



January 18, 2022 - 11:45 A.M.
Hybrid Meeting – EpiCenter
13805 58th St. N.
Room 1-451 & 1-453
Clearwater, FL 33760

Zoom

*Join via Zoom – Meeting ID: 338 034 9468

[Zoom Link](#)

*Dial In via Phone – Meeting ID: 338 034 9468

Phone: +1 646-558-8656

Board of Directors
Agenda

I. Welcome and Introductions Scott Thomas, Chair

II. Public Comment

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

III. Roll Call

IV. Chair’s Report

V. Sail Future Presentation – Michael Long & Hunter Thompson

VI. CEO Report

VII. Action/Discussion Items

- 1. Approval of minutes - November 16, 2022 Board of Directors Meeting..... Page 1
Audit Committee
- 2. Approval of Form 990 Page 11
Workforce Solutions Committee
- 3. Approval of Net Synergy..... Page 51
Finance Committee
- 4. Approval of WIOA Dislocated Worker Funds Transfer Page 52

VIII. General Counsel Update – Gray|Robinson..... Page 54

IX. vCIO Update – Paul Ashe Page 55



X. Information Items

Finance Overview

- 1. November Financial Package Page 56
- 2. Budget Modification I Page 67

Human Resources Overview

- 3. Compensation Review Summary and Impact Page 71
- 4. Year in Review - Staffing Page 72
- 5. 2023 Benefits Renewal Page 73
- 6. Employee Engagement Survey Summary Page 74

Programmatic Overview

- 7. WIOA Performance Indicators Page 75
- 8. WIOA Reports & WP Reports Page 76
- 9. 2023 Program Initiatives Page 78

Business Services Overview

- 10. Summary of Services offered Page 79
- 11. 2022 Year in Review Page 80

Board Administration

- 12. Board Orientation Reminder Page 81

XI. Board Informational Series: Public Workforce System

XII. Open Discussion

XIII. Adjournment

- Finance Committee – February 22, 2023 (10:00 am - 11:00 am)**
- Audit Committee – February 22, 2023 (11:00 am – 12:00 pm)**
- Compensation Committee – February 2, 2023 (11:00 am - 12:00 pm)**
- Workforce Solutions Committee – February 16, 2023 (2:30 pm - 3:30 pm)**
- One-Stop Committee – February 16, 2023 (9:00 am - 10:00 am)**
- Next Board of Directors Meeting – March 15, 2023 (11:45 am - 12:45 pm)**

**All parties are advised that if you decide to appeal any decision made by the Board with respect to any matter considered at the meeting or hearing, you will need a record of the proceedings, and that, for such purpose, you may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.*

**If you have a disability and need an accommodation in order to participate in this meeting, please contact the Executive Assistant at 727-608-2551 or admin@careersourcepinellas.com at least two business days in advance of the meeting.*



ACTION ITEM 1

Approval of Minutes

In accordance with Article VII, Section 1(H), of the approved WorkNet Pinellas By-Laws: Minutes shall be kept of all Board and Committee meetings. Minutes shall be reviewed and approved at the next CareerSource Pinellas Board or Committee meeting as appropriate.

The official minutes of meetings of the Board and Committees of the Board are public record and shall be open to inspection by the public. They shall be kept on file by the Board Secretary at the administrative office of CareerSource Pinellas as the record of the official actions of the Board of Directors.

The draft minutes from the November 16, 2022, Board of Directors meeting have been prepared and are enclosed.

RECOMMENDATION

Approval of the draft minutes, to include any amendments necessary.

**CareerSource Pinellas
Board of Directors Minutes**

Date: Wednesday, November 16, 2022, at 11:45 am.

Location: Hybrid meeting – Zoom/EpiCenter, 13805 58th St. N., Rooms 1 - 451 & 1 - 453, Clearwater, FL 33760

Call to Order

Chair, Scott Thomas, called the meeting to order at 11:52 a.m. There was a quorum with the following board members present.

Board Members in Attendance

Scott Thomas (In person), Barclay Harless (Zoom), Belinthia Berry (Zoom), Elizabeth Siplin (Zoom), Kenneth Williams (In person), Jack Geller (Zoom), John Howell (In person), Kevin Knutson (In person), Lisa Cane (Zoom), Mark Hunt (In person), Patricia Sawyer (Zoom), Michelle Radcliffe (Zoom), Michael Jalazo (Zoom), Angel Barton (Zoom), Shawn McDonnell (Zoom), Zac Holland (In person), Esther Matthews (In person)

Board Members Not in Attendance

Candida Duff, Celeste Fernandez, Zachary White, Commissioner René Flowers, David Fetkenher, Dr. Rebecca Sarlo, Glenn Willocks, Ivonne Alvarez

Board Counsel

Stephanie Marchman (Zoom)

Staff in Attendance

Steven Meier, Jay Burkey, Mary jo Schmick, Leah Geis, David Zirilli, Jason Druding

Guests in Attendance

Danielle Weitlauf (In person)

Public Comments

There were no public comments.

Action Item 1 – Approval of the Minutes – 11.16.22 Board of Directors Meeting

The minutes of the September 7, 2022, Board of Directors meeting were presented for approval.

RECOMMENDATION

Approval of the draft minutes, to include any amendments necessary.

Discussion: None

Motion:	Pattye Sawyer
Second:	Barclay Harless

The minutes were approved as presented. This motion carried unanimously.

Action Item 2 – Approval of Annual 401K Audit

- a. Financial Statements and Supplemental Schedule (Included in the board packet.)**
- b. Report to Those Charged with Governance (Included in the board packet.)**

WorkNet Pinellas, Inc. 401k Plan is required to have an annual audit by an Independent CPA firm. The Audit Committee approved Thomas Howell Ferguson P.A. to perform an ERISA Section 103 (a)(3)(c) audit (previously “limited scope audit”) of the 2021 financial statements at its May 6, 2022, meeting and the Board of Directors followed up with their approval at the May 26, 2022, meeting.

As permitted under the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the plan administrator instructed Thomas Howell Ferguson P.A. to perform an ERISA Section 103 (a)(3)(c) audit and thus, they did not perform any auditing procedures with respect to investment information which was prepared and certified by John Hancock. Thomas Howell Ferguson P.A. did perform audit procedures on employee eligibility, employer and employee contributions, employee loans, etc. Their responsibility is to express an opinion on the 2021 financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States. Because Thomas Howell Ferguson P.A. performed an ERISA Section 103 (a)(3)(c) audit, they did not express an opinion on the 2021 financial statements.

The attached financial statements along with the organization's Form 5500, were scheduled to be filed with the IRS and Department of Labor by the October 15, 2022, deadline. However, due to Hurricane Ian, the filing deadline has been extended until February 15, 2023.

RECOMMENDATION

Approval of the enclosed WorkNet Pinellas, Inc. 401(k) Plan Financial Statements and Supplemental Schedule for the years ended December 31, 2021, and 2020.

Discussion: None

Motion:	Mark Hunt
Second:	Kevin Knutson

The Board of Directors made a motion for approval of the enclosed WorkNet Pinellas, Inc. 401(k) Plan Financial Statements and Supplemental Schedule for the years ended December 31, 2021, and 2020. The motion carried unanimously.

Action Item 3 – Audit of June 30, 2022, Financial Statements

- a. **Financial Statements and Supplemental Schedule (Included in the board packet.)**
- b. **Report to Those Charged with Governance (Included in the board packet.)**

The Audit Committee approved Thomas Howell Ferguson P.A to perform the financial statement audit of the June 30, 2022, financial statements at its May 6, 2022, meeting and the Board followed up with their approval at the May 26, 2022, meeting.

The audit firm of Thomas Howell Ferguson P.A has completed the annual financial audit for WorkNet Pinellas, Inc. for the fiscal year ended June 30, 2022. Enclosed is a copy of the Financial Statements and the *Auditor's Communications with Those Charged with Governance*.

RECOMMENDATION

Approval of the Annual Financial Audit for the fiscal year ended June 30, 2022.

Discussion: None

Motion:	Jack Geller
Second:	Mark Hunt

The Board of Directors made a motion for approval of the Annual Financial Audit for the fiscal year ended June 30, 2022. The motion carried unanimously.

Action Item 4 – Compensation Review Results

At the 04/07/2022 Compensation Committee Meeting, a proposal to conduct a compensation review was approved and later brought before the Board of Directors for a vote. Compensation Resources' proposal was approved at the 05/26/2022 Board of Directors Meeting.

The compensation review was conducted, and the report is included in this packet for your review and reference. Diana Neelman, with Compensation Resources, will be giving an overview of their findings and is available to answer any questions.

Based upon the results of the compensation review, it is recommended that pay ranges for all existing job classifications be increased by 4.7% from the previous compensation review performed in 2019, to ensure CareerSource Pinellas offers competitive salaries and compensation compared to the marketplace. Staff salaries will be evaluated in order to determine alignment with new pay ranges and salary increases may be approved up to 4.7% depending on the employee's hire date, any recent promotion, and the where the employee's current salary falls within the pay range. The total annual impact of every employee, excluding the Interim CEO, receiving a 4.7% increase would be approximately \$131,000. Any approved increases would be effective January 1, 2023 (50% of the year); thus, the maximum impact for 2022-2023 would be \$65,686. The Budget Modification I, that will be considered today by the Board for approval, includes \$55,458 for increased salaries due to Compensation Review. Since not all employees will receive the full 4.7% increase, staff feels that the Budget Modification that will be considered adequately covers any anticipated salary increases resulting from adjustments from the compensation review.

Paragraph 11 of the DEO funding agreement provides in part: "Funds provided by DEO may not be used to fund salary, bonus, or incentive of any employee in excess of Federal Executive Level II, regardless of funding source." The Office of Personnel Management released new salary levels for the Executive Pay Scale and effective January 2, 2022, the salary limitation for Executive Level II is \$203,700.

***The full review was included with this board packet.**

RECOMMENDATION

Approval to adopt Compensation Resources' proposal and increase employee pay ranges by 4.7%. Staff salaries will be evaluated to be in alignment with the updated pay ranges and salary increases may be approved up to 4.7%.

Discussion: None

Motion:	Esther Matthews
Second:	Barclay Harless

The Board of Directors made a motion for approval to adopt Compensation Resources' proposal and increase employee pay ranges by 4.7%. Staff salaries will be evaluated to be in alignment with the updated pay ranges and salary increases may be approved up to 4.7%. The motion carried unanimously.

Action Item 5 – DEO 2022-2023 Internal Control Questionnaire & Assessment

The Internal Control Questionnaire and Assessment (ICQ) was developed by the Department of Economic Opportunity (DEO), Bureau of Financial Monitoring and Accountability, as a self-assessment tool to help evaluate whether a system of sound internal control exists within the Local Workforce Development Board (LWDB).

The self-assessment ratings and responses should reflect the controls in place or identify areas where additional or compensating controls could be enhanced. Based on the Grantee-Subgrantee Agreement, the ICQ is required to be completed and certified by the Executive Director and Board Chair or their designee and submitted to DEO by September 30. However, DEO extended the deadline to November 18, 2022, to allow the CareerSource Pinellas Finance Committee and Board to review and approve the ICQ at their October and November meetings, respectively. Some of the new controls implemented during the last year were as follows:

- Engaged internal monitoring firm to conduct annual required subrecipient monitoring.
- Revised Procurement Policies and Procedures.
- Compensation Review was conducted to review organizational structure, salaries and positions. In addition, new hires have been brought in to fill organizational gaps and assist with succession planning for CFO.
- Migrated from ATLAS to Employ Florida.
- Dedicated staff position was created to ensure all policies, procedures and related control activities are reviewed for continued relevance and effectiveness.
- Renewed 24/7/365 cyber-security monitoring and security awareness training for employees.

*The full questionnaire and assessment was included with this board packet.

RECOMMENDATION

Approval of the enclosed 2022-2023 Internal Control Questionnaire and Assessment.

Discussion: None

Motion:	Kevin Knutson
Second:	Mark Hunt

The Board of Directors made a motion for approval of the enclosed 2022-2023 Internal Control Questionnaire and Assessment. The motion carried unanimously.

Action Item 6 – Budget Modification I

REVENUE:

Total budgeted revenues estimated to increase from \$9,144,724 to \$9,226,682 for an overall increase of \$81,958; or 0.9%.

Workforce Innovation and Opportunity Act (WIOA) Programs

- Rapid Response grant - \$55,958
 - Additional funding for 2022 - 2023 awarded from DEO

Employment Services

- Apprenticeship Navigator - \$62,500
 - New grant awarded from DEO to fund dedicated headcount to lead and support local efforts to develop, expand and support Registered Apprenticeship Programs (RAP) in Florida.

Trade Adjustment Assistance (TAA)

- Training and Case Management - \$<66,000>
 - TAA program was not re-approved by Congress and sunsetted effective June 30, 2022. Participants already in program would be allowed to continue in program until their training is complete. No new petitions will be accepted.

