



**U.S. DEPARTMENT OF LABOR  
EMPLOYMENT AND TRAINING  
ADMINISTRATION (DOL/ETA)**

**NOTICE OF  
AWARD (NOA)**

Under the authority of the *Workforce Innovation and Opportunity Act, P.L. 113-28*, this grant or agreement is entered into between the above named **Grantor Agency** and the following named **Awardee**, for a project entitled - **FL-Disaster~Hurricane Matthew**.

**Name & Address of Awardee:**  
FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY  
THE CALDWELL BUILDING  
107 EAST MADISON STREET, MSC G-229  
TALLAHASSEE, FLORIDA 32399

**Federal Award Id. No. (FAIN): EM-30114-16-60-A-12**  
**CFDA #: 17.277- WIOA National Dislocated Worker**  
**Grants / WIA National Emergency Grants (NEGs)**  
**Amount: \$2,345,203.00**  
**EIN: 364706134**  
**DUNS #: 968930664**

**Accounting Code:** 1630-2017-0501741717BD201701740003175DW093A0000AOWI00AOWI00-A90200-410023-ETA-DEFAULT TASK-

The Period of Performance shall be from **October 08, 2016 thru September 30, 2017**.  
Total Government's Financial Obligation is **\$2,345,203.00** (unless other wise amended).

Payments will be made under the Payments Management System, and can be automatically drawn down by the awardee on an as needed basis covering a forty-eight (48) hour period.

The recipient's request of October 21, 2016 is conditionally approved for up to \$7,035,611 with \$2,345,203 released initially. The grant approval threshold of up to \$7,035,611 does not represent a current obligation of funds beyond the immediate award of \$2,345,203. See special conditions in the grant agreement for more information.

In performing its responsibilities under this grant agreement, the awardee hereby certifies and assures that it will fully comply with all applicable Statute(s), and the following regulations and cost principles, including any subsequent amendments:

**Uniform Administrative Requirements, Cost Principles, and Audit Requirements:**

2 CFR Part 200; Uniform Administrative Requirements, Cost Principles, and Audit Requirements; Final Rule  
2 CFR Part 2900; DOL Exceptions to 2 CFR Part 200;

**Other Requirements (Included within this NOA):**

Condition(s) of Award (if applicable)  
Federal Award Terms, including attachments

**Contact Information**

The Federal Project Officer (FPO) assigned to this grant is Susan Tesone. Susan Tesone will serve as your first line point of contact and can be contacted via e-mail - [tesone.susan.r@dol.gov](mailto:tesone.susan.r@dol.gov). If your FPO is not available, please call your Regional Office at 404-302-5300 for assistance.

The awardee's signature below certifies full compliance with all terms and conditions as well as all applicable Statues(s), grant regulations, guidance, and certifications.

Signature of Approving Official - **AWARDEE**

Signature of Approving Official - **DOL / ETA**

See SF-424 for Signature

No Additional Signature Required

**Lynn Fraga**, November 10, 2016  
Grant Officer

**NATIONAL DISLOCATED WORKER GRANT (NDWG)**  
**SPECIAL CONDITIONS FOR GRANT #EM EM-30114-16-60-A-12**  
**FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY**

This NDWG has been conditionally approved for up to \$7,035,611, with \$2,345,203 released initially. As a condition of this grant award, the Recipient must address the issues identified in this document by submitting a subsequent modification request via the NDWG e-System **within 60 days of the receipt of this grant award package**. The modification request must incorporate all information requested below. The Recipient must contact the Federal Project Officer as soon as possible for additional guidance regarding the response to these Conditions of Award. Please review the attached Federal Award Terms, including the *Program Requirements / Additional Provisions* for disaster projects, found in Section 11a.

**Conditions of Award**

The State must submit a Full Application, which includes the following:

1. The SF-424 revised as necessary, reflecting the amount awarded and the period of performance, along with any other revisions needed since the form was submitted with the initial application.
2. SF-424A and accompanying Budget Information Narrative
3. Project Synopsis form, updated as necessary
4. Planning Form and associated Narrative Statements
5. Project Operator Form(s), if applicable
6. Supplemental information that provides:
  - a. A list of worksites for each county in which the clean-up work will be performed. Each worksite listing must include the following information:
  - b. the primary clean-up and recovery work taking place at the worksite
  - c. all job titles (i.e. supervisor, laborer, heavy equipment operator, etc.) for the temporary workers doing the clean-up activity at the worksite, and the number of workers classified under each title.
7. An explanation of the procedures the recipient will use to identify funds not being utilized in accordance with the project plan.
8. The recipient's plan for developing and implementing corrective action where required, to ensure adherence to the project goals.

# DISLOCATED WORKER GRANTS (DISASTER) FEDERAL AWARD TERMS

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## **1. Order of Precedence**

The terms and conditions of this Notice of Award and other requirements have the following order of precedence if there is any conflict in what they require: (1) Workforce Innovation and Opportunity Act; (2) Consolidated and Further Continuing Appropriations Act, 2015 – Public Law 113-235; (3) other applicable Federal statutes and their implementing regulations; (4) terms and conditions of award.

## **2. Funding Opportunity Announcement**

If a Funding Opportunity Announcement or other vehicle is used to announce the availability of these awards, these documents are hereby incorporated into this Grant Agreement. Recipients are bound by the authorizations, restrictions, and requirements contained in the Funding Opportunity Announcement or other vehicle.

## **3. Approved Statement of Work**

The award recipient's application package has been included as Attachment A and is incorporated by reference. If there is any inconsistency between items in this application package and any applicable Department of Labor (DOL) statute, regulation, guidance, or OMB cost principle, the DOL statute, regulation, guidance or cost principle will prevail.

The grant may be modified in accordance with applicable procedures for grant modifications. All grant modifications (financial or non-financial) under this grant agreement will consist of and be tracked as sequential grant modifications. The Grantee must confirm that all costs requiring prior approval are allowable before expenditure. For a list of costs that require prior approval, please see 2 CFR 200.407, 2 CFR 2900.8, and 2 CFR 2900.9.

## **4. Approved Budget**

The recipient's budget documents are included as part of Attachment A. The documents are: 1) the SF-424 A and accompanying Budget Information Narrative and, 2) the Planning Form and accompanying Narrative Statements. The recipient must confirm that all costs are allowable before expenditure. Pursuant to 2 CFR 2900.1, approval of the budget as awarded does not constitute prior approval of those items requiring prior approval, including those items specified in at 2 CFR 200.407, 2 CFR 2900.8, 2 CFR 2900.9, or this grant award as requiring prior approval. The Grant Officer is the only official with the authority to provide prior written approval (prior approval).

## **5. Evaluation, Data, and Implementation**

The recipient must cooperate with the DOL in the conduct of a third-party evaluation if required by the grant, including providing DOL or its authorized contractor with appropriate data and access to program operating personnel and participants in a timely manner.

## 6. Indirect Cost Rate and Cost Allocation Plan

X  A. A **current** federally approved Negotiated Indirect Cost Rate Agreement (NICRA) or current federally approved Cost Allocation Plan (CAP) has been provided – copy attached. Regarding only the NICRA:

- (1) Indirect Rate approved:  .2884%
- (2) Type of Indirect Cost Rate:  Provisional
- (3) Allocation Base:  Total direct Salaries and wages including all applicable fringe benefits plus flow through funding.
- (4) Current period applicable to rate:  7/1/2015 – 60/30/2017

Estimated Indirect Costs must be shown on the SF-424A budget form when the full disaster application is submitted (due within 60 days of award). If a new NICRA is issued during the life of the grant, it must be provided to DOL within 30 days of issuance. Funds may be re-budgeted as necessary between direct and indirect costs consistent with institutional requirements and DOL regulations for prior approval, however the total amount of grant award funding will not be increased. Any budget changes impacting the Statement of Work and agreed upon outcomes or deliverables require a request for modification and prior approval from the Grant Officer.

- B. (1)   Latest NICRA or CAP approved by the Federal Cognizant Agency<sup>1</sup> (FCA) is not current, or
- (2)   No NICRA or CAP has ever been approved by an FCA.

