

## CONSULTING SERVICES AGREEMENT

THIS CONSULTING SERVICES AGREEMENT (this “*Agreement*”), entered into on the \_\_\_\_ day of \_\_\_\_\_ 2011 (the “*Effective Date*”), is made by and between **ROCHESTER JOINT SCHOOLS CONSTRUCTION BOARD**, having an address at 175 Martin Street, Rochester, New York 14605 (the “*Board*”), and **CAREER COMPLIANCE PLACEMENT LLC**, a Connecticut limited liability company with an address at 373 Hill Street, Hamden Connecticut, 06514 (“*Consultant*”). The Board and Consultant are sometimes referred to herein individually as a “*Party*”, and collectively as the “*Parties.*”

### RECITALS

A. The Board was created, pursuant to Chapter 416, Laws of New York State 2007 (the “*Enabling Legislation*”), to act as agent of the City of Rochester and the Rochester City School District, to administer and govern the Facilities Modernization Program (the “*Program*”).

B. Consultant is experienced in designing, planning, implementing and administering pre-apprentice training programs and providing compliance monitoring services and other services in connection with construction projects.

C. The Board desires to retain Consultant to provide certain services in connection with the Program, and Consultant agrees to provide such services, in accordance with the terms and conditions set forth in this Agreement.

**NOW, THEREFORE**, for good and valuable consideration, the Board and Consultant hereby agree as follows:

1. **SERVICES.** The Board hereby retains Consultant to provide during the Term (as defined in Section 5(a)), and Consultant hereby agrees to provide to the Board, the services described on Exhibit A (the “*Services*”), which are grouped within 16 tasks (each, a “*Designated Task*”), in accordance with the terms and conditions of this Agreement. The Board may, from time to time, request changes in the scope of Services of Consultant to be performed hereunder. Such changes, including any increase or decrease in the Aggregate Payment Limit or Milestone Payments (each as defined in Section 2) pursuant to Section 2.1(e), which are mutually agreed upon by and between the Board and Consultant, shall be incorporated in written amendments executed by both Parties to this Agreement

2. **PAYMENT FOR SERVICES.**

a. Service Fees. Subject to the terms and conditions of this Agreement (including without limitation, Section 2(d)), the Board agrees to pay Consultant fees for Services performed during the Term at the applicable hourly rates (based on the Designated Task to which the Services relate and the applicable Service provider) set forth on Exhibit B (attached hereto (the “*Service Fees*”).

b. Milestone Payments. Subject to the terms and conditions of this Agreement (including without limitation, Section 2(d)), in addition to the Service Fees, Consultant shall be eligible for compensation (“**Milestone Payments**”) in an aggregate amount not to exceed \$14,046, which compensation shall be determined based upon achievement of certain Milestones as hereafter provided. The Milestone Payments shall become due and payable, in designated amounts, only upon achievement of the milestones described on Exhibit C attached hereto (each, a “**Milestone**”). Upon achievement of a Milestone, the Board shall pay to Consultant a Milestone Payment in an amount equal to the amount set forth on Exhibit C for such Milestone.

c. Designated Reimbursable Expenses. Subject to the terms and conditions of this Agreement (including, without limitation, Section 2(d)), the Board shall pay or reimburse Consultant for the reasonable documented cost of the specified expenses described on Exhibit D and incurred by Consultant solely and directly in performing the Services on the Board’s behalf (the “**Designated Reimbursable Expenses**”). Except as otherwise provided in this Section 2(c) with respect to the Designated Reimbursable Expenses, Consultant shall be responsible for all costs and expenses incurred by Consultant in connection with the Services.

d. Limitations. Notwithstanding anything in this Agreement to the contrary, unless otherwise approved by the Board in writing, the aggregate amount of Service Fees, Milestone Payments and Designated Reimbursable Expenses payable by the Board to Consultant pursuant to this Agreement for the Services shall not exceed \$300,000 (Three Hundred Thousand Dollars) (the “**Aggregate Payment Limit**”). If the Board pays to Consultant an aggregate amount for Service Fees, Milestone Payments and Designated Reimbursable Expenses equal the Aggregate Payment Limit before the Services have been completed in full then Consultant shall continue to perform Services pursuant to and in accordance with the terms and conditions of this Agreement without further payment of Service Fees or Milestone Payments (and without any reimbursement for Designated Reimbursable Expenses), until the Services are completed or this Agreement is otherwise terminated in accordance with Section 5.

e. Adjustments. During the Term, if the Board requests Consultant to provide additional services not contemplated by the description of Services attached hereto as Exhibit A, or reduces the scope of Services attached hereto as Exhibit A, then either Party may request a review of the Aggregate Payment Limit or Milestone Payments, and if the Parties agree that the conditions warrant an increase or decrease in the Aggregate Payment Limit or Milestone Payments, Consultant will, within 30 business days after reaching such agreement, provide the Board with a revised Exhibit B (and if applicable Exhibit C) for review and approval. Such revised Exhibit B will include revised estimates for the Service Fees and a corresponding proposal for an increase or decrease in the Aggregate Payment Limit, and such revised Exhibit C if applicable, will include any proposal for an increase or decrease in the Milestone Payments. Upon written approval by the Board and Consultant of any revisions to Exhibit B or Exhibit C, this Agreement shall be deemed amended to incorporate such revised Exhibit B or Exhibit C, as applicable, and any adjustment to the Aggregate Payment Limit (and, if applicable, the Milestone Payments) set forth therein.

f. Invoices and Payment. No later than the tenth 10<sup>th</sup> day of each calendar month, Consultant shall submit to the Board an invoice (an “**Invoice**”) for (i) Service Fees

attributable to the prior calendar month, (ii) any Milestone Payments due for Milestones achieved during the prior calendar month, and (iii) any Designated Reimbursable Expenses incurred during the prior calendar month. Each Invoice shall be in a form acceptable to the Board and shall set forth a detailed listing, separated by Designated Tasks, of (1) the Services performed, (2) Milestones, if any, achieved, (3) Designated Reimbursable Expenses incurred, including copies of all written receipts and other written evidence of such Designated Reimbursable Expenses, and (4) amounts due Consultant pursuant to this Agreement. The Board may, prior to making any payment under this Agreement, require Consultant to submit to it such additional information with respect to Services and Designated Reimbursable Expenses and any Invoice as the Board reasonably deems necessary. The Board shall pay the undisputed amount of each Invoice within 30 days of the Board's approval of such Invoice or a portion thereof. If the Board disputes any Invoice or any portion thereof, the Board shall provide Consultant with written notice of the amount disputed, and the Board and Consultant shall use their respective best efforts to work together in good faith to resolve such dispute as soon as practical after delivery of such notice of dispute.