Other

- **Ticket to Work - \$22,000**
 - First quarter Ticket to Work revenue (unrestricted) was higher than budgeted
- **Interest Income - \$9,000**
 - Higher interest rates resulting in increased returns on bank accounts

EXPENSES:

Total budgeted expenses estimated to increase from \$9,090,764 to \$9,148,222 for an overall increase of \$57,458.

Personnel Expenses

- Personnel Expenses expected to increase \$116,458, or 2.9% from original budget.
 - Apprenticeship Navigator position
 - Adjustment of salaries from adoption of Compensation Review

Training

- TAA Training - \$<50,000>
 - Sunsetting of TAA program will result in less training

Professional Fees

- Lobbying Fees increased \$5,000 due to more involvement of Chris Carmody from GrayRobinson relating to REACH Act.

Insurance

- Cyber Insurance decreased (\$14,000) from original budget as organization switched insurance carriers for 2022-2023 which will result in savings from budget and prior year.

RECOMMENDATION

Staff recommends approval of adjustments to the revenue budgets and resultant modifications to the expenditures budgets.

Discussion: None

Motion:	Esther Matthews
Second:	Barclay Harless

The Board of Directors made a motion for approval of adjustments to the revenue budgets and resultant modifications to the expenditures budgets. The motion carried unanimously.

Action Item 7 – Youth Workforce Services RFP

The current contract for Workforce Youth Services with Pinellas Education Foundation ends as of June 30, 2023. This is the third and final annual renewal. One of the responsibilities of Local Workforce Development Boards (LWDB) includes selection of providers of youth workforce investment activities through competitive grants or contracts. The LWDB must award such grants or contracts on a competitive basis and in accordance with the Procurement Standards found at Uniform Guidance at 2 CFR parts 200 and 2900.

In accordance with WIOA guidance on procurement, CareerSource Pinellas is requesting approval to issue a new Request for Proposal (RFP) to solicit proposals for a service provider to deliver Youth Workforce Services in Pinellas County effective July 1, 2023.

RECOMMENDATION

Staff recommends approval to issue a Request for Proposal (RFP) for service provider for Youth Workforce Services.

Discussion: None

Motion:	Mark Hunt
Second:	Jack Geller

The Board of Directors made a motion for approval to issue a Request for Proposal (RFP) for service provider for Youth Workforce Services. The motion carried unanimously.

General Counsel Update – Gray|Robinson

The following is a summary of legal services provided to CareerSource Pinellas since the General Counsel issued her last Legal Services Summary and Litigation Report to the Board of Directors at its meeting on September 7, 2022:

- Attorney Patrick Hagen independently investigated a whistleblower complaint filed by a former employee. The investigation has concluded and results have been provided.
- Reviewed contracts as to their form and legality, including the Workforce GPS Agreement, Forms of Payments for WIOA Youth Program Participants and Training and Employment Guidance Letters, and Manpower Services Agreement.
- Coordinated with coverage counsel regarding the response to the Department of Labor final determination and possible insurance coverage for disallowed costs.
- Reviewed Board of Directors, Workforce Solutions Committee, Compensation Committee, Audit Committee, and Finance Committee agenda packets as to their form and legality; attended Board of Directors and Compensation Committee meetings.
- Provided sunshine law guidance with respect to Ernst and Young meeting.

Pending litigation report:

There is no known pending litigation against CareerSource Pinellas.

INFORMATION ITEM 1 – REACH Act Update

The Reimagining Education and Career Help Act (REACH) was signed into law in July 2021. It is a comprehensive blueprint for enhancing access, alignment, and accountability across the state's workforce development system. Implementation of the REACH Act is a priority of the CareerSource Florida Board of Directors. Three Main Components of the REACH Act.

1. Letter Grades
2. Re-alignment
3. Florida Credentials Review Committee

LETTER GRADES

The REACH Act seeks to improve accountability in the workforce system. The Law calls to develop criteria for assigning a letter grade to local workforce boards based on local board performance accountability measures and return on investment. Baseline grades were released on October 18, 2022, and grades are made public with the goal of elevating Florida's workforce. The current grades were determined retroactively from 2022 and will be updated on an annual basis.

Using criteria set by the Governor's REACH Office and data from the 2021-2022 fiscal year, CareerSource Florida announced during the Oct. 18 CareerSource Florida Board Executive Committee meeting that 13 As, 10 Bs and one C had been assigned to the 24 local workforce development boards. CareerSource Pinellas received a score of 87.98%, or B+. The breakdown of the grade is on the following page (info tables included in meeting packet).

Areas to Improve:

- Work-based learning Opportunities
- Documentation of Business Service Activities
- Outreach and Services to SNAP and TANF customers

REALIGNMENT

CareerSource Florida (CSF) is exploring approaches to aligning Florida's 24 local workforce development boards consistent with the charge of reducing the number of local boards under the REACH. Ernst & Young (EY) was hired by CSF to perform the evaluation and study. The goals of realignment are to:

- Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.
- Establish consistent eligibility standards across the state to improve the accountability of work-force related programs.
- Provide greater flexibility in allocating resources to maximize the funds directed to training and business services.

October was a month of robust engagement as part of CareerSource Florida's commitment to involve all partners in evaluating the alignment of Florida's 24 local workforce development boards to identify options for consolidation. Many of the 150 in-person and online interviews, roundtables, focus groups, webinars and workshops for state and local leaders have taken place during October, with more than 400 participants.

Engagement included:

- Local Workforce Development Boards:
 - 24 one-on-one, in-person interviews in September with the chief executives of each board.
 - 24 focus groups for leadership and staff in October.
 - 7 regional in-person workshops earlier in November.
- Employers, Economic Developers, Educators & Other Leaders:
 - 48 roundtable discussions in October.

- A webinar with chief local elected officials Oct. 27. A second workshop and interviews with state leaders will occur in November/December.

Engagement will continue into early 2023, along with research and data analysis, focused on identifying options that best address the intent of the REACH Act and the commitment to continuous improvement of the CareerSource Florida network.

EY will develop three potential options for action to be considered by the CareerSource Florida Board of Directors. These options will be developed in coordination with CareerSource Florida staff and the REACH Act office, and will focus on federal WIOA requirements, REACH Act priorities, stakeholder input, and research from Phases 1 and 2. The options will be included in the Final Project Report to be delivered at the February 2023, CareerSource Florida Board of Directors meeting. Information in the option descriptions will include:

- Maps of potential new local workforce development area geographies
- WIOA and REACH Act compliance factors
- High-level change management considerations
- Benefits and risks

FLORIDA CREDENTIALS REVIEW COMMITTEE

Empowered by Florida’s landmark REACH Act, the Credentials Review Committee establishes a definition for credentials of value, creates a framework of quality, and identifies non-degree and degree credentials of value to ensure instructional programs prepare Floridians for in-demand occupations.

In January 2022, the Florida Credentials Review Committee created four workgroups focused on the four key elements of a Framework of Quality (that is, wages, demand, credential sequencing and credential identification).

For more information on the REACH Act:

<https://careersourceflorida.com/boardroom/reach-act/>

INFORMATION ITEM 2 – Subrecipient Monitoring for Period July 2021 – June 2022

2 CFR 200.331(d) requires that awarding agencies “monitor the activities of the subrecipient as necessary to ensure that the subaward is used for authorized purposes, in compliance with Federal statutes, regulations, and the terms and conditions of the subaward.” CareerSource Pinellas conducts business with two entities that are considered subrecipients, Pinellas Education Foundation (Youth Connect) and Dynamic Workforce Solutions (One-Stop Operator).

Pinellas Education Foundation

Period Reviewed – July 1, 2021 – July 31, 2022
Contracted Amount - \$475,000

Findings

- Recommend PEF elect a de minimis rate of 10% for indirect cost allocation.
- Monitor proper distinction between direct and indirect costs.
- Ensure approved mileage charges are billed at the allowable rate per F.S. 112.061.
- Ensure signatures are obtained on all requests for payment acknowledging payment by PEF for tuition related costs.
- Requests for reimbursement should be made only for costs that are both incurred and paid and properly supported.
- Confirm prepaid card tracking/issuance log is up to date and correct.

Observations

- Ensure classification of cost on payment requests can be easily reconciled to supporting documentation.
- Ensure appropriate support service activity is open in EF to coincide with support services provided.
- Consider obtaining attestation from clients that prepaid cards are used as intended

- Monthly Youth Services Reports should be supported by client data and counts to substantiate the information presented.

Dynamic Workforce Solutions (Report #2)

Period Reviewed – July 1, 2021 – June 30, 2022

Contracted Amount - \$40,000

Observations

- Recommendation to monitor and reconcile indirect cost rate and allocation.
- Recommendation to modify compliance reports to include each specific scope-of-work element detailed in the contract and to document progress for each contract deliverable.

The Internal Control Questionnaire from DEO that each Local Workforce Develop Board (LWDB) is required to complete on an annual basis specifically asks whether LWDB monitors all subrecipients and communicates the monitoring results to the LWDB's board of directors.

***Report included in meeting packet.**

INFORMATION ITEM 3 – Staffing Report

Since the beginning of the current Program Year, the organization has decreased by one COO. There is currently no plan to replace the COO at this time. The Finance Department has also decreased by one Director. Business services has decreased by one Apprenticeship Navigator. Programs has decreased by two Career Counselors.

Juan Toribio is transitioning from a Supervisor role to a Marketing Coordinator role, working in conjunction with Tucker Hall. In addition, Lysandra Montijo was promoted to Programs Director and Frank Molloy was promoted to MIS Supervisor.

Since the beginning of the current Program Year, the organization has welcomed the following employees to the CareerSource Pinellas team:

- Sean Thornton, **Business Services Representative**
- Dustin Stull, **Apprenticeship Navigator**
- Jennifer Henzel, **Technician**
- Emelinda Colon, **Business Services Representative**
- David Zirilli, **Director of Finance**
- Britney Norsworthy, **WIOA Career Counselor**
- Mable Livaudais, **Specialist**
- Jason Druding, **Director of Business Services**
- Eugene Woody, **Specialist**

INFORMATION ITEM 4 – Organizational Chart

At the Special Meeting of the Board of Directors on December 15, 2021, the board unanimously approved to refer Section IV of the Whistleblower Report related to organizational culture and employee engagement to the Compensation Committee for further review and recommended action, if any. One of HR Director's, Jay Burkey, main focuses has been the implementation of tactics to improve organizational culture and employee engagement.

***Organizational chart included in meeting packet.**

INFORMATION ITEM 5 – Benefits Renewal Process

Benefit renewal is underway with our partner HUB International. At this time, we have not received any renewal information, but we are anticipating open enrollment to take place in November for all benefit eligible employees.

INFORMATION ITEM 6 – Paycor Launch

CareerSource Pinellas' new HRIS system, Paycor, was successfully implemented on October 1, 2022. The first payroll that was run through this system was completed on October 10, 2022. The system took a significantly shorter period of time to process in comparison to the old system and so far has been well received by all employees.

INFORMATION ITEM 7 – Employee Engagement Survey Review

Steve and the leadership team met with the staff at the EpiCenter, South County and the Gulf to Bay center all separately to review the survey results. They also answered any questions anyone may have had in regard to the survey. The meetings were held on the dates below.

EpiCenter – 11/7/2022 – 1:30pm – 2:30pm

South County – 11/3/2022 – 2:00pm – 3:00pm

Gulf to Bay – 11/4/2022 – 9:00am – 10:00am

INFORMATION ITEM 8 – Financial Statements – For the Two Months Ended August 31, 2022

*Financial reports included in meeting packet.

INFORMATION ITEM 9 – Workforce Solutions Goals Update

Report included in meeting packet.

INFORMATION ITEM 10 – WIOA Primary Indicators Report Q3

Report included in meeting packet.

INFORMATION ITEM 11 – Training Provider Spending

Report included in meeting packet.

INFORMATION ITEM 12 – Work-Based Learning Spending

Report included in meeting packet.

INFORMATION ITEM 13 – Help Wanted Online Report

Report included in meeting packet.

Other Administrative Matters – There were no other administrative matters.

Adjournment – Chair, Scott Thomas, adjourned the meeting at 1:00pm.



ACTION ITEM 2

2021 IRS Form 990

Information

WorkNet Pinellas' IRS Form 990 has been completed for the period beginning July 1, 2021 and ending June 30, 2022. Based on the 990 disclosure requirements (Part VI, Section B, 11a), a copy will be provided to each voting member of the Board, prior to filing it with the IRS. The 990 form will be filed after approval by the full Board of Directors meeting in January 2023.

RECOMMENDATION

Approval of the 2021 IRS Form 990.

