



**NORTHWEST REGIONAL  
WORKFORCE INVESTMENT BOARD**  
FIRST JOB | NEXT JOB | BEST JOB

**Executive Committee Agenda | Wednesday May 6, 2026 at 8:00 AM**

Zoom link: <https://us06web.zoom.us/j/89004767785?pwd=v0mBX5tY4lle7I19lv8LLhprgiWP9a.1>

Meeting ID: 890 0476 7785 | Passcode: 763007

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1. Approval of Minutes from April 2, 2025, Executive Committee Meeting.
2. Approval of High-Demand Industry Skills contract with CT Department of Labor in the amount of \$1,600,000 for the duration of 10/1/25 through 6/30/29.
3. Approval of contract with NPAC Consulting, LLC for onsite IT support not to exceed \$25,000 for the duration of 7/1/26 through 6/30/27.
4. Approval of contract with Robert Coatta for WIOA Youth Programming services in the amount of \$42,900 for the duration of 7/1/26 through 6/30/27.
5. Approval of contract with Jim Amis for provision of NRWIB program support services in the amount of \$26,360.88 for the duration of 7/1/26 through 12/31/26.
6. Approval of contract with John Dunn for provision of video production services for the M.E.T.A.L. program in the amount of \$7,380 for the duration of 4/21/26 through 6/30/26.
7. Approval of contract with Training all People (TAP) for virtual reality training simulations and provision of AI-enabled tools in the amount of \$34,579.99 for duration of 6/1/26 through 5/31/27.
8. Approval of contract with TRANSFR Inc., VR for virtual reality training simulations in the amount of \$26,750 for the duration of 6/01/2026 through 5/31/27.
9. Approval of contract with Junior Achievement of Southwest New England to deliver a high-impact work-readiness boot camp for youth participants not to exceed \$7,500 for duration of 6/1/26 through 6/30/26.
10. Approval of Good Jobs Challenge contract with Goggin Safety Services LLC for delivery of OSHA 10 training not to exceed \$15,000 for duration of 5/6/26 through 6/30/26.
11. Approval of Good Jobs Challenge contract modification with MASC for the addition of OSHA 10 classes to training offerings.



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12. Approval of Memorandum of Agreement modification between Eastern WIB and NRWIB for CareerConneCT MFG Program: reduction of original allocation of \$1,366,954.26 to \$1,036,954.26.
13. Approval of CYEP contract modifications:
  - a. Waterbury Police Activity League: additional \$46,676.08 to increase contract from \$220,518.19 for a new total of \$267,194.27
  - b. Naugatuck Youth Services: additional \$4,160 to increase contract amount from \$143,885.70 for a new total of \$148,045.70
14. Approval of Memorandum of Understanding with Dept. of Social of Services.
15. Approval of Infrastructure Funding Agreements:
  - a. Dept. of Social Services
  - b. Dept. of Aging & Disability Services
  - c. CT Dept. of Labor
  - d. CT State Dept. of Education
  - e. CT Indian Council
  - f. CT State Naugatuck Valley & Northwestern
  - g. Waterbury Housing Authority
  - h. Job Corps- New Haven
  - i. Manufacturing Alliance Service Corp.
  - j. New Opportunities
  - k. The Workplace- SCSEP
  - l. The Workplace- Veterans
16. Financial Report
17. Other Business
18. Adjournment.



**NORTHWEST REGIONAL  
WORKFORCE INVESTMENT BOARD**  
FIRST JOB | NEXT JOB | BEST JOB

**Executive Committee Minutes | Wednesday April 1, 2026 at 8:00 AM**

**Zoom link: <https://us06web.zoom.us/j/89004767785?pwd=v0mBX5tY4lle7I19lv8LLhprgiWP9a.1>**

**Meeting ID: 890 0476 7785 | Passcode: 763007**

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In attendance: G. LaCapra, Jr., B. Dupont, J. Vrabely, W. Pizzuto, C. Rafael, D. Michaud, J. Wrinn, F. Spagnolo,

Also in attendance: C. Awwad, S. Mertz

1. Approval of Minutes of February 4, 2026 Executive Committee Meeting.  
Approved: W. Pizzuto / J. Wrinn
2. Approval of Governor's Reserve contract with Capital Workforce Partners for youth-focused programming from March 1, 2026 through June 30, 2027 in the amount of \$46,570.00.  
Approved: J. Wrinn / J. Vrabely
3. Approval of Governor's Reserve subcontract with Waterbury Police Activity for Blight Program for the City of Waterbury from March 15, 2026 through June 30, 2026 in the amount of \$23,575.00.  
Approved: J. Wrinn / J. Vrabely  
Abstention: F. Spagnolo
4. Approval of ODEP Employment Transition Model subcontract with Torrington Area Families for Autism for facilitated delivery of financial literacy and work readiness programming from April 1, 2026 through February 28, 2027 in the amount of \$20,000.00.  
Approved: J. Wrinn / B. Dupont
5. Approval of Manufacturing Alliance Service Corp Good Jobs Challenge contract modification to extend through June 30, 2026.  
Approved: B. Dupont / J. Vrabely



**NORTHWEST REGIONAL  
WORKFORCE INVESTMENT BOARD**

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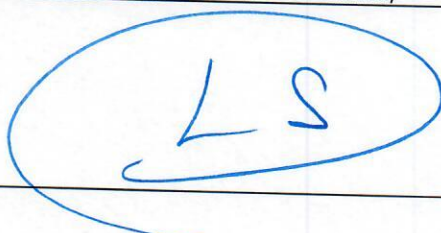
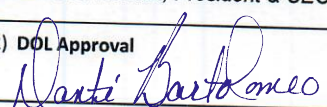

6. Financial Report
7. Other Business
8. Adjournment.

**AJC (R) "A proud partner of America's Job Center Network."**

Department of Labor • Career Resources, INC • Bureau of Rehabilitative Services  
Department of Social Services • Board of Education and Services for the Blind • CT Job Corp Center  
Naugatuck Valley Community College • Northwestern CT Community College  
Bureau of Health/Nutrition Family Services and Adult Education

CTDOL Contract Unit: Training Fund Program Contract – NRWIB  
 Part I – FACE SHEET