**URGENT NOTICE:** Estimated indirect costs have been specified on the SF-424A, Section B, Object Class Category “j”, however only \$ [ Use N/A or enter 10% of the Personnel line or the total Indirect line (whichever is less) ] will be released to support indirect costs in the absence of a NICRA or CAP approved by the cognizant agency. The remaining funds which have been awarded for Indirect Costs are restricted and may not be used for any purpose until the awardee provides a signed copy of the NICRA or CAP and the restriction is lifted by the Grant Officer. Upon receipt of the NICRA or CAP, ETA will issue a grant modification to the award to remove the restriction on those funds.

The awardee must submit an indirect cost rate proposal or CAP. These documents should be submitted to DOL’s Division of Cost Determination (DCD), or to the awardee’s Federal Cognizant Agency. In addition, the awardee must notify the Federal Project Officer that the documents have been sent. Contact information for the DCD is available at <http://www.dol.gov/oasam/boc/dcd/>. If this proposal is not submitted **within 90 days of the effective date of the award**, no funds will be approved for the reimbursement of indirect costs. Failure to submit an indirect cost proposal by the above date means the grantee will not receive further reimbursement for indirect costs until a signed copy of the federally approved NICRA or CAP is provided and the restriction is lifted by the Grant Officer. All indirect charges must be returned through the Payment Management System and no indirect charges will be reimbursed.

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<sup>1</sup> The Federal agency providing the organization the preponderance of direct Federal funds.

The total amount of DOL's financial obligation under this grant award **will not** be increased to reimburse the awardee for higher negotiated indirect costs.

- \_\_\_ C. The organization elected to exclude indirect costs from the proposed budget. Please be aware that incurred indirect costs (such as top management salaries, financial oversight, human resources, payroll, personnel, auditing costs, accounting and legal, etc. used for the general oversight and administration of the organization) must not be classified as direct costs; these types of costs are indirect costs. Only direct costs, as defined by the applicable cost principles, will be charged. Audit disallowances may occur if indirect costs are misclassified as direct.
  
- \_\_\_ D. The organization has never received a negotiated indirect cost rate and, with and pursuant to the exceptions noted at 2 CFR 200.414(f) in the Cost Principles, and has elected to charge a de minimis rate of 10% of modified total direct costs (see 2 CFR 200.68 for definition) which may be used indefinitely. This methodology must be used consistently for all Federal awards until such time as you choose to negotiate for an indirect cost rate, which you may apply to do at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

If DOL is your FCA, grantees should work with DOL's DCD, which has delegated authority to negotiate and issue a NICRA or CAP on behalf of the Federal Government. More information about DOL's DCD is available at <http://www.dol.gov/oasam/boc/dcd/>. This website has guidelines to develop indirect cost rates, links to the applicable cost principles, and contact information. The DCD also has Frequently Asked Questions providing general information about the indirect cost rate approval process and due dates for provisional and final indirect cost rate proposals at <http://www.dol.gov/oasam/faqs/FAQ-dcd.htm>.

## 7. Federal Project Officer

The DOL/ETA Federal Project Officer (FPO) for this award is:

Name: Susan Tesone

Telephone: (404) 302-5375

E-mail: [Tesone.Susan.R@dol.gov](mailto:Tesone.Susan.R@dol.gov)

The FPO is not authorized to change any of the terms or conditions of the award or approve prior approval requests. Any changes to the terms or conditions or prior approvals must be approved by the Grant Officer through the use of a formally executed award modification.

## 8. Applicable Authority

### a. Workforce Innovation and Opportunity Act

Funds provided under this grant agreement must be expended in accordance with all applicable federal statutes, regulations and policies, including those of the Workforce Innovation and Opportunity Act (as presently in effect and as may become effective during the terms of this Agreement); the applicable approved State WIOA plan, including approved modifications and amendments to the plan, and any waiver plan; the negotiated performance levels and policies established pursuant to the Secretary's authority under WIOA Section 116; and the applicable provisions in the appropriations act(s).

### b. Notice of Award

Funds provided under this grant agreement must be expended in accordance with all applicable federal statutes, regulations and policies, including those of the Workforce Innovation and Opportunity Act (as presently in effect and as may become effective during the terms of this Agreement); the applicable approved State WIOA plan including approved modifications and amendments to the plan, and any waiver plan approved under WIOA Sec. 189(i)(3); the negotiated performance levels and policies established pursuant to the Secretary's authority under WIOA Section 116; and the applicable provisions in the appropriations act(s).

## 9. Funding Restrictions

### a. Administrative Costs

Administrative costs under this award follow the definition in the Workforce Innovation and Opportunity Act. There is a 15 percent limitation on administrative costs on funds awarded under this NDWG for those direct recipients that are not also serving as the project operator. Unless a written justification is approved by the Grant Officer, administrative costs may not exceed this limit. Direct recipients of NDWG funds are limited to spending no more than 5 percent of each amount they are awarded on administrative costs. Sub-recipients are limited to spending no more than 10 percent of the amount of the allocation they receive from the direct recipient on administrative costs. Compliance with the administrative costs limit is monitored throughout the grant period. Any amounts exceeding this limitation at closeout will be disallowed and subject to debt collection. *For those direct recipients who are also serving as the project operator, the administrative costs limit is 10 percent of the allocation.*

### b. Consultants

For the purposes of this award, fees paid to a consultant shall be limited to \$585 per day without additional Grant Officer approval. Regulations regarding the determining of a consultant's rate of pay are located at 5 CFR 304.104 with the calculation for a maximum amount located at 5 CFR 304.105.

### c. Salary and Bonus Limitations

Under Public Law 113-235, Section 105, none of the funds appropriated under the heading "Employment and Training" shall be used by a recipient or sub-recipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II. The Executive Level II salary may change yearly and is located on the

OPM.gov website (<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/executive-senior-level>). The salary and bonus limitation does not apply to contractors providing goods and services as defined in 2 CFR 200.330. Where States are recipients of such funds, States may establish a lower limit for salaries and bonuses of those receiving salaries and bonuses from subrecipients of such funds, taking into account factors including the relative cost-of-living in the State, the compensation levels for comparable State or local government employees, and the size of the organizations that administer Federal programs involved including Employment and Training Administration programs. See Training and Employment Guidance Letter No. 5-06 for further clarification, available at [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=2262](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2262)

**d. Budget Flexibility**

As directed in 2 CFR 200.308(e), the transfer of funds among direct cost categories or programs, functions and activities is restricted such that if the cumulative amount of such transfers exceeds or is expected to exceed 10 percent of the total budget as last approved by the Federal awarding agency, the recipient must receive prior approval from the Grant Officer.

**e. Mileage Reimbursement Rates**

Pursuant to 2 CFR 200.474(a), recipients must have policies and procedures in place related to travel costs; however, for reimbursement on a mileage basis, this federal award cannot be charged more than the maximum allowable Mileage Reimbursement Rates for Federal employees. The 2015 Mileage Reimbursement Rates are:

Modes of Transportation	Effective/Applicability Date	Rate per mile
Privately owned automobile	January 1, 2015	\$0.575
Privately owned motorcycle	January 1, 2015	\$0.545

*Mileage rates must be checked annually at [www.gsa.gov/mileage](http://www.gsa.gov/mileage) to ensure compliance.*

**f. OTCnet Program Check Capture Legal Notices**

The Department of Labor, Employment Training and Administration will be using U.S. Treasury Paper Check Conversion. Henceforth, processing of Check Payments received in Person or by Mail will be converted into an electronic funds transfer (EFT).

**g. Restriction on Health Benefits Coverage**

The recipient must ensure that the use of these funds for health benefits coverage complies with 506 and 507 of Division G of Public Law 113-235, the Consolidated and Further Continuing Appropriations Act, 2015.

*Q: Federal law prohibits the use of federal funds to pay for an abortion or for "health benefits coverage" that includes the coverage of abortion, except in limited circumstances. Is a State grantee prohibited from offering a health benefit that covers abortions?*

*A: While States are prohibited from using federal funds for such purpose, a State may use State funds (other than the State's contribution of Medicaid matching funds) or other non-federal funds to contract separately with a managed care provider to provide abortion coverage. State*



*grantees that wish to provide abortion coverage must determine how best to ensure compliance with federal law so that federal funds are not used for the cost of abortion coverage.*

## 10. Administrative Requirements

### a. System for Award Management and Universal Identifier Requirements

#### 1. Requirement for System of Award Management

Unless you are exempted from this requirement under 2 CFR 25.110, you as the recipient must maintain the currency of your information in the SAM until you submit the final financial report required under this award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another award term.