3. **SERVICE REQUIREMENTS.** Consultant represents and warrants to the Board that it will provide all Services in a professional and workmanlike manner using properly trained and qualified individuals, and by following and applying at all times the highest professional and technical guidelines and standards. All Services will be performed by Consultant in compliance with all applicable specifications established by the Board and Consultant and with all applicable statutes, acts, ordinances, laws, rules, regulations, codes and standards including, without limitation, the Enabling Legislation. Unless otherwise directed in writing by the Board, Consultant shall complete the Services in accordance with the schedule set forth in Exhibit A. For informational purposes only, attached hereto as Exhibit E is Consultant's estimate of (i) the number of people who will apply for participation in the training program managed by Consultant as a part of these Services, (ii) the number of people who will cease to participate before completion of such training program, and (iii) the number of people who will complete and graduate from such training program.

4. **PROPRIETARY RIGHTS.** Consultant agrees that all reports, records, guidelines, policies, manuals, policies and other recorded information developed specifically in connection with the Services provided by Consultant hereunder (collectively, "**Board Materials**") shall always be and remain the property of the Board, and shall constitute Proprietary Information pursuant to Section 6.

5. **TERM AND TERMINATION.**

a. **Term.** The term of this Agreement (the "**Term**") shall commence on the Effective Date and shall continue until the Services are completed in accordance with this Agreement or until earlier terminated as provided herein.

b. **Termination.** The Board may terminate this Agreement (i) immediately upon written notice to Consultant if Consultant breaches any of its obligations under this Agreement and fails to cure a breach within 20 days of the delivery of written notice of such breach; (ii) immediately upon written notice to Consultant upon Consultant's cessation of business, election to dissolve, dissolution or failure in business; and (iii) immediately upon written notice to

Consultant upon Consultant's commission of an act of bankruptcy, general assignment for the benefit of creditors, or the filing by or against Consultant of any petition in bankruptcy or for relief under the provisions of applicable bankruptcy laws (if, with respect to any such filing against Consultant such filing is not dismissed, discontinued or stayed within 60 days of such filing). In addition, the Board may terminate this Agreement without cause at any time on 30 days prior written notice to Consultant.

c. **Obligation Upon Termination.** Upon expiration or termination of this Agreement, (i) Consultant shall promptly return to the Board all Board Materials and any other material that is owned by the Board or that contains Proprietary Information; and (ii) the Board will pay to Consultant all Service Fees and Milestone Payments, and reimburse any Designated Reimbursable Expenses, that accrued prior to the termination of this Agreement, and thereafter the Board shall not be responsible for paying any Service Fees, Milestone Payments or other amounts that would have been payable after the effective date of the termination. Sections 3, 4, 6, 8, 10 and 12 of this Agreement, and all other provisions of this Agreement which by their nature survive, shall survive any expiration or termination of this Agreement.

## 6. PROPRIETARY INFORMATION.

a. **Definition.** Consultant and the Board acknowledge that this Agreement creates a relationship of confidence and trust with respect to all information of a confidential, proprietary or trade secret nature disclosed by or on behalf of the Board to Consultant that relates to the terms of this Agreement, the Program or the structure, organization or operation of the Board or any other information obtained or witnessed relative to the Board or the Program in connection with Consultant providing Services hereunder ("**Proprietary Information**"). Proprietary Information shall not include (i) information generally available to the public other than by a breach of this Agreement; (ii) information rightfully received by Consultant from a third party who is lawfully in possession of the same and who is not subject to a confidentiality or nonuse obligation with respect to that information; (iii) information independently developed by Consultant or its personnel provided the person or persons developing the information have not had access to the information as received from the Board; or (iv) information already known to Consultant prior to its first receipt from the Board.

b. **Confidentiality Obligations.** At all times during and after the Term, Consultant shall keep all Proprietary Information in confidence and shall not disclose such Proprietary Information to anyone or directly or indirectly use any of such Proprietary Information for Consultant's own benefit or for the benefit of any person or entity other than the Board. Upon any termination of this Agreement, or upon the request of the Board, Consultant shall promptly deliver to the Board all of the Board's Proprietary Information, and Consultant shall not retain any documents or materials or copies thereof containing any such Proprietary Information. Notwithstanding the foregoing restrictions, Consultant may use and disclose any information (i) to the extent required by law (including, without limitation, public meeting and public project disclosure laws) or (ii) as necessary for it to protect its interest in this Agreement, but in each case only after the Board has been so notified and has had the opportunity, if possible, to obtain reasonable protection for such information in connection with such disclosure.

c. ***Injunctive Relief.*** It is hereby understood and agreed that damages shall be an inadequate remedy in the event of a breach by Consultant of this Section 6 and that any such breach by Consultant will cause the Board great and irreparable injury and damage. Accordingly, Consultant agrees that the Board shall be entitled, without waiving any additional rights or remedies otherwise available to the Board at law or in equity or by statute, to injunctive and other equitable relief in the event of a breach or intended or threatened breach of this Section 6 by Consultant or its employees, agents or subcontractors. No remedy conferred hereunder is intended to be exclusive of any other remedy and each and every remedy shall be cumulative and shall be in addition to every other remedy given hereunder or now or hereafter existing at law or in equity or by statute or otherwise.

7. **INSURANCE.** Notwithstanding the provisions of Section 8 of this Agreement, Consultant shall obtain and maintain, during the Term, at its own cost and expense, adequate insurance coverage (as is customary in Consultant's industry) including, but not limited to, automobile, general liability, professional liability, workers compensation and disability insurance, as applicable. Prior to commencement of the Services and at any time thereafter upon the request of the Board, Consultant shall furnish a certificate or adequate proof of insurance to the Board.

8. **INDEMNIFICATION.** Consultant agrees to indemnify, defend and hold harmless the Board, its affiliates, and any employee or agent thereof, from and against any and all liabilities, obligations, claims, damages, demands, causes of action, losses and expenses (including, without limitation, reasonable attorneys' fees and costs of suit) directly or indirectly relating to, arising from or in connection with: (a) any actual or alleged negligent act or omission or willful misconduct of Consultant or any of its agents, employees or subcontractors; (b) any breach by Consultant of any of its representations, warranties, covenants or obligations set forth in this Agreement; or (c) any actual or alleged injuries (including death) suffered by any of Consultant's agents, employees or subcontractors, or any employees or agents of Consultant's agents or subcontractors in the course of their performance or completion of any Services or upon any premises owned, leased or controlled by the Board, or any Program site, except to the extent caused by the Board or its employees or agents.

9. **ASSIGNMENT.** Consultant shall not assign or subcontract the whole or any part of this Agreement without the Board's prior written consent.

10. **INDEPENDENT CONTRACTOR.** Both Parties hereto, in the performance of this Agreement, will be acting in an individual capacity and not as agents, employees, partners, joint ventures or associates of the other Party. None of the employees or agents of one Party shall be deemed or construed to be an employee or agent of the other Party for any purpose whatsoever. Neither Consultant nor any of its agents or subcontractors has any authority whatsoever to obligate or bind the Board to any third party.