Rev. 05/30/2024

(1) <input checked="" type="checkbox"/> Original Contract		(2) CT DOL Contract #: 26DOL4761IDTF													
<b>Contractor</b>	(3) Contractor Name and Address Northwest Regional Workforce Investment Board, Inc. (NRWIB) 249 Thomaston Avenue Waterbury, CT 06702		(4) Contractor FEIN / IRS # or SSN # 06-1623757												
	(5) Contractor Representative Catherine N. Awwad, President and CEO		(6) Contractor Federal Unique Entity ID (UEI) / SAM P49S49QAR75												
	(7) Telephone Number 203-574-6971, ext 426		(8) CORE Short Supplier ID # NORTW3757												
	(9) Type of ownership:														
	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td><input checked="" type="checkbox"/> Corporation incorporated under the laws of the State of Connecticut</td> <td><input type="checkbox"/> Limited Liability Company</td> </tr> <tr> <td><input type="checkbox"/> Sole Proprietorship</td> <td><input type="checkbox"/> Partnership</td> </tr> <tr> <td><input type="checkbox"/> Trusteeship</td> <td><input type="checkbox"/> Governmental Entity</td> </tr> </table>		<input checked="" type="checkbox"/> Corporation incorporated under the laws of the State of Connecticut	<input type="checkbox"/> Limited Liability Company	<input type="checkbox"/> Sole Proprietorship	<input type="checkbox"/> Partnership	<input type="checkbox"/> Trusteeship	<input type="checkbox"/> Governmental Entity							
<input checked="" type="checkbox"/> Corporation incorporated under the laws of the State of Connecticut	<input type="checkbox"/> Limited Liability Company														
<input type="checkbox"/> Sole Proprietorship	<input type="checkbox"/> Partnership														
<input type="checkbox"/> Trusteeship	<input type="checkbox"/> Governmental Entity														
(10) Check each item (Yes or No):															
		Minority Business:	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>Yes</td> <td><input type="checkbox"/></td> <td>No</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Women Business:</td> <td>Yes</td> <td>No</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Non-Profit:</td> <td>Yes</td> <td><input checked="" type="checkbox"/></td> <td>No</td> </tr> </table>	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	Women Business:	Yes	No	<input checked="" type="checkbox"/>	Non-Profit:	Yes	<input checked="" type="checkbox"/>	No
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>												
Women Business:	Yes	No	<input checked="" type="checkbox"/>												
Non-Profit:	Yes	<input checked="" type="checkbox"/>	No												
<b>State Agency</b>	(11) Agency Name and Address State of Connecticut, Department of Labor (DOL) 200 Folly Brook Boulevard Wethersfield, CT 06109		(12) Agency No. DOL-40000												
			(13) State IRS ID # 06-600798												
<b>Contract Period</b>	(14) START DATE 10/01/2025	(15) END DATE 6/30/2029													
<b>Amount</b>	(16) The maximum allowable amount paid or reimbursed under this contract shall not exceed:		\$1,600,000.00												
<b>Purpose</b>	(17) Purpose of Contract: To strengthen high-demand industries through public-private partnerships with CTDOL, regional workforce system partners and participating employers in Connecticut. Subrecipient shall partner with employers who commit to identifying needs, partner on training design, and deliver training that addresses critical workforce needs across the priority sectors of Connecticut, with performance-based reimbursement to participating employers based on outcomes reporting.														
<b>Terms and Conditions of Contract</b>	(18) The parties hereto agree that the contractor shall provide services in accordance with the terms and conditions which are attached and made a part hereof. In consideration for the services to be provided by the contractor for the period shown above, the contractor will receive reimbursement not to exceed the total amount shown above; such amount to be paid pursuant to this Contract: Face Sheet (Part I), Description of Services (Part II), Budget (Part III), General Conditions, Specific Terms (Part IV), and the Cost Standards published by the Office of Policy and Management (i.e. OPM Purchase of Service: Cost Standards, October 21, 2016) are all part of this contract. In addition, all required certifications and affidavits are current, incorporated by reference into this contract and stored with CTDOL. This is a performance-based contract and reimbursement is based on successful performance and actual cost incurred. The State of Connecticut assumes no liability for payment under the terms of this contract, until said contractor is notified by the Connecticut Department of Labor that said contract has received final approval. This contract is the entire agreement between the parties hereto and may be amended only in writing by the Connecticut Department of Labor.														
<b>Statutory Authority</b>	(19) CGS Sec. 4-8; Sec. 31-2, and section 169(c) of the Workforce Innovation and Opportunity Act (WIOA), and section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 U.S.C. § 3224a), and Further Consolidated Appropriations Act, 2024, dated March 23, 2024.														
<b>Acceptances</b>	<i>In witness hereof, the parties have affixed their authorized signatures on the day, month and year written below.</i>														
(20) Collective Bargaining Concurrence:															
		<input checked="" type="checkbox"/> X	Not Applicable												
		<input type="checkbox"/> Yes (if Yes, see attachment)													
(21) Contractor Approval:															
 _____ Signature of Contractor's Authorized Officer  Catherine N. Awwad, President & CEO		4/8/2026 _____ Date													
															
(22) DOL Approval															
 _____ Commissioner, Connecticut Department of Labor		4/16/2026 _____ Date													
(23) Approved as to form:															
_____ Attorney  _____ Printed Name		 _____ (24) DOL Business Management (for fund availability) Chris LaVigne, CFO _____ Printed Name, Title													
		4/13/2026 _____ Date													

**PROFESSIONAL SERVICES CONTRACT**

Agency Service Contract **PSC-26-01**  
No. \_\_\_\_\_

**SERVICE CONTRACT FOR  
ON SITE SUPPORT FOR INFORMATION TECHNOLOGY SYSTEMS  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
NPAC CONSULTING, LLC**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named individual, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	<u>NPAC CONSULTING, LLC</u>
<b>Address</b>	<u>110 CENTRAL ROAD</u>
<b>City, State &amp; Zip Code</b>	<u>MIDDLEBURY, CT 06762</u>
<b>Phone</b>	<u>(203) 509-1836</u>
<b>E-mail Address</b>	<u>naugelli@comcast.net</u>

**PURPOSE**

The AGENCY is seeking a qualified vendor to provide on-site support including management of its information technology network; including upgrades of software and hardware, collect, analyze, and maintain information technology systems in its' offices throughout the region.