#### 2. Requirement for unique entity identifier

If you are authorized to make subawards under this award, you:

- i. Must notify potential subrecipients that no entity (*see* definition in paragraph [3] of this award term) may receive a subaward from you unless the entity has provided its unique entity identifier to you.
- ii. May not make a subaward to an entity unless the entity has provided its unique entity identifier to you.

#### 3. Definitions

For purposes of this award term:

- i. *System of Award Management (SAM)* means the Federal repository into which an entity must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM Internet site (currently at <http://www.sam.gov>).
- ii. *Unique entity identifier* means the identifier required for SAM registration to uniquely identify business entities.
- iii. *Entity*, as it is used in this award term, means all of the following, as defined at 2 CFR part 25, subpart C:
  - a. A Governmental organization, which is a State, local government, or Indian Tribe;
  - b. A foreign public entity;
  - c. A domestic or foreign nonprofit organization;
  - d. A domestic or foreign for-profit organization; and
  - e. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.

iv. *Subaward*:

- a. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
- b. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 CFR 200.330).
- c. A subaward may be provided through any legal agreement, including an agreement that you consider a contract.

v. *Subrecipient* means an entity that:

- a. Receives a subaward from you under this award; and
- b. Is accountable to you for the use of the Federal funds provided by the subaward.

## b. Federal Funding Accountability and Transparency Act

### 1. Reporting of first-tier subawards.

- i. *Applicability*. Unless you are exempt as provided in paragraph [4.] of this award term, you must report each action that obligates \$25,000 or more in Federal funds that does not include Recovery funds (as defined in section 1512(a)(2) of the American Recovery and Reinvestment Act of 2009, Pub. L. 111-5) for a subaward to an entity (see definitions in paragraph [5.] of this award term).
- ii. *Where and when to report*.
  - a. You must report each obligating action described in paragraph [1.i.] of this award term to <http://www.fsr.gov>.
  - b. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
- iii. *What to report*. You must report the information about each obligating action that the submission instructions posted at <http://www.fsr.gov> specify.

### 2. Reporting Total Compensation of Recipient Executives.

- i. *Applicability and what to report*. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if—
  - a. the total Federal funding authorized to date under this award is \$25,000 or more;
  - b. in the preceding fiscal year, you received—
    - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
    - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
  - c. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the

Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

- ii. *Where and when to report.* You must report executive total compensation described in paragraph [2.i.] of this award term:
  - a. As part of your registration profile at <http://www.sam.gov>.
  - b. By the end of the month following the month in which this award is made, and annually thereafter.

### **3. Reporting of Total Compensation of Subrecipient Executives.**

- i. *Applicability and what to report.* Unless you are exempt as provided in paragraph [4.] of this award term, for each first-tier subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if—
  - a. in the subrecipient's preceding fiscal year, the subrecipient received—
    - (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
    - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and
  - b. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)
- ii. *Where and when to report.* You must report subrecipient executive total compensation described in paragraph [3.i.] of this award term:
  - a. To the recipient.
  - b. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.

### **4. Exemptions**

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

- i. Subawards, and
- ii. The total compensation of the five most highly compensated executives of any subrecipient.

### **5. Definitions.** For purposes of this award term:

- i. **Entity** means all of the following, as defined in 2 CFR part 25:

- a. A Governmental organization, which is a State, local government, or Indian tribe;
  - b. A foreign public entity;
  - c. A domestic or foreign nonprofit organization;
  - d. A domestic or foreign for-profit organization;
  - e. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.
- ii. **Executive** means officers, managing partners, or any other employees in management positions.
- iii. **Subaward:**
- a. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
  - b. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see [2 CFR 200.330]).
  - c. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
- iv. **Subrecipient** means an entity that:
- a. Receives a subaward from you (the recipient) under this award; and
  - b. Is accountable to you for the use of the Federal funds provided by the subaward.
- v. **Total** compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR 229.402(c)(2)):
- a. *Salary and bonus.*
  - b. *Awards of stock, stock options, and stock appreciation rights.* Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
  - c. *Earnings for services under non-equity incentive plans.* This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
  - d. *Change in pension value.* This is the change in present value of defined benefit and actuarial pension plans.
  - e. *Above-market earnings on deferred compensation which is not tax-qualified.*
  - f. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

### c. **Personally Identifiable Information**

Recipients must recognize and safeguard personally identifiable information (PII) except where disclosure is allowed by prior written approval of the Grant Officer or by court order. Recipients must meet the requirements in Training and Employment Guidance letter (TEGL 39-11, Guidance on the Handling and Protection of Personally Identifiable Information (PII)), (located at [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=7872](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7872) )

#### d. Audits

Organization-wide or program-specific audits shall be performed in accordance with the Single Audit Act Amendments of 1996. Recipients that expend \$750,000 or more in a year in Federal awards shall have an audit conducted for that year in accordance with the requirements contained in 2 CFR 200.501. The provisions of 2 CFR Subpart F, Audit Requirements, will apply to audits of non-Federal entity fiscal years beginning on or after December 26, 2014. The revised audit requirements are not applicable to fiscal years beginning prior to that date.

#### e. Equipment

FEMA has extensive experience in obtaining and/or leasing heavy equipment in the aftermath of disasters, and provides such equipment for a limited period of time to permit clean-up, reconstruction and other allowable activities following a disaster. NDWG recipients must utilize these resources first, where available, prior to using NDWG funds to lease or purchase equipment.

Recipients must receive **prior approval** from the DOL/ETA Grant Officer for the purchase of any equipment with a per unit acquisition cost of \$5,000 or more, and a useful life of more than one year. This includes the purchases of ADP equipment. Equipment purchases must be made in accordance with 2 CFR 200.313 or 2 CFR 200.439.

This grant award **does not** give approval for equipment specified in a recipient's budget or application unless specifically approved above. If not specified above, the recipient must submit a detailed description list to the FPO for review within 90 days of the Notice of Award date. Failure to do so will necessitate the need for approval of equipment purchase on an individual basis.

Recipients may not purchase equipment in the last year of performance without receiving approval from the Grant Officer. Such requests must be accompanied by strong justification and will be considered on a case-by-case basis. If any previously approved acquisition has not occurred prior to the last year of performance, approval for that item(s) is rescinded and the recipient must re-submit its request and justification to the Grant Officer for consideration.

#### f. Supportive Services

##### ***Prior Approval***

Grant funds may be used to pay for supportive services such as transportation, child care, dependent care, registration fees paid on behalf of participants in connection with conferences or training, grooming, and emergency housing-related costs for participants who are participating in programs with activities authorized under WIOA 134 (c) paragraph (2) or (3)) *and* who are unable to obtain these supportive services through other programs (WIOA 134(d)(2)B)). **No additional prior approval from the Grant Officer is required; however costs must meet the basic considerations at 2 CFR 200.402 – 200.411. Costs such as needs-related payments, stipends, subsistence allowances, and/or any monetary payment provided directly to participants for any service, must receive written prior approval from the Grant Officer.**

This list of supportive services is not all-inclusive. Questions regarding whether any additional supportive service requires written prior approval should be directed to the Federal Project

Officer assigned to the grant. If it is determined that prior approval is needed, the Grant Officer is the only official with the authority to provide written prior approval.

**g. Program Income**

The recipient is required to utilize the addition method if any Program Income is generated throughout the duration of this award. The recipient is allowed to deduct costs incidental to generating Program Income to arrive at a Program Income . Additional information about program income is located in 2 CFR 200.307(b).

**h. Pre-Award**

Pre-award costs are those incurred prior to the effective date of the Federal award (2 CFR 200.458). The effective date of the award is the start date of the period of performance (2 CFR 200.209). All costs incurred by the recipient prior to the effective date specified in the award issued by the Department are ***incurred at the recipient's own expense.***

**i. Reports**

All ETA recipients are required to submit quarterly financial reports for each grant award.

**A. Quarterly Financial Reports.**

All ETA recipients are required to report quarterly financial data on the ETA 9130. ETA 9130 reports are due no later than 45 calendar days after the end of each specified reporting quarter. Reporting quarter end dates are June 30, September 30, December 31, and March 31. A final financial closeout report is required to be submitted no later than 90 calendar days after the grant period of performance ends. For guidance on ETA's financial reporting, reference Training and Employment Guidance Letter (TEGL) 02-16.