11. **NOTICES.** All notices delivered pursuant to this Agreement shall be in writing and sent to the addresses on the first page of this Agreement, or such other address (or facsimile number or electronic mail address) as a Party shall specify in writing, and shall be deemed validly given or served (a) upon personal delivery; (b) one day after being sent by facsimile or

electronic mail with telephone confirmation of receipt; or (c) one day after being sent by a recognized express courier service that maintains records of receipt.

12. **EXCUSABLE FAILURE OR DELAY.** Neither Party shall be liable for delay or failure in performance hereunder if such failure or delay is due to an act of God, fire, strike, war, labor difficulty, civil or military authority, insurrection, riot or any other cause of any kind beyond such Party's reasonable control. A Party who is delayed or prevented from performing for any such cause beyond its reasonable control shall immediately notify the other Party of the cause for such delay or inability to perform and the anticipated duration of any delay.

13. **GENERAL PROVISIONS.** This Agreement shall be binding upon and inure to the benefit of the Parties hereto and their successors and permitted assigns. This Agreement shall be interpreted and construed in accordance with the laws of the State of New York. This Agreement may be executed via facsimile in any number of counterparts, all of which taken together shall constitute one and the same agreement. No waiver by a Party of any breach by the other Party of any of the provisions of this Agreement shall be deemed a waiver of any preceding or succeeding breach of the same or any other provisions hereof. No such waiver shall be effective unless in writing and then only to the extent expressly set forth in writing. This Agreement constitutes the entire agreement between Consultant and the Board with respect to the subject matter hereof, and supersedes all other prior agreements, whether oral or written, between the Parties with respect to the subject matter hereof. No modification or amendment of this Agreement shall be effective unless in writing and signed by both Parties. If any term or provision of this Agreement shall to any extent be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

[signature page follows]

**IN WITNESS WHEREOF**, and in acknowledgment that the Parties hereto have read and understood each and every provision hereof, the Parties have executed this Agreement on the date first set forth above.

**ROCHESTER JOINT SCHOOLS  
CONSTRUCTION BOARD**

By \_\_\_\_\_  
Kenneth D. Bell, Chairman

**CAREER COMPLIANCE PLACEMENT LLC**

By: \_\_\_\_\_  
Nichole Jefferson, President

**EXHIBIT A**

**DESCRIPTION OF SERVICES**

	Description of Services
1	Mobilize/ Outreach/Schools/Churches/HA
2	Marketing/Ads /General Public
3	Application Intake/ Referrals
4	Testing Assessment(Math, Reading, Basic Mech)
5	Orientation Processing/ Referrals
6	Test Grading / File Management/
7	Employability Training/ Soft Skills/
8	Life Skills /Soft Skills Training/
9	Drug Testing/ Referrals
10	Compile Drug Test Results/
11	Background Checks/
12	Interviews/Selection/ Trade Interest Week-Mtg unions
13	OSHA 10 Training
14	Asbestos Certification
15	Union Trade Training- 5 trades offered for OJT (6 wks)
16	Application Uptake to Potential Unions



Exhibit A (continued)

Summary of Projected Staffing Plan

Activity of Services	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Planned Per Staff
Title	Projected Staff	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS	HRS
1. Principles	Nichole Jefferson	56	56	32	24	32	16	24	16	32	10	24	0	0		6	328
2. Principles	Ed Jefferson	56	56	32	24	32	16	40	16	24	16	32	32	32		8	424
3. Primary Staff	Lisa Munitz	32	48	16	0	0	0	0	0	16	16	8					136
4. Primary Staff	Hope Wiggins	32	40	16	0	0	0	0	8	16	16	8	24				160
5. Primary Staff	Moe Ramos	32	0	16	24	32	0		0	16	16	8	24	24			192
6. Primary Staff	Eddie Jefferson Jr	40	40	16	24	24	16	40	8	16	8	24	32	32			328
7. Administrative	Betty Jarman	32	40	16	32	24	16				8	8					176
8. Administrative	Amanda Montane	40				0	16				8						64
9. Administrative	Dom Jefferson					16	16				0						32
10. Administrative	Larry Jarman					16	16										16
11. Administrative	Jill Olgafor					16	16										16
12. Administrative	Asante Dawkins		40			16	16				8						64
13. Specialized Trade	Dan Jusino						40										40
14. Specialized Trade	Ray Ellis						40										40
15. Specialized Trade	Monica Beoke							32									32
16. Specialized Trade	Instructor TBD										24						24
17. Specialized Trade	Instructor TBD											32	32	32			64
18. Specialized Trade	Robert Glass											24	24	24			48
19. Specialized Trade	Instructor TBD														140		140
20. Specialized Trade	Instructor TBD														140		140
21. Specialized Trade	Instructor TBD														140		140
22. Specialized Trade	Instructor TBD														140		140
<b>Projected Hrs Per activity</b>		<b>320.00</b>	<b>320.00</b>	<b>144.00</b>	<b>128.00</b>	<b>160.00</b>	<b>144.00</b>	<b>80.00</b>	<b>120.00</b>	<b>90.00</b>	<b>64.00</b>	<b>128.00</b>	<b>144.00</b>	<b>144.00</b>	<b>560.00</b>	<b>14.00</b>	<b>2744</b>

Exhibit A (continued)

Services Costs on the following pages include estimates for direct personal expenses and reimbursable expenses, and include fee

Scheduled Dates will vary due to weather and holidays

Program Services Cost

Rochester School Modernization Program

	Description of Services Action Items Program Schedule	Start Date	Finish Date	Detail Services Cost
1	Mobilize/ Outreach/Schools/Churches/Housing Auth./Non Profits	October	November	\$ 34,000.00
	<i>(this process estimated should take a wk of prep and three weeks of work historically its a minimum of nine (9) staff members at various one fill &amp; part-times for approximately 360 hours of work (see price schedule for potential staff assignments)</i>			
	Mobilize includes mobilizing to Rochester primary office set up staff -desk, materials, office machines, file cabinets			
	Prep work of scheduling, areas for outreach locations and street work , parks, parking lots, laundry facilities, stores			
	Locate areas for employability, life skills, trade workshops all soft skills training facilities & on the job training locations at HA			
	Secure application dates for intake, employability, life skill sessions, testing, training dates, drug testing dates			
	Advertise and hired permanent office clerical person to handle phones and community questions			
	Meet with Housing Authority staff relative to their residents and negotiation training contract			
	Negotiate & sign agreements with HA, Building Trades, Vendors, Non-profits, Referral agencies, Superintendent			
	Meet with local union representatives regarding hiring instructor			
	Developed New Hire Package for each instructor that included ,itinerary of the classes, created the interview questions to be used with residents, documentation mailing a sampling of theory lessons for instructors to review, developing the theory lesson for plumbing instructor.			
	Meet with local non-profits for possible stipends for residents trained			
	Meet with neighborhood groups surrounding first four schools in construction			
	Secure location for accepting applications, secure location for drug testing negotiate contract			
	Meeting with Superintendent for GED sign ups for participants at application intake			
	Meet with Department of Motor Vehicle for referrals and what happens the DMV Process of sending candidates			
	Meeting with Vital Statics regarding forms and cost for candidates to receive Birth Certificates			
	Meet with and negotiate with local advertisement listed in Outreach section of the proposal radio, news paper, web			
	Meet with & negotiate with bill board and bus transportation advertisement			
	Interview and select union instructors for On the Job Trainings School			
	Meet with local vendors as referral agencies for candidates to be referred, if they do not meet the Prig requirements			
	Meet with local asbestos, FIT testing and OSHA 10 trainers for location and cost associated with resident training			
	Meet with and negotiate transportation buses for transport to drug testing for 200 candidates			
	Locate cost effective area vendors for uniforms and hand tools purchase locally			
	Locate cost effective secure storage facilities for power tools until training site is located			

