful completion of one or more components of the youth program.

Individual with a barrier to Employment: A member of 1 or more of the following populations: (A) Displaced homemakers; (B) Low-income individuals; (C) Indians, Alaska Natives, and Native Hawaiians; as such terms are defined in section 166; (D) Individuals with disabilities, including youth who are individuals with disabilities; (E) Older Individuals; (F) Ex-offenders; (G) Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6)), or homeless children and youths (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2)); (H) Youth who are in or have aged out of the foster care system; (I) Individuals who are English language learners, who have low levels of literacy, and are facing substantial cultural barriers; (J) Eligible migrant and seasonal farm workers, as defined in section 167(h); (K) Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.); (L) Single parents (including single pregnant women); (M) Long-term unemployed individuals; (N) Such other groups as the Governor involved determines to have barriers to employment.

Individual Service Strategy Plan (ISS) (a.k.a. IDP): The individual employment plan is an ongoing strategy jointly developed by the participant and the case manager that identifies the participant's employment goals, the appropriate achievement objectives, and the appropriate combination of services for the participant to achieve the employment goals.

Individual Training Accounts (ITA): An expenditure account established on behalf of an eligible participant in WIOA Title IB adult and dislocated worker programs to purchase training services from eligible providers they select in consultation with the case manager, counselor or coordinator.

Individual Service Strategy (ISS): The tool used to document an enrollee's service plan through his/her program participation. The ISS may be updated at any point during an enrollee's participation in order to best serve an enrollee's needs. The ISS should include benchmark(s), goal(s), activity description(s), and type(s) of pre-placement activity. For example, an enrollee's benchmark could be that his/her reading proficiency is two grade levels below his/her current grade in school. The goal is to increase reading proficiency by two grade levels; the activity description is to attend four months of a reading class remediation.

Industry Focus Learning: Industry focus learning is designed to provide exciting learning environments that will engage youth interests and stimulate youth desires to pursue career possibilities in a specific industry. Industry focus provides hands-

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on learning activities that immerse youth in learning by doing, through a curriculum that does not feel like traditional classroom instruction. Industry focus learning should convey a sense of what it feels like to work in a specific industry. Industry focus should expose the youth to facilities, equipment, technical environments, materials, products or creations that they would not otherwise come in contact with in their everyday surroundings.

Industry Recognized Credentials: The term credential refers to certification of an individual's attainment of measurable technical or occupational skills necessary to obtain employment or advance within an occupation. Industry-recognized credentials are either developed or endorsed by a nationally-recognized industry association or organization or are sought or accepted by employers within the industry sector for purposes of hiring or recruitment. The credential must be awarded by a third party, such as an educational institution or a professional, industry, or employer organization. Industry-recognized credentials demonstrate core competencies and meet industry standards for specific industry occupations. Examples of industry-recognized credentials include: Associates and Bachelor's degrees; Registered Apprenticeship certificates; occupational licenses (typically, but not always, awarded by State government agencies); industry-recognized or professional association certifications, also known as personnel certifications; and other certificates of skills completion for specific skill sets or competencies within one or more industries or occupations. For more information on credential, degrees, and certificate attainment, please refer to Training and Employment Guidance Letter (TEGL) No. 15-10.

Industry Theme: Topics of study that incorporate industry- and/or occupation-specific core competencies and that enhance a participant's ability to enter a specific career or career pathway.

Information Systems: See Information Technology Systems.

Information Technology Systems: Computing devices, ancillary equipment, software, firmware, and similar procedures, services (including support services), and related resources (2 CFR Part 200.58).

Initial Assessment: To determine whether the program can benefit the individual (suitability) and identify activities and services that would be appropriate, an assessment of the participant is necessary. Initial assessment is part of the overall intake process and includes the initial determination of each participant's employability, aptitudes, abilities and interests, through interviews, testing and counseling.

Initial Unsubsidized Placement: The first unsubsidized employment opportunity entered into by an enrollee while participating in the youth program. This placement must last at least two weeks before it constitutes a placement. This includes military and qualified apprenticeship placements. Qualified apprenticeship programs are those approved and recorded by the ETA/Bureau of Apprenticeship and Training or by a recognized State Apprenticeship Agency. Approval is by certified registration or other appropriate written credential awarded by employers within the industry sector for purposes of hiring or recruitment. The credential must be awarded

Institutionalized: Term used to refer to a participant that is residing in an institution or facility providing twenty-four (24) hour support such as a prison or hospital and is expected to remain in that institution for at least ninety days.

Intake: The process of collecting basic information which is commonly collected by all program partners (e.g., name, address, phone number, SSN) and all required activities up to the decision of eligibility or ineligibility for an individual program.

Internship: A pre-placement activity that consists of onsite work experience designed to improve an enrollee's occupational skills and readiness for the world of work. A structured work-based learning experience connected to a participant's area of career interest. Internships involve youth in a one-on-one relationship with an employer that provides hands-on learning in the area of the youth's career interest.

Job Corps: A U.S. Department of Labor funded comprehensive educational and job training program for at-risk youth, ages 16-24. The program provides disadvantaged youth with integrated academic, vocational and social skills training in order to gain independence and receive quality long-term jobs or to further their education.

Job Placement: Services provided to assist a youth in obtaining a specific placement in unsubsidized employment.

Job Readiness Training: A pre-placement activity consisting of site-defined, structured classroom-based activities that are designed to improve an enrollee's work readiness skills for those enrollees who are determined to be deficient in work readiness skills. A minimum of five (5) hours per month is required in this activity in order to constitute participation.

Job Shadowing: A participant follows an employee for one or more days to learn about a particular occupation or industry. Participants can explore a range of career objectives.

Labor Force Status: Denotes whether the youth is attached, or not attached, to the labor force.