ETA requires all grant recipients to submit the 9130 form electronically through an on-line reporting system. Expenditures are required to be reported on an accrual basis, cumulative from the beginning of the life of a grant, through the end of each reporting period.

The instructions for accessing both the on-line financial reporting system and the HHS Payment Management System can be found in the transmittal memo accompanying this Notice of Award. To gain access to the online financial reporting system, a request for a password and pin must be submitted via e-mail to [ETApasword.pin@dol.gov](mailto:ETApasword.pin@dol.gov). The Financial Report Access Document, copies of the ETA 9130, and detailed reporting instructions are available at [www.doleta.gov/grants/financial\\_reporting.cfm](http://www.doleta.gov/grants/financial_reporting.cfm).

**B. Other Program Specific Quarterly Reports**

NDWG recipients are also required to submit the following quarterly performance reports:

- o **ETA 9172** – DOL-only Performance Accountability, Information, and Reporting System (OMB Control No. 1205-0521)

Data elements and definitions pertaining to DWGs may be found on ETA's website at: [https://doleta.gov/performance/pfdocs/ETA-9172\\_DOL%20PIRL\\_FINAL\\_V25\\_062816.pdf](https://doleta.gov/performance/pfdocs/ETA-9172_DOL%20PIRL_FINAL_V25_062816.pdf).

**Note:** Participant record files are due no later than 45 calendar days after the end of each

reporting quarter. These files are to be submitted through ETA's Workforce Integrated Performance System. Guidance on file submission is forthcoming from the Department.

- o **ETA 9104** – NDWG Quarterly Performance Report (QPR) (OMB 1205-0439)

**j. Managing Subawards**

**Subaward** means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

The provisions of the Terms and Conditions of this award will be applied to any subrecipient under this award. The recipient is responsible for the monitoring of the subrecipient, ensuring that the Terms and Conditions are in all subaward packages and that the subrecipient is in compliance with all applicable regulations and the terms and conditions of this award (2 CFR 200.101(b)(1)).

**k. Final Year/Closeout Requirements**

At the end of the grant period, the recipient will be required to close the grant with ETA. The recipient will be notified approximately 15 days prior to the end of the period of performance that the initiation of closeout will begin at the end of the grant. Information concerning the recipient's responsibilities at closeout may be found in 2 CFR 200.343.

**l. Publicity**

No funds provided under this grant shall be used for publicity or propaganda purposes, for the preparation, distribution or use of any kit, pamphlet, booklet, publication, radio, television or film presentation designed to support or defeat legislation pending before the Congress or any state or local legislature or legislative body, except in presentation to the Congress or any state or local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government, except in presentation to the executive branch of any state or local government itself. Nor shall grant funds be used to pay the salary or expenses of any recipient or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations, regulation, administrative action, or Executive Order proposed or pending before the Congress, or any state government, state legislature, or local legislature body other than for normal and recognized executive-legislative relationships or participation by an agency or officer of a state, local, or tribal government in policymaking and administrative processes within the executive branch of that government.

**m. Public Announcements**

When issuing statements, press releases, requests for proposals, bid solicitation, and other documents describing project or programs funded in whole or in part with Federal money, all recipients receiving Federal funds, shall clearly state (1) the percentage of the total cost of the program or project which will be financed with Federal money, (2) the dollar amount of Federal funds for the project or program, and (3) the percentage and dollar amount of the total costs of

the project or program that will be financed by non-governmental sources.

**n. Procurement**

The Uniform Administrative Requirements (2 CFR 200.317) require states to follow the same policies and procedures it uses for non-federal funds. The state will comply with §200.322 Procurement of recovered materials and ensure that every purchase order or other contract includes any clauses required by section §200.326 Contract provisions.

**o. Vendor/Contractor**

The term “contractor”, sometimes referred to as a vendor, is a dealer, distributor, merchant or other seller providing goods or services that are required for the conduct of a Federal program. (2 CFR 200.23) These goods or services may be for an organization's own use or for the use of beneficiaries of the Federal program. Additional guidance on distinguishing between a subrecipient and a contractor (vendor) is provided in 2 CFR 200.330. When procuring contractor provided goods and services, DOL ETA recipients and subrecipients must follow the procurement requirements 2 CFR 200.319, which call for free and open competition.

**p. Intellectual Property Rights**

The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the grant, including a subgrant or contract under the grant or subgrant; and ii) any rights of copyright to which the recipient, subrecipient or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. Federal funds may not be used to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work, although they may be used to pay costs for obtaining a copy which is limited to the developer/seller costs of copying and shipping. If revenues are generated through selling products developed with grant funds, including intellectual property, these revenues are program income. Program income must be used in accordance with the provisions of this grant award and 2 CFR 200.307.

If applicable, the following needs to be on all products developed in whole or in part with grant funds:

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



**q. Creative Commons License Requirement**

Pursuant to 2 CFR 2900.13, to ensure that the Federal investment of DOL funds has as broad an impact as possible and to encourage innovation in the development of new learning materials the recipient will be required to license to the public all work created with the support of this grant under a Creative Commons Attribution 4.0 (CC BY) license. Work that must be licensed under the CC BY includes both new content created with the grant funds and modifications made to pre-existing, recipient-owned content using grant funds.

This license allows subsequent users to copy, distribute, transmit, and adapt the copyrighted Work and requires such users to attribute the Work in the manner specified by the recipient. Notice of the license shall be affixed to the Work. For general information on CC BY, please visit <http://creativecommons.org/licenses/by/4.0>.

Instructions for marking your work with CC BY can be found at [http://wiki.creativecommons.org/Marking\\_your\\_work\\_with\\_a\\_CC\\_license](http://wiki.creativecommons.org/Marking_your_work_with_a_CC_license) .

Only work that is developed by the recipient in whole or in part with grant funds is required to be licensed under the CC BY license. Pre-existing copyrighted materials licensed to, or purchased by the recipient from third parties, including modifications of such materials, remains subject to the intellectual property rights the recipient receives under the terms of that particular license or purchase. In addition, works created by the recipient without grant funds do not fall under the CC BY license requirement.

The purpose of the CC BY licensing requirement is to ensure that materials developed with funds provided by this award result in work that can be freely reused and improved by others. When purchasing or licensing consumable or reusable materials, the recipient is required to respect all applicable Federal laws and regulations, including those pertaining to the copyright and accessibility provisions of the Federal Rehabilitation Act.

**r. Requirements for Conference and Conference Space**

Conferences sponsored in whole or in part by the recipient of Federal awards are allowable if the conference is necessary and reasonable for the successful performance of the Federal Award. Recipients are urged to use discretion and judgment to ensure that all conference costs charged to the grant are appropriate and allowable. For more information on the requirements and allowability of costs associated with conferences, refer to 2 CFR 200.432. Recipients will be held to the requirements in 2 CFR 200.432. Costs that do not comply with 2 CFR 200.432 will be questioned and may be disallowed.

**s. Travel**

This award waives the prior approval requirement for domestic travel as contained in 2 CFR 200.407. For domestic travel to be an allowable cost, it must be necessary, reasonable, allocable and conform to the non-Federal entities written policies and procedures. All travel must also comply with Fly America Act ( 49 USC 40118), which states in part that any air transportation, regardless of price, must be performed by, or under a code-sharing arrangement with, a US Flag air carrier if service provided by such carrier is available.

t. **Funding for Travel to and from Meetings with an Executive Branch Agency**

Grant funds may not be used for the purposes of defraying the costs of a conference held by any Executive branch department, agency, board, commission, or office unless it is directly and programmatically related to the purpose for which the grant or contract was awarded.

No funds made available through DOL appropriations may be used for travel and conference activities that are not in compliance with Office of Management and Budget Memorandum M-12-12 dated May 11, 2012. (P.L. 113-6, 3003 (c)(d)(e)).

## 11. Program Requirements

a. **Additional Provisions**

i. **Coordination**

**Federal Emergency Management Agency (FEMA)** - In accordance with WIOA Section 170 (d)(1)(A), funds made available for Disaster NDWGs “shall be used in coordination with FEMA, as applicable,...” As a result, in order to ensure non-duplication and maintenance of effort, recipients of NDWG funding must coordinate the activities funded under this grant with those funded by and/or performed under the auspices of FEMA if FEMA has issued an appropriate declaration.

**Other Federal Agencies** –If another federal agency (outside of FEMA) with authority or jurisdiction over the federal response declares or otherwise recognizes an emergency or disaster that meets the definition at WIOA 170(A)(1)(B), NDWG funds made available for that disaster must be used in coordination with that agency, as applicable in order to ensure non-duplication and maintenance of effort.