Provided By:  
Carter Compliance Placement

Program Cost

Locate cost effective area vendors for printing for flyers, posters and mailings			
Schedule meetings with Boards of unions, neighborhood groups, HA board members, city boards, school boards			
Design draft outreach flyers, bill boards, posters and news paper inserts for citywide distribution			
Final review of OSHA Research for New York locations near training school/ correspondence with Unions regarding which OSHA trainers are best in the area/ Union participation with OSHA training			
Potential start of Ourreach booth on Oct 20th for union trade days- requested by UNICON ( bld by Tom Renault)			
Statistical data report provided to Board			

Description of Services Action Items Program Schedule				Start Date	Finish Date	Detail Services Cost
2	Marketing/Advertisement /General Public/ Librarians/ Business/ Events			October	November	\$ 34,000.00
	(this process estimated should take a month historically it's a minimum seven to eight (7 - 8) staff members at various full & part-times for approximately 340 hours of work (see price schedule for potential staff assignments)					
	Survey Rochester Neighborhoods for potential bill board locations, business event locations					
	Create mailing labels for outreach mailings i.e... voter registration, schools, non profits, govern. Agencies, churches					
	Attend mtg & provide presentation w/ full unions, neighborhood groups, HA boards, city board school boards & various groups					
	Design and disseminate brochures for additional information to program flyers					
	Provide information sessions for Latino Community with all material in Spanish					
	Requesting to have flyer inserts to all school children within the school system, drop off flyers at every school citywide					
	Announce the pgm for all radio stations including Spanish stations					
	Send out all mailings thousands of flyers locally/ via mail- stuffing envelopes, stamps and labels					
	Attend various Sunday services for program announcement to congregations within areas of the first schools					
	Door to Door flyers and program information to residents of Housing Authority locations of Family units					
	Door to Door and car drops of flyers to barber shops, beauty shops, food stores, malls, concerts, events & business					
	Door to Door flyer handouts for various voter registration areas					
	Announce pgm of local access TV with basic information for the public					
	General public information sessions with PowerPoint presentations					
	Fall Holiday Arts & Crafts Festival Event hand out flyers Perinton Sq Mall from 10-11:30 am 10/1/11					
	Applefest Event on Henry St. 10/1 @ 12 pm hand out flyers					
	Legenz Tour Event on Silverway 2:00 pm 10/1 handout flyers					
	1st annual Mr. Rochester Comp. Event 10/2-flyer cars & handout flyers					
	Ice Cream Sunday Events on Alexander St. 10:00pm flyer cars					
	Java/ Rochester's Mornnies on Monroe every 1st Friday of month 10/7 - 11/4-handout flyers					
	Holiday Market Event - Dome Area on 10/15 flyer cars					
	Comedy Event Kevin Hart at Rochester Inst. Of Tech. on 10/14 Memorial Dr. flyer cars and handout					
	Pumpkins in the park- at Cobs Hill Pk on 10/29 flyer cars and handouts					
	Statistical data report provided to Board					

Rochester School Modernization Program

Program Services Cost

Scheduled Dates will vary due to weather and holidays

Description of Services Action Items Program Schedule		Start Date	Finish Date	Detail Services Cost
3	Application Intake/ Referrals <i>(this process should take two wks of prep and a wk for applications historically it's a minimum eight (8) staff members at various full &amp; part-times for approximately 360 hours of work (see price schedule for potential staff assignments)</i>	Nov	Nov	\$ 17,000.00
	Modification of CCP standard application, all corresponding forms and documents with Program name,			
	Copy modified appl., sort, staple, number each applications, orientation forms, testing materials and reg. forms			
	Set-up of tables, chairs from local rental agency copy machines and interview each candidate one on one, review docs			
	Oversee application process/assessing credentials, referring to other agencies, copying candidate documents			
	Accepted Applications / Interview Residents One on One/ Referred Residents/ Assess Candidates Documentation/ Set up Following Return Dates with Residents			
	photo copy each candidates info, take photo of each applicant and create formal files for each applicant			
	Send candidates without the proper documentation to referral agencies that were partnered with for assistance			
	Statistical data report provided to Board w/ photos/ Board invited anytime to observe process			
4	Testing Assessment(Math, Reading, Basic Mech., Ethics Test)  <i>(this process should take a wk of prep and a couple of days for Testing historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 180 hours of work (see price schedule for potential staff assignments)</i>	Dec	Dec	\$ 13,000.00
	Set-up of tables, chairs from local rental agency administer four test to 100 to 200 candidates			
	Final Preparation for the Testing Series Stapling, Sorting, Copying Test and Copying Answer Sheets & Creating Name Tags			
	Binding of Test Booklets, administer timed test, while overseeing testing process			
	Administer approximately 800 test ( 200 people )			
	Testing Administration & Monitoring - Directions- Outcome reviews			
	Statistical data report provided to Board w/ photos/ Board invited anytime to observe process			

Provided By:  
Career Compliance Placement

Program Cost

5	Orientation Processing/ Referrals	Dec	Dec	\$	17,000.00
	<i>(this process should take a wk of prep and a two wks for applications historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 200 hours of work (see price schedule for potential staff assignments)</i>				
	Prep for orientation i.e. modify documents for Rochester Prg for candidates signature				
	Set-up of tables, chairs from rental agency, set screen projector- orientate candidates, insurance forms, waivers, Prg rules				
	Schedule Lectures series of unions, instructors, various other Rochester school district members and Gilbane				
	File Maintenance for Residents that attended the Orientation/ Drafted Referrals				
	Sign residents In Session/Orientation Documentation Review, Lectures of Program/fallouts-file maintenance for resident that attended orientation/ End of the Day Roll Call				
	Oversee Orientation Presentation, Full Lectures, Requirements, Tracking Info, Social Service Agencies, Forms and Waivers, Policies Overview and signatures on Prg Detail				
	Statistical data report provided to Board w/photos/ Board invited anytime to observe process				
6	Test Grading/ File Management/	Dec	Dec	\$	10,000.00
	<i>(this process should take a wk of file maintenance and review historically it's a minimum four (4) staff members at various full &amp; part-times for approximately 150 hours of work depending on number of candidates (see price schedule for potential staff assignments)</i>				
	Grading Math, Reading, Basic Construction, Ethics for approximately 200 people- approximately 800 test to grade				
	Testing Analysis - formula data chart documentation of what level of education tested at (8th grade to 12th grade)				
	Documentation of the file and reading, math, basic construction and ethics.				
	Referrals to various agencies for additional math or reading skills				
	Statistical data report provided to Board				