**SCOPE OF WORK**

NPAC Consulting, LLC offers the service listed below at a rate of \$75 per hour.

NPAC Consulting, LLC will meet with NRWIB staff to establish a schedule of on-site hours. A schedule of approximately 7 to 10 hours per week- 2 to 3 days per week has been established. Actual time will be dependent on the level of maintenance required from week to week.

Services that will be rendered include:

- Manage Office 365- installations and updates
- Monitor and manage Exchange Server for e-mails
- Keep Microsoft Teams updated.
- Add and subtract active and non-active users in office 365
- Check to keep active devises in 365 below maximum
- Replace and update computers for office staff
- Install and update computers for CRI
- Replace and update computers in Torrington and Danbury as needed
- Manage the 25 computers in the Lab keeping them updated and replacing as needed.
- Keep the laptop computers updated in the training room
- Solve any problems that occur with office computers and printers.
- Monitor QuickBooks keeping it updated and solve any problems with users
- Future planning on computer upgrades and network printers
- Solving day to day computer issues

**PROFESSIONAL SERVICES CONTRACT**

Agency Service Contract No. PSC-26-05

**SERVICE CONTRACT FOR  
WIOA YOUTH PROGRAM DEVELOPMENT & SUPPORT  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
ROBERT COATTA**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named individual, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	<u>Robert Coatta</u>
<b>Address</b>	<u>90 Applegate Unit 76</u>
<b>City, State &amp; Zip Code</b>	<u>Southington, CT 06489</u>
<b>Phone</b>	<u>860-681-8627</u>
<b>E-mail Address</b>	<u>Bob.coatta@nrwib.org</u>

**PURPOSE**

The purpose of this Service Contract is to facilitate the development of successful WIOA Youth Programming for the AGENCY and to support assistance to AGENCY employees engaged in the administration of said WIOA Youth Programming.

**SCOPE OF WORK**

Bob Coatta will provide development and support assistance to AGENCY’s WIOA Youth Programs and employees engaged in the administration of said programs.

**FINANCIAL OBLIGATION – EFFECTIVE DATES**

The contracting party shall be financially obligated from funding under the Workforce Innovation and Opportunity Act (WIOA) of 2014 (P.L. 113-128) funds, and/or other funding through the Northwest Regional Workforce Investment Board, to provide WIOA Youth Programming development and support assistance for a maximum funding amount of **\$42,900.00** for the period beginning on **07/1/2026** and continuing to the ending date of **06/30/27** (52 weeks) consistent with this contract.

Financial obligations of the AGENCY are hereby made expressly conditional upon funds being appropriated, budgeted and otherwise made available to the AGENCY by Federal, State, local and/or private funding sources. In the event that such funds become unavailable to the AGENCY, this contract shall terminate immediately upon the CONTRACTOR’s receipt of notice by U.S. mail, return receipt requested. Upon receiving such notification, the CONTRACTOR will be reimbursed for all allowable costs incurred to complete services as of the date of notification. The AGENCY is not liable for and will not reimburse any expense for activity that occurs after the notification of termination.

**BILLING PROCEDURES, COMPENSATION AND PAYMENT**

AGENCY shall pay an amount not to exceed **\$42,900.00** for the performance of all things necessary for, or incidental to, the performance of work as set forth in the Scope of Work. CONTRACTOR shall provide AGENCY a valid W-9 Request for Taxpayer Number and Identification Form (attachment #1) for the facilitation of payments.

CONTRACTOR shall be reimbursed monthly upon receipt of a detailed invoice. Each invoice shall provide a log of the hours spent in performance of services and a brief narrative of the services provided for the month. The CONTRACTOR shall produce written reports or other written documents (deliverables) as may be otherwise requested. The AGENCY will

## CONTRACT SUMMARY PAGE

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<b>Contracting Agency</b>	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
<b>Contracting Agency Contact</b>	Catherine N. Awwad, President & CEO	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Subrecipient</b>	James Amis	FEIN #	UEI #
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
<b>Subrecipient Contact</b>	James Amis Program Support	Specialist	James.Amis@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
	Employment Contract		
	<i>Activity name or classification</i>		
<b>Primary Service Site</b>	249 Thomaston Ave		
	<i>Street Address</i>		
	Waterbury	CT	06702
	<i>City</i>	<i>State</i>	<i>Zip</i>
<b>Organization Type</b>	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
	<input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input checked="" type="checkbox"/> Other		
	<i>Select one option</i>		
<b>Funding Source</b>	WIOA, JFES & Discretionary funds		
	<i>List source of funds</i>		
	7/1/26	12/31/26	
	<i>Start Date</i>	<i>End Date</i>	
<b>Maximum Funding Amount</b>	\$26,360.88		
	<i>Contract Amount</i>		
	<i>CT CORE #</i>		

**PROFESSIONAL SERVICES CONTRACT**

**Agency Service Contract  
No.** \_\_\_\_\_

**PSC-25-11**

**SERVICE CONTRACT FOR  
VIDEO PRODUCTION SERVICES  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
JOHN A. DUNN III**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named individual, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	<u>John A. Dunn</u>
<b>Address</b>	<u>224 Bunker Hill Avenue</u>
<b>City, State &amp; Zip Code</b>	<u>Waterbury, CT 06708</u>
<b>Phone</b>	<u>1-831-262-9685</u>
<b>E-mail Address</b>	<u>jay@jaydunn.com</u>
<b>FEIN #</b>	_____

**PURPOSE**

The purpose of this Service Contract is for the provision of video production services for the M.E.T.A.L. program (Mastering Electroplating Through Applied Learning) curriculum development. This contract shall be funded under the Strengthening Sectoral Partnerships Initiative federal grant number FED22HDQ3070186, also known as the Good Jobs Challenge, on behalf of Northwest Regional Workforce Investment Board.

**SCOPE OF WORK**

The Contractor shall provide video production services to support the development of the METAL (Mastering Electroplating Through Applied Learning) curriculum. Services include planning, filming, editing, and delivery of instructional video content aligned with curriculum modules identified by NRWIB and instructional staff. The Contractor’s original service proposal is included as Attachment #1.