The grantee must have in place a plan to recover WIOA funds which have been expended for activities or services for which other funds are available. This includes, but is not limited to: FEMA, other federal agencies, public or private insurance, donated time and construction workers employed by private for profit firms where resources are available to provide for such employment.

If additional areas are declared eligible for assistance by FEMA or another Federal agency as allowable under WIOA , you may immediately begin to provide services under this grant in those counties. However, the direct recipient must notify its Federal Project Officer in writing of the inclusion of any additional areas that have been appropriately approved by the federal agencies, and include such locations in the full application. For more information on the full application, please see the Condition of Award page included in this grant package.

ii. **Eligibility**

**Self-certification** – The participant file must document participants’ eligibility. Because of the circumstances surrounding the disaster, documentation of eligibility may be difficult to obtain during the initial stages. The Department is prepared to accept an individual's signed certification that they meet the eligibility criteria. The Grantee should have a system in place to

verify eligibility for individuals once better data are available. If the Grantee has such a system in place, and if a participant is later found to be ineligible, the costs incurred prior to the discovery of ineligibility will not be disallowed.

**Limitations on Duration of Participation** -- Temporary jobs created under this grant shall be in public or private non-profit agencies. No individual shall be employed in Disaster Relief Employment for more than 12 months related to recovery from a single emergency or disaster, pursuant to WIOA Sec. 170(d)(3)(A). The Department will consider requests from a State to extend employment related to the recovery from this disaster involving the State, for up to an additional 12 months in accordance with WIOA Sec. 170(d)(3)(B).

### iii. **Participant Compensation**

**Rate of Pay** – In accordance with WIOA Section 181(a)(1)(A), generally, participants shall be compensated at the same rates, including periodic increases, as employees who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills, and such rates shall be in accordance with applicable law, but in no event less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) or the applicable State or local minimum wage law.

**Overtime** - Participants may work overtime (subject to regulations of the Fair Labor Standards Act with respect to level of compensation), provided that this is part of the design of the project and regular employees of the employer in question are also working overtime, subject to the limit on duration of participation for workers under this project.

### iv. **Employment Conditions**

**Benefits and Working Conditions** - All participants shall be provided benefits and working conditions at the same level and to the same extent as other employees working a similar length of time and doing the same type of work (WIOA Sec. 181(b)(5)). *(Please see item 10f, Restrictions on Health Coverage)*. If the employer has different policies for temporary employees than for full-time employees, these policies may apply to these participants since the jobs under this grant are classified as temporary.

**Health and Safety Standards** - Health and safety standards established under Federal and State law otherwise applicable to working conditions of employees shall be equally applicable to working conditions of participants engaged in specified activities. To the extent that a State workers' compensation law applies, workers' compensation shall be provided to participants on the same basis as the compensation is provided to other individuals in the State in similar employment (WIOA 181(b)(4)). Where a participant is not covered under a state workers' compensation law, the participant shall be provided with adequate on-site medical and accident insurance for work-related activities.

**Safety Training** - In order to ensure compliance with the Occupational Safety and Health Act of 1970 and to assure safe working conditions for all temporary job participants, the Grantee must ensure that temporary job participants receive appropriate safety training. For more information, contact your servicing Occupational Safety and Health Administration (OSHA) field office. A listing of OSHA field offices is available at: <http://www.osha.gov/html/RAmap.html>.

### v. **Work on Private Property**

Work on private property is limited to the following two circumstances:

- (1) Clean-up activities on private property may be performed by NDWG Disaster participants if workers from units of general local government are also (a) authorized to conduct such work and (b) are performing such work.
- (2) As determined by the extenuating circumstances of the disaster for which Title I funds are being provided, repair and restoration activities are authorized on the private property of **economically disadvantaged individuals**, under the following specific conditions. **In order to be authorized, all of the following conditions must be met:**
  - a. Work can only be performed on the homes of economically disadvantaged individuals who are eligible for the federally-funded Weatherization program; and
  - b. Work may be performed on private land or homes of such individuals if the non-WIOA employees of the employing unit or state or local government workers are authorized to do the same work and are in fact engaged in performing the work using non-WIOA funds; and
  - c. Work on private land or buildings is performed to remove health and safety hazards to the larger community; and
  - d. The work is limited to returning a home to a safe and habitable level -- not to make home improvements; and
  - e. Priority is given for service to the elderly and individuals with disabilities; and
  - f. WIOA funds cannot be used for the cost of materials to do repairs; and
  - g. Work must be disaster-related and not related to general home improvements authorized under the Federal Weatherization program; and
  - h. Work is coordinated with or supervised by the local agency responsible for the Federal Weatherization program.

**vi. Fish and Wildlife Service (FWS)**

In order to ensure compliance with the National Environmental Policy Act (NEPA) and the Endangered Species Act (ESA) and to protect valuable habitats and endangered species, all disaster projects where participants will be entering or impacting natural areas must ensure that activities are not negatively affecting endangered species or their habitats. NEPA and ESA require NDWG projects to either affirm to FWS that there are no endangered species or habitats within the project area, or to consult with FWS to mitigate negative impacts where there are endangered species or protected habitats before beginning any work in those areas. For more information, contact a local FWS field office ([www.fws.gov/offices/](http://www.fws.gov/offices/)).

## 12. Public Policy

**a. Executive Orders**

**12928:** Pursuant to Executive Order 12928, the recipient is strongly encouraged to provide subcontracting/subgranting opportunities to Historically Black Colleges and Universities and other Minority Institutions such as Hispanic-Serving Institutions and Tribal Colleges and Universities; and to Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals.

**13043:** Pursuant to Executive Order 13043, Increasing Seat Belt Use in the United States, dated April 16, 1997, recipients are encouraged to adopt and enforce on-the-job seat belt policies and

programs for their employees when operating company-owned, rented, or personally owned vehicles.

**13166:** As clarified by Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, dated August 11, 2000, and resulting agency guidance, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, recipients must take reasonable steps to ensure that LEP persons have meaningful access to programs in accordance with DOL's Policy Guidance on the Prohibition of National Origin Discrimination as it Affects Persons with Limited English Proficiency [05/29/2003] Volume 68, Number 103, Page 32289-32305. Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. Recipients are encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. For assistance and information regarding your LEP obligations, go to <http://www.lep.gov>.

**13513:** Pursuant to Executive Order 13513, Federal Leadership On Reducing Text Messaging While Driving, dated October 1, 2009, recipients and subrecipients are encouraged to adopt and enforce policies that ban text messaging while driving company-owned or -rented vehicles or GOV, or while driving POV when on official Government business or when performing any work for or on behalf of the Government. Recipients and subrecipients are also encouraged to conduct initiatives of the type described in section 3(a) of this order.

#### **b. Veteran's Priority Provisions**

The Jobs for Veterans Act (Public Law 107-288) requires recipients to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by DOL. The regulations implementing this priority of service can be found at 20 CFR part 1010. In circumstances where a grant recipient must choose between two qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans priority of service provisions require that the grant recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service, a veteran or spouse must meet the program's eligibility requirements. Recipients must comply with DOL guidance on veterans' priority. ETA's Training and Employment Guidance Letter (TEGL) No. 10-09 (issued November 10, 2009) provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL. TEGL No. 10-09 is available at [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=2816](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816).

#### **c. Flood Insurance**

The Flood Disaster Protection Act of 1973, as amended, 42 U.S.C. 4001 *et seq.*, provides that no Federal financial assistance to acquire, modernize, or construct property may be provided in identified flood-prone communities in the United States, unless the community participates in the National Flood Insurance Program and flood insurance is purchased within 1 year of the identification. The flood insurance purchase requirement applies to both public and private applicants for DOL support. Lists of flood-prone areas that are eligible for flood insurance are published in the Federal Register by FEMA.

#### **d. Architectural Barriers**

The Architectural Barriers Act of 1968, 42 U.S.C. 4151 *et seq.*, as amended, the Federal Property

Management Regulations (see 41 CFR 102-76), and the Uniform Federal Accessibility Standards issued by GSA (see 36 CFR 1191, Appendixes C and D) set forth requirements to make facilities accessible to, and usable by, the physically handicapped and include minimum design standards. All new facilities designed or constructed with grant support must comply with these requirements.