Rochester School Modernization Program

Program Services Cost

Scheduled Dates will vary due to weather and holidays

		Dec	Dec	Dec	\$
7	<b>Employability Training/ Soft Skills/</b>				20,000.00
	<i>(this process should take two wks of prep and a wk for workshop historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 300 hours of work (see price schedule for potential staff assignments)</i>				
	Oversee the Registration of Candidates				
	Prep work of documentation given to candidates during training.				
	Oversee the Employment Training/Correspondence for residents // Reviewed Homework, Referral of Dropped Candidate				
	Instructor 1 Employment; How to fill out application correctly; Can you follow Directions; Skills Inventory; Hard Skills functions; Soft Skills abilities you have developed; Articulate; Organized; Adaptable; Identifying strengths; Self-Assessment; Work Skills Charts; Creating you Commercial with 45 Seconds				
	Set-up of tables, chairs from rental agency, set screen projector- orientate candidates, insurance forms, waivers, Prg rules				
	Schedule Lectures series of workers, local non-profits, members of the CCP trade staff				
	File Maintenance for Residents that attended the Orientation/ Drafted Referrals				
	One on One mock interview session				
	Statistical data report provided to Board w/ photos/ Board invited anytime to observe process				
8	<b>Life Skills /Soft Skills Training/</b>		Jan	Jan	10,000.00
	<i>(this process should take a wk of prep and a wk for workshop historically it's a minimum four (4) staff members at various full &amp; part-times for approximately 240 hours of work (see price schedule for potential staff assignments)</i>				
	Set-up of tables, chairs from rental agency, set screen projector- orientate candidates, insurance forms, waivers, Prg rules				
	Oversee the Registration of Candidates				
	File Maintenance for Residents that attended the Orientation/ Drafted Referrals				
	7/11 Rule of making a good first impression; how to communicate with act and professionalism; how to manage conflict; understanding and interacting with different personalities; how to manage emotions and stay cool under pressure. Seven key elements of being an effective communicator; Adopting an assertive communication Style; Listening to understand- Active listening; Effectively managing conflict; effectively managing your emotions; visual message, vocal message, verbal message; Socializer, Relater; Doer; Thinker.				
	Set up local banks information series for opening bank account and savings accounts				
	Viewer respiration cards, , information on expunging criminal records				
	Statistical data report provided to Board w/ photos/ Board invited anytime to observe process				

Provided By:  
Career Compliance Placement

Program Cost

9	Drug Testing/ Referrals	Jan	Jan	Jan \$	15,000.00
	<i>(this process should take a wk of prep and a wk for workshop historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 240 hours of work (see price schedule for potential staff assignments)</i>				
	Contract negotiations for testing facility				
	Prep work for drug testing facility - locally				
	Prep work for transportation for 2000 candidates at various location				
	Final documentation for signatures and waivers to received results, signed by each participant				
	Oversee the Registration of Candidates				
	Lecture series of process and what happens if..... you don't pass				
	What is a referral discussions with candidates group session and one on one				
	Staff oversee the dissemination of candidates to be drug tested and review all candidates at various locations				
	Statistical data report provided to Board w/photos/ Board invited anytime to observe process				
10	Compile Drug Test Results/	Jan	Jan	Jan \$	10,000.00
	<i>(this process should take a wk of file maintenance and review historically it's a minimum four (4) staff members at various full &amp; part-times for approximately 200 hours of work (see price schedule for potential staff assignments)</i>				
	Evaluate and Compile Drug Testing Results for inclusion on the demographic report/ create demographic report regarding participants statistics				
	Drug Referral Demographic Information compilation & review of drafted correspondence to drug agencies or doctor review issues				
	Approval drafted letters for drug referral/ revised additional Demographic Information compilation & review of drafted correspondence to drug agencies or doctor review issues				
	Documenting each candidates file/ Provide dropped candidates letters				
	Statistical data report provided to Board				
11	Background Checks/	Jan	Jan	Jan \$	5,000.00
	<i>(this process should take a wk of file maintenance and review historically it's a minimum four (4) staff members at various part-times for approximately 150 hours of work (see price schedule for potential staff assignments)</i>				
	Searched Resident Background Checks & Sex Offender Registry -				
	Documenting each candidates file/ Send Referral letters to Candidates not accepted				
	Statistical data report provided to Board				

Provided By:  
Carter Compliance Placement


Program Cost



	Interviews/Selection/Trade Interest Week-Meeting unions	January	January	January	\$	15,000.00
12	<p><i>(this process should take three wks of prep and review historically it's a minimum six (6) staff members at various full &amp; part-times for approximately 300 hours or more of work (see price schedule for potential staff assignments)</i></p> <p>Prep work of instructors- what is the process and what to expect ( one day) with take home information</p> <p>Schedule Lectures series of Apprenticeship Directors and BA's of various unions including union</p> <p>Set-up of tables, chairs from local rental agency copy machines and interview each candidate one on one, review docs</p> <p>Sign in process- of candidates, providing take home documentations</p> <p>PowerPoint presentations on each trade,</p> <p>trade selection for candidates,</p> <p>one on one interview session with each training instructor all two hundred candidates (2 days of full time work)</p> <p>Documenting each candidates file</p> <p>Statistical data report provided to Board w/ photos/ Board invited anytime to observe process</p>	Jan	Jan	Jan	\$	15,000.00
13	<p><b>OSHA 10 Training</b></p> <p><i>(this process should takes two weeks of prep and a wk for workshop historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 240 hours of work (see price schedule for potential staff assignments)</i></p> <p>Contract negotiations for testing facility</p> <p>Schedule of candidates 24 candidates per class various day and evening course</p> <p>certify all candidates for OSHA 10</p> <p>Statistical data report provided to Board w/ photos/ Board invited anytime to observe process</p>	Jan	Jan	Jan	\$	15,000.00
14	<p><b>Asbestos Certification</b></p> <p><i>(this process should takes two weeks of prep and a wk for workshop historically it's a minimum five (5) staff members at various full &amp; part-times for approximately 240 hours of work (see price schedule for potential staff assignments)</i></p> <p>Contract negotiations for FIT testing agency</p> <p>Contract negotiations for doctor review of pulmonary test</p> <p>Contract negotiations for Asbestos testing facility</p> <p>Schedule of candidates ( number to be determined ) candidates per class various day and evening course</p> <p>certify all candidates for Asbestos Certification with various other certifications if possible</p> <p>Statistical data report provided to Board w/ photos/ Board invited anytime to observe process</p>	Jan	Jan	Jan	\$	15,000.00