The Contractor will produce six (6) instructional videos supporting the METAL curriculum, as directed by NRWIB and instructors:

- Safety
- Cleaning and Activating
- Deburring
- Electricity and Electrochemistry
- Waste Treatment
- “Why Metal Finishing?” (industry overview)

Services Included

- Video and audio recording at selected site locations (as needed)
- Capture of supporting (B-roll) footage where applicable
- Editing and post-production
- Captioning for all final videos

**FINANCIAL OBLIGATIONS AND EFFECTIVE DATES**

The CONTRACTOR shall be financially obligated from funding under the Strengthening Sectoral Partnerships Initiative. Federal Grant Award #FED22HDQ3070186 and Contract #23ECD0018OWS for a maximum funding amount of \$7,380 for the period beginning on *April 20th, 2026*, and continuing to the ending date of *June 30th, 2026* consistent with this contract.

**PROFESSIONAL SERVICES CONTRACT**

**Agency Service Contract  
No.** \_\_\_\_\_

**PSC-25-14**

**SERVICE CONTRACT FOR  
VIRTUAL REALITY WORKFORCE TRAINING & AI-ENABLED SIMULATION SERVICES  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
TRAINING ALL PEOPLE (TAP)**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named individual, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	Training All People (TAP)
<b>Address</b>	5832 La Vista Drive
<b>City, State &amp; Zip Code</b>	Dallas, Texas. 75206
<b>Phone</b>	917-604-2863
<b>Email</b>	isai@tap3d.com
<b>FEIN#</b>	

**PURPOSE**

The purpose of this Service Contract is for the provision of virtual reality (VR) training simulations, AI-enabled instructional tools, and associated learning tracks to support career exploration, technical skill development, and workforce readiness for participants served by the Northwest Regional Workforce Investment Board. These services are designed to enhance training outcomes through immersive, simulation-based learning and AI-assisted instruction aligned with industry-recognized competencies and employment pathways. This contract shall be funded under the Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 Governor’s Reserve Hold Harmless Supplemental Funds, **Contract #25DOL4652WIHH**, on behalf of Northwest Regional Workforce Investment Board.

**SCOPE OF WORK**

The CONTRACTOR shall provide access to a subscription-based virtual reality training platform and related services as proposed (**Attachment #1**), including but not limited to:

- Delivery of VR-based training simulations and learning tracks, including career exploration modules and technical training content (e.g., electrical fundamentals and advanced manufacturing concepts), accessible via approved hardware configurations.
- Provision of AI-enabled tools, including:
  - An AI Interviewer to assess participant work-readiness skills through simulated interview sessions
  - An AI instructional tutor to support individualized learning, knowledge reinforcement, and remediation based on participant performance
- Implementation and onboarding support, including guidance on hardware requirements, system setup, and initial deployment of the platform
- Access to curriculum-aligned training content that includes simulations, assessments, and interactive learning modules designed to build foundational and intermediate technical competencies across targeted industries
- Provision of administrative and user access to dashboards or reporting tools, where available, to monitor participant engagement, progression, and outcomes
- Ongoing technical support and platform access for the duration of the subscription term

The CONTRACTOR shall deliver services in a manner consistent with industry standards and ensure that all tools and content support workforce training objectives, including skill acquisition, career awareness, and employment readiness.

**PROFESSIONAL SERVICES CONTRACT**

Agency Service Contract  
No. \_\_\_\_\_

PSC-25-13

**SERVICE CONTRACT FOR  
VIRTUAL REALITY EQUIPMENT & SERVICES  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
TRANSFR INC.**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named individual, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	TRANSFR Inc.
<b>Address</b>	2196 Third Avenue PMB 20026
<b>City, State &amp; Zip Code</b>	New York, NY 10035
<b>Phone</b>	(646) 466-2600
<b>Email</b>	lburgess@transfrvr.com
<b>FEIN#</b>	

**PURPOSE**

The purpose of this Service Contract is for the provision of virtual reality training simulation services and associated hardware to support simulation-based skill development for workforce training participants. This contract shall be funded under the Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 Governor’s Reserve Hold Harmless Supplemental Funds, **Contract #25DOL4652WIHH**, on behalf of Northwest Regional Workforce Investment Board.

**SCOPE OF WORK**

CONTRACTOR shall provide the follow services:

- License virtual reality training simulation services to the CONTRACTOR (the “*Software Services*”) as set forth in an individual purchase order executed between the AGENCY and CONTRACTOR (each, a “*Purchase Order*”), a form of which is attached hereto as **Exhibit A of Attachment 1**.
- Provide virtual reality equipment (the “*Equipment*”) and provide maintenance and repair services for such Equipment (the “*Hardware Services*” and together with the Software Services, the “*Services*”). Each piece of Equipment shall be listed separately on the applicable software Purchase Order.

**FINANCIAL OBLIGATIONS AND EFFECTIVE DATES**

The CONTRACTOR shall be financially obligated from funding under the Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 Governor’s Reserve Hold Harmless Supplemental Funds, **Contract #25DOL4652WIHH**, and/or other funding through the AGENCY, to provide virtual reality training simulation services, hardware, equipment, training and technical support for a maximum funding amount of \$26,750.00. The period of performance shall begin on June 1st, 2026 and shall continue to the ending date of May 31st, 2027, consistent with this contract.

Financial obligations of the AGENCY are hereby made expressly conditional upon funds being appropriated, budgeted and otherwise made available to the AGENCY by Federal, State, local and/or private funding sources. In the event that such funds become unavailable to the AGENCY, this contract shall terminate immediately upon the CONTRACTOR’s receipt of notice by U.S. mail, return receipt requested. Upon receiving such notification, the CONTRACTOR will be reimbursed for all allowable costs incurred to complete services as of the date of notification. The AGENCY is not liable for and will not reimburse any expense for activity that occurs after the notification of termination. **This procurement is conducted as a sole source procurement in accordance with applicable federal and state procurement requirements. Documentation supporting this determination is maintained by the AGENCY.**

**PROFESSIONAL SERVICES CONTRACT**

**Agency Service Contract  
No.** \_\_\_\_\_

PSC-25-15

**SERVICE CONTRACT FOR  
WORKPLACE READINESS BOOT CAMP  
BETWEEN  
NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD  
AND  
JUNIOR ACHIEVEMENT OF SOUTHWEST NEW ENGLAND**