Labor Market Area: An economically integrated geographic area within which individuals can reside and find employment within a reasonable distance or can readily change employment without changing their residence. Such an area shall be identified in accordance with criteria used by the Bureau of Labor Statistics of the Department of Labor in defining such areas or similar criteria established by a Governor.

Labor Market Information: Occupational supply and demand information identifying areas of growth or decline for the labor market and the assessment of the effects of such growth or decline. The body of information that deals with the functioning of labor markets and the determination of the demand for and supply of labor. It includes, but is limited to such key factors as changes in the level and/or composition of economic activity, the population, employment and unemployment, income, earnings, wage rates and fringe benefits.

Last Expected Service: Occurs when the participant completes the activities outlined in his or her individualized service strategy or career plan and there are no additional services expected other than supportive or follow-up services. Last expected service may also occur in situations where the participant voluntarily or involuntarily discontinues his or her participation in services outlined in the service plan.

Last Expected Service Date: This date is used to determine when a participant becomes a part of the sampling frame for the customer satisfaction survey. In many instances, this date will be the same as the exit date. In situations where a case was ended, reopened within ninety (90) days of the original closure date, and then ended again, the date used to determine inclusion in the sampling frame is the initial last expected service date. This date is also the date that triggers follow-up services as long as no additional services are provided (other than supportive or follow-up services) ninety (90) days following this date.

Lawfully Admitted: The status of having been lawfully accorded the privilege of residing permanently in the United States as an immigrant in accordance with the immigration laws, such status not having changed (USC 8).

Leadership Development: A youth development activity, which encourages responsibility, decision-making, employability, citizenship, life skills, community service and other positive social behaviors. One of the ten required youth program elements. Leadership skills are those skills characteristic of productive workers and good citizens. Skills shall be identified in accordance with criteria used by the Bureau of Labor Statistics of the Department of Labor in

Legal Alien: A person who is a citizen of another country but who has permission from the government to live in the United States. Not all legal aliens are authorized to work in the U.S.

Life Skills Training: A youth development activity designed to equip a youth with the skills to succeed in life. This may include, but is not limited to, household management, personal finances and budgeting, parenting and pregnancy prevention, cultural history and diversity, anger management and parenting training. Activities and training that assist the youth to develop marketable work habits, wage rates and fringe benefits.

Limited English Proficiency (LEP): Inability of an applicant, whose native language is not English, to effectively communicate in English, resulting in a barrier to employment.

Literacy: An individual's ability to (1) read, write, and speak in English, and (2) compute and solve problems, at levels of proficiency necessary (at or above the 8th grade level as measured on a generally accepted standardized test) to function on the job, in the family, and in society.

Living in a High Poverty Area: People living in poverty tend to be clustered in certain regions, counties, and neighborhoods rather than being spread evenly across the Nation. Research has shown that the poor living in areas where poverty is prevalent face impediments beyond those of their individual circumstances. Concentrated poverty contributes to poor housing and health conditions, higher crime and school dropout rates, as well as employment dislocations. As a result, economic conditions in very poor areas can create limited opportunities for poor residents that become self-perpetuating.

Living Wage: An earning level that supports self-sufficiency without reliance on public and private subsidies.

Low-income Individual: An individual that (A) receives, or is a member of a family that receives, cash payments under a Federal, State, or local income based public assistance program; (B) received an income, or is a member of a family that received a total family income, for the 6-month period prior to application for the program that, in relation to family size, does not exceed the higher of: (i) the poverty line, for an equivalent period; or (ii) Seventy percent (70%) of the lower living standard income level, for an equivalent period; (C) is a member of a household that receives food stamps; (D) qualifies as a homeless individual; (E) is a foster child; or (F) is an individual with a disability whose own income meets the requirements of a program but who is a member of a family whose income does not meet such requirements.

An individual who (1) received, or is a member of a family that is receiving, or in the past 6 months has received, assistance through the supplemental nutrition assistance program (SNAP), (2) temporary assistance for needy family program (TANF), (3) supplemental security income program (SSI), (4) state or local income-based public assistance, (5) is in a family that does not exceed the higher of the poverty line or seventy percent (70%) of the lower living standard income level, (a homeless individual (as defined in section 41403 (6) of the Violence Against Women Act of, (6), or a homeless child or youth (as defined under section 725 (2) of the McKinney-Vento Homeless Assistance Act (7) receives or is eligible to receive a free or reduced price lunch or (8) an individual with a disability whose own income meets the income requirement of clause (ii), but who is a member of a family whose income does not meet this requirement.

Lower Living Standard Income Level (LLSIL): WIOA defines the LLSIL as "that income level (adjusted for regional, metropolitan, urban, and rural differences and family size) determined annually by the Secretary of Labor based on the most recent lower living family budget issued by the Secretary."

Management Information System (MIS): Refers to a computer-based system designed to store, transmit, and process client data to support the activities of the program and to provide managers with the tools for organizing, evaluating and efficiently run the program (i.e. EMD, BM, OSST, WFMS, etc.).

Measureable Skills Gain: The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

Measurement Date: The date on which an enrollee is held to all of the applicable WIOA outcome measures. The measurement date is determined by the earliest date on which an enrollee has completed all of his/her pre-placement activities as specified by their Individual Service Strategy (ISS); been placed; or has not participated in any youth development activities for three consecutive months. At such a point, an enrollee is held to all of the applicable WIOA outcome measures.

Median: The number that is in the middle of the series of numbers, so that there is the same quantity of numbers above the median as there are below the median.

Median Earnings Indicator-2nd Quarter After Exit Quarter: The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program, as established through direct UI wage record match, Federal or military employment records, or supplemental wage information.

Mentor: A caring adult who is matched with a student, who meets with the student once a week to assist with academics, provide college and career guidance and strengthen the student's social skills. Mentors provide students with valuable guidance, motivation and life lessons.