Provided By:  
Career Compliance Placement

Program Cost

		February	April	April \$	68,000.00
15	<p>Union Trade Training- 5 trades offered for OJT (6 weeks) Trades TBD per Board                      Bricklaying/Masonry or Plumbing - Electrical or Painting &amp; Taping                      Carpentry- Laborer -</p> <p><i>(this process should takes two weeks of prep wk for part-time and seven weeks full time for OJT historically it's a minimum five (5) staff members at various full-times for approximately TBD hours of work (see price schedule for potential staff assignments)</i></p> <p>Contract negotiations for training site, insurance requirements of site, project determinations,</p> <p>Grading/Testing</p> <p>File Documentation, weekly evaluations of candidates</p> <p>Selection of candidates who will be taken in first</p> <p>All day training - heights, lifting, theory, hands on, testing, project visits, blue printing, see curriculum for details</p> <p>Instructors provided test prep to candidates for various apprenticeship union testing</p> <p>Meetings of candidates, union apprenticeship directors, BA of each union with various other request from unions</p> <p>Statistical data report provided to Board w/ photos/ Board invited anytime to observe process</p>				
16	<p>Application Uptake to Potential Unions</p> <p><i>(this process should takes two weeks of prep and a wk for workshop historically it's two staff members at various full&amp; part-times for 100 hours of work (see price schedule for potential staff assignments)</i></p> <p>Schedule and take candidate to fill out applications</p> <p>Statistical data report provided to Board- final report</p>		April	May \$	2,000.00
					

**EXHIBIT B**

**PROJECTED BUDGET AND HOURLY RATES**

	<b>1</b>	<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	<b>Total</b>
		Mobilize/ Outreach	COO	Nichole Jefferson	56	\$ 140.33	\$ 7,858.62	
<b>1</b>		Mobilize/ Outreach	Operations Dir	Ed Jefferson	56	\$ 93.56	\$ 5,239.08	
<b>2</b>	Bilingual	Mobilize/ Outreach	Deputy	Lisa Muniz	32	\$ 92.22	\$ 2,950.99	
<b>3</b>		Mobilize/ Outreach	Outreach Coor	Hope Wiggins	32	\$ 92.22	\$ 2,950.99	
<b>4</b>	Bilingual	Mobilize/ Outreach	Project Super	Moe Ramos	32	\$ 92.22	\$ 2,950.99	
<b>5</b>		Mobilize/ Outreach	Training Coor. Admin	Eddie Jefferson Jr.	40	\$ 58.14	\$ 2,325.51	
<b>6</b>		Mobilize/ Outreach	Support	Betty Jarman	32	\$ 30.74	\$ 983.66	
<b>7</b>	Bilingual	Mobilize/ Outreach	Admin Support	Amanda Montanez	40	\$ 30.74	\$ 1,229.58	
					<b>320</b>		<b>\$ 26,489.43</b>	<b>\$ 26,489.43</b>

	2	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total	
1	Bilingual	Marketing/Advertisement	COO	Nichole Jefferson	56	\$ 140.33	\$ 7,858.62	
		Marketing/Advertisement	Operations Dir	Ed Jefferson	56	\$ 93.56	\$ 5,239.08	
		Marketing/Advertisement	Deputy	Lisa Muniz	48	\$ 92.22	\$ 4,426.49	
		Marketing/Advertisement	Outreach Coor	Hope Wiggins Eddie Jefferson Jr.	40	\$ 92.22	\$ 3,688.74	
		Marketing/Advertisement	Training Coor. Admin Support	Betty Jarman	40	\$ 30.74	\$ 1,229.58	
		Marketing/Advertisement	Admin Support	Asonte Dawkins	40	\$ 30.74	\$ 1,229.58	
					<b>320</b>		<b>\$ 25,997.60</b>	<b>\$ 25,997.60</b>
	3	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total	
1	Bilingual	Applications	COO	Nichole Jefferson	32	\$ 140.33	\$ 4,490.64	
		Applications	Operations Dir	Ed Jefferson	32	\$ 93.56	\$ 2,993.76	
		Applications	Deputy	Lisa Muniz	16	\$ 92.22	\$ 1,475.50	
		Applications	Outreach Coor	Hope Wiggins	16	\$ 92.22	\$ 1,475.50	
		Applications	Project Super	Moe Ramos	16	\$ 92.22	\$ 1,475.50	

5		Applications	Training Coor.	Eddie Jefferson Jr.	16	\$ 58.14	\$ 930.20	
6		Applications	Admin Support	Betty Jarman	16	\$ 30.74	\$ 491.83	
					<b>144</b>		<b>\$ 13,332.92</b>	<b>\$ 13,332.92</b>
<b>4</b>		<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
1	Bilingual	Testing Week	COO	Nichole Jefferson	24	\$ 142.34	\$ 3,416.18	
2		Testing Week	Operations Dir	Ed Jefferson	24	\$ 94.89	\$ 2,277.45	
3		Testing Week	Project Super	Moe Ramos Eddie Jefferson Jr.	24	\$ 93.54	\$ 2,244.92	
4		Testing Week	Training Coor. Admin Support	Betty Jarman	32	\$ 58.97	\$ 1,415.27	
		Testing Week				\$ 31.18	\$ 997.74	
					<b>128</b>		<b>\$ 10,351.55</b>	<b>\$ 10,351.55</b>
<b>5</b>		<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
1	Bilingual	Orientation/Referrals	COO	Nichole Jefferson	32	\$ 142.34	\$ 4,554.90	
2		Orientation/Referrals	Operations Dir	Ed Jefferson	32	\$ 94.89	\$ 3,036.60	
		Orientation/Referrals	Project Super	Moe Ramos	32	\$ 93.54	\$ 2,993.22	

3		Orientation/Referrals	Training Coor. Admin	Eddie Jefferson Jr.	24	\$ 58.97	\$ 1,415.27	
4		Orientation/Referrals	Support	Betty Jarman	24	\$ 31.18	\$ 748.31	
5	Bilingual	Orientation/Referrals	Clerical Super	Dom Jefferson	16	\$ 47.45	\$ 759.15	
					<b>160</b>		<b>\$ 13,507.45</b>	<b>\$ 13,507.45</b>
<b>6</b>		<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
1		Testing /Grading	COO	Nichole Jefferson	16	\$ 142.34	\$ 2,277.45	
2	Bilingual	Testing /Grading	Operations Dir Admin Support	Ed Jefferson	16	\$ 94.89	\$ 1,518.30	
3		Testing /Grading	Clerical Super Admin	Larry Jarman	16	\$ 31.18	\$ 498.87	
4	Bilingual	Testing /Grading	Support	Dom Jefferson	16	\$ 47.45	\$ 759.15	
5		Testing /Grading	Support	Jill Olgafort Eddie Jefferson Jr.	16	\$ 31.18	\$ 498.87	
6		Testing /Grading	Training Coor. Admin Support	Eddie Jefferson Jr.	16	\$ 58.97	\$ 943.52	
7	Bilingual	Testing /Grading	Support	Betty Jarman Amanda Montanez	16	\$ 31.18	\$ 498.87	
8		Testing /Grading	Admin Support	Asonte Dawkins	16	\$ 31.18	\$ 498.87	
					<b>144</b>		<b>\$ 7,992.77</b>	<b>\$ 7,992.77</b>