This Service Contract is made and entered into by and between the Northwest Regional Workforce Investment Board, hereinafter referred to as the "AGENCY", and the below named entity, hereinafter referred to as "CONTRACTOR,"

<b>Contractor Name</b>	Junior Achievement of Southwest New England
<b>Address</b>	2 Corporate Dr Ste 252
<b>City, State &amp; Zip Code</b>	Shelton, CT 06484
<b>Phone</b>	203-344-5782
<b>Email</b>	<a href="mailto:ja@jagfc.org">ja@jagfc.org</a>
<b>FEIN#</b>	06-0644315

**PURPOSE**

The purpose of this Agreement is for CONTRACTOR to deliver a high-impact workplace readiness boot camp for youth participants referred or approved by AGENCY. The services are intended to support the purposes of the Connecticut Youth Employment Program, which provides services for the successful transition of young individuals from education to employment and exposure to career pathways through structured programming designed to increase preparedness for career pathway development, positive youth empowerment, mentoring, leadership skills development, and job readiness leading toward economic stability.

CONTRACTOR shall deliver the **JA It’s My Job Workplace Readiness Boot Camp**, a soft skills and career readiness program designed to equip participants with professional communication, workplace behavior, resume development, job application readiness, interviewing skills, and other employment readiness skills required to become competitive and confident in today’s workforce.

The parties intend that the services provided under this Agreement will be practical, participant-centered, and aligned with real-world employment expectations, including interactive exercises, scenario-based learning, mock interview practice, professional communication activities, and tangible participant work products.

**SCOPE OF WORK**

CONTRACTOR shall provide workplace readiness boot camp services to CYEP participants as approved by AGENCY. Services shall be delivered through the **JA It’s My Job Workplace Readiness Boot Camp**, which is part of Junior Achievement’s Work and Career Readiness pathway. The Scope of Work shall include Junior Achievement’s service proposal document, Attachment #1.

The boot camp shall be delivered in a format approved by AGENCY, which may include either:

- a. a two-day intensive boot camp consisting of approximately two to three hours per day; or
- b. an accelerated series consisting of approximately five to six sessions of approximately ninety to one hundred twenty minutes per session.

The final delivery schedule, format, location, participant cohort size, and session dates shall be approved by AGENCY in writing prior to commencement of services.

**CONTRACT SUMMARY PAGE**

<b>RSP-GJC CONTRACT</b> <b>RSP-ITA-25-001</b>
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<b>Contracting Agency</b>	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
<b>Contracting Agency Contact</b>	Catherine N. Awwad, President & CEO	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Subcontractor</b>	Goggin Safety Services LLC		EIN#: <b>51-5031910</b> State Tax ID#: <b>41-85455-0-00</b>
	<i>Name of entity</i>		<i>FEIN/UEI Number</i>
<b>Subcontractor Contact</b>	Elizabeth Calvanese	<b>860-919-8795</b>	<b>ecalvanese@gogginsafetyervices.com</b>
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Program Activity</b>	Strengthening Sector Partnerships – Good Jobs Challenge – Healthcare Training ITAs		
	<i>Activity name or classification</i>		
<b>Primary Service Site</b>	556 Mulberry Street		
	<i>Street Address</i>		
	Plantsville	CT	06479
	<i>City</i>	<i>State</i>	<i>Zip</i>
<b>Organization Type</b>	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input checked="" type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
<b>Contract Type</b>	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
<b>Funding Source</b>	Strengthening Sector Partnerships – Good Jobs Challenge		
	<i>List source of funds</i>		
<b>Contract Period</b>	05/06/26	06/30/26	
	<i>Start Date</i>	<i>End Date</i>	
<b>Maximum Funding Amount</b>	<i>per ITA</i>		
	<i>Contract Amount</i>		
<b>CT CORE #</b>	23ECD0018OWS		
	<i>CT CORE #</i>		

**CONTRACT SUMMARY PAGE**

<b>GJC CONTRACT</b> <b>RSP-ITA-23-007 MOD3</b>
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<b>Contracting Agency</b>	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
<b>Contracting Agency Contact</b>	Catherine N. Awwad, President & CEO	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Subcontractor</b>	MASC 173 Interstate Ln, Waterbury, CT 06705		EIN# 0-1370390 SUI# 7287220-000 UEI#
	<i>Name of entity</i>		<i>FEIN/UEI Number</i>
<b>Subcontractor Contact</b>	Cyndi Zoldy, MASC	203-574-8285	<a href="mailto:czoldy@mascttc.com">czoldy@mascttc.com</a>
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Program Activity</b>	Strengthening Sector Partnerships – Good Jobs Challenge – MFG Training ITAs		
	<i>Activity name or classification</i>		
<b>Primary Service Site</b>	173 Interstate Ln.		
	<i>Street Address</i>		
	WATERBURY	CT	06705
	<i>City</i>	<i>State</i>	<i>Zip</i>
<b>Organization Type</b>	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input checked="" type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
<b>Contract Type</b>	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
<b>Funding Source</b>	Strengthening Sector Partnerships – Good Jobs Challenge		
	<i>List source of funds</i>		
<b>Contract Period</b>	12/06/23	06/30/26	
	<i>Start Date</i>	<i>End Date</i>	
<b>Maximum Funding Amount</b>	<i>per ITA</i>		
	<i>Contract Amount</i>		
<b>CT CORE #</b>	23ECD0018OWS		
	<i>CT CORE #</i>		

**Modification #3 - Addition of OSHA 10 classes to training offerings**



## MEMORANDUM OF AGREEMENT

BETWEEN

**EASTERN CT WORKFORCE INVESTMENT BOARD (EWIB)**

108 NEW PARK AVE., FRANKLIN, CT 06254

AND

**NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD (NRWIB)**

249 THOMASTON AVE., WATERBURY, CT 06702

FOR

THE IMPLEMENTATION OF THE CAREERCONNECT MANUFACTURING PROJECT

IN THE

**NORTHWESTERN CONNECTICUT WORKFORCE INVESTMENT AREA**

**FUNDING: \$1,036,954.26 CAREERCONNECT**

**AGREEMENT #CC-22-004**

**MODIFICATION #3**

**JULY 1, 2022, TO JUNE 30, 2026**

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Purpose: This agreement is entered into by EWIB and NRWIB pertaining to the implementation of the State of Connecticut CareerConneCT Initiative.