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2021

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning **JUL 1, 2021** and ending **JUN 30, 2022**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization WORKNET PINELLAS INC. Doing business as CAREERSOURCE PINELLAS Number and street (or P.O. box if mail is not delivered to street address) Room/suite 13805 58TH STREET N SUITE 2-140 City or town, state or province, country, and ZIP or foreign postal code CLEARWATER, FL 33760 F Name and address of principal officer: STEVEN MEIER SAME AS C ABOVE	D Employer identification number 73-1678180 E Telephone number 727-608-1709 G Gross receipts \$ 7,597,320. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.CAREERSOURCEPINELLAS.COM		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 2001 M State of legal domicile: FL

Part I Summary

	1	Briefly describe the organization's mission or most significant activities: TO BUILD THE TALENT PIPELINE FOR TODAY & THE FUTURE BY PROVIDING EASY ACCESS TO WORKFORCE SOLUTIONS.		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Activities & Governance	3	Number of voting members of the governing body (Part VI, line 1a)	3	23
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	23
	5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	62
	6	Total number of volunteers (estimate if necessary)	6	33
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 8,302,962.
9		Program service revenue (Part VIII, line 2g)	110,549.	83,552.
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	14,090.	7,772.
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	8,229.	4,788.
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	8,435,830.	7,597,320.
Expenses		13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	516,154.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,800,123.	3,489,012.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	4,053,219.	5,589,974.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,369,496.	9,531,291.
	19	Revenue less expenses. Subtract line 18 from line 12	66,334.	-1,933,971.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 4,119,830.	End of Year 1,995,144.
	21	Total liabilities (Part X, line 26)	961,280.	770,565.
	22	Net assets or fund balances. Subtract line 21 from line 20	3,158,550.	1,224,579.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer STEVEN MEIER, INTERIM CEO & CFO Type or print name and title	Date	
Paid Preparer Use Only	Print/Type preparer's name STACEY T KOLKA	Preparer's signature	Date
	Firm's name ▶ THOMAS HOWELL FERGUSON P.A.	Firm's EIN ▶ 59-3186310	Check if self-employed <input type="checkbox"/> PTIN P01371120
	Firm's address ▶ 2615 CENTENNIAL BLVD., SUITE 200 TALLAHASSEE, FL 32308	Phone no. 850-668-8100	

May the IRS discuss this return with the preparer shown above? See instructions Yes No **12**

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission: THE MISSION OF CAREERSOURCE PINELLAS IS TO BUILD THE TALENT PIPELINE FOR TODAY AND THE FUTURE BY PROVIDING EASY ACCESS TO WORKFORCE SOLUTIONS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 3,399,739. including grants of \$ 414,632.) (Revenue \$) WORKFORCE INNOVATION AND OPPORTUNITY ACT - THE PURPOSE OF THE PROGRAM IS TO BUILD A SKILLED WORKFORCE THAT EMPLOYERS NEED. THIS PROGRAM IS DESIGNED TO PROVIDE TRAINING OPPORTUNITIES IN HIGH DEMAND OCCUPATIONS TO INCREASE EMPLOYMENT, RETENTION AND EARNINGS OF WIOA PROGRAM PARTICIPANTS.

4b (Code:) (Expenses \$ 1,910,396. including grants of \$ 16,889.) (Revenue \$) TEMPORARY ASSISTANCE FOR NEEDY FAMILIES - THE PURPOSE OF THE TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM IS TO PROVIDE TEMPORARY FINANCIAL HELP TO ELIGIBLE LOW-INCOME FAMILIES. THE PROGRAM IS DESIGNED TO END DEPENDENCE BY NEEDY PARENTS ON GOVERNMENT BENEFITS BY PROMOTING TRAINING, JOB PREPARATION AND WORK.

4c (Code:) (Expenses \$ 837,480. including grants of \$ 18,955.) (Revenue \$) EMPLOYMENT SERVICE CLUSTER - THE PURPOSE OF THE PROGRAM IS TO IMPROVE THE FUNCTIONING OF THE NATION'S LABOR MARKETS BY BRINGING TOGETHER INDIVIDUALS SEEKING EMPLOYMENT WITH EMPLOYERS SEEKING WORKERS. THE SERVICES PROVIDED THROUGH WAGNER PEYSER ARE JOB SEARCH ASSISTANCE, RECRUITING ASSISTANCE FOR EMPLOYERS, MATCHING SERVICES FOR JOB SEEKERS AND EMPLOYERS AND WORK TEST REQUIREMENTS ASSISTANCE FOR UNEMPLOYMENT COMPENSATION CLAIMANTS.

4d Other program services (Describe on Schedule O.) (Expenses \$ 453,976. including grants of \$ 1,829.) (Revenue \$ 96,112.)

4e Total program service expenses 6,601,591.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	14

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 17 regarding employee counts, tax filings, and organizational activities.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 23		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 23		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **FL**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **STEVEN MEIER CPA - 727-608-2554**
13805 58TH STREET N SUITE 2-140, CLEARWATER, FL 33760

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JENNIFER BRACKNEY CEO (UNTIL 2/11/22)	50.00			X			224,977.	0.	11,249.	
(2) STEVEN MEIER INTERIM CEO & CFO	50.00			X			151,958.	0.	7,638.	
(3) BARCLAY HARLESS BOARD CHAIR	5.00	X		X			0.	0.	0.	
(4) COMM. RENE FLOWERS VICE-CHAIR	2.00	X		X			0.	0.	0.	
(5) KENNETH WILLIAMS SECRETARY	2.00	X		X			0.	0.	0.	
(6) SHERYL NADLER SECRETARY (UNTIL Q4 2021)	2.00	X		X			0.	0.	0.	
(7) REBECCA SARLO TREASURER	2.00	X		X			0.	0.	0.	
(8) MICHAEL LOGAL CHAIR-ELECT (UNTIL Q2 2022)	2.00	X		X			0.	0.	0.	
(9) JACK GELLER PAST CHAIR	1.00	X		X			0.	0.	0.	
(10) IVONNE ALVAREZ DIRECTOR	1.00	X					0.	0.	0.	
(11) JODY ARMSTRONG DIRECTOR	1.00	X					0.	0.	0.	
(12) BELINTHIA BERRY DIRECTOR	1.00	X					0.	0.	0.	
(13) ANDREA CIANEK DIRECTOR	1.00	X					0.	0.	0.	
(14) LISA CANE DIRECTOR	1.00	X					0.	0.	0.	
(15) CANDIDA DUFF DIRECTOR	1.00	X					0.	0.	0.	
(16) CELESTE FERNANDEZ DIRECTOR	1.00	X					0.	0.	0.	
(17) DAVID FETKENHER DIRECTOR	1.00	X					0.	0.	180.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) BEVERLY FRANK DIRECTOR (UNTIL Q4 2021)	1.00	X						0.	0.	0.
(19) JOHN HOWELL DIRECTOR	1.00	X						0.	0.	0.
(20) MARK HUNT DIRECTOR	1.00	X						0.	0.	0.
(21) MICHAEL JALAZO DIRECTOR	1.00	X						0.	0.	0.
(22) KEVIN KNUTSON DIRECTOR	1.00	X						0.	0.	0.
(23) RUSSELL LEGGETTE DIRECTOR (UNTIL Q4 2021)	1.00	X						0.	0.	0.
(24) MICHELLE MATTHEWS DIRECTOR (UNTIL Q1 2022)	1.00	X						0.	0.	0.
(25) CHRIS OWENS DIRECTOR	1.00	X						0.	0.	0.
(26) DEBBIE PASSERINI DIRECTOR (UNTIL Q1 2022)	1.00	X						0.	0.	0.
1b Subtotal								376,935.	0.	18,887.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								376,935.	0.	18,887.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **2**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NEW HORIZON COMPUTER LEARNING CENTER, 5402 W. LAUREL STREET, SUITE 200, TAMPA, FL	TRAINING PROVIDER	319,605.
COMPLETE TECHNOLOGY SOLUTIONS 8328 BALM ST, WEEKI WACHEE, FL 34607	IT SERVICE PROVIDER	166,001.
ST. PETERSBURG COLLEGE P.O. BOX 13489, ST. PETERSBURG, FL 33733	TRAINING PROVIDER	162,914.
GALEN COLLEGE OF NURSING, 10200 DR. MARTIN LUTHER KING, JR. ST. N., ST. PETERSBURG,	TRAINING PROVIDER	151,263.
GRAY ROBINSON, PA, 643 SW 4TH AVE, STE 110, GAINESVILLE, FL 32601	LEGAL SERVICES	143,701.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **8**

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional trustee, Officer, Key employee, Highest compensated employee, Former), (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Rows include Patricia Sawyer, Elizabeth Siplin, Scott Thomas, Amy Van Ness, Zachary White, and Glenn Willocks.

Total to Part VII, Section A, line 1c

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a			
	b	Membership dues	1b			
	c	Fundraising events	1c			
	d	Related organizations	1d			
	e	Government grants (contributions)	1e	7,501,208.		
	f	All other contributions, gifts, grants, and similar amounts not included above	1f			
	g	Noncash contributions included in lines 1a-1f	1g	\$		
	h	Total. Add lines 1a-1f		7,501,208.		
Program Service Revenue	2 a	TICKET TO WORK	Business Code 561300	82,552.	82,552.	
	b	SPONSORSHIP	561300	1,000.	1,000.	
	c					
	d					
	e					
	f	All other program service revenue				
	g	Total. Add lines 2a-2f		83,552.		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		7,772.	7,772.	
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6 a	Gross rents	(i) Real			
			(ii) Personal			
	6 b	Less: rental expenses				
	6 c	Rental income or (loss)				
	d	Net rental income or (loss)				
	7 a	Gross amount from sales of assets other than inventory	(i) Securities			
			(ii) Other			
	7 b	Less: cost or other basis and sales expenses				
	7 c	Gain or (loss)				
d	Net gain or (loss)					
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
8 b	Less: direct expenses					
c	Net income or (loss) from fundraising events					
9 a	Gross income from gaming activities. See Part IV, line 19					
9 b	Less: direct expenses					
c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances					
10 b	Less: cost of goods sold					
c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue	11 a	MISCELLANEOUS REVENUE	Business Code 900099	4,788.	4,788.	
	b					
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d		4,788.		
12	Total revenue. See instructions		7,597,320.	96,112.	0.	210.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	452,305.	452,305.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	334,012.		334,012.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,293,794.	2,071,606.	222,188.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	114,144.	113,989.	155.	
9 Other employee benefits	507,766.	505,997.	1,769.	
10 Payroll taxes	239,296.	199,787.	39,509.	
11 Fees for services (nonemployees):				
a Management				
b Legal	147,262.		147,262.	
c Accounting	45,943.		45,943.	
d Lobbying	35,245.		35,245.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	134,290.	89,780.	44,510.	
12 Advertising and promotion	37,078.	36,786.	292.	
13 Office expenses	68,618.	59,976.	8,642.	
14 Information technology	710,867.	655,670.	55,197.	
15 Royalties				
16 Occupancy	377,040.	337,424.	39,616.	
17 Travel	20,284.	16,535.	3,749.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	7,680.	5,855.	1,825.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	22,769.	4,615.	18,154.	
23 Insurance	103,323.	74,067.	29,256.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a NON-PROGRAM EXPENSES	1,862,990.		1,862,990.	
b CUSTOMER TRAINING	1,796,882.	1,787,282.	9,600.	
c COMMUNICATIONS	91,746.	83,285.	8,461.	
d STAFF TRAINING/ED	48,446.	42,600.	5,846.	
e All other expenses _____	79,511.	64,032.	15,479.	
25 Total functional expenses. Add lines 1 through 24e	9,531,291.	6,601,591.	2,929,700.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	3,701,676.	1	1,388,669.
	2 Savings and temporary cash investments	178,078.	2	178,579.
	3 Pledges and grants receivable, net	100,846.	3	366,644.
	4 Accounts receivable, net	32,591.	4	3,025.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	75,016.	9	49,373.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 245,960.		
	b Less: accumulated depreciation	10b 237,106.	10c	8,854.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,119,830.	16	1,995,144.	
Liabilities	17 Accounts payable and accrued expenses	822,856.	17	633,551.
	18 Grants payable		18	
	19 Deferred revenue	138,424.	19	137,014.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	961,280.	26	770,565.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	3,158,550.	27	1,224,579.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	3,158,550.	32	1,224,579.
33 Total liabilities and net assets/fund balances	4,119,830.	33	1,995,144.	