		7	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total	
1 2 3 4	Bilingual		Employability /Soft Skills	COO	Nichole Jefferson	24	\$ 142.34	\$ 3,416.18	
			Employability /Soft Skills	Operations Dir	Ed Jefferson	40	\$ 94.89	\$ 3,795.75	
			Employability /Soft Skills	Trainer	Dan Jusino	40	\$ 101.67	\$ 4,066.88	
			Employability /Soft Skills	Trainer Asst.	Ray Ellis Eddie Jefferson	40	\$ 61.00	\$ 2,440.13	
			Employability /Soft Skills	Training Coor.	Jr.	40	\$ 58.97	\$ 2,358.79	
					<b>184</b>		<b>\$ 16,077.71</b>	<b>\$ 16,077.71</b>	
		8	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total	
1 2 3 4			Life Skill /Soft Skills	COO	Nichole Jefferson	16	\$ 142.34	\$ 2,277.45	
			Life Skill /Soft Skills	Operations Dir	Ed Jefferson	16	\$ 94.89	\$ 1,518.30	
			Life Skill /Soft Skills	Trainer	Monica Beoke	32	\$ 101.67	\$ 3,253.50	
			Life Skill /Soft Skills	Outreach Coor	Hope Wiggins Eddie Jefferson	8	\$ 93.54	\$ 748.31	
			Life Skill /Soft Skills	Training Coor.	Jr.	8	\$ 58.97	\$ 471.76	
					<b>80</b>		<b>\$ 8,269.31</b>	<b>\$ 8,269.31</b>	

9	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total		
1	Bilingual	Drug Testing/Referrals	COO	Nichole Jefferson	32	\$ 142.34	\$ 4,554.90	
		Drug Testing/Referrals	Operations Dir	Ed Jefferson	24	\$ 94.89	\$ 2,277.45	
		Drug Testing/Referrals	Deputy	Lisa Muniz	16	\$ 93.54	\$ 1,496.61	
		Drug Testing/Referrals	Outreach Coor	Hope Wiggins	16	\$ 93.54	\$ 1,496.61	
		Drug Testing/Referrals	Project Super	Moe Ramos	16	\$ 93.54	\$ 1,496.61	
2	Bilingual	Drug Testing/Referrals	Training Coor.	Jr.	16	\$ 58.97	\$ 943.52	
					<b>120</b>		<b>\$ 12,265.70</b>	<b>\$ 12,265.70</b>
10	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total		
1	Bilingual	Comp. Drug Test Results	COO	Nichole Jefferson	10	\$ 142.34	\$ 1,423.41	
		Comp. Drug Test Results	Operations Dir	Ed Jefferson	16	\$ 94.89	\$ 1,518.30	
		Comp. Drug Test Results	Deputy	Lisa Muniz	16	\$ 93.54	\$ 1,496.61	
		Comp. Drug Test Results	Outreach Coor	Hope Wiggins	16	\$ 93.54	\$ 1,496.61	
		Comp. Drug Test Results	Project Super	Moe Ramos	16	\$ 93.54	\$ 1,496.61	



5		Comp. Drug Test Results	Training Coor.	Eddie Jefferson Jr.	8	\$ 58.97	\$ 471.76	
6		Comp. Drug Test Results	Admin Support	Betty Jarman	8	\$ 31.18	\$ 249.44	
					<b>90</b>		<b>\$ 8,152.73</b>	<b>\$ 8,152.73</b>
<b>11</b>		<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
1		Bkgd/Sex Registry Check	COO	Nichole Jefferson	0	\$ 142.34	\$ -	
2	Bilingual	Bkgd/Sex Registry Check	Operations Dir	Ed Jefferson	8	\$ 94.89	\$ 759.15	
3		Bkgd/Sex Registry Check	Deputy	Lisa Muniz	8	\$ 93.54	\$ 748.31	
4	Bilingual	Bkgd/Sex Registry Check	Outreach Coor	Hope Wiggins	8	\$ 93.54	\$ 748.31	
5		Bkgd/Sex Registry Check	Project Super	Moe Ramos	8	\$ 93.54	\$ 748.31	
6		Bkgd/Sex Registry Check	Training Coor.	Eddie Jefferson Jr.	8	\$ 58.97	\$ 471.76	
7	Bilingual	Bkgd/Sex Registry Check	Admin Support	Betty Jarman	8	\$ 31.18	\$ 249.44	
8		Bkgd/Sex Registry Check	Admin Support	Amanda Montanez	8	\$ 31.18	\$ 249.44	
					<b>64</b>		<b>\$ 4,224.13</b>	<b>\$ 4,224.13</b>

12	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total		
1 2 3 4	Bilingual	Trade/Interview Session	COO	Nichole Jefferson	24	\$ 142.34	\$ 3,416.18	
		Trade/Interview Session	Operations Dir	Ed Jefferson	32	\$ 94.89	\$ 3,036.60	
		Trade/Interview Session	Instructor Local	Instructor TBD	24	\$ 101.67	\$ 2,440.13	
		Trade/Interview Session	Project Super	Moe Ramos Eddie Jefferson	24	\$ 93.54	\$ 2,244.92	
		Trade/Interview Session	Training Coor.	Jr.	24	\$ 58.97	\$ 1,415.27	
				<b>128</b>		<b>\$ 12,553.09</b>	<b>\$ 12,553.09</b>	
13	Description of Services	Title	Projected Staff Planned	Projected Hrs Per Activity	Direct Wage Cost Per Employee	Projected Labor Direct Cost Total		
1 2 3 4	Bilingual	OSHA/ State Certif.	COO	Nichole Jefferson	0	\$ 142.34	\$ -	
		OSHA/ State Certif.	Operations Dir	Ed Jefferson	32	\$ 94.89	\$ 3,036.60	
		OSHA/ State Certif.	Instructor	Instructor TBD	32	\$ 101.67	\$ 3,253.50	
		OSHA/ State Certif.	Foreman	Robert Glass	24	\$ 81.34	\$ 1,952.10	
		OSHA/ State Certif.	Project Super	Moe Ramos	24	\$ 93.54	\$ 2,244.92	