Mentoring: Serving as a model for others who are inexperienced; includes both the physical modeling of a task or behavior as well as the mental (thinking) steps required to effectively perform the task or behavior. Includes one-on-one, group, and/or service-based mentoring in which program participants are matched with adult mentors in the selected high-growth industry(ies) or occupation(s). Mentors should have frequent contact with program participants over a prolonged period of at least one year and should provide guidance in navigating their identified career pathway.

Migrant or Seasonal Farm Worker (MSFW): A migrant farm worker, a migrant processing worker, or a seasonal worker.

Military Selective Service Act: A federal law, which required that all males born on or after January 1, 1960 register with the Selective Service System on their 18th birthday.

Minimum Wage: The lowest wage set by Congress or a state, whichever is higher, which an employer may pay employees. Certain occupations are except from the minimum wage laws including farm workers, restaurant wait staff, and babysitters.

Modification: A letter or formal modification/amendment executed by both Parties, which provides for a change to the terms and conditions of this Contract or to the services to be provided under this Contract.

Monitoring: The process of observing and/or reviewing performance may include on-site observation, review of paperwork and files, interviews with staff or customers, telephone conversations and formal evaluation of compliance elements. A basic review of contracts to determine whether or not services were in fact provided in accordance with the defined Statement of Work and Contract terms and conditions.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.

Nepotism: When a person employs or appoints a family member.

Net Wages: Earnings received by an individual after taxes, social security and other deductions are taken out of their paychecks.

Nontraditional Employment: Refers to occupations or fields of work for which individuals from one gender comprise less than twenty-five percent (25%) of the individuals employed in each such occupation or field of work.

Not Employed at Participation: A youth is considered not employed at the date of participation when he/she (a) did not work at all as a paid employee on the date participation occurs, (b) has received a notice of termination of employment.

Occupational Skills: Primary occupational skills encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels. Secondary occupational skills entail familiarity with and use of set-up procedures, safety measures, work-related terminology, record keeping and paper work formats, tools, equipment and materials, and breakdown and clean-up routines.

Occupational Skills Goal: A measurable increase in primary occupational skills that encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels.

Occupational Skills Training: To count as a placement for the Youth Common Measures advanced and occupational skills training constitutes organized programs of study that provide specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. Such training should: (1) be outcome-oriented and focused on a long-term goal as specified in the Individual Service Strategy, (2) be long-term in nature and commence upon program exit rather than being short-term training that is part of services received and (3) result in attainment of a certificate.

Offender: An individual who is or has been subject to any stage of the criminal justice process for whom services may be beneficial or who requires assistance in overcoming barriers to employment resulting from a record of arrest or conviction.

On-the-Job Training (OJT): Paid full-time employment in which the employer provides training to a participant in order for the participants to learn the skills necessary to perform the job.

One-Stop Service Tracking (OSST): The One-Stop Service Tracking system (OSST) is the case tracking system for the CAP and SNAP programs to track case management activities and to provide data for state and federal level reporting.

Out-of-School Youth: A youth who at the time of enrollment is not younger than the age of 16 or older than the age of 24, who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter, attending post-secondary school and is basic skills deficient, an English language learner or who is not attending secondary or post-secondary school and has no diploma, who is a school dropout, or has a diploma and is basic skills deficient, unemployed or underemployed, or an individual who is subject to the juvenile or system. Alternative school youth are not considered Out-of-School Youth.

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Outreach: An effort by program staff to encourage individuals in the service delivery area to use the program services. Outreach efforts also involve the collection, publication and dissemination of information on program services available in the community system to assure universal access to core services including eligibility information for services beyond core services.

Participant: An individual who has registered and been determined eligible for participation upon intake and who is receiving services under an authorized WIOA youth program, (i.e., employment, training, or other services provided under WIOA (including follow-up services)).

Participant File: A file containing the application, enrollment, status changes and termination forms, documentation of eligibility, individual service strategy and progress/case/counseling notes on a participant and any other documentation required.

Participation: When an enrollee takes part in any one of the youth development activities and meets the minimum level of participation in a given month.

PELL Grant: Popular name for the federal PELL Grant program whose primary objective is to provide funding to financially needy postsecondary and undergraduate students (and post-secondary students who have demonstrated a financial need) in order to meet educational expenses.

Performance-Based Contracting: A method of contracting in which successful completion of certain benchmarks by the enrolled population obligates the awarding agency to make certain predetermined payments.

Performance Improvement Plan (PIP): A plan to improve performance set forth by South Florida Workforce Investment Board (SPWIB) that will remain until the deficiency(s) is/are corrected.

Post-Secondary Education: A program at an accredited degree granting institution that leads to an AA, AS, BA, BS. Programs offered by degree granting institutions that do not lead to an academic degree (e.g., certificate programs) do not count as a placement in post-secondary education, but may count as a placement in "advanced training/occupational skills training." The key system to assess success and access to post-secondary including eligibility information on "workers beyond core services".

Post-Secondary Transcript/Report Card: A transcript or a report card demonstrating the following based upon enrollment status: **Full-Time:** Student completion of a minimum of twelve (12) hours for one (1) semester; **Part-Time:** Student completion of a minimum of twelve (12) credit hours over the course of two (2) consecutive semesters during a program year (including follow-up services).

Post Test: A test administered to a participant at regular intervals during the program (intake forms, for application, identification, individual service strategy and progress/case/counseling notes on a participant and any other documentation).

Potential Drop-Out: A potential drop is an individual aged 14-21 who is enrolled in a secondary school or other educational program and who, for one or more of the reasons list is in danger of dropping out-of-school: poor attendance record, one grade level below, academic difficulties, pregnant, parenting, teen, chemical dependency, juvenile offender, homeless, youth with a disability and/or limited English proficient.

Poverty Level: The level of income established by the Department of Health and Human Services at which a person or family is living in poverty. It includes individuals and post-secondary students who have the same or less income as the poverty level of a family of four.