Form 990 (2021)

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	7,597,320.
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,531,291.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,933,971.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	3,158,550.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,224,579.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	X	

Form 990 (2021)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization **WORKNET PINELLAS INC.** Employer identification number **73-1678180**

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	12530987.	9192254.	9441414.	8302926.	7501208.	46968789.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	12530987.	9192254.	9441414.	8302926.	7501208.	46968789.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						46968789.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	12530987.	9192254.	9441414.	8302926.	7501208.	46968789.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1,289.	1,686.	19,106.	14,090.	7,772.	43,943.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	9,125.	184,944.	120,144.	118,778.	88,340.	521,331.
11 Total support. Add lines 7 through 10						47534063.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	98.81 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	99.08 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input checked="" type="checkbox"/>	
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>	

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ►

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ►

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ►

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions **27**

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		28

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2021			
a From 2016			
b From 2017			
c From 2018			
d From 2019			
e From 2020			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2022. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017			
b Excess from 2018			
c Excess from 2019			
d Excess from 2020			
e Excess from 2021			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS

2017 AMOUNT: \$ 9,125.

2020 AMOUNT: \$ 691.

2021 AMOUNT: \$ 263.

TICKET TO WORK

2018 AMOUNT: \$ 62,982.

2019 AMOUNT: \$ 99,153.

2020 AMOUNT: \$ 109,259.

2021 AMOUNT: \$ 82,552.

SPONSORSHIPS

2018 AMOUNT: \$ 23,915.

2019 AMOUNT: \$ 4,466.

2021 AMOUNT: \$ 2,000.

OTHER PROGRAM SERVICE REVENUE

2018 AMOUNT: \$ 98,047.

2019 AMOUNT: \$ 16,525.

2020 AMOUNT: \$ 1,290.

TABACCO FREE FLORIDA REVENUE

2020 AMOUNT: \$ 7,538.

2021 AMOUNT: \$ 3,525.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990 or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Name of the organization

WORKNET PINELLAS INC.

Employer identification number

73-1678180

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization WORKNET PINELLAS INC.	Employer identification number 73-1678180
--	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES 200 INDEPENDENCE AVENUE, S.W. WASHINGTON, DC 20201	\$ 2,205,785.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	U.S. DEPARTMENT OF LABOR 200 CONSTITUTION AVE NW WASHINGTON, DC 20210	\$ 5,014,209.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	U.S. DEPARTMENT OF AGRICULTURE 1400 INDEPENDENCE AVENUE SW WASHINGTON, DC 20250	\$ 281,214.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization WORKNET PINELLAS INC.	Employer identification number 73-1678180
--	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	

Name of organization WORKNET PINELLAS INC.	Employer identification number 73-1678180
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
 ► **Complete if the organization is described below.** ► Attach to Form 990 or Form 990-EZ.
 ► Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization WORKNET PINELLAS INC.	Employer identification number 73-1678180
--	---

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ► \$ _____
- 3 Volunteer hours for political campaign activities

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ► \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ► \$ _____
- 4 Did the filing organization file Form 1120-POL for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)														
h	Subtract line 1g from line 1a. If zero or less, enter -0-														
i	Subtract line 1f from line 1c. If zero or less, enter -0-														
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?														

Yes No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990) 2021

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?		X	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..		X	
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		35,245.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?		X	
j Total. Add lines 1c through 1i			35,245.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

AN OUTSIDE FIRM WAS HIRED TO ASSIST ORGANIZATION NAVIGATE THROUGH FLORIDA LEGISLATION IMPACTING WORKFORCE-RELATED PROGRAMS AND SERVICES, READ THROUGH EACH BILL TO HIGHLIGHT AREAS OF CONCERN, AND MEET WITH LEGISLATORS AND STAFF TO REPRESENT WORKNET PINELLAS.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization **WORKNET PINELLAS INC.** Employer identification number **73-1678180**

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment _____%
 - c Term endowment _____%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		67,859.	67,859.	0.
d Equipment		130,698.	121,844.	8,854.
e Other		47,403.	47,403.	0.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				8,854.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	7,597,320.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	7,597,320.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	7,597,320.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	9,531,291.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	9,531,291.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	9,531,291.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

WITH FEW EXCEPTIONS, THE ORGANIZATION IS NO LONGER SUBJECT TO EXAMINATIONS BY MAJOR TAX JURISDICTIONS FOR YEARS ENDED JUNE 30, 2019, AND PRIOR.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **WORKNET PINELLAS INC.** Employer identification number **73-1678180**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
PINELLAS EDUCATION FOUNDATION 12090 STAARKEY ROAD LARGO, FL 33773	59-2688253	501(C)(3)	415,005.	0.			FEDERAL GRANT SUBRECIPIENT EMPLOYMENT TRAINING.
THE KAISER GROUP (DE), LLC DBA DYNAMIC - 237 SOUTH STREET - WAUKESHA, WI 53186	39-1354364		37,300.	0.			FEDERAL GRANT SUBRECIPIENT EMPLOYMENT TRAINING.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 1.

3 Enter total number of other organizations listed in the line 1 table ▶ 1.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2021

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE ORGANIZATION HAS ENGAGED PROFESSIONAL CONTRACTORS TO MONITOR THE ORGANIZATION RECEIVING GRANT FUNDS.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization: **WORKNET PINELLAS INC.**
 Employer identification number: **73-1678180**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1a		
1b		
2		
3		
4a	X	
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2021

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) JENNIFER BRACKNEY CEO (UNTIL 2/11/22)	(i)	188,584.	9,315.	27,078.	11,249.	0.	236,226.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) STEVEN MEIER INTERIM CEO & CFO	(i)	134,330.	0.	17,628.	7,638.	0.	159,596.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 4A:

PER TERMS OF SEVERANCE AGREEMENT WITH MS. JENNIFER BRACKNEY, FORMER CEO,
MS. BRACKNEY RECEIVED 6 WEEKS OF HER BASE SALARY WHICH WAS \$21,747.14. IN
ADDITION, MS. BRACKNEY WAS PAID FOR HER ACCRUED AND UNUSED PTO WHICH WAS
\$31,651.16.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

WORKNET PINELLAS INC.

Employer identification number

73-1678180

FORM 990, PART VI, SECTION B, LINE 11B:

FORM 990 AND ACCOMPANYING SCHEDULES ARE PREPARED BY AN INDEPENDENT ACCOUNTING FIRM. THE FORM AND ACCOMPANYING SCHEDULES ARE REVIEWED BY THE ORGANIZATION'S FINANCE STAFF. THE REVIEWED FORM AND ACCOMPANYING SCHEDULES ARE PROVIDED TO THE BOARD OF DIRECTORS FOR REVIEW AND APPROVAL. ALL ISSUES AND QUESTIONS ARE RESOLVED WITH THE INDEPENDENT ACCOUNTING FIRM PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE CENTER.

FORM 990, PART VI, SECTION B, LINE 12C:

INTERNALLY, IT IS THE RESPONSIBILITY OF SENIOR MANAGEMENT TO REVIEW THE AGENDAS AND IDENTIFY ANY POSSIBLE CONFLICTS OF INTEREST PRIOR TO THE BOARD MEETINGS. THE ATTORNEY ATTENDS THE BOARD MEETINGS AND MONITORS RELATED PARTY TRANSACTIONS. BOARD MEMBERS ARE RESPONSIBLE FOR DISCLOSING ANY RELATED PARTY INTEREST AND ANNUALLY SIGN CONFLICT OF INTEREST FORMS.

FORM 990, PART VI, SECTION B, LINE 15:

THE ORGANIZATION DETERMINES COMPENSATION OF THE PRESIDENT AND CEO AND OTHER EMPLOYEES OF THE ORGANIZATION BY UTILIZING A THIRD PARTY REPORT THAT COMPARES SALARY RANGES OF ALL COMPARABLE AGENCIES IN FLORIDA. AN EVALUATION PROCEDURE IS UTILIZED TO DETERMINE THE AMOUNT OF ANY SALARY INCREASES. THE SALARY INCREASES ARE RECOMMENDED BY THE COMPENSATION COMMITTEE AND/OR THE AD HOC CEO REVIEW COMMITTEE AND APPROVED BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2021

Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. WORKNET PINELLAS INC.	Taxpayer identification number (TIN) 73-1678180
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 13805 58TH STREET N SUITE 2-140	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. CLEARWATER, FL 33760	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12
Form 990-T (corporation)	07		

STEVEN MEIER CPA

- The books are in the care of ▶ **13805 58TH STREET N SUITE 2-140 - CLEARWATER, FL 33760**

Telephone No. ▶ **727-608-2554** Fax No. ▶ _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **MAY 15, 2023**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 ▶ calendar year _____ or
 ▶ tax year beginning **JUL 1, 2021**, and ending **JUN 30, 2022**.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.



ACTION ITEM 3

Approval of Training Provider

Net Synergy LT3 Academy

2227 University Square Mall, Tampa, FL 33612

Net Synergy Virtual Solution’s Pre-apprenticeship, LT3 Academy, is seeking initial provider approval. They have a registered apprenticeship that is already on the Eligible Training Provider List (no approval needed for RA).

Courses/Certificate/Diploma Programs

Type of Degree or Certificate		Tuition & Fees	Grants and other funding	Est. Total Cost to WIOA	Duration of Training
Software Developer Pre-Apprenticeship Certificate		\$18,000	\$10,500	\$7,500	6 months

- Years in operation: 14 years
- Total enrollments for prior year: 0 (for pre-apprenticeship)
- Total enrollments current year: 33
- Retention Rate: 2 dropped out
- Completed: 3
- Employed: All 3
- 28 still in the program

RECOMMENDATION

Approval to add the Net Synergy LT3 Academy Pre-Apprenticeship program to the Eligible Training Provider List.



ACTION ITEM 4

WIOA Dislocated Worker Fund Transfer Approval

Background

The Workforce Innovation and Opportunity Act (WIOA) provides the authority for Local Workforce Development Boards (LWDB), with the approval of the Governor, to transfer 100% of the funds allocated to the LWDB for adult activities for expenditure on dislocated worker activities, and dislocated worker funds for expenditure on adult activities. Funds may not be transferred to or from the WIOA Youth program.

Prior approval from Florida Department of Economic Opportunity (DEO) is required for each transfer. In addition, when the request exceeds 25% of the annual allocation, the full board must vote to approve the request.

CareerSource Pinellas requested transfer of \$300,000 in October. Because this amount was under 25% of the annual allocation, Board approval was not required. CareerSource Pinellas received DEO approval on October 21, 2022. CareerSource Pinellas is requesting an additional transfer of \$400,000 to bring total request to \$700,000 which is 50% of the total annual allocation. With approval of this transfer, CareerSource Pinellas still has sufficient funds to serve dislocated workers for the remainder of the program year.

RECOMMENDATION

Staff recommends approval of the transfer of \$400,000 additional funds from Dislocated Worker to Adult as shown below and more fully described in the attached DEO Prior Approval Transfer Request Form - WIOA Adult and Dislocated Worker (DW) Programs.

Program Year	Total Award Amount	Amount of DW Requested to be Spent on Adult	Percentage of DW Requested to be Spent on Adult	Status
2021-2023	\$1,412,136	\$300,000	21%	Approved
2021-2023	\$1,412,136	\$700,000	50%	Requested

**Prior Approval Transfer Request Form - WIOA Adult and Dislocated Worker (DW) Programs
From 7/1/2022 through 6/30/2023**

LWDB Number and Name (Requestor): CareerSource Pinellas - LWDB 14

Name / Title of Requestor Representative: Steven Meier, Interim CEO and CFO

Adult and Dislocated Worker Transfer Request

Program Year	Program	Total Award Amount	Amount of Adult Requested to be Spent on DW	Percentage of Adult Requested to be Spent on DW	Amount of DW Requested to be Spent on Adult	Percentage of DW Requested to be Spent on Adult
2021-2023	Dislocated Worker Program	\$ 1,412,136	0.00	0	\$ 700,000	50%

COMPLETE THE BELOW SECTIONS FOR REQUESTS THAT EXCEED 25% OF THE PROGRAM'S ANNUAL ALLOCATION

Reason for requesting the use of one program's funding for the other (e.g. anticipated depletion of current funds, changes in labor market conditions, etc.):

The majority of participants that are requesting training services under Occupational Skills Training or On-the-Job Training are eligible under the Adult Program rather than the Dislocated Worker program or funding. It is anticipated that our Adult funds would be exhausted if the request is not granted and we would be required to close Adult enrollment. There is a high incidence of adults given priority under Priority of Service. LWDB 14 previously requested \$300,000 which was approved on October 21, 2022. LWDB 14 is requesting an additional \$400,000 to bring total request to \$700,000.

A description of outreach/marketing activities conducted to ensure underserved populations were aware of available services:

We have robust outreach and marketing activities through our CareerSource Pinellas marketing department. This includes press releases to the community, ongoing social media engagement, outreach through email media via constant contact, our large and growing One Stop partners, community partners and career centers, especially our CareerSource Pinellas satellite centers serving underserved populations in the Pinellas community. Added linkage is in place with our CareerSource Pinellas programs such as RESEA, SNAP E&T, and WP programs.

Labor market conditions contributing to the need for the transfer:

Our local unemployment rate (2.4% in November 2022) is lower than the state average (2.6% in November 2022) and there is a low level of Dislocated Workers presently inquiring about training or work-based training services.

The number of participants originally planned to be served by the base allocation compared to the estimated number of participants expected to be served after funds are transferred.

Initial training goals were to enroll new or continue training services for approximately 120 adults under Adult Funding. With the transferred funds, we would anticipate enrolling an additional 75-100 adults under Adult funding.