**e. Drug-Free Workplace**

The Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR 182 require that all organizations receiving grants from any Federal agency maintain a drug-free workplace. The recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension or debarment.

**f. Hotel-Motel Fire Safety**

Pursuant to 15 U.S.C. 2225a, the recipient must ensure that all space for conferences, meetings, conventions or training seminars funded in whole or in part with federal funds complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act (P.L. 101-391, as amended). Recipients may search the Hotel Motel National Master List at <http://www.usfa.dhs.gov/applications/hotel/> to see if a property is in compliance, or to find other information about the Act.

**g. Prohibition on Trafficking in Persons**

I. Trafficking in persons.

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

1. You as the recipient, your employees, subrecipients under this award, and subrecipients' employees may not—
  - i. Engage in severe forms of trafficking in persons during the period of time that the award is in effect;
  - ii. Procure a commercial sex act during the period of time that the award is in effect; or
  - iii. Use forced labor in the performance of the award or subawards under the award.
2. We as the Federal awarding agency may unilaterally terminate this award, without penalty, if you or a subrecipient that is a private entity —
  - i. Is determined to have violated a prohibition in paragraph a.1 of this award term; or
  - ii. Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph a.1 of this award term through conduct that is either—
    - A. Associated with performance under this award; or
    - B. Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 29 CFR Part 98.

b. ***Provision applicable to a recipient other than a private entity.*** We as the Federal awarding agency may unilaterally terminate this award, without penalty, if a subrecipient that is a private entity—

1. Is determined to have violated an applicable prohibition in paragraph a.1 of this award term; or
2. Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph a.1 of this award term through conduct that is either—
  - i. Associated with performance under this award; or
  - ii. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 29 CFR Part 98.

c. ***Provisions applicable to any recipient.***

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

d. ***Definitions.*** For purposes of this award term:

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

**h. Buy American Notice Requirement**

None of the funds made available under Titles I or II of the Workforce Innovation and Opportunity Act (Public Law 113-128) or under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) may be expended by an entity unless the entity agrees that in expending the funds it will comply with sections 8301 through 8303 of title 41, United States Code (commonly known as the “Buy American Act”).

**i. Prohibition on Providing Federal Funds to ACORN**

These funds may not be provided to the Association of Community Organizations for Reform now (ACORN), or any of its affiliates, subsidiaries, allied organizations or successors.

**j. Prohibition on Contracting with Corporations with Felony Criminal Convictions**

The recipient is prohibited from entering into a contract, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporation that was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless a Federal agency has considered suspension or debarment of the corporation and has made a determination that this further action is not necessary to protect the interests of the Government.

**k. Prohibition on Contracting with Corporations with Unpaid Tax Liabilities**

By drawing down Federal funds under this award, recipient attests that they are not entering into any contract, memorandum of understanding, or cooperative agreement with, making a grant to, or providing a loan or loan guarantee to, any corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency has made the recipient aware of the unpaid tax liability, unless a Federal agency has considered suspension or debarment of the corporation and has made a determination that this further action is not necessary to protect the interests of the Government.

**l. Prohibition on Contracting with Inverted Domestic Corporations**

No funds made available under a Federal Act may be used for any contract with any foreign incorporated entity which is treated as an inverted domestic corporation under section 835(b) of the Homeland Security Act of 2002 (6 U.S.C. 395(b)) or any subsidiary of such an entity. Waivers to this regulation may be granted by the Secretary of Labor if the Secretary determines that the waiver is required in the interest of national security.

**m. Violation of the Privacy Act**

These funds cannot be used in contravention of the 5 USC 552a or regulations implementing that section.



### **13. Attachment(s)**

**Attachment A: SF-424**

**Attachment B: SF-424A**

**Attachment C: Budget Narrative**

**Attachment D: Statement of Work**

**Attachment E: Negotiated Indirect Cost Rate Agreement (if applicable)**

Attachment A: SF-424



<b>Application for Federal Assistance SF-424</b>	Version 02
<b>*9. Type of Application 1: Select Applicant Type:</b> A.  Type of Applicant 2: Select Applicant Type:  Type of Applicant 3: Select Applicant Type:  *Other (Specify)	
<b>*10. Name of Federal Agency:</b> DOL/ETA	
<b>11. Catalog of Federal Domestic Assistance Number:</b> 17.277  CFDA Title: Workforce Investment Act (WIA) National Dislocated Worker Grants	
<b>*12. Funding Opportunity Number:</b> N/A  *Title: N/A	
<b>13. Competition Identification Number:</b>  Title:	
<b>14. Areas Affected by Project (Cities, Counties, States, etc.):</b> FL-Brevard County, FL-Duval County, FL-Flagler County, FL-Indian River County, FL-Nassau County, FL-Putnam County, FL-St. Johns County, FL-St. Lucie County, FL-Volusia County	
<b>*15. Descriptive Title of Applicant's Project:</b> FL-Disaster~Hurricane Matthew	

<b>Application for Federal Assistance SF-424</b>		Version 02
<b>16. Congressional Districts Of:</b>		
*a. Applicant: FL District 2		*b. Program/Project: FL District 3, FL District 4, FL District 5, FL District 6, FL District 8, FL District 18
<b>17. Proposed Project:</b>		
*a. Start Date: 10/08/2016		*b. End Date: 09/30/2017
<b>18. Estimated Funding (\$):</b>		
*a. Federal:	\$ 7,035,611	
*b. Applicant:	\$ 0	
*c. State:	\$ 0	
*d. Local:	\$ 0	
*e. Other:	\$ 0	
*f. Program Income:	\$ 0	
*g. TOTAL:	\$ 7,035,611	
<b>*19. Is Application Subject to Review By State Under Executive Order 12372 Process?</b>		
[ ] a. This application was made available to the State under the Executive Order 12372 Process for review on		
[ ] b. Program is subject to E.O. 12372 but has not been selected by the State for review.		
[X] c. Program is not covered by E.O. 12372.		
<b>*20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes", provide explanation.)</b>		
[ ] Yes [X] No		
21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)		
[X] ** I AGREE		
** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.		
<b>Authorized Representative:</b>		
Prefix:	*First Name:	
Middle Name:		
*Last Name:	<u>Michael D. Lynch</u>	
Suffix:		
*Title: Senior Management Analysis		
*Telephone Number: (850) 245-7193	Phone Number:	
*Email: <a href="mailto:diane.vacca@deo.myflorida.com">diane.vacca@deo.myflorida.com</a>		
*Signature of Authorized Representative: Michael D. Lynch	*Date Signed: 10/21/2016	

Authorized for Local Reproduction

Standard Form 424 (Revised 10/2005)  
 Prescribed by OMB Circular A-102

**Application for Federal Assistance SF-424**

Version 02

**\*Applicant Federal Debt Delinquency Explanation**

The following should contain an explanation if the Applicant organization is delinquent of any Federal Debt.