Pre-enrollment Assessment: A process to determine the employability and training needs of participants before enrolling them into the program. Individual factors considered during pre-enrollment assessment include: a judgment of vocational interests, abilities, previous education and work experience, income requirements, and personal circumstances.

Pre-Employment Skills: A progression of instructional modules in which youth master and demonstrate proficiency in areas such as: interview skills, resume writing, workplace readiness skills, and workplace standards.

Pregnant or Parenting Youth: An individual who is under 25 years of age and who is pregnant, or a youth female or male who is providing custodial care for one or more dependents under age 18.

Pregnant Youth: A female youth age 14-24 who is carrying an unborn fetus.

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Pre-Test: A test used to assess a participant's basic literacy skills, which is administered to a participant up to six (6) months prior to the date of participation, if such pre-test scores are available, or within sixty (60) days following the date of participation.

Project Based Learning: Learning experience that engages youth in complex, real world projects through which the youth develop and apply skills and knowledge, which takes effort and persistence over time, the result of this experience is a product that matters to the youth and is usually seen by the public. Development of a project that is youth driven and includes career related learning, appropriate workplace behaviors, decision making and problem solving techniques, effective teamwork and the application of academic learning to real world settings.

Program: Activities and services to be provided by the Contractor under and pursuant to this Contract.

Program Cost: The Contractor's cost to deliver the contracted services excluding administrative costs. Costs associated with the management of the program funded by this Contract that directly and immediately benefit program customers and are necessary for effective delivery of services.

Program Design and Service Delivery: Describes the work to be performed by all Contractor's under the terms and conditions of this Contract.

Program Elements: are high quality services for in-school and out-of-school youth beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training, and culminating with a good job along a career pathway or enrollment in post-secondary education.

Program Income: Interest earned on any advances under this Contract, income generated as a result of use or fees charged for the rental of real or personal property, fees for services performed, conferences, the sale of commodities or items developed with contract funds, or from the participants activities under the contract except for OJT, or revenue in excess of costs earned by organizations other than commercial organizations.

Program Year (PY): The period between July 1 of a calendar year and June 30 of the following calendar year, following the date of participation.

Public Assistance: Financial cash payments made by federal, state or local program to individuals who meet specific income criteria.

Quarter: A calendar quarter is a three-month period within a calendar year. The first quarter is from the first day of January through the last day of March; the second quarter is from the first day of April through the last day of June; the third quarter is from the first day of July through the last day of September; and the fourth quarter is from the first day of October through the last day of December.

Program Year (PY): The period between July 1 of a calendar year and June 30 of the following calendar year, following the date of participation.

Reactivation: Moving an enrollee from inactive status to active status. An enrollee is reactivated when their health or medical condition no longer prevents participation in the program, or when they have not participated for twelve (12) months, but begin participating again. An enrollee who has not yet been placed who is inactivated upon leaving the target area may be reactivated upon returning to the target area.

Reading/Math Remediation: A pre-placement activity consisting of classroom instruction designed to improve an enrollee's reading and/or math skills for those enrollees who are determined to be basic literacy skills deficient. Basic education skills include reading comprehension, math computation, writing, speaking, listening, problem solving, reasoning, and the capacity to use these skills. A minimum of five hours per month is required in this activity in order to constitute participation.

Reasonable Costs: A cost may be considered reasonable if the nature of the goods or services acquired or applied, and the amount involved therefore, reflects the action that a prudent person would have taken under the circumstances prevailing at the time the decision to incur the cost was made.

Recruitment: The point, at which a provider has met with a potential enrollee, informed them of the youth program, invited them to participate in the program, and has established eligibility of such individual for the program.

Exhibit F

Referral: To direct an individual or program participant to another contractor, community based organization or agency or other community resources to receive services, information or assistance.

Registered Apprenticeship: A unique, flexible training system that combines job-related technical instruction with structured on-the-job learning experiences. Upon completion of a Registered Apprenticeship program, participants receive an industry-issued, nationally-recognized, portable credential that certifies occupational proficiency. Registered Apprenticeship requires a written plan designed to move an apprentice from a low- or no-skill entry-level position to full occupational proficiency. Registered Apprenticeship programs must meet parameters established under the National Apprenticeship Act.

Registration: Registration is the process of collecting information to support a determination of eligibility. Eligibility data must be collected on individuals during the registration process. At the point of registration, participants are counted for performance measurement purposes. All youth participants must be registered.

Re-employment Assistance (formerly Unemployment Compensation) Insurance (RAI): RAI is a federal-state program jointly financed through federal and state employer payroll taxes (federal/state RAI taxes).

Replacement: An unsubsidized job placement entered into by an enrollee after leaving or losing a prior unsubsidized job placement.

Residence: A person's primary or permanent dwelling or home. If a person is institutionalized or incarcerated, their place of institutionalization or incarceration is their primary residence.

Requires Additional Assistance: is "An individual who requires additional assistance to enter, or to complete an educational program, or to secure and hold employment".

Runaway Youth: A runaway youth is an individual 21 years of age or less who has absented themselves from home or place of legal residence without the permission of parent(s) or legal guardians.

School-Based Learning: School wide classroom instruction based on high academic and business defined occupational skill standards.

School Dropout: An individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent. Youth enrolled in alternative schools are not school dropouts.

Secondary Transcript/Report Card: For each school year, a transcript or a report card of a consumer in HS or a GED program demonstrating that they achieved a D- or above for all classes taken and are in good academic standing. The report card must not indicate the participant dropped out of school, was removed from the institution, or any other conditions that indicate removal on academic or conduct grounds.

Sector-Based Strategies: High growth, high wage industries that take a comprehensive, broad-based approach to identifying and addressing skills needs across key industries within a region rather than focusing on the workforce needs of individual employers on a case-by-case basis. Often result in the formation of industry partnerships, which are employer-led partnerships with support from workforce development, economic development, and education partners.