COMPLETE THE BELOW CERTIFICATION FOR REQUESTS THAT EXCEED 25% OF THE PROGRAM'S ANNUAL ALLOCATION

I certify the following:

1. When transferring from Adult to Dislocated Worker - The LWDB has sufficient funds to serve the WIOA Adult priority populations.
2. When transferring from Dislocated Worker to Adult - The LWDB has sufficient Dislocated Worker funds to serve dislocated workers in the local area; there are no pending layoffs that may impact the need for dislocated workers in the local area.
3. The full board voted to approve this request to transfer funds and a copy of the LWDB's meeting minutes are included with this request.

I certify the above information is true and correct.

Signature of Board Chair

Scott Thomas

Print Name

Date

MEMORANDUM

TO: CareerSource Pinellas Board of Directors
FROM: Stephanie Marchman, CareerSource Pinellas General Counsel
DATE: January 5, 2023
SUBJECT: Legal Services Summary and Litigation Report

The following is a summary of legal services provided to CareerSource Pinellas since the General Counsel issued her last Legal Services Summary and Litigation Report to the Board of Directors at its meeting on November 16, 2022:

- Provided guidance regarding employment matters, including voluntary termination date, customer harassment of employees, and wages.
- Coordinated with coverage counsel regarding the response to the Department of Labor final determination and possible insurance coverage for disallowed costs.
- Reviewed Board of Directors agenda packet as to form and legality; attended Board of Directors and Compensation Committee meetings.
- Provided sunshine law guidance with respect to the destruction of historic Worknet records.

Pending litigation report:

There is no known pending litigation against CareerSource Pinellas.



MEMORANDUM

DATE: January 2023 (version 1.0)
TO: Career Source Pinellas (CSP)
FROM: OFFICE OF vCIO
RE: 2022 Technology Success and 2023 Strategic Goal Update

The following is an update of the 2022 technology accomplishments and an update on the 2023 strategic technology objectives for CSP under the direction of the vCIO (Paul Ashe, vCIO, Securance Consulting).

We will continue to center our focus around these principles:

1. **Cybersecurity:** Ensure the environment is protected from cyber-attacks and risks.
2. **Technology Architecture:** Begin to leverage the benefits and value of cloud computing.
3. **Financial Responsibility:** Make technology recommendations that are fiscally responsible.
4. **Operational Responsibility:** Streamline the technologies in the environment to reduce the day-to-day management.

2022 IT Accomplishments

- Successfully transitioned to LinkTech Computer Services from CTS as IT provider
- Continued partnership with Abacode for ongoing 24/7/365 cybersecurity monitoring
- Completed migration of data from CTS provided by ATLAS solution to Employ Florida.
- Continued end-user training platform and periodic email phishing testing using KnowBe4
- Transitioned the Intranet to SharePoint Online, in our strategic effort to migrate to the cloud
- Upgraded the WIFI network with a cloud-based solution
- Improved the Internet speed a Lealman Exchange
- Built a new website and provided process improvements

2023 Upcoming Strategies

1. Development and testing of Disaster Recovery Plan
2. Migrate all on-premise servers to Microsoft Azure



INFORMATION ITEM 1

Financial Summary

For the Five Months Ended November 30, 2022

Actual Year-To-Date Results Compared to Prior Year

- **Surplus (all unrestricted activity) for the five-months ended of \$1,700 compared to surplus of \$18,700 last year.** Decrease resulted from:
 - Increased legal expenses associated with insurance defense for disallowed costs - \$14,000
 - Other expense of \$11,000 – write-off of expired testing vouchers and airline credits.
 - Offset by higher Ticket-to-Work Revenue - \$9,000

- Grant revenue:
 - Federal Grant Revenue is \$73,000 (2%) higher this year:
 - WIOA formula spending (Adult, DW and Youth) up \$381,000 year-over-year
 - Recovery Navigator spending up \$106,000 as grant just started at the end of 2021
 - COVID Dislocated Worker grant ended last year; down \$222,000
 - YouthBuild grant ended May 2022; down \$132,000

- Personnel expenses were 3% higher than prior year as organization filled numerous open positions that were left unfilled in previous year. Details will be presented in Human Resource section of meeting.

Program Expenses

- Service Provider spending \$30,000 lower than prior year due to staffing issues and enrollment difficulties at Pinellas Education Foundation.
- On-the-Job Training increased \$62,000
 - Summer Youth Program contributed \$48,500 as 2022 program enrolled more participants.
 - WIOA Adult and Dislocated worker contributed \$13,500 as work-based learning is once again a focus of the organization.



INFORMATION ITEM 1 (cont.)

Financial Summary

For the Five Months Ended November 30, 2022

- Dislocated Worker Work Experience decreased \$153,000 as prior year expenses represented wages and fees paid related to COVID dislocated worker grant
- Customer training is about \$38,000 higher this year as focus is on training

Professional Fees

- Professional Services are \$53,000 higher than prior year
 - Almost \$31,000 for compensation review
 - Higher expenses with Tucker Hall (\$21,000) as organization used them or added value PR, contacts with media and work related to REACH Act
- Contract Labor is \$40,000 lower this year:
 - Securance expenses lower (\$27,000) as fewer strategic IT initiatives this fiscal year
 - Last year, executive assistant position was contract to hire with Manpower; \$23,500 lower
 - Above offset by higher teacher expenses (\$10,000) for summer youth program
- Decrease in Contract IT services attributable to SharePoint and One-Drive data migration.

Other

- Computer Software increased \$54,000 year-over-year
 - Payment for career center KIOSK program (\$26,000)
 - Metrix Software purchase (\$25,000) for Welfare Transition program for customer skills assessment

Actual YTD Results compared to Year-to-Date Budget Modification #1

- **Surplus (all unrestricted activity) for the five-months ended of \$1,700 compared to budgeted surplus of \$35,000.**
 - Increased legal expenses associated with insurance defense for disallowed costs - \$14,000
 - Other expense of \$11,000 – write-off of expired testing vouchers and airline credits.
 - Higher expenses above resulted in \$7,000 of additional administrative allocations to unrestricted
- All expenses will be reviewed and Budget Modification presented at February Finance Committee meeting

CareerSource Pinellas
Statement of Revenues and Expenditures
From 7/1/2022 Through 11/30/2022
(In Whole Numbers)

		<u>Actual 2022-2023</u>	<u>Actual 2021-2022</u>	<u>Variance</u>
Revenue				
Operating Revenue				
Grant Revenue				
Grant Revenue - Federal	3000	3,620,629	3,547,920	72,709
Total Grant Revenue		<u>3,620,629</u>	<u>3,547,920</u>	<u>72,709</u>
Contributions				
Corporate Revenue	3100	848	600	248
Sponsorship Revenue	3101	0	1,000	(1,000)
Donations	3102	0	1,000	(1,000)
Total Contributions		<u>848</u>	<u>2,600</u>	<u>(1,753)</u>
Program Revenue				
Ticket to Work Revenue	3103	41,079	32,022	9,057
Total Program Revenue		<u>41,079</u>	<u>32,022</u>	<u>9,057</u>
Investment Income				
Interest/Dividends	3200	9,070	4,026	5,044
Total Investment Income		<u>9,070</u>	<u>4,026</u>	<u>5,044</u>
Other Income				
Other Revenues	3300	378	0	378
Total Other Income		<u>378</u>	<u>0</u>	<u>378</u>
Total Operating Revenue		<u>3,672,003</u>	<u>3,586,569</u>	<u>85,435</u>
Total Revenue		<u>3,672,003</u>	<u>3,586,569</u>	<u>85,435</u>
Expenditures				
Personnel Expenses				
Salary Expense	5000	1,241,650	1,134,470	(107,180)
Salary Expense - Benefit Stipend	5005	250,553	230,266	(20,287)
Payroll Taxes	5050	106,430	92,302	(14,128)
Fringe Benefits (ER Paid)	5060	13,467	10,626	(2,841)
Retirement	5090	52,845	61,186	8,341
Total Personnel Expenses		<u>1,664,945</u>	<u>1,528,850</u>	<u>(136,095)</u>
Program Expenses				
Food and Beverages	5310	931	619	(312)
Communications	5500	43,587	38,340	(5,247)
Outreach/Marketing	5520	19,544	16,485	(3,059)
Service Provider Contract	8000	155,356	185,300	29,944
One-Stop Operator	8100	20,983	13,588	(7,395)
Internal Monitoring	8200	34,005	34,115	110
OJT	8300	228,336	166,312	(62,024)
Paid Work Experience	8320	3,729	0	(3,729)
DWG Work Experience	8325	0	153,429	153,429
Workforce Services	8335	29,000	21,600	(7,400)
Youth Stipends	8340	10,388	12,905	2,517
Other Customer Support Services	8341	10,420	12,911	2,491
Customer Training	8342	674,739	636,282	(38,457)
Licensures	8344	110	0	(110)
Training Related Material	8345	16,384	24,181	7,796
Fees/exams/certifications	8346	10,673	15,538	4,865
Total Program Expenses		<u>1,258,186</u>	<u>1,331,606</u>	<u>73,420</u>
Professional Fees				
Accounting/Audit Fees	5100	16,991	30,645	13,654
Legal Fees	5101	36,684	28,300	(8,385)
Professional Service	5104	78,026	25,045	(52,980)
Legal (Lobbying)	5105	10,000	10,000	0

CareerSource Pinellas
Statement of Revenues and Expenditures
From 7/1/2022 Through 11/30/2022
(In Whole Numbers)

		Actual 2022-2023	Actual 2021-2022	Variance
Contract Labor	5170	58,944	98,914	39,970
Contract IT Services	5171	103,842	149,670	45,828
Cybersecurity - IT	5172	21,570	16,995	(4,575)
Total Professional Fees		326,057	359,569	33,512
Supplies				
Office Supplies	5302	8,235	4,256	(3,979)
Postage/Shipping	5307	956	966	10
Document Shredding	5308	468	350	(118)
Total Supplies		9,659	5,572	(4,087)
Insurance				
Insurance - Commercial Property	5400	2,803	2,938	135
Insurance - General Liability	5401	32,434	32,758	324
Insurance - Workers Comp	5403	7,208	15,860	8,652
Insurance - Auto	5404	3,360	3,170	(190)
Total Insurance		45,805	54,725	8,921
Occupancy				
Office Rent/Lease	5200	113,578	98,739	(14,839)
Other Leases	5201	0	1,850	1,850
Utilities	5202	14,664	13,598	(1,066)
Repairs & Maintenan	5203	7,095	17,596	10,501
Security	5204	195	195	0
Janitorial Expense	5205	14,977	17,434	2,456
Pest Control	5206	1,075	980	(95)
Total Occupancy		151,584	150,390	(1,193)
Office Equipment				
Equipment Rent/Lease	5300	13,257	15,146	1,889
Copy Machine Usage/Maintenance	5301	3,772	4,084	312
Comp	5304	105,624	51,526	(54,098)
Software/License/Maintenance				
Equipment < \$5,000	5305	4,727	2,389	(2,338)
Equipment >or= \$5,000	5306	8,350	0	(8,350)
Total Office Equipment		135,730	73,145	(62,586)
Travel and Meetings				
Travel - Mileage	5540	3,236	1,494	(1,741)
Travel - Out of Town	5541	17,657	13,235	(4,423)
Meetings/Conferences	5560	5,540	3,862	(1,678)
Total Travel and Meetings		26,433	18,591	(7,842)
Licenses, Dues and Other Fees				
Staff Training/Education	5052	5,628	20,725	15,097
Recruitment	5095	1,751	173	(1,578)
Payroll Processing Fees	5103	4,902	3,139	(1,763)
License/Dues & Other Fees	5581	21,010	18,974	(2,036)
401k Administrative Fees	5583	5,650	0	(5,650)
HRIS Administrative Fees	5584	6,161	2,137	(4,024)
Total Licenses, Dues and Other Fees		45,101	45,148	46
Miscellaneous				
Bank Fees	5102	4	244	241
Other Expense	5700	6,571	0	(6,571)
Vehicle Expenses	5701	230	0	(230)
Total Miscellaneous		6,805	244	(6,560)
Total Expenditures		3,670,304	3,567,840	(102,464)
Net Revenue over (under) Expenditures		1,699	18,729	(17,030)

CareerSource Pinellas
Statement of Revenues and Expenditures - Unrestricted Activity
From 7/1/2022 Through 11/30/2022
(In Whole Numbers)