5		OSHA/ State Certif.	Training Coor.	Eddie Jefferson Jr.	32	\$ 58.97	\$ 1,887.03	
					<b>144</b>		<b>\$ 12,374.15</b>	<b>\$ 12,374.15</b>
	<b>14</b>	<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
		Asbestos/State Certif.	COO	Nichole Jefferson	0	\$ 142.34	\$ -	
1		Asbestos/State Certif.	Operations Dir	Ed Jefferson	32	\$ 94.89	\$ 3,036.60	
2		Asbestos/State Certif.	Instructor	Instructor TBD	32	\$ 101.67	\$ 3,253.50	
3		Asbestos/State Certif.	Foreman	Robert Glass	24	\$ 81.34	\$ 1,952.10	
4	Bilingual	Asbestos/State Certif.	Project Super	Moe Ramos	24	\$ 93.54	\$ 2,244.92	
5		Asbestos/State Certif.	Training Coor.	Eddie Jefferson Jr.	32	\$ 58.97	\$ 1,887.03	
					<b>144</b>		<b>\$ 12,374.15</b>	<b>\$ 12,374.15</b>
	<b>15</b>	<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
		Union Trade Training	COO	Nichole Jefferson	0	\$ 142.34	\$ -	
1		Union Trade Training	Operations Dir	Ed Jefferson	0	\$ 94.89	\$ -	
2		Union Trade Training	Instructor	Instructor TBD	140	\$ 101.67	\$ 14,234.06	

			Local					
3		Union Trade Training	Instructor Local	Instructor TBD	140	\$ 101.67	\$ 14,234.06	
4		Union Trade Training	Instructor Local	Instructor TBD	140	\$ 101.67	\$ 14,234.06	
6		Union Trade Training	Instructor Local	Instructor TBD	140	\$ 101.67	\$ 14,234.06	
					<b>560</b>		<b>\$ 56,936.25</b>	<b>\$ 56,936.25</b>
	<b>16</b>	<b>Description of Services</b>	<b>Title</b>	<b>Projected Staff Planned</b>	<b>Projected Hrs Per Activity</b>	<b>Direct Wage Cost Per Employee</b>	<b>Projected Labor Direct Cost Total</b>	
		Union Uptake Application	COO	Nichole Jefferson	6	\$ 142.34	\$ 854.04	
1		Union Uptake Application	Operations Dir	Ed Jefferson	8	\$ 94.89	\$ 759.15	
					<b>14</b>		<b>\$ 1,613.19</b>	<b>\$ 1,613.19</b>
								<b>\$ 242,512.13</b>

**EXHIBIT C**

**MILESTONES AND MILESTONE PAYMENTS**

In accordance with the provisions of Section 2.1(b) of this Agreement, payment of the Milestone Payments to Consultant will be based on the achievement of the specific Milestones specified below. A Milestone shall be achieved for this purpose upon completion of all services and action items described in Exhibit A (in the table titled Program Services Cost) with respect to such Milestone.

<b>Milestone</b>	<b>Description of Services</b>	<b>Total Overall Profit Over The Contract Period</b>	<b>% Percentages of Profit</b>	<b>Total Profit Due After Milestone Completion</b>
		<b>\$ 14,046.00</b>		
1	Marketing			
	<b>Total</b>		5%	\$ 702.30
2	Application Intake/ Referrals			
	<b>Total</b>		5%	\$ 702.30
3	Testing Assessment (Math, Reading, Basic Mech)			
	Orientation Processing/ Referrals  Test Grading / File Management/			
	<b>Total</b>		5%	\$ 702.30
4	Employability Training/ Soft Skills/ Life Skills /Soft Skills Training/ Drug Testing/ Referrals			
	Compile Drug Test Results/ Background Checks/			
	<b>Total</b>		10%	\$ 1,404.60

Milestone	Description of Services	Total Overall Profit Over The Contract Period	% Percentages of Profit	Total Profit Due After Milestone Completion
5	Interviews/Selection/ Trade Interest Week-Mtg unions OSHA 10 Training			
	<b>Total</b>		10%	\$ 1,404.60
6	Asbestos Certification			
	<b>Total</b>		10%	\$ 1,404.60
7	Trade Skills			
	<b>Total</b>		10%	\$ 1,404.60
8	Application Uptake to Potential Unions			
	<b>Total</b>		45%	\$ 6,320.70
<b>Overall Totals</b>		<b>\$ 14,046.00</b>	<b>100%</b>	<b>\$ 14,046.00</b>



## Exhibit D



# Career Compliance & Placement

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### Reimbursable items:

- hand tools;
- uniform t-shirts, hard hats all safety gear for candidates;
- advertising;
- publications;
- travel expense i.e. air, train, taxi;
- car, gas, maintenance/service, repairs;
- rent or lease housing expense;
- office expenses;
- soft skills training facility rental fee;
- on the job training facility monthly rental fee;
- utilities i.e. heating, water, electric, internet;
- phones, installation and monthly expense;
- On the Job Rochester permit fees for construction training projects;
- instructor license fee, i.e. plumber / electrical yearly master license NY State fee;
- office expenses i.e. paper, folder, copier, ink, books, student supplies.

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➤ Total Project Cost:      **\$43,441.87**

**Exhibit E**  
**Estimated Participants (for reference only)**

Description of Services	Achievement	Goal	Contract Goals	
Service Category & Activities	Total as of 01/31/2012		Initiative 11-12 11/8/2011- 6/1/2012	% of Annual Goal Achieved
<b>Anticipated Potential Applicants</b>	<b>0</b>		<b>300</b>	<b>0%</b>
Applications Accepted	0		200	0%
Preliminary Assessment of Accepted Applications (Qualified Credentials)	0		200	0%
Staff One on One Interview Session:	0		200	0%
Skills Testing:	0		150	0%
Group Orientation:	0		140	0%
Employability / Marketing Training - Week	0		120	0%
Life Skills Training Week	0		110	0%
Background Checks & Drug Testing Week	0		90	0%
OSHA 10 Approved Training Week	0		80	0%
Asbestos Training Week	0		80	0%
Trade Interview & Overview Week w/ teachers	0		80	0%
Specialized Trade Pre-Apprentice Union Training On The Job -	0		75	0%
Applications <b>Submitted to Bld Trades</b> Apprenticeship:	0			
<b>1 Asbestos Workers Local --</b>	0	8		
<b>2 Bricklayer Local --</b>	0	5		
<b>3 Carpenters Local --</b>	0	5		
<b>4 Electrical Workers Local --</b>	0	2		
<b>5 Glaziers Local --</b>	0	3		
<b>6 Iron Workers Local --</b>	0	4	75	0%
<b>7 Laborers Local --</b>	0	8		
<b>8 Operating Engineers Local --</b>	0	1		
<b>9 Painters Local --</b>	0	8		
<b>10 Plumber &amp; Steamfitters Local --</b>	0	2		
<b>11 Sprinkler Fitters Local --</b>	0	1		
<b>12 Roofers Local --</b>	0	8		
<b>13 Sheet Metal Workers --</b>	0	5		
<b>60 Placements</b> will be unionized	0	60	60	0%
Active List Ready to work--Selected	0		75	0%
Placement's (Unions and or Job)	0		<b>75</b>	<b>0%</b>
Referred To Various Other Agencies	0		N/A	<b>N/A</b>