Selective Service: All males who are at least 18 years of age and who are not in the armed services on active duty must be registered for the selective service. A youth who becomes 18 years of age while participating in a WIOA youth program must register within thirty days of his 18th birthday.

Service Learning/Community Service Learning: A teaching and learning strategy that actively engages participants in meaningful and personally relevant service activities that simultaneously teach civic responsibility and strengthen communities. Learning activities incorporate participant reflection and are designed to develop work readiness skills and positive behaviors, such as leadership, time management, teamwork, and respect for authority and fellow participants.

Skills Progression: Successful passage of an exam required for a particular occupation or progress in attaining trade-related benchmarks. Examples include Pass Career Readiness Certificate (CRC) or National Counselor Examination (NCE) exams, obtaining Commercial Driver's License (CDL), and passing a welding certification exam.

Exhibit F

Small Learning Community: Smaller, autonomous groups of students and teachers in a more personalized learning environment that can better meet the needs of students. Generally, the same teachers and student remain together from grade to grade. Teachers in these units usually have common planning time to allow them to develop interdisciplinary projects and keep up with the progress of their shared students.

Soft Exit: Participant does not receive a WIOA funded or partner service for ninety days and is not scheduled for services other than follow-up.

Soft Skills: Also referred to as Employability Skills, Job Readiness Skills, or Work Readiness Skills; a set of skills and behaviors that are necessary for any job such as, social competence, job seeking and interview skills, workplace norms, conflict resolution, and communication skills, to name a few. Workplace standards of behavior needed to interact and cooperate effectively with co-workers and the general public.

Source Documentation: Hard copy documentation, which proves a youth eligibility requirements.

Social Security Disability Insurance (SSDI): Pays benefits to individuals that have worked in the past, paid Social Security taxes, and are currently unable to work for a year or more because of a disability. SSDI is considered income replacement.

South Florida Workforce Investment Board (SFWIB): Chartered by the State of Florida, is one of 24 regional Workforce Boards in Florida. It is the regional workforce development board representing Miami-Dade and Monroe counties. Workforce Florida, Inc., and the Agency for Workforce Innovation (AWI) oversee all regional workforce boards in Florida.

Statement of Work (SOW): Describes the work to be performed by the Contractor under the terms and conditions of this Contract.

Storage Device: A computer storage device is any type of device or hardware that is capable of storing data and includes, but is not limited to laptops, hard drives, external hard drives that connect via Firewire and USB, disks, Flash memory devices, such as USB keychain drives or iPod nanos, MP3 players, digital cameras, compact flash and SD cards, tape drives, personal digital assistants (PDA's), smart phones, etc.

Summer Work-Activities: which serves to provide useful work experience, employability skills training and academic enrichment activities such as projects and industry focus centers during the summer months, to assist youth to enhance their long-term employability potential.

Support Services: Services necessary to enable an individual to participate in a WIOA program, but who cannot afford to pay for such services. Such services may include transportation, childcare, dependent care and other reasonable expenses required for participation in youth programs. In addition, the following support services may be included for youth: linkages to community services, counseling on a variety of personal, financial or legal problems occurring during participation, assistance with transportation, assistance with childcare, referrals to medical services, assistance with housing, assistance with uniforms or other appropriate work attire, work related tool costs, including such items as eye glasses and protective eye gear. Support services are offered to WIOA/TANF eligible participants depending on funding availability.

TABE: The Test for Adult Basic Education, or TABE is the authorized testing instrument used to assess youth: Out-of-School Youth are assessed for literacy/numeracy educational functioning levels and In-School Youth are assessed for basic skills deficiencies.

TANF-Temporary Assistance for Needy Families: Primary federal cash-assistance program for qualified families with children. A TANF recipient is in receipt of income or money payments pursuant to a state plan approved under the Social Security Act.

Targeted Populations: Targeted youth populations includes, but are not limited to: youth aging out of the foster care system, foster care youth, youth offenders, youth with disabilities, parenting youth, dropouts, migrant youth, emancipated youth, In-School and Out-of-School Youth and etc.

Teen Parent: A male or female, age 14-20, who is legal parent of a child or an unborn fetus.

Title I Youth Education and Employment Rate-2nd Quarter After Exit Quarter: The percentage of youth participants in education or training activities, or in unsubsidized employment during the second quarter after exit.

Title I Youth Education and Employment Rate-4th Quarter After Exit Quarter: The percentage of youth Participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit.

Training Milestone: Satisfactory or better progress towards skill advancement while participating in an OJT, Registered Apprenticeship program or Business Enterprise program.

Training Services: Services include WIOA funded and non-WIOA funded partner-training services. These services include: occupational skills training, training for nontraditional employment, on the job training, programs that combine workplace training with related instructions, which may include cooperative education programs, training programs operated by the private sector, skill upgrading and retraining, entrepreneurial training, job readiness training, education and literacy activities in combination with other training, and customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Underemployed: An individual who is working part-time but desires full time employment or who is working in employment not commensurate with the individual's demonstrated level of educational attainment.

Unemployed: An individual who is without a job and who wants and is available for work. The determination of whether an individual is without a job shall be made in accordance with the criteria used by the Bureau of Labor Statistics (BLS) of the Department of Labor in defining individuals as unemployed.

Unemployment Insurance (UI): Currently known as Re-employment Assistance Insurance (RAI).

Unsubsidized Employment: Full or part-time employment in which wages are paid to a participant that is not financially supported by Federal, State or local funding sources.

Vendor: An entity responsible for providing generally required goods or services to be used in the WIOA program. These goods or services may be for the recipient's or sub-recipient's (i.e., service providers) own use or for the use of participants in the program.

Verification of a Placement: Placements occurring after enrollment in the program are counted and reported once they are verified, rather than once they occur, a progress towards skill advancement while participating in an OJT, Registered Apprenticeship program or Business Enterprise program.