		Actual 2021-2022	Actual 2020-2021	Variance
Revenue				
Operating Revenue				
Contributions				
Corporate Revenue	3100	848	600	248
Sponsorship Revenue	3101	0	1,000	(1,000)
Donations	3102	0	1,000	(1,000)
Total Contributions		848	2,600	(1,753)
Program Revenue				
Ticket to Work Revenue	3103	41,079	32,022	9,057
Total Program Revenue		41,079	32,022	9,057
Investment Income				
Interest/Dividends	3200	9,070	4,026	5,044
Total Investment Income		9,070	4,026	5,044
Other Income				
Other Revenues	3300	378	0	378
Total Other Income		378	0	378
Total Operating Revenue		51,374	38,648	12,726
Total Revenue		51,374	38,648	12,726
Expenditures				
Program Expenses				
Food and Beverages	5310	931	619	(312)
Communications	5500	925	505	(420)
Other Customer Support Services	8341	1,057	41	(1,016)
Total Program Expenses		2,913	1,165	(1,748)
Professional Fees				
Legal Fees	5101	13,949	0	(13,949)
Legal (Lobbying)	5105	10,000	10,000	0
Total Professional Fees		23,949	10,000	(13,949)
Supplies				
Office Supplies	5302	0	209	209
Total Supplies		0	209	209
Occupancy				
Other Leases	5201	0	1,850	1,850
Total Occupancy		0	1,850	1,850
Travel and Meetings				
Travel - Out of Town	5541	1,477	0	(1,477)
Total Travel and Meetings		1,477	0	(1,477)
Licenses, Dues and Other Fees				
License/Dues & Other Fees	5581	3,000	4,479	1,479
Total Licenses, Dues and Other Fees		3,000	4,479	1,479
Miscellaneous				
Bank Fees	5102	0	127	127
Other Expense	5700	11,328	75	(11,252)
Total Miscellaneous		11,328	202	(11,126)
Allocations				
Board Cost Pool Allocation	9800	6,896	1,779	(5,117)
Indirect Program Cost Pool Allocation	9807	112	236	124
Total Allocations		7,008	2,015	(4,993)
Total Expenditures		49,675	19,919	(29,756)
Net Revenue over (under) Expenditures		1,699	18,729	(17,030)

CareerSource Pinellas
Statement of Revenues and Expenditures - 22-23 Actual vs BudMod1
From 7/1/2022 Through 11/30/2022
(In Whole Numbers)

		Actual YTD	YTD Budget Mod I	YTD Budget Variance	Total Budget Mod I	Budget Remaining
Revenue						
Operating Revenue						
Grant Revenue						
Grant Revenue - Federal	3000	3,620,629	3,701,973	(81,344)	9,106,182	(5,485,553)
Total Grant Revenue		3,620,629	3,701,973	(81,344)	9,106,182	(5,485,553)
Contributions						
Corporate Revenue	3100	848	848	(1)	2,500	(1,653)
Sponsorship Revenue	3101	0	375	(375)	3,000	(3,000)
Total Contributions		848	1,223	(376)	5,500	(4,653)
Program Revenue						
Ticket to Work Revenue	3103	41,079	41,150	(71)	100,000	(58,921)
Total Program Revenue		41,079	41,150	(71)	100,000	(58,921)
Investment Income						
Interest/Dividends	3200	9,070	7,469	1,601	15,000	(5,930)
Total Investment Income		9,070	7,469	1,601	15,000	(5,930)
Other Income						
Other Revenues	3300	378	0	378	0	378
Total Other Income		378	0	378	0	378
Total Operating Revenue		3,672,003	3,751,815	(79,812)	9,226,682	(5,554,679)
Total Revenue		3,672,003	3,751,815	(79,812)	9,226,682	(5,554,679)
Expenditures						
Personnel Expenses						
Salary Expense	5000	1,241,650	1,235,181	(6,469)	3,018,523	1,776,873
Salary Expense - Benefit Stipend	5005	250,553	252,140	1,587	637,500	386,947
Payroll Taxes	5050	106,430	109,321	2,891	295,230	188,800
Fringe Benefits (ER Paid)	5060	13,467	14,284	817	37,200	23,733
Retirement	5090	52,845	58,072	5,227	181,871	129,026
Total Personnel Expenses		1,664,945	1,668,998	4,053	4,170,324	2,505,379
Program Expenses						
Operating Supplies	5303	0	150	150	1,200	1,200
Food and Beverages	5310	931	1,065	134	2,400	1,469
Communications	5500	43,587	39,201	(4,386)	83,856	40,269
Outreach/Marketing	5520	19,544	8,138	(11,406)	36,400	16,856
Service Provider Contract	8000	155,356	168,204	12,848	525,000	369,644
One-Stop Operator	8100	20,983	21,290	307	45,000	24,017
Internal Monitoring	8200	34,005	34,005	0	65,000	30,995
OJT	8300	228,336	228,000	(336)	385,000	156,664

CareerSource Pinellas

Statement of Revenues and Expenditures - 22-23 Actual vs BudMod1

From 7/1/2022 Through 11/30/2022

(In Whole Numbers)

		Actual YTD	YTD Budget Mod I	YTD Budget Variance	Total Budget Mod I	Budget Remaining
Paid Work Experience	8320	3,729	21,462	17,733	144,000	140,271
Apprenticeships	8330	0	11,250	11,250	90,000	90,000
Workforce Services	8335	29,000	29,000	0	72,000	43,000
Youth Stipends	8340	10,388	10,175	(213)	12,000	1,612
Other Customer Support Services	8341	10,420	11,172	752	33,600	23,180
Customer Training	8342	674,739	701,044	26,305	1,895,800	1,221,061
Customer Supportive Services	8343	0	4,875	4,875	39,000	39,000
Licensures	8344	110	0	(110)	0	(110)
Training Related Material	8345	16,384	22,090	5,706	72,600	56,216
Fees/exams/certifications	8346	10,673	11,976	1,303	33,000	22,327
Total Program Expenses		1,258,186	1,323,097	64,911	3,535,856	2,277,670
Professional Fees						
Accounting/Audit Fees	5100	16,991	17,391	400	35,000	18,009
Legal Fees	5101	36,684	41,596	4,912	90,000	53,316
Professional Service	5104	78,026	72,718	(5,308)	73,680	(4,346)
Legal (Lobbying)	5105	10,000	10,000	0	30,000	20,000
Contract Labor	5170	58,944	56,276	(2,668)	76,800	17,856
Contract IT Services	5171	103,842	103,386	(456)	230,628	126,786
Cybersecurity - IT	5172	21,570	21,001	(569)	43,200	21,630
Total Professional Fees		326,057	322,368	(3,689)	579,308	253,251
Supplies						
Office Supplies	5302	8,235	8,106	(129)	17,940	9,705
Postage/Shipping	5307	956	1,224	268	4,500	3,544
Document Shredding	5308	468	465	(3)	950	482
Total Supplies		9,659	9,795	136	23,390	13,731
Insurance						
Insurance - Commercial Property	5400	2,803	4,951	2,148	23,900	21,097
Insurance - General Liability	5401	32,434	30,177	(2,257)	59,784	27,351
Insurance - Workers Comp	5403	7,208	18,461	11,253	57,543	50,335
Insurance - Auto	5404	3,360	3,402	42	8,400	5,040
Total Insurance		45,805	56,991	11,186	149,627	103,822
Occupancy						
Office Rent/Lease	5200	113,578	115,631	2,053	253,679	140,101
Other Leases	5201	0	555	555	4,440	4,440
Utilities	5202	14,664	14,915	251	34,300	19,636
Repairs & Maintenananc	5203	7,095	3,480	(3,615)	3,480	(3,615)
Security	5204	195	195	0	468	273
Janitorial Expense	5205	14,977	13,732	(1,245)	44,130	29,153

CareerSource Pinellas

Statement of Revenues and Expenditures - 22-23 Actual vs BudMod1

From 7/1/2022 Through 11/30/2022

(In Whole Numbers)

		Actual YTD	YTD Budget Mod I	YTD Budget Variance	Total Budget Mod I	Budget Remaining
Pest Control	5206	1,075	1,047	(28)	2,352	1,277
Total Occupancy		151,584	149,555	(2,029)	342,849	191,265
Office Equipment						
Equipment Rent/Lease	5300	13,257	13,495	238	31,636	18,379
Copy Machine Usage/Maintenance	5301	3,772	4,439	667	9,120	5,348
Comp Software/License/Maintenance	5304	105,624	91,177	(14,447)	113,573	7,949
Equipment < \$5,000	5305	4,727	6,324	1,597	17,500	12,773
Equipment >or= \$5,000	5306	8,350	0	(8,350)	0	(8,350)
Total Office Equipment		135,730	115,435	(20,295)	171,829	36,099
Travel and Meetings						
Travel - Mileage	5540	3,236	3,299	63	9,000	5,764
Travel - Out of Town	5541	17,657	13,070	(4,587)	24,700	7,043
Meetings/Conferences	5560	5,540	6,941	1,401	16,750	11,210
Total Travel and Meetings		26,433	23,310	(3,123)	50,450	24,017
Licenses, Dues and Other Fees						
Staff Training/Education	5052	5,628	6,615	987	24,950	19,322
Recruitment	5095	1,751	1,705	(46)	18,700	16,949
Payroll Processing Fees	5103	4,902	4,985	83	8,950	4,048
License/Dues & Other Fees	5581	21,010	21,332	322	40,384	19,374
FSA Administrative Expenses	5582	0	75	75	600	600
401k Administrative Fees	5583	5,650	6,444	794	12,000	6,350
HRIS Administrative Fees	5584	6,161	5,400	(761)	5,400	(761)
Total Licenses, Dues and Other Fees		45,101	46,556	1,455	110,984	65,883
Amortization and Depreciation						
Depreciation Expense	5901	0	0	0	8,900	8,900
Total Amortization and Depreciation		0	0	0	8,900	8,900
Miscellaneous						
Bank Fees	5102	4	0	(4)	0	(4)
Other Expense	5700	6,571	0	(6,571)	0	(6,571)
Vehicle Expenses	5701	230	588	358	4,705	4,475
Total Miscellaneous		6,805	588	(6,217)	4,705	(2,100)
Total Expenditures		3,670,304	3,716,693	46,389	9,148,222	5,477,918
Net Revenue over (under) Expenditures		1,699	35,122	(33,423)	78,460	(76,761)



**CareerSource Pinellas
Cost Allocation/Expenditure Report
For the Five Months Ended November 30, 2022**

	WIOA	Employment Services	WTP	SNAP	TAA	Total Direct Grants and Spec Projects	Total
Approved 2022-2023 Planning Budget	5,029,854	1,345,870	2,237,000	345,000	96,000	37,040	9,090,764
Approved Budget Modification #1	55,958	62,500			(66,000)	5,000	57,458
Approved 2022-2023 Planning Budget	5,085,812	1,408,370	2,237,000	345,000	30,000	42,040	9,148,222
Expenditures to Date:							
Pooled Costs							
Administrative	126,017	70,693	139,947	22,110	215	6,896	365,878
MIS\Technology	13,405	28,213	13,736	4,079	26	-	59,459
Outreach and Marketing	17,255	36,065	17,270	5,302	26	-	75,918
One-Stop Cost Pool	46,243	92,860	46,920	13,506	188	-	199,717
Program Management	216,689	80,834	143,189	43,116	-	-	483,828
Staff Training and Development	-	-	-	-	-	-	-
Business Services	235,045	25,471	107,007	-	-	-	367,523
Indirect Program	4,066	1,013	1,898	320	5	112	7,414
Total Pooled Costs	658,720	335,149	469,967	88,433	460	7,008	1,559,737
	35%	60%	47%	54%	8%	14%	42%
Direct Costs							
Personnel Expenses	323,455	114,732	207,715	63,293	-	-	709,195
Service Provider Contracts	153,087	-	2,269	-	-	-	155,356
Workbased Learning Initiatives	17,256	-	214,809	-	-	-	232,065
Training and Support Services	695,469	19,333	21,074	926	4,188	1,057	742,047
Other Direct Operating Costs	52,222	86,857	77,854	12,506	855	41,610	271,904
Total Direct Costs	1,241,489	220,922	523,721	76,725	5,043	42,667	2,110,567
	65%	40%	53%	46%	92%	86%	58%
Total Costs	1,900,209	556,071	993,688	165,158	5,503	49,675	3,670,304
Unexpended Budget Balance	3,185,603	852,299	1,243,312	179,842	24,497	(7,635)	5,477,918
Percentage of Budget Expended	37.4%	39.5%	44.4%	47.9%	18.3%	118.2%	40.1%



CareerSource Pinellas
Pooled Cost Expenditure Report
For the Five Months Ended November 30, 2022