EWIB will:

- **Reduce** the original allocation of \$1,366,954.26 to **\$1,036,954.26** to NRWIB for the CareerConneCT Manufacturing project in Northwest Connecticut.

NRWIB will complete the following activities and deliverables during the three-year plan of service:

- Hire and/or assign staff members as specified in the sub-contract budget:
- Support efforts to recruit potential participants
- Follow established workflows to coordinate with EWIB and other regional WDBs, as necessary, to ensure that all project participants receive case management and career coaching from the appropriate WDB, including facilitating referrals and hand-offs, as appropriate
- Provide case management and career coaching to all project participants assigned to a NRWIB case manager/career coach
- Work with project participants and approved training providers to enroll participants in an occupational training that represents a good fit based on participants' preferences and assessment results, as well as the training schedule and location/accessibility. See Table 1 for a projected annual schedule.
- Refer project participants to remedial training, based on their preference and assessment results, as appropriate. See Table 1 for a projected annual schedule.

**CONTRACT SUMMARY PAGE**

<b>CYEP CONTRACT</b> <b>CYEP-25-003</b>
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<b>Contracting Agency</b>	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
<b>Contracting Agency Contact</b>	Catherine N. Awwad, President & CEO	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Subrecipient</b>	Waterbury Police Activity League		FEIN # 20-8262614 UEI #
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
<b>Subrecipient Contact</b>	Fernando Spagnolo President/Chief of Police	(203) 228-6973	fspagnolo@wtbypd.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Program Activity</b>	Connecticut Youth Employment Program Summer and Year Round		
	<i>Activity name or classification</i>		
<b>Primary Service Site</b>	64 Division Street		
	<i>Street Address</i>		
	Waterbury	CT	06704
	<i>City</i>	<i>State</i>	<i>Zip</i>
<b>Organization Type</b>	<input type="checkbox"/> Public Agency <input checked="" type="checkbox"/> Non-Profit Agency <input type="checkbox"/> For Profit Organization		
<b>Contract Type</b>	<i>Select one option</i>		
	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
<b>Funding Source</b>	State of Connecticut, Connecticut Youth Employment Program		
	<i>List source of funds</i>		
<b>Contract Period</b>	7/1/2025	6/30/2026	
	<i>Start Date</i>	<i>End Date</i>	
<b>Maximum Funding Amount</b>	\$267,194.27		
	<i>Contract Amount</i>		
<b>CT CORE #</b>	11000-DOL-40000-12205		

*CT CORE #*

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Modification #1 – Additional \$50,000 to increase contract from \$170,518.19 to \$220, 518.19 for year round program  
 Modification # 2 – Additional \$46,676.08 to increase contract from \$220,518.19 to \$267,194.27

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## CONTRACT SUMMARY PAGE

<b>CYEP CONTRACT CYEP-25-008</b>
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<b>Contracting Agency</b>	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
<b>Contracting Agency Contact</b>	Catherine N. Awwad, President & CEO	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Subrecipient</b>	Naugatuck Youth Services		FEIN # 20-8934900 UEI #
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
<b>Subrecipient Contact</b>	Sarah DeFlumeri	203-720-5673	sdeflumeri@naugatuckyouthservices.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
<b>Program Activity</b>	Connecticut Youth Employment Program Summer and Year-Round		
	<i>Activity name or classification</i>		
<b>Primary Service Site</b>	13 Scott Street		
	<i>Street Address</i>		
	Naugatuck	CT	06770
	<i>City</i>	<i>State</i>	<i>Zip</i>
<b>Organization Type</b>	<input type="checkbox"/> Public Agency <input checked="" type="checkbox"/> Non-Profit Agency <input type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
<b>Contract Type</b>	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
<b>Funding Source</b>	State of Connecticut, Connecticut Youth Employment Program		
	<i>List source of funds</i>		
<b>Contract Period</b>	7/1/2025	6/30/2026	
	<i>Start Date</i>	<i>End Date</i>	
<b>Maximum Funding Amount</b>	\$148,045.70		
	<i>Contract Amount</i>		
<b>CT CORE #</b>	11000-DOL-40000-12205		
	<i>CT CORE #</i>		

Modification #1 – Increase of \$5,000, increasing contract amount from \$138,885.70 to \$143,885.70

Modification #2 – Additional \$4,160 to increase contract amount from \$143,885.70 to \$148,045.70

MOU and IFAs made  
available for review  
under separate file  
due to size of  
documents

**Northwest Regional Workforce Investment Board, Inc.**  
**Statement of Financial Position**  
As of March 31, 2026

04/17/26

Accrual Basis

	Mar 31, 26
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
10100 · All Funds Checking	219,426.96
10200 · Good Jobs Checking	279,467.86
10400 · Unrestricted Checking	346,083.66
10500 · Benefits Checking	501.93
10710 · Grant Funds Other Checking	159,349.43
10800 · 18 month CD - Danbury Savings	107,223.96
10900 · Payroll Checking	6,773.18
<b>Total Checking/Savings</b>	1,118,826.98
<b>Accounts Receivable</b>	
11000 · Accounts Receivable	
11001 · Accounts Receivable-ADS	10,889.38
11000 · Accounts Receivable - Other	23.43
<b>Total 11000 · Accounts Receivable</b>	10,912.81
11009 · Accounts Rec-Infrastructure	809.37
<b>Total Accounts Receivable</b>	11,722.18
<b>Other Current Assets</b>	
13000 · Prepaid Expenses	26,283.86
<b>Total Other Current Assets</b>	26,283.86
<b>Total Current Assets</b>	1,156,833.02
<b>Fixed Assets</b>	
16100 · Equipment	57,161.50
17100 · Accum Deprec-Equipment	-19,264.39
<b>Total Fixed Assets</b>	37,897.11
<b>Other Assets</b>	
14000 · Lease Asset	809,928.04
<b>Total Other Assets</b>	809,928.04
<b>TOTAL ASSETS</b>	<b>2,004,658.17</b>