Veteran (WIOA Law Section 101 (49)(A)): An individual who served in the active military, naval, or air service, and who was discharged or released from such service under conditions other than dishonorable service. These services include: occupational skills training, training for nontraditional employment, on the job training, programs that combine

Veteran (Recently separated) (WIOA Law Section 101 (49)(B)): Any veteran who applies for participation under this title within 48 months after the discharge or release from active military, naval, or air service; job readiness training, education and literacy activities in combination with other training, and customized training conducted with a commitment by an

Vocational Exploration Training: A process to find, but by testing or counseling, what job occupations will best fit a customer's abilities and needs.

Vocational/Technical Trainings: A long-term occupational training consisting of specific classroom and work-based study in a specific occupation lead to a degree or certificate.

Wages: Earnings paid to an individual by an employer for services performed.

Wagner-Peyser- Employment Service programs: Employment Service basic labor exchange and other services funding source. Employment Services are provided in the Florida Workforce Centers located across the Region.

Welfare Recipient: An adult or youth listed on a welfare grant who (or whose family) receives cash payments under TANF, General Assistance, or the Refugee Assistance Act of 1980 at the time of eligibility determination.

Work-Based Learning: Educational training that combines rigorous academic preparation with hands-on career development experiences to connect classroom instruction to the world of work and future career opportunities.

Work-Based Training: Activities offered which are designed to enable youth to gain exposure to the working world. Short-term learning opportunities that take place at a worksite and provide experiences and activities for youth to understand the relevance of what is learned in the classroom and connect it to what it takes to be successful in the workplace. Activities can take place at private, for-profit, non-profit or public sector. Activities can be paid or non-paid. Activities must be relevant to the youth's individualized service strategy plan and include but not limited to: career exploration, work experience, structured training and mentoring at job sites, internships, job shadowing, and project based learning.

Work Experience Activity: Work experience is a planned, structured, learning experience that takes place in a work place for a limited period of time and it may be paid or unpaid, in the private for profit sector, non-profit sector or the public sector. Work experience is designed to enable a youth to gain exposure to the working world. It is one of the ten required youth program elements.

Workforce Innovation and Opportunity Act (WIOA): Legislation that laid the framework for delivery of workforce services at the state and local level to jobseekers who need the services. WIOA is designed to help jobseekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. These core programs are included in WIOA:

- Employment and Training Programs (Title I);
- Disadvantaged Youth Services
- Economically Disadvantaged Adult Services
- Dislocated Worker Programs
- Re-employment Services under Wagner-Peysner
- Disabled persons employment support through Vocational
- Rehabilitation Services

Exhibit F

Work Maturity Skills: Skills required meeting employer expectations for dependability and productivity and etc. to enable youth to retain their jobs.

Short-term learning opportunities that take place at a worksite and provide experiences and activities for youth to understand the relevance of what is learned in the classroom and connect it to what it takes to be successful in the workplace.

Work Readiness Skills: Also referred to as Employability Skills, Job Readiness Skills, or Soft Skills; a set of skills and behaviors that are necessary for any job such as social competence, job seeking and interview skills, workplace norms, conflict resolution, and communication skills; to name a few. Activities can be paid or non-paid. Activities must be relevant to the youth's individualized service strategy plan and include but not limited to: career exploration, work experience, structured training and mentoring at job sites, internships, job shadowing, and project based learning.

Work Readiness Skills Goal: A measurable increase in work readiness skills including world of work awareness, labor market knowledge, occupational information, career planning and decision-making, and job search techniques (resumes, interviews, job applications and follow-up letters). They also encompass survival/daily-living skills such as renting an apartment, opening a bank account and using public transportation. They also include positive work habits, appearance, attitudes, working well with others, following instructions and completing a job task, accepting constructive criticism, showing initiative and reliability and assuming the responsibilities involved in maintaining a job. This component also entails developing motivation and adaptability, obtaining effective coping and problem-solving skills, and acquiring an improved self-image.

Workforce Management System (WFMS) (formerly SAMS): The system for tracking participant's training related information, i.e.; expenditures and performance data and that enables career advisors to create, modify and track budget accounts and expenditures for participants receiving support services.

• Employment and Training Programs (Title I)

Wrap-Around Support Services: Services that are designed to address needs and ensure participant success. Services may include, but are not limited to, childcare, transportation, tools, or work clothes.

Young Adult: An individual between the ages of 18 through 24.

Youth: An individual between 14 and 24 years of age, inclusive. Younger youth are between 14 and 18 years of age and Older Youth are between 19 and 24 years of age.

Youth (Older): A participant who is age 19-24 at registration and meets all other WIOA youth program eligibility requirements.

Exhibit F

Youth (Younger): A participant who is between 14-18 years of age at time of registration and meets all other youth program eligibility requirements.

Youth Activity: To help low-income youth, between the ages of 14 and 24, acquire the educational and occupational skills, training, and support needed to achieve academic and employment success and successfully transition into careers and productive adulthood.

Youth Attainment Measure: The purpose of this measure is to analyze goal attainment rates of all in-school and any out-of-school youth who are assessed to be in need of basic skills, work readiness skills, or occupational skills. The goal attainment date must be within one year of the goal set date.

Youth Development: A process which prepares young people to meet the challenges of adolescence and adulthood through a coordinated, progressive series of activities and experiences which help them to become socially, morally, emotionally, physically and cognitively competent.

Youth Summer Employment Opportunity: A summer worksite learning experience, which provides direct linkages between academic and occupational learning.

Youth Voucher: A document that has an assigned monetary value that is utilized to pay for a specified training course.

Youth Activity: To help low-income youth, between the ages of 14 and 24, acquire the educational and occupational skills, training, and support needed to achieve academic and employment success and successfully transition into careers and productive adulthood.

Youth Attainment Measure: The purpose of this measure is to analyze goal attainment rates of all in-school and any out-of-school youth who are assessed to be in need of basic skills, work readiness skills, or occupational skills. The goal attainment date must be within one year of the goal set date.