Expenditure	Admin	MIS/Tech Cost Pool	Outreach & Marketing Cost Pool	One-Stop Cost Pool	Case Mgmt Cost Pool	Business Services Cost Pool	Program Indirect	Total
Salary Expense	182,335	-	-	-	300,745	242,327	4,686	730,093
Salary Expense - Benefit Stipend	22,450	-	-	-	60,510	47,979	441	131,380
Payroll Taxes	14,351	-	-	-	23,466	22,759	355	60,931
Fringe Benefits (ER Paid)	2,302	-	-	-	3,269	2,104	-	7,675
Retirement	6,015	-	-	-	10,343	9,079	235	25,672
Total Salary and Benefits	227,453	-	-	-	398,333	324,248	5,717	955,751
Office Rent/Lease	13,232	-	-	66,213	13,631	14,460	399	107,935
Professional Service	30,307	-	45,288	-	-	-	493	76,088
Comp Software/License/Maintenance	3,644	9,376	-	51,188	9,243	-	101	73,552
Internal Monitoring	13,418	-	-	-	20,588	-	-	34,006
Contract Labor	570	30,900	-	-	-	-	15	31,485
Legal Fees	22,735	-	-	-	-	-	-	22,735
Insurance - General Liability	6,446	35	-	-	11,487	3,284	170	21,422
One-Stop Operator	-	-	-	20,983	-	-	-	20,983
Communications	2,883	221	-	8,978	4,494	4,251	79	20,906
License/Dues & Other Fees	1,056	250	10,868	-	665	5,150	21	18,010
Outreach/Marketing	-	322	17,470	-	-	8	-	17,800
Accounting/Audit Fees	16,991	-	-	-	-	-	-	16,991
Janitorial Expense	-	-	-	14,977	-	-	-	14,977
Utilities	-	-	-	14,664	-	-	-	14,664
Contract IT Services	2,685	2,314	-	-	4,526	2,500	71	12,096
Equipment Rent/Lease	650	-	-	9,091	548	565	23	10,877
Workforce Services	-	-	-	-	9,667	-	-	9,667
Equipment >or= \$5,000	-	8,350	-	-	-	-	-	8,350
Repairs & Maintenanc	-	-	1,155	4,203	-	1,736	-	7,094
Office Supplies	667	-	1,138	3,015	596	907	19	6,342
HRIS Administrative Fees	5,982	-	-	-	-	-	179	6,161
Travel - Out of Town	1,161	-	-	-	1,055	3,480	-	5,696
401k Administrative Fees	5,650	-	-	-	-	-	-	5,650
Payroll Processing Fees	4,767	-	-	-	-	-	135	4,902
Equipment < \$5,000	-	4,727	-	-	-	-	-	4,727
Cybersecurity - IT	374	2,964	-	-	842	327	-	4,507
Insurance - Workers Comp	834	-	-	-	2,187	1,511	(28)	4,504
Staff Training/Education	2,653	-	-	-	-	1,475	-	4,128
Insurance - Auto	-	-	-	-	3,360	-	-	3,360
Copy Machine Usage/Maintenance	475	-	-	1,853	490	509	15	3,342
Meetings/Conferences	700	-	-	-	1,340	1,050	-	3,090
Insurance - Commercial Property	191	-	-	2,158	196	196	5	2,746
Travel - Mileage	158	-	-	-	-	1,204	-	1,362
Pest Control	-	-	-	1,075	-	-	-	1,075
Recruitment	110	-	-	-	269	565	-	944
Postage/Shipping	83	-	-	656	83	96	-	918
Document Shredding	-	-	-	468	-	-	-	468
Vehicle Expenses	-	-	-	-	230	-	-	230
Security	-	-	-	195	-	-	-	195
Bank Fees	4	-	-	-	-	-	-	4
Other/Rounding	(1)	-	(1)	-	(2)	1	-	(3)
	365,878	59,459	75,918	199,717	483,828	367,523	7,414	1,559,737



CareerSource Pinellas 2022-2023 Planning Budget Budgeted Revenues

Funding Streams	Approved Revenue Budgeted for 2022-2023	Proposed Modifications	Proposed 2022- 2023 Budget Modification I
Workforce Innovation & Opportunity Act			
Adult	1,549,794	-	1,549,794
Dislocated Worker	1,612,136	-	1,612,136
Youth	1,187,924	-	1,187,924
Rapid Response	30,000	55,958	85,958
Get There Faster Low Income Returning Ad.	650,000	-	650,000
Total WIOA	5,029,854	55,958	5,085,812
Employment Services			
Wagner-Peyser	650,000	-	650,000
Local Veterans	30,000	-	30,000
Disabled Veterans	120,000	-	120,000
Recovery Navigator	185,870	-	185,870
Apprenticeship Navigator	-	62,500	62,500
RESEA	360,000	-	360,000
Total Employment Services	1,345,870	62,500	1,408,370
Welfare Transition	2,237,000	-	2,237,000
Supplemental Nutrition Assistance Program	345,000	-	345,000
Trade Adjustment Assistance			
TAA Training	72,000	(50,000)	22,000
TAA Case Management and Administration	24,000	(16,000)	8,000
Total TAA	96,000	(66,000)	30,000
TOTAL DEO	9,053,724	52,458	9,106,182
Other Revenue			
Ticket to Work	78,000	22,000	100,000
Tobacco Free Florida	4,000	(1,500)	2,500
Career Fair Sponsorships	3,000	-	3,000
Interest	6,000	9,000	15,000
TOTAL NON-DEO	91,000	29,500	120,500
TOTAL 2022-2023 BUDGETED REVENUE	9,144,724	81,958	9,226,682



**CareerSource Pinellas
2022-2023 Planning Budget
For the Year Ended June 30, 2023**

	G/L	Approved 2022-2023 Planning Budget	Proposed Changes	Proposed 2022-2023 Budget Modification I
Revenue				
Operating Revenue				
Grant Revenue				
Grant Revenue - Federal	3000	9,053,724	52,458	9,106,182
Grant Revenue - State	3001	-	-	-
Grant Revenue - Local	3002	-	-	-
Total Grant Revenue		9,053,724	52,458	9,106,182
Contributions				
Corporate Revenue	3100	4,000	(1,500)	2,500
Sponsorship Revenue	3101	3,000	-	3,000
Donations	3102	-	-	-
Total Contributions		7,000	(1,500)	5,500
Program Revenue				
Ticket to Work Revenue	3103	78,000	22,000	100,000
Total Program Revenue		78,000	22,000	100,000
Investment Income				
Interest/Dividends	3200	6,000	9,000	15,000
Total Investment Income		6,000	9,000	15,000
Other Income				
Other Revenues	3300	-	-	-
Total Other Income		-	-	-
Total Revenue		9,144,724	81,958	9,226,682
Expenditures				
Personnel Expenses				
Salary Expense	5000	2,923,315	95,208	3,018,523
Salary Expense - Benefit Stipend	5005	629,000	8,500	637,500
Payroll Taxes	5050	286,730	8,500	295,230
Fringe Benefits (ER Paid)	5060	37,200	-	37,200
Retirement	5090	177,621	4,250	181,871
Total Personnel Expenses		4,053,866	116,458	4,170,324
Program Expenses				
Operating Supplies	5303	1,200	-	1,200
Food and Beverages	5310	2,400	-	2,400
Communications	5500	83,856	-	83,856
Outreach/Marketing	5520	36,400	-	36,400
Service Provider Contract	8000	525,000	-	525,000
One-Stop Operator	8100	45,000	-	45,000
Internal Monitoring	8200	65,000	-	65,000
OJT	8300	385,000	-	385,000
EWT	8310	-	-	-
Paid-Work Experience	8320	144,000	-	144,000



**CareerSource Pinellas
2022-2023 Planning Budget
For the Year Ended June 30, 2023**

	G/L	Approved 2022-2023 Planning Budget	Proposed Changes	Proposed 2022-2023 Budget Modification I
Apprenticeships	8330	90,000	-	90,000
Contracted Workforce Services	8335	72,000	-	72,000
Youth Stipends	8340	12,000	-	12,000
Other Customer Support Services	8341	33,600	-	33,600
Customer Training	8342	1,945,800	(50,000)	1,895,800
Customer Supportive Services	8343	39,000	-	39,000
Training Related Material	8345	72,600	-	72,600
Fees/exams/certifications	8346	33,000	-	33,000
Total Program Expenses		3,585,856	(50,000)	3,535,856
Professional Fees				
Accounting/Audit Fees	5100	35,000	-	35,000
Legal Fees	5101	90,000	-	90,000
Legal (Lobbying)	5105	25,000	5,000	30,000
Professional Service	5104	73,680	-	73,680
Contract Labor	5170	76,800	-	76,800
Contract IT Services	5171	230,628	-	230,628
Cybersecurity - IT	5172	43,200	-	43,200
Total Professional Fees		574,308	5,000	579,308
Supplies				
Office Supplies	5302	17,940	-	17,940
Postage/Shipping	5307	4,500	-	4,500
Document Shredding	5308	950	-	950
Total Supplies		23,390	-	23,390
Insurance				
Insurance - Commercial Property	5400	23,900	-	23,900
Insurance - General Liability	5401	73,784	(14,000)	59,784
Insurance - Workers Comp	5403	57,543	-	57,543
Insurance - Auto	5404	8,400	-	8,400
Insurance - Claims	5405	-	-	-
Total Insurance		163,627	(14,000)	149,627
Occupancy				
Office Rent/Lease	5200	253,679	-	253,679
Other Leases	5201	4,440	-	4,440
Utilities	5202	34,300	-	34,300
Repairs & Maintenance	5203	3,480	-	3,480
Security	5204	468	-	468
Janitorial Expense	5205	44,130	-	44,130
Pest Control	5206	2,352	-	2,352
Total Occupancy		342,849	-	342,849
Office Equipment				
Equipment Rent/Lease	5300	31,636	-	31,636
Copy Machine Usage/Maintenance	5301	9,120	-	9,120
Comp Software/License/Maintenance	5304	113,573	-	113,573
Equipment < \$5,000	5305	17,500	-	17,500



**CareerSource Pinellas
2022-2023 Planning Budget
For the Year Ended June 30, 2023**

	G/L	Approved 2022-2023 Planning Budget	Proposed Changes	Proposed 2022-2023 Budget Modification I
Other	5207	-	-	-
Total Office Equipment		171,829	-	171,829
Travel and Meetings				
Travel - Mileage	5540	9,000	-	9,000
Travel - Out of Town	5541	24,700	-	24,700
Meetings/Conferences	5560	16,750	-	16,750
Total Travel and Meetings		50,450	-	50,450
Licences, Dues and Other Fees				
Staff Training/Education	5052	24,950	-	24,950
Other Employee expenses	5055	-	-	-
Recruitment	5095	18,700	-	18,700
Payroll Processing Fees	5103	8,950	-	8,950
License/Dues & Other Fees	5581	40,384	-	40,384
FSA Administrative Expenses	5582	600	-	600
401k Administrative Fees	5583	12,000	-	12,000
HRIS Administrative Fees	5584	5,400	-	5,400
Total Licences, Dues and Other Fees		110,984	-	110,984
Amortizatton and Depreciation				
Depreciation Expense	5901	8,900	-	8,900
Total Amortizatton and Depreciation		8,900	-	8,900
Miscellaneous				
Bank Fees	5102	-	-	-
Other Expense	5700	-	-	-
Vehicle Expenses	5701	4,705	-	4,705
Penalties\Disallowed Expenses	5710	-	-	-
Interest Expense	5900	-	-	-
Total Miscellaneous		4,705	-	4,705
Total Expenditures		9,090,764	57,458	9,148,222
Net Revenue over (under) Expenditures		53,960	24,500	78,460



INFORMATION ITEM 3

Compensation Review Summary & Impact

The compensation review was completed in October of 2022 and at that time the recommendation was to increase our pay ranges by 4.7% to bring them more into agreement with the current job market. That recommendation was approved at the November 16, 2022, Board meeting. Upon review of the salaries of the current employees the decision was made to consider increases to current salaries up to 4.7% to align current staff with the updated pay ranges.

Effective January 1, 2023:

- 39 out of 55 (71%) employees received an increase. Those that did not were either highly compensated, newly promoted, or newly hired.
- Only 4 employees received less than the maximum increase rate of 4.7%.
- The average amount of the increase was \$2,345 annually per person.
- The impact of the increases for the 2022-2023 program year is \$44,553.
 - Budget Modification I included \$55,458 for salary increases.
- The total impact to the annual budget will be an additional \$89,000.



INFORMATION ITEM 4

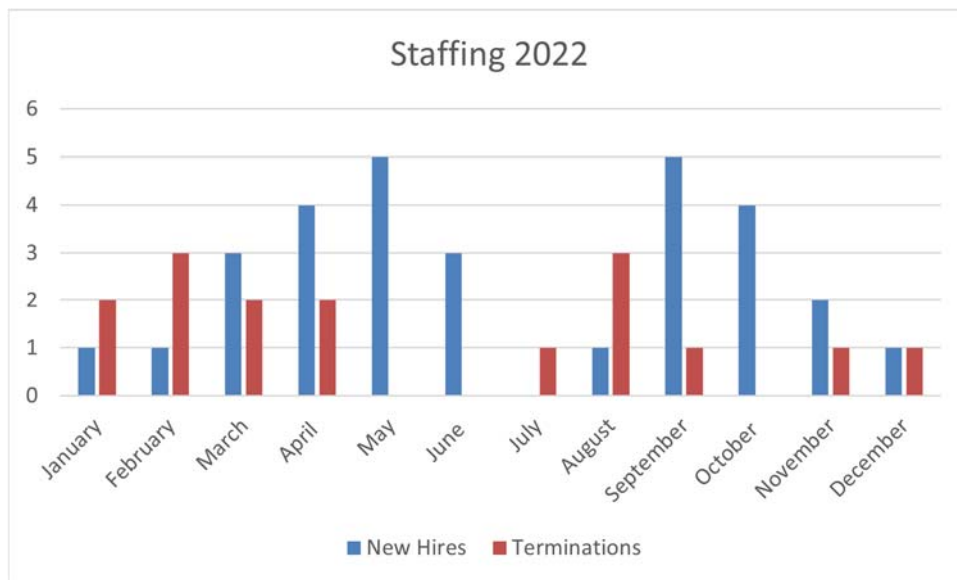
2022 Year In Review - Staffing

Board Staff

- 30 employees joined the CareerSource family in 2022.
- 16 employees left the company, the breakdown is as follows:
 - 12 resignations
 - 1 was due to job abandonment
 - 1 was due to grant funding ending
 - 2 involuntary terminations

DEO (State) Staff

- 8 new hires
- 8 individuals left the company
 - 2 retirements
 - 1 resigned to join CareerSource directly
 - 2 left to join the VA
 - 3 remaining reasons were not disclosed





INFORMATION ITEM 5

2023 Benefits Renewal

For 2023 benefit year, CareerSource Pinellas opted to move medical insurance carriers from Humana to Florida Blue Cross and Blue Shield (Florida Blue).