## Attachment B: SF-424A

To be submitted with Fully Documented Plan

## Attachment C: Budget Narrative

To be submitted with Fully Documented Plan



## Attachment D: Statement of Work



U.S. Department of Labor  
Employment and Training Administration

OMB Approval No. 1205-0439  
Expiration date: 9/30/2016

**Project Synopsis Form**

**National Dislocated Worker Grants Electronic Application System**

State of FL	Amount of Funding Request \$7,035,611			Amount Approved by DOL \$
	Temporay Jobs	Workforce Development	Total	
a. Federal	\$ 7,035,611	\$ 0	\$ 7,035,611	
b. Applicant	\$ 0	\$ 0	\$ 0	
c. State	\$ 0	\$ 0	\$ 0	
d. Local	\$ 0	\$ 0	\$ 0	
e. Other	\$ 0	\$ 0	\$ 0	
f. Program Income	\$ 0	\$ 0	\$ 0	
g. Total	\$ 7,035,611	\$ 0	\$ 7,035,611	
Project Name: FL-Disaster~Hurricane Matthew				
Project Type: Disaster				
Application Type: Emergency				
(If Emergency) reason: Hurricane Matthew has caused wind damage, flooding, and power outages.				
Description of Activities to be Provided: Temporary jobs for clean-up, restoration and humanitarian aid.				
Date of FEMA Declaration of Eligibility for Public Assistance: 10/08/2016				
Date of Emergency or Disaster Situation of National Importance:				
Name of Federal Agency Declaring Disaster Event (if other than FEMA):				
Target Groups (check all that apply):				
<input checked="" type="checkbox"/> Unemployed due to Disaster				
<input checked="" type="checkbox"/> Long-Term Unemployed				
<input checked="" type="checkbox"/> Dislocated Workers				
<input type="checkbox"/> Evacuees From a Declared Disaster Area				
Applicant Contact Person: Isabelle Potts				
Street Address 1: The Caldwell Building				
Street Address 2: 107 East Madison Street MSC G-229				
City: Tallahassee State: FL Zip Code: 32399-4134				
Telephone: (850) 921-3148				
Fax: (850) 921-3826				
Email: isabelle.potts@deo.myflorida.com				
	Temporary Jobs	Workforce Deveoplment	Total	
Planned Number of Participants:	350	0	350	Planned Entered Employment Rate: 90%
Planned Cost per Participant:	\$20101.75	\$0	\$20101.75	Actual Cost per Participant in Prior PY: \$0
% of Planned Participants Receiving NRPs: 0				Planned Earnings: 17621
Counties included in Project Service Area: FL-Brevard County, FL-Duval County, FL-Flagler County, FL-Indian River County, FL-Nassau County, FL-Putnam County, FL-St. Johns County, FL-St. Lucie County, FL-Volusia County				

**Public Burden Statement:** Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control number. Respondents' obligation to complete this form is required to obtain or retain benefits ( PL: 113-128 sec 170). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate to the U.S. Department of Labor, Office of National Response, Room C-5311, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0439).

ETA 9106 (March 2004)

### Narrative Statements

<b>Project Type: Disaster</b>
<b>GENERAL EXPLANATION: Please enter any information that would benefit the reviewers who will approve or deny this application. Use this area to explain items and concepts that you feel need additional information, items that need DOL specialist attention during the review process, or any information on how the program is meeting demand-driven goals.</b>
<p>This project will provide temporary jobs to assist with humanitarian aid, clean-up, and restoration activities to the affected counties. Clean-up may include debris removal and sanitation of facilities.</p> <p>The rain and storm surge associated with this storm caused coastal and inland flooding. The many canals, lakes, and rivers crested and the full extent of the damage will only be known once the water levels return to normal. The coastal highway known as A1A from Indian River through Nassau counties was, in areas, washed away. Many roads and bridges were closed, citizens have been left homeless and in need of basic aid. Potentially hazardous public areas are in need of clean-up.</p> <p>The bulk of DWG funds will be used to provide temporary jobs to storm-affected and other dislocated workers for needed public clean-up and humanitarian efforts. Under the latest declaration, DWG-funded temporary workers will engage only in clean-up and debris removal and/or public safety activities (Categories A &amp; B).</p> <p>If/when an update to the Public Assistance declaration allows activities beyond Categories A &amp; B, temporary positions will be used for restoration, increased workload of state and local government and non-profit agencies in response to the storm, and other humanitarian assistance.</p> <p>At this time, it is estimated that approximately 350 full-time temporary workers will be paid an anticipated \$10 - \$15 per hour for approximately 12 months or as needed. This initial number of temporary positions will be reassessed in the course of the grant.</p> <p>Support services will be available for transportation, childcare, and safety supplies as needed by temporary workers.</p>

# Declared: October 8, 2016

## SUMMARY

STATE: Florida  
NUMBER: FEMA-4283-DR  
INCIDENT: Hurricane Matthew  
INCIDENT PERIOD: October 3, 2016, and continuing  
DATE REQUESTED BY GOVERNOR: October 7, 2016  
FEDERAL COORDINATING OFFICER: Terry L. Quarles  
National FCO Program

### DESIGNATIONS AND TYPES OF ASSISTANCE:

#### INDIVIDUAL ASSISTANCE (Assistance to individuals and households):

Under Review. Pending further assessments.

#### PUBLIC ASSISTANCE (Assistance for emergency work and the repair or replacement of disaster-damaged facilities):

Brevard, Duval, Flagler, Indian River, Nassau, St. Johns, St. Lucie, and Volusia Counties for debris removal and emergency protective measures (Categories A and B), including direct federal assistance, under the Public Assistance program.

#### HAZARD MITIGATION GRANT PROGRAM (Assistance for actions taken to prevent or reduce long term risk to life and property from natural hazards):

All areas in the State of Florida are eligible to apply for assistance under the Hazard Mitigation Grant Program.

OTHER: Additional designations may be made at a later date if requested by the state and warranted by the results of further damage assessments.

**Attachment E:**  
**Negotiated Indirect Cost Rate Agreement**  
(if applicable)

**U.S. Department of Labor**

**Office of the Assistant Secretary  
for Administration and Management  
Washington, D.C. 20210**



November 6, 2015

Dean Izzo  
Chief Financial Officer  
State of Florida Department of Economic Opportunity (DEO)  
Caldwell Building, MSC 120  
107 East Madison Street  
Tallahassee, Florida 32399

Dear Mr. Izzo:

Two copies of a Negotiated Indirect Cost Rate Agreement (NICRA) are enclosed. These documents reflect an understanding reached by the State of Florida Department of Economic Opportunity (DEO) and the U.S. Department of Labor concerning indirect cost rates for use on grants and contracts funded by the Department and other Federal agencies.

Please sign both copies. Return one copy to the address below, and retain the other copy for your files. Since the plan does not become effective until signed by a duly authorized representative of your organization, please give this matter your immediate attention.

DEO's next indirect cost rate proposal based on actual costs for the fiscal year ending June 30, 2016, is due in this office no later than December 31, 2016 and should be submitted to:

Damon Tomchick  
U. S. Department of Labor  
Division of Cost Determination  
415 Broad Street  
Mount Airy, NC 27030

The proposal will be used to establish final rates for the fiscal year ending June 30, 2016, and provisional rates for fiscal year ending June 30, 2018, and must be supported with documentation from the attached checklist.

If you have any questions, please contact Damon Tomchick at 240-475-2786, or by e-mail at [tomchick.damon@dol.gov](mailto:tomchick.damon@dol.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Victor M. Lopez".

**FOR**  
Victor M. Lopez  
Chief  
Division of Cost Determination

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1  
**Indirect Cost Rate Proposal - Checklist**  
**OMB Circular A-87 - State & Local Governments**  
**State Workforce Agencies**

1. Submit once unless changes are observed:
  - 1a. Organizational chart,
  - 1b. Employee time sheet sample, providing for distribution of hours to direct/indirect functions.
  - 1c. Cost Policy Statement signed by a duly authorized official (sample provided in the DCD website).
  
2. An indirect cost rate proposal providing the following schedules:
  - 2a. Personnel Costs Worksheet, including fringe benefits breakdown. Agencies may aggregate salary expense by department such as accounting, human resources, office of director, etc.
  - 2b. Allocation of Personnel Worksheet, providing indirect/direct time charges.
  - 2c. Fringe Benefits Worksheet, if fringes are not directly and indirectly identified.
  - 2d. Statement of Total Costs, segregated between the indirect and direct costs incurred by line item of expense (salaries, fringes, rent, etc.), identified by Federal agency, specific government grant, contract, and other non-Federal activities. Note that the allocation base and the amount of indirect costs allocated to each funding source should be identified.
  - 2e. Statement of Indirect Costs, including indirect line item of expenses, allocation base, and indirect cost rate proposed.
  
3.  Financial statements (audited if available) for the applicable fiscal year. Note: The Statement of Total Costs (2d. above) must reconcile to Financial Statements. If not, please provide a reconciliation statement.
  
4.  Signed and dated Certificate of Indirect Costs (sample form is provided in the DCD website).
  
5.  A listing of grants and contracts by Federal agency, subagency, program office funding source (including ARRA - American Recovery and Reinvestment Act), total dollar amount, period of performance, and the indirect cost limitations (if any) applicable to each, such as amounts restricted by administrative or statutory regulations, applicable to the period(s) of the proposal(s). This listing should also be supported by the approved Federal grant or contract notification award(s).
  
6.  A schedule listing any funding sources excluded from indirect cost allocation base and the reason for the exclusion.
  
7.  Copy of HHS approved SWCAP, if SWCAP costs are allocated to federal programs.
  
8.  A list of all non-UI programs that utilize the UI tax collection system. A separate tax sharing agreement must be negotiated prior to the collection of non-UI funds using the UI tax collection system.