Youth Development: A process which prepares young people to meet the challenges of adolescence and adulthood through a coordinated, progressive series of activities and experiences which help them to become socially, morally, emotionally, physically and cognitively competent.

Youth Summer Employment Opportunity: A summer worksite learning experience, which provides direct linkages between academic and occupational learning.

FINANCIAL CLOSEOUT PROCEDURES

I. Purpose

The purpose of this procedure is to document and provide guidance to Contractors and the SFWIB's staff on the required process to close out contracts at the expiration or termination date.

II. Policy

A. The Contractor shall complete and submit a Financial Closeout for each contract on or before thirty (30) calendar days after the Contract expires, or upon termination of the Contract. For example, if the contract expires June 30, the Financial Closeout will be due to the SFWIB on or before July 30.

B. If the Contractor's Final Expenditure Report indicates that payments were made to the Contractor in excess of the actual costs of providing contracted services or if the actual expenditures surpass the budgeted amount, the Contractor shall refund the difference to the SFWIB within thirty (30) calendar days of SFWIB's notification of overpayment. If the Contractor does not timely repay the difference, the Contractor shall pay the SFWIB the maximum lawful rate of interest allowed in the state of Florida on the outstanding amount.

C. The following required Financial Closeout documents shall be submitted by the Contractor:

1. Final Expenditure Report (Enclosure 1).
2. Year to Date Reconciliation between specified line items in (Enclosure 2) by fund and actual expenditures by line item.
3. Year to Date General Ledger for the SFWIB's expenditures only.
4. Indirect Cost Reconciliation.

D. Upon the request of the Contractor, the SFWIB's accountant shall provide technical assistance to the SFWIB on completing the Financial Closeout.

E. The Contractor shall complete and submit to SFWIB an annual fiscal audit report within six (6) months after the end of the fiscal year and in compliance with 2 CFR Chapter II, Subpart F, §200.512(a).

III. Procedure

A. The Contractor shall complete and submit a Financial Closeout for each contract on or before thirty (30) calendar days after the Contract expires, or upon termination of the Contract. For example, if the contract expires June 30, the Financial Closeout will be due to the SFWIB on or before July 30.

A. Salaries/Wages

B. If the Contractor's Final Expenditure Report indicates that payments were made to the Contractor in excess of the actual costs of providing contracted services or if the actual expenditures surpass the budgeted amount, the Contractor shall refund the difference to the SFWIB within thirty (30) calendar days of SFWIB's notification of overpayment. If the Contractor does not timely repay the difference, the Contractor shall pay the SFWIB the maximum lawful rate of interest allowed in the state of Florida on the outstanding amount.

The Contractor's staff persons may be paid for unused vacation time upon termination from the program. This payment shall be charged to staff salaries unless such payment, when added to the total salary, exceeds the maximum salary established in the operating budget.

B. Insurance

The Contractor shall keep in force all insurance policies, which are applicable to its program(s).

C. Professional Service, Sub-Contract & Rental Agreements

Within thirty (30) days following the end of the Contract, the Contractor shall cancel all of the following services, which will not be applicable to any future contract with the SFWIB:

1. All professional service agreements and sub-contract agreements paid by funds generated from this Contract;
2. All rental contracts associated with office space, equipment, and/or vehicles and maintenance contracts which are paid with funds generated from this Contract; and
3. All utility services associated with the operation of Contractor's program (i.e. telephone, electricity, water) paid by funds generated from this Contract.

D. Completion of Financial Closeout

1. **Final Expenditure Report (Enclosure 1):**

The Contractor shall submit an actual expenditure report within thirty (30) days following the end of the Contract. This report must reflect:

- A summation of the cumulative expenditures incurred by the Contractor for providing the contracted services.
- A summation of the cash reimbursements and credits received by the Contractor for providing the contracted services.
- The difference between the approved expenditures and the reimbursements received by the Contractor. This difference will reflect either an amount that is due and payable to the Contractor or an overpayment that the Contractor received that is due and payable to the SFWIB.

Within thirty (30) days following the end of the Contract, the Contractor shall cancel all of the following services, which will not be applicable to any future contract with the SFWIB:

2. **Year to Date Reconciliation between specified categories by fund, budget line item and actual expenditures (Enclosure 2):**

1. All professional service agreements and sub-contract agreements paid by funds generated from this Contract;
2. Actual expenditures billed to the SFWIB should be equal to or less than line item budget. The SFWIB Year to Date General Ledger must be submitted as supporting documentation with the closeout package.
3. All utility services associated with the operation of Contractor's program (i.e. telephone, electricity, water) paid by funds generated from this Contract.

3. **Indirect Cost Reconciliation: (Enclosure 2)** The Contractor shall complete the indirect cost reconciliation by comparing the indirect costs charged to the actual indirect cost paid. Refunds may be requested for overages.

1. **Final Expenditure Report (Enclosure 1):**
E. The SFWIB's Accountant Responsibility

The Contractor shall submit an actual expenditure report within thirty (30) days following the end of the Contract. The SFWIB's accountant assigned to the contract will provide the Contractor with technical assistance to complete the Financial Closeout, upon request.

The SFWIB's accountant will perform the following functions:

1. Verify that all required enclosures are completed accurately, signed and dated.
2. Verify the Contractor's total expenditure against the financial records and the budget amounts to confirm there are no overages.