**Northwest Regional Workforce Investment Board, Inc.**  
**Statement of Financial Position**  
As of March 31, 2026

04/17/26

Accrual Basis

	Mar 31, 26
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
20000 · Accounts Payable	394,675.12
<b>Total Accounts Payable</b>	394,675.12
<b>Credit Cards</b>	
21500 · Credit Card/VISA - *2122/0969	-355.84
21800 · VISA *9056	295.02
<b>Total Credit Cards</b>	-60.82
<b>Other Current Liabilities</b>	
20002 · YE Accrued Expenses	76,001.18
23000 · Advances from Grantors	15,664.23
24500 · Accrued Vacation	119,431.67
25000 · Due to Funding Source	12,141.60
33300 · Suspense	-2,087.57
<b>Total Other Current Liabilities</b>	221,151.11
<b>Total Current Liabilities</b>	615,765.41
<b>Long Term Liabilities</b>	
26000 · Lease Liability	809,928.04
<b>Total Long Term Liabilities</b>	809,928.04
<b>Total Liabilities</b>	1,425,693.45
<b>Equity</b>	
39005 · Retained Earnings	808,056.28
Net Income	-229,091.56
<b>Total Equity</b>	578,964.72
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,004,658.17</b>

**Northwest Regional Workforce Investment Board, Inc.**  
**Statement of Activities (Profit & Loss) Budget vs. Actual**  
**July 2025 through March 2026**

	Jul '25 - Mar 26	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
41000 · WIOA	1,815,640.61	3,371,937.00	-1,556,296.39	53.8%
42000 · JFES	1,021,675.39	1,482,756.00	-461,080.61	68.9%
44000 · WIOA Demo Grants	184,307.77			
45000 · Grant Funds-Other	1,679,086.87	831,412.00	847,674.87	202.0%
45001 · Grant Funds-Other Additional	814,706.97	452,888.00	361,818.97	179.9%
45500 · Unreserved/Unrestricted	0.00	20,000.00	-20,000.00	0.0%
45510 · Interest Earned	714.33			
45600 · MASC-Fee for Service	22,993.83	38,500.00	-15,506.17	59.7%
46000 · Career Connect	0.00	0.00	0.00	0.0%
47000 · Youth Employment Programs	1,494,110.88	1,821,965.00	-327,854.12	82.0%
48000 · Good Jobs Ordinance	112,043.48	130,000.00	-17,956.52	86.2%
49000 · US DOL Grants	47,493.70			
<b>Total Income</b>	<b>7,192,773.83</b>	<b>8,149,458.00</b>	<b>-956,684.17</b>	<b>88.3%</b>
<b>Gross Profit</b>	<b>7,192,773.83</b>	<b>8,149,458.00</b>	<b>-956,684.17</b>	<b>88.3%</b>
<b>Expense</b>				
51000 · Salaries	1,193,826.86	1,176,771.12	17,055.74	101.4%
55000 · Fringe Benefits	386,824.85	359,626.40	27,198.45	107.6%
61000 · Background check/Drug testing	42.50	209.00	-166.50	20.3%
62000 · Rent/Util/Sec/Clean	162,942.16	224,583.12	-61,640.96	72.6%
63900 · Infrastructure Cost Recovery	-2,584.49			
64000 · Telephone	16,912.72	28,075.35	-11,162.63	60.2%
65000 · Advertising/Printing	2,951.10	3,809.00	-857.90	77.5%
66000 · Dues & Subscriptions	12,522.59	17,265.00	-4,742.41	72.5%
68000 · Office Supplies/Equipment	48,102.19	47,648.00	454.19	101.0%
68001 · Cost of Meeting	23,357.48			
68500 · IT	64,929.13	51,929.67	12,999.46	125.0%
69000 · Bank Fees	458.00	1,645.00	-1,187.00	27.8%
70000 · Postage	688.50	1,504.00	-815.50	45.8%
72000 · Travel & Mileage	24,617.93	34,215.40	-9,597.47	71.9%
74000 · Staff Training	802.00	2,269.00	-1,467.00	35.3%
76000 · Insurance	26,756.00	27,155.00	-399.00	98.5%
76200 · Outreach/Recruitment	638.41	1,000.00	-361.59	63.8%
77000 · Consultants	9,657.50	11,400.00	-1,742.50	84.7%
78000 · Professional Services	37,250.00	0.00	37,250.00	100.0%
78100 · Prof Services Audit	40,820.00	700.00	40,120.00	5,831.4%
78200 · Prof Services Legal	0.00	0.00	0.00	0.0%
78300 · Payroll Service	4,010.60	4,893.00	-882.40	82.0%
78500 · Purchased Services	1,808.50	0.00	1,808.50	100.0%

**Northwest Regional Workforce Investment Board, Inc.**  
**Statement of Activities (Profit & Loss) Budget vs. Actual**  
**July 2025 through March 2026**

	Jul '25 - Mar 26	Budget	\$ Over Budget	% of Budget
78600 · Purchased Services PSA	30,493.00	34,600.00	-4,107.00	88.1%
79000 · Program Admin	0.00	9,788.00	-9,788.00	0.0%
79999 · Indirect Cost Rate	0.00	292,063.28	-292,063.28	0.0%
<b>80000 · ITA/ITV</b>	<b>744,631.40</b>	<b>500,000.00</b>	<b>244,631.40</b>	<b>148.9%</b>
80001 · Provider Expense-Other	2,480.00	29,599.00	-27,119.00	8.4%
80002 · Career Services	1,612,988.58	1,871,143.68	-258,155.10	86.2%
80003 · Participant Tutoring	2,514.90	20,800.00	-18,285.10	12.1%
80004 · OneStop Operator	91,616.38	98,350.00	-6,733.62	93.2%
80005 · OJT	41,816.74	52,400.00	-10,583.26	79.8%
80006 · Provider Expense-Contracts	1,989,396.22	2,099,028.21	-109,631.99	94.8%
80007 · Supportive Services	102,098.03	236,749.39	-134,651.36	43.1%
<b>80009 · Subsidized Payroll</b>	<b>196,917.57</b>	<b>338,090.00</b>	<b>-141,172.43</b>	<b>58.2%</b>
80011 · Provider Exp- Cohort Training	165,885.00	213,100.00	-47,215.00	77.8%
81000 · Incentive/Benchmark	132,499.00	67,300.00	65,199.00	196.9%
83000 · Operational Expenses-(CRI)(DOL)	222,379.62	252,900.38	-30,520.76	87.9%
85000 · Participant Software	28,640.00	38,848.00	-10,208.00	73.7%
90020 · Late Fees	174.42			
<b>Total Expense</b>	<b>7,421,865.39</b>	<b>8,149,458.00</b>	<b>-727,592.61</b>	<b>91.1%</b>
<b>Net Income</b>	<b>-229,091.56</b>	<b>0.00</b>	<b>-229,091.56</b>	<b>100.0%</b>