**Note:** For organizations receiving funding from DOL's Employment and Training Administration (ETA) or Job Corps, please ensure that the proposed individual compensation (salary and bonus) complies with salary limitations disclosed in ETA's TEGL 5-06 and/or Job Corps memo dated 1/13/09. These documents can be access through DCD's website – see link below. If applicable, two additional proposal worksheets (see 2b. and 2d above) may be needed; to show ETA and/or Job Corps rates reflecting unallowable compensation and prorated amounts. If you have any questions, visit our website (see link below) for contact information.

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Refer to the following website to obtain samples of indirect cost proposal exhibits, employee timesheet, certification and cost policy statement: <http://www.dol.gov/oasam/programs/boc/costdeterminationguide/main.htm>

**NEGOTIATED INDIRECT COST RATE AGREEMENT (NICRA)  
STATE DEPARTMENT/AGENCY**

**DEPARTMENT/AGENCY:** EIN: 36-4706134  
State of Florida Department of Economic Opportunity (DEO)  
Caldwell Building, 107 East Madison Street  
Tallahassee, Florida 32399-4120

**DATE:** November 6, 2015  
**FILE REF:** This replaces  
the agreement dated  
December 3, 2014

The indirect cost rate(s) contained herein are for use on grants and contracts with the Federal Government to which OMB Circular No. A-87 apply subject to the limitations contained in the Circular and in Section II, A, below. The rate(s) were negotiated between the State of Florida, Department of Economic Opportunity (DEO) and the U. S. Department of Labor in accordance with the authority contained in Attachments C and E of the Circular. Indirect rates for fiscal years that begin on or after 12/26/2014 are subject to 2 CFR Part 200, Subpart E, in accordance with the authority contained in 2 CFR, Part 200, Appendix VII, D.1.

**SECTION I: RATES**

<u>EFFECTIVE PERIOD</u>					
<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE*</u>	<u>LOCATION</u>	<u>APPLICABLE TO</u>
Final	7/1/14	6/30/15	9.2802% (a)	All	UC
Final	7/1/14	6/30/15	.3947% (b)	All	HCP
Final	7/1/14	6/30/15	.2212% (b)	All	WIA
Final	7/1/14	6/30/15	.4332% (b)	All	WTS/FSET
Final	7/1/14	6/30/15	10.3458% (a)	All	OP
Provisional	7/1/15	6/30/17	14.4430% (a)	All	UC
Provisional	7/1/15	6/30/17	.3689% (b)	All	HCP
Provisional	7/1/15	6/30/17	.2884% (b)	All	WIA
Provisional	7/1/15	6/30/17	.4866% (b)	All	WTS/FSET
Provisional	7/1/15	6/30/17	12.0873% (a)	All	OP

See the Special Remarks section for abbreviation explanations and additional information.

**\*BASE**

- (a) Total direct salaries and wages including all applicable fringe benefits.
- (b) Total direct salaries and wages including all applicable fringe benefits plus flow-through funding.

**TREATMENT OF FRINGE BENEFITS:** Fringe benefits are specifically identified to each employee and are charged individually as direct costs. The directly claimed fringe benefits are listed in the Special Remarks Section of this Agreement.

**TREATMENT OF PAID ABSENCES:** Vacation, holiday, sick leave pay and other paid absences are included in salaries and wages and are claimed on grants, contracts and other agreements as part of the normal cost for salaries and wages. Separate claims for the cost of these paid absences are not made.



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**SECTION II: GENERAL**

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FINANCIAL SERVICES

- A. **LIMITATIONS:** Use of the rate(s) contained in this Agreement is subject to any statutory or administrative limitations and is applicable to a given grant or contract only to the extent that funds are available. Acceptance of the rate(s) agreed to herein is predicated upon the following conditions:
- (1) that no costs other than those incurred by the grantee/contractor or allocated to the grantee/contractor via an approved central service cost allocation plan were included in its indirect cost pool as finally accepted and that such incurred costs are legal obligations of the grantee/contractor and allowable under the governing cost principles,
  - (2) that the same costs that have been treated as indirect costs have not been claimed as direct costs,
  - (3) that similar types of costs have been accorded consistent treatment, and
  - (4) that the information provided by the grantee/contractor which was used as a basis for acceptance of the rate(s) agreed to herein is not subsequently found to be materially inaccurate.

The elements of indirect cost and the type of distribution base(s) used in computing provisional rates are subject to revision when final rates are negotiated. Also, the rates cited in this Agreement are subject to audit.

- B. **CHANGES:** The grantee/contractor is required to provide written notification to the indirect cost negotiator prior to implementing any changes which could affect the applicability of the approved rates. Changes in the indirect cost recovery plan, which may result from changes such as the method of accounting or organizational structure, require the prior written approval of the Division of Cost Determination (DCD). Failure to obtain such approval may result in subsequent cost disallowance.
- C. **NOTIFICATION TO FEDERAL AGENCIES:** A copy of this document is to be provided by this organization to other Federal funding sources as a means of notifying them of the Agreement contained herein.
- D. **PROVISIONAL-FINAL RATES:** The grantee/contractor must submit a proposal to establish a final rate within six months after their fiscal year end. Billings and charges to Federal awards must be adjusted if the final rate varies from the provisional rate. If the final rate is greater than the provisional rate and there are no funds available to cover the additional indirect costs, the organization may not recover all indirect costs. Conversely, if the final rate is less than the provisional rate, the organization will be required to pay back the difference to the funding agency.

Indirect costs allocable to a particular award or other cost objective may not be shifted to other Federal awards to overcome funding deficiencies, or to avoid restrictions imposed by law or by terms of the award.

**E. SPECIAL REMARKS:**

1. Indirect costs charged to Federal grants/contracts by means other than the rate(s) cited in the Agreement should be adjusted to the applicable rate cited herein and be applied to the appropriate base to identify the proper amount of indirect costs allocable to the program.
2. Contracts/grants providing for ceilings as to the indirect cost rates(s) or amount(s) which are indicated in Section I above, will be subject to the ceilings stipulated in the contract or grant agreements. The ceiling rate or the rate(s) cited in this Agreement, whichever is lower, will be used to determine the maximum allowable indirect cost on the contract or grant agreement.
3. The indirect cost pool consists of allowable, allocable expenses of the following:

Director's Office	Chief Financial Officer
General Counsel	Inspector General
Budget Management	Financial Management
Human Resources Management	General Services
Shared Costs	Information Technology Services
Terminal Leave	UC Benefits
Financial Monitoring & Accountability	
State-wide Cost Allocation Plan Costs	

4. Fringe benefits other than paid absences consist of the following:

Retirement	Social Security
Group Health Ins	Life Ins
Senior Mgt. Disab. Ins	Pre-Tax Benefits

5. Explanations of the abbreviations used in Section I, above, are as follows:

UC = Unemployment Compensation Programs  
HCP = Housing & Community Programs  
WIA = Workforce Investment Act Programs  
WTS/FSET = Welfare Transition Programs & Food Stamp Employment and Training  
OP = Other Programs (all agency programs not included in another rate entity)

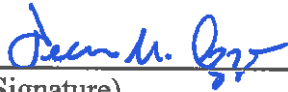
6. The Florida Department of Economic Opportunity maintains and operates a number of state/federal-owned facilities acquired with various sources of federal and state funds. Maintenance and operating costs associated with these facilities are directly billed to users. Billing rates are designed to recover anticipated service costs on a breakeven basis. Direct billings made in accordance with the agency's "Facilities Services Rate Plan" are hereby approved.

**ACCEPTANCE**

**BY THE ORGANIZATION:**

State of Florida  
Department of Economic  
Opportunity (DEO)  
Caldwell Building – MSC 120  
107 East Madison Street  
Tallahassee, Florida 32399

(Grantee/Contractor)



(Signature)

Dean Izzo

(Name)

Chief Financial Officer

(Title)

11-12-15

(Date)

**BY THE COGNIZANT AGENCY  
ON BEHALF OF THE  
FEDERAL GOVERNMENT:**

U.S. DEPARTMENT OF LABOR  
Division of Cost Determination  
415 Broad Street  
Mount Airy, NC 27030

(Government Agency)



(Signature)

<sup>FOR</sup>  
Victor M. Lopez

(Name)

Chief, Division of Cost Determination

(Title)

November 6, 2015

(Date)

Negotiated By: Damon L Tomchick  
Telephone No.: 240-475-2786