FINAL EXPENDITURE REPORT

Contractor Name: _____	Prepared By: _____
Program Name: _____	Index Code: _____

CUMMULATIVE PROGRAM EXPENDITURES

Year to Date Expenditures Approved by the SFWIB (from Payment Requests)	\$ _____
Purchases made by the SFWIB on behalf of the Contractor	\$ _____
Less: Year to Date Late Invoicing Amount	\$ _____
Total Expenditures	\$ _____

CUMMULATIVE PAYMENTS

Year to Date Cash Payments Received from the SFWIB for	\$ _____
Purchases made by the SFWIB on behalf of the Contractor	\$ _____
Total Payments	\$ _____

BALANCE DUE TO CONTRACTOR (if not applicable enter zero)	\$ _____
or	
BALANCE DUE FROM CONTRACTOR (if not applicable enter zero)	\$ _____

Please detail any balance(s) due from Contractor by invoice packages: _____

Pursuant to the terms of this Contract between the Contractor listed above and the SFWIB, and in consideration of the total amounts earned and paid to the Contractor for performance, which equals \$ _____ the Contractor remises, releases, and discharge the SFWIB, its officers, agents, and employees, of and from all liabilities, obligations, claims, and demands whatsoever under or arising from this Contract. The Contractor's submission of the Financial Closeout Package is a complete release and waiver of any and all liability, claims or causes of action that allegedly resulted from engagement of and/or performance under this Contract and acknowledges the SFWIB has fully performed and satisfied any and all of its obligations due under this Contract.

By signing this report, I certify to the best of my knowledge and belief that the report is true, complete and accurate and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the federal award. I am aware that any false, fictitious, or fraudulent information or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise.

Name of Official Authorized to Sign the Contract

Signature of Official Authorized to Sign the Contract /Date

CONTRACT INVOICE

Contractor Name: _____
 Index Code: _____
 Location Code: _____
 Program Code: _____
 Service Provider Code: _____

Prepared By: _____
 Telephone #: _____
 Invoice Date: _____
 Invoice Period: _____

Total Monthly Performance Earned	\$
Administrative Portion 10% Max	\$
Remaining for Programmatic Expenses	\$

	WIOA Adult	WIOA DW	WIOA RR	TANF	FBI/SHAP (July-Sept)	FBI/SHAP (Oct-June)	UC	REBEA	TOTAL
PROGRAM COSTS (Non-Training)									
Staff Salaries									
Travel Benefits									
Non-WIOA Personnel Costs (i.e. field trips, snacks, etc.) (Include Memo)									
1									
2									
Other Costs									
Indirect Programmatic Cost (based on approved rate)									
Credit (for audit entries only)									
TOTAL PROGRAM COSTS	\$	\$	\$	\$	\$	\$	\$	\$	\$

JOB READINESS									
Staff Salaries									
Travel Benefits									
TOTAL JOB READINESS COSTS	\$	\$	\$	\$	\$	\$	\$	\$	\$

TRAINING PROGRAM MANAGEMENT COSTS									
Staff Salaries									
Travel Benefits									
TOTAL TRAINING PROGRAM MANAGEMENT COSTS	\$	\$	\$	\$	\$	\$	\$	\$	\$

TRAINING CASE MANAGEMENT COSTS									
Staff Salaries									
Travel Benefits									
TOTAL TRAINING CASE MANAGEMENT COSTS	\$	\$	\$	\$	\$	\$	\$	\$	\$

TOTAL PROGRAM COSTS									
Staff Salaries									
Travel Benefits									
All Other Costs									
Indirect Programmatic Cost (based on approved rate)									
Credit (for audit entries only)									
TOTAL PROGRAM COSTS BILLED	\$	\$	\$	\$	\$	\$	\$	\$	\$
TOTAL PROGRAM COSTS NOT BILLED	\$	\$	\$	\$	\$	\$	\$	\$	\$

ADMINISTRATIVE COSTS									
Indirect Costs (based on approved rate)									
Other Direct Administrative Costs (based on actual)									
TOTAL ADMINISTRATIVE COSTS BILLED	\$	\$	\$	\$	\$	\$	\$	\$	\$
TOTAL ADMINISTRATIVE COSTS NOT BILLED	\$	\$	\$	\$	\$	\$	\$	\$	\$

TOTAL PAYMENT	\$	\$	\$	\$	\$	\$	\$	\$	\$
TOTAL SURPLUS	\$	\$	\$	\$	\$	\$	\$	\$	\$
TOTAL EARNED	\$	\$	\$	\$	\$	\$	\$	\$	\$

Training Program Management (TPM) - Costs directly related to developing, implementing, or coordinating authorized training programs (not services to individuals).

Training Case Management (TCM) - Staff expenditures directly related to case management and job placement services for clients in training (not clients seeking training). This includes staff expenditures associated with the provision of support services to individuals while they are in training.

The salary information and distribution sheet program funding stream are accurate and supported through detailed personnel activity report that meet the Uniform Guidelines.

We understand that failure to maintain the required supporting documentation for staff time and all related expenses will result in payment disallowances that will either be deducted from future costs of payments and/or payable in full to the Beach Florida Workforce Investment Board.

By signing this report, I certify to the best of my knowledge and belief that the report is true, complete and accurate and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the Federal award. I am aware that any false, fraudulent information or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise.

Name of Person Authorized to Sign Reimbursement/Justification Packages: _____

Signature of Person Authorized to Sign Reimbursement/Justification Packages: _____

Date: _____

ANNUAL CERTIFICATION

_____, on behalf of _____,
certifies and assures that all certifications and assurances on file with the Contract are current. This
certification is incorporated and made a part of the Contract # _____.

By: _____
Signature of Affiant Date

Printed Name of Affiant and Title

Printed Name of Firm

Address of Firm

SUBSCRIBED AND SWORN TO (or affirmed) before me this _____ day of _____, 20____

He/She is personally known to me or has presented _____ as identification.
Type of identification

_____, on behalf of _____,
certifies and assures that all certifications and assurances on file with the company are current. This
certification is incorporated and made a part of the Contract # _____.
Signature of Notary Serial Number

By: _____
Signature of Affiant Date

Print or Stamp Name of Notary Expiration Date

Printed Name of Affiant and Title

Notary Public - State of _____
Printed Name of Notary