Northwest Regional Workforce Investment Board, Inc.  
Statement of Activities (P&L) AF Budget vs. Actual  
July through March 2026

	Actual Expenditures 7/1/25-		\$ Variance to All Funds	
	3/31/26	Budget per All Funds	Budget	% of Budget
<b>Income</b>				
41000 · WIOA	1,815,640.61	5,016,294.00	(3,200,653.39)	36.2%
42000 · JFES	1,021,675.39	1,476,292.00	(454,616.61)	69.2%
44000 · WIOA Demo Grants	184,307.77	322,777.00	(138,469.23)	0.0%
45000 · Grant Funds-Other	1,679,086.87	4,321,468.00	(2,642,381.13)	38.9%
45001-Grant Funds Other-Additional	814,706.97	1,892,658.00	(1,077,951.03)	43.0%
45510 · Interest Earned	714.33	-	714.33	
45500 · Unreserved/Unrestricted	-	-	-	
45600 · MASC	22,993.83	38,500.00	(15,506.17)	59.7%
47000 · Youth Employment Programs	1,494,110.88	2,523,488.51	(1,029,377.63)	59.2%
48000 · Good Jobs Ordinance	112,043.48	205,000.00	(92,956.52)	54.7%
49000 · US DOL Grants	47,493.70	370,000.00	(322,506.30)	12.8%
<b>Total Income</b>	<b>7,192,773.83</b>	<b>16,166,477.51</b>	<b>(8,973,703.68)</b>	<b>44.5%</b>
<b>Gross Profit</b>	<b>7,192,773.83</b>	<b>16,166,477.51</b>	<b>(8,973,703.68)</b>	<b>44.5%</b>
<b>Expense</b>				
51000 · Salaries	1,193,826.86	1,748,264.47	(554,437.61)	68.3%
55000 · Fringe Benefits	386,824.85	649,710.50	(262,885.65)	59.5%
61000 · Background check/Drug testing	42.50	-	42.50	
62000 · Rent/Util/Sec/Clean	162,942.16	382,517.26	(219,575.10)	42.6%
63900 · Infrastructure Cost Recovery	(2,584.49)	-	(2,584.49)	
64000 · Telephone	16,912.72	30,495.00	(13,582.28)	55.5%
65000 · Advertising/Printing	2,951.10	10,500.00	(7,548.90)	28.1%
66000 · Dues & Subscriptions	12,522.59	12,538.00	(15.41)	99.9%
68000 · Office Supplies/Equipment	48,102.19	139,313.87	(91,211.68)	34.5%
68001 · Cost of Meeting	23,357.48	10,000.00	13,357.48	233.6%
68500 · IT	64,929.13	70,800.00	(5,870.87)	91.7%
69000 · Bank Fees	458.00	-	458.00	
70000 · Postage	688.50	2,175.00	(1,486.50)	31.7%
72000 · Travel & Mileage	24,617.93	27,000.00	(2,382.07)	91.2%
74000 · Staff Training	802.00	5,000.00	(4,198.00)	16.0%
76000 · Insurance	26,756.00	35,000.00	(8,244.00)	76.4%
76200 · Outreach/Recruitment	638.41	73,500.00	(72,861.59)	0.9%
77000 · Consultants	9,657.50	17,500.00	(7,842.50)	55.2%
78000 · Professional Services	37,250.00	24,000.00	13,250.00	
78100 · Prof Services Audit	40,820.00	42,000.00	(1,180.00)	97.2%
78200 · Prof Services Legal	-	-	-	
78300 · Payroll Service	4,010.60	7,500.00	(3,489.40)	53.5%
78500 · Purchased Services	1,808.50	-	1,808.50	
78600 · Purchased Services PSA	30,493.00	40,000.00	(9,507.00)	76.2%
79000 · Program Admin	-	-	-	
79999 · Indirect Cost Rate	-	533,181.00	(533,181.00)	0.0%
80000 · ITA/ITV	744,631.40	2,062,850.00	(1,318,218.60)	36.1%
80001 · Provider Expense-Other	2,480.00	2,500.00	(20.00)	
80002 · Career Services	1,612,988.58	2,484,141.00	(871,152.42)	64.9%
80003 · Participant Tutoring	2,514.90	50,000.00	(47,485.10)	5.0%
80004 · OneStop Operator	91,616.38	125,000.00	(33,383.62)	73.3%
80005 · OJT	41,816.74	362,280.00	(320,463.26)	11.5%
80006 · Provider Expense-Contracts	1,989,396.22	3,859,341.96	(1,869,945.74)	51.5%
80007 · Supportive Services	102,098.03	940,132.47	(838,034.44)	10.9%
80009 · Subsidized Payroll	196,917.57	465,983.30	(269,065.73)	42.3%
80010 · Subsequent Year Funding	-	453,611.21	(453,611.21)	0.0%
80011 · Provider Exp- Cohort Training	165,885.00	459,438.00	(293,553.00)	36.1%
81000 · Incentive/Benchmark	132,499.00	502,718.00	(370,219.00)	26.4%
82000 · Provider Expense-IWT	-	223,085.47	(223,085.47)	0.0%
83000 · Operational Expenses-(CRI)	222,379.62	205,608.00	16,771.62	108.2%
85000 · Participant Software	28,640.00	108,793.00	(80,153.00)	26.3%
90010 · Deprecation	-	-	-	
90020 · Late Fees	174.42	-	174.42	
<b>Total Expense</b>	<b>7,421,865.39</b>	<b>16,166,477.51</b>	<b>(8,744,612.12)</b>	<b>45.9%</b>
<b>Net Income</b>	<b>(229,091.56)</b>	<b>-</b>	<b>(229,091.56)</b>	<b>100%</b>