- Humana quoted a 67% increase in medical insurance premiums
- Florida Blue quoted a decrease of 3% in medical insurance premiums
 - Four medical options are offered to our employees
- Our ancillary plans for dental and vision were transferred to Mutual of Omaha due to costs. The employee cost on these plans either remained the same or decreased slightly.

Employee Coverages:

- 53% of employees enrolled in health coverage
- 89% enrolled in dental coverage
- 80% enrolled in vision coverage
- Of 48 employees enrolled in our primary offerings of medical, dental and vision, all but 3 have the entire cost of their benefits offset by the benefit stipend. The stipend remains at \$12,580 per year per employee

The company also transitioned our Long-Term and Short-Term Disability insurance, Accidental Death and Dismemberment, and Voluntary Life coverage to Mutual of Omaha. The rates offered for Life and AD&D decreased 15.25% by switching.

We feel that the 2023 benefit offerings to employees offer significant savings to the organization and employees without sacrificing quality offerings for our employees.



INFORMATION ITEM 6

Employee Engagement Survey Summary

Following the results of our Employee Engagement Survey the organization has begun to focus on the areas identified as opportunities from that survey:

- 1. Training:** In response to unfavorable perception on training, there are current opportunities to expand and enhance the current training modules available to employees. New Hire Orientation is being revamped; annual trainings are being developed as well. Business Services conducted intensive training over a 30-day period during the fourth quarter of 2022. Currently there is a planned Inservice Day for staff development training in February.
- 2. Benefits:** As stated with the benefit renewal report, emphasis was placed on obtaining better benefit offerings for employees for open enrollment. There was a 60% increase in enrollments during open enrollment for the 2023 benefit year. Also, 94% of employees enrolled in benefits have 100% of the cost offset by the benefit stipend.
- 3. Communication:** There have been numerous improvements in regard to communication including in-person results of the engagement survey being held at each center, the employee engagement committee being formed, the employee newsletter being revived monthly, and other programs to increase communication and morale.
- 4. Compensation:** CareerSource launched a compensation study that resulted in increases for 71% of staff members.



INFORMATION ITEM 7 WIOA Primary Indicators

Measures	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals	PY2022-2023 1st Quarter Performance	PY2022-2023 % of Performance Goal Met For Q1	PY2022-2023 Performance Goals
Adults:						
Employed 2nd Qtr After Exit	82.60	91.78	90.00	81.8	88.91	92.00
Median Wage 2nd Quarter After Exit	\$11,068	153.72	\$7,200	\$10,506	97.82	\$10,740
Employed 4th Qtr After Exit	92.90	108.65	85.50	90.6	100.44	90.20
Credential Attainment Rate	86.90	120.69	72.00	80.4	92.41	87.00
Measurable Skill Gains	66.20	135.10	49.00	58.3	89.69	65.00
Dislocated Workers:						
Employed 2nd Qtr After Exit	80.30	89.22	90.00	78.6	89.32	88.00
Median Wage 2nd Quarter After Exit	\$12,112	170.59	\$7,100	\$11,409	121.77	\$9,369
Employed 4th Qtr After Exit	87.50	102.70	85.20	90.4	107.36	84.20
Credential Attainment Rate	93.30	133.29	70.00	93.5	108.09	86.50
Measurable Skill Gains	57.50	117.35	49.00	45	69.23	65.00
Youth:						
Employed 2nd Qtr After Exit	83.50	98.82	84.50	82.3	98.56	83.50
Median Wage 2nd Quarter After Exit	\$4,726	147.69	\$3,200	\$4,866.00	103.58	\$4,698
Employed 4th Qtr After Exit	86.00	110.26	78.00	86.4	106.67	81.00
Credential Attainment Rate	82.90	96.06	86.30	79.8	94.89	84.10
Measurable Skill Gains	69.20	141.22	49.00	55.7	85.69	65.00
Wagner Peyser:						
Employed 2nd Qtr After Exit	59.60	91.69	65.00	60.90	96.36	63.20
Median Wage 2nd Quarter After Exit	\$6,686	133.72	\$5,000	\$6,839	104.97	\$6,515
Employed 4th Qtr After Exit	60.40	94.08	64.20	63.60	100.63	63.20

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)



INFORMATION ITEM 8

WIOA & Wagner-Peyser Reports

During PY'2022-2023, WIOA activities were provided to a total of 2,794. These services include Assessments, Counseling, and Training to name a few.

Funding	Assessment	Counseling	Other	Training	Total
Adult	415	271	169	396	1,251
Dislocated Worker	188	164	40	192	584
National Dislocated Worker Grant (NDWG)	38	40	6	31	115
Statewide Adult	29	27	33	29	118
Statewide Dislocated Worker	2		2	3	7
Statewide Youth	2	1	1	3	7
Youth	207	209	73	223	712
Total	881	712	324	877	2,794

During the PY'2022-2023, our Wagner Peyser Job Referrals, Services and Placements totaled 10,678. We were integral in assisting 2,260 unique customers that had never received services from CareerSource Pinellas in the past.

Type	Total Services	Unique Customers
Service	9,682	1,955
Employment	820	731
Referral	176	91
Total	10,678	2,260

WIOA/TAA PY2022-2023 Population Report

		Open Caseload					Closed Caseload			
Funding	Enrollments	Pre-Training	Open Training	Training Closed w/in 6 Months	Training Closed More than 6 months	Non-Training	PY Closures	PY Closures that moved to Follow-Up	Follow-Up Only	Total Population
Adult	108	12	144	27	0	12	12	209	0	416
Dislocated Worker	25	5	44	10	0	2	3	129	1	193
TAA	0	0	1	0	0	0	0	18	0	19
Youth	48	2	52	13	0	0	4	138	0	209
National Dislocated Worker Grant (NDWG)	0	0	1	3	0	0	0	38	0	42
Statewide Adult	5	1	3	0	0	1	0	32	0	37
Statewide Dislocated Worker	3	2	1	0	1	1	0	0	1	5
Statewide Youth	0	0	0	0	0	0	0	3	0	3
Grand Total	189	22	246	53	1	16	19	567	2	924

WIOA Training Completer Summary - PY'2022-2023

Training Career Cluster	Training w/in 6 months	Training Greater than 6 months	Total
Architecture & Construction		1	1
Arts, Audio/Video Technology & Communications	2		2
Business Management & Administration	4		4
Health Science	20	1	21
Information Technology	9	1	10
Manufacturing	1		1
Non-ONET Training	1		1
Transportation, Distribution & Logistics	18	1	19
Total	55	4	59

In Progress Training Summary

Training Career Cluster	Pre-Training	Open Training	Total
Architecture & Construction		46	46
Arts, Audio/Video Technology & Communications		3	3
Business Management & Administration	2	26	28
Education & Training		1	1
Finance		1	1
Health Science	11	96	107
Hospitality & Tourism		2	2
Human Services	1	1	2
Information Technology	3	30	33
Manufacturing		9	9
Marketing	1		1
Non-ONET Training		2	2
Transportation, Distribution & Logistics	5	30	35
Operations Management	1		1
Total	24	247	271



INFORMATION ITEM 9

2023 Program Initiatives

- Streamlining WIOA Eligibility and Enrollment process
- Summer PAYS (Youth summer work program)
 - 120-130 youth in 2022
 - Planning has begun – looking for employers and recruiting students
- Increased focus on Paid-Work-Experience and Work-Based-Training Opportunities
- Increase traffic in centers; hasn't returned since COVID
 - In-person orientations for RESEA & WIOA programs
 - Transitioning workshops from on-line to in-person
- Increasing collaboration with our community partners
- Focus on areas to improve letter grade from B+ to A
- Training opportunities for staff
- Enhanced outreach and recruitment efforts
 - Increase use of Social Media
 - Revamping Flyers with easy-to-understand terms



INFORMATION ITEM 10

Business Services

Summary of Services Offered

Business services are provided to enhance the efficiency and productivity of local employers. Customized solutions for your specific workforce needs are available.

Business Services Include:

- Job Posting to Employ Florida
 - Recruiting Services
- Funding for Work-based Training
 - Career Fairs
- Center Based Recruitment Events
 - Tax credits for Veteran hiring



INFORMATION ITEM 11

Business Services

Year in Review

- 2nd Chance Job Fair in partnership with DOC (top left)
 - LinkedIn Local Networking Event (middle left)
- Manufacturing Career Fair in partnership with SPC (bottom left)
 - First Responders Job Fair (bottom right)
 - BayCare Hiring Event
 - Paychecks for Patriots Career Fair
 - Summer PAYS Program
- Relaunch of Professional Networking Group

Coming Up In 2023!

- Multiple Spring Career Fairs with SPC
 - Enhancing Business Engagement
 - Enhancing Candidate engagement
- Focus on Connecting talent to opportunity





INFORMATION ITEM 12

Board Orientation Reminder

Background

CareerSource Pinellas has contracted with Taylor, Hall, Miller, Parker, CPAs to provide an online Board Member Orientation module that complies with the Florida Department of Economic Opportunity's requirements. All Board members are required to complete an orientation upon appointment to the Board and a refresher on an annual basis. Both video-based courses satisfy the annual training requirements for board members outlined in guidelines for Local Workforce Development Area and Board Governance. In addition, both courses incorporate recent updates directly related to the board's ongoing oversight responsibilities, including a discussion of Florida's REACH Act and how the legislation impacts LWDBs. Since this is the first year using these online courses, all Board members will be asked to view the Board Member Orientation for PY 22/23.

- The one-hour **Board Member Orientation for PY 22/23** provides board members and senior executives with a succinct, comprehensive review of their most crucial roles and responsibilities.

The Course covers the following topics:

- Florida's workforce development system's goals and strategies
- Your LWDB's purpose
- Roles and responsibilities of the CLEO, the fiscal agent, the LWDB, the LWDB Chairperson, and the LWDB's CEO/Executive director and staff
- Workforce system funding
- Performance requirements
- Sunshine Law requirements and
- Conflict of interest

A certificate is generated once the course is completed and handouts are viewed; there is not a test. Please send completed certificates to Leah Geis at LGeis@careersourcepinellas.com.

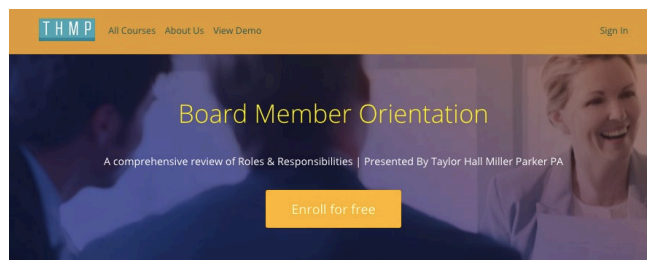
The next page contains the Flyer on how to access the course.

How to Access BOARD MEMBER ORIENTATION Training

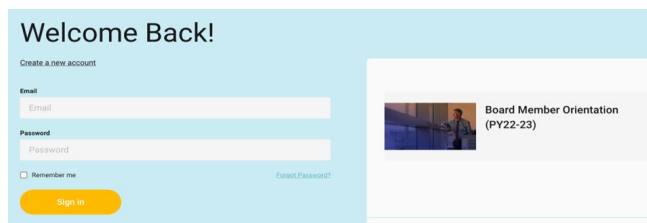
URL: https://workforce-academy.thinkific.com/courses/board-member-orientation-py22-23?th__ug=ca435a00

Note: Thinkific supports the 2 most recent versions of **Chrome, Firefox, Safari and Edge** browsers.

1. First, be sure to log-on to THMP Workforce Academy using the course URL (above), which takes you to the course landing page. Click on “Enroll for Free”:



2. Fill out the Enrollment Form and click “Create Account.” If you already have an account, click “I already have an account” and log-in as you normally would:



3. Once enrolled, you’ll automatically be directed to the course curriculum, where you can begin watching the course videos. Be sure to view all handouts at the end of the course to generate a certificate of completion.

