FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION
ORGANIZATION GRANT AWARD CONTRACT

This agreement is entered into this 30th day of June, 2019 between Arc Broward, Inc. ("Organization") and the Florida Endowment Foundation for Vocational Rehabilitation (dba The Able Trust) ("Foundation") to set forth the terms and conditions upon which the Foundation shall award Grant #20-60 to the Organization.

Foundation states that its mission is to be a key leader in providing Floridians with disabilities with opportunities for successful employment, and one of the primary means of addressing that mission is to fund programs and projects that provide successful employment outcomes to people with disabilities. Foundation has selected Organization for funding because of the projected employment outcomes. This contract and all deliverable reporting may be open for public viewing and distribution in accordance with Florida’s public records laws.

I. Deliverables:

A. Organization acknowledges and agrees that the funds being awarded are intended to be applied to the project described in Attachment One, which may be a copy of the grant application and proposal.

B. Organization shall use its best efforts to implement and complete the project described in Attachment One within one year of issuance of the first disbursement of funds from Foundation.

C. Organization agrees to collect data on individuals served and provide that information to Foundation upon request, and at reporting intervals. Data will include accurate information on an individual’s contact sources (address, email, texting numbers, etc.), employment status, name and place of employment, job title, wages paid, and other job-related data unless prohibited by law.

D. Project reports shall be submitted by Organization to Foundation on a quarterly basis. August 10, November 10, February 10 and May 10 of the applicable calendar year.

E. Organization must sign and return contract within 60 days of presentation of contract by Foundation, or such Grant award shall be deemed withdrawn. Prior to disbursement of funds, this contract must be signed by both parties, and Organization must provide proof of existence of any additional funding which Organization identified as necessary for the success of the project.

F. Organization shall begin the project described in Attachment One upon receipt of the first payment.

G. Organization must recognize or reference Foundation in any marketing materials or public relations activities that are the direct result of this grant. Instructions regarding such recognition or reference are included in Attachment Two.

H. Organization will work with Foundation to assure individuals served by the grant award are aware of the Foundation’s involvement and mission.
II. Reporting requirements

A. Organization is required to report outcomes at the quarterly intervals during the term of the contract, as specified in I.C. above. Failure to provide progress reports as requested will result in a delay of future payments, and may result in a reduction of the grant award.

B. Organization shall provide a full listing of individuals served by the grant project, and employed as a result of the project, per I.C. above. The listing shall be due quarterly and final list with follow-up on employment status on all participants is due with the final report 13 months after the first grant payment is made.

C. Organization shall verify, in the regular reports, that grant funds are being applied in the specific manner and for the specific items and expenses as identified in Attachment One. Failure to use funds as specified in the project may result in a cancellation of this contract. At minimum, failure to timely apply funds to the project will result in a delay of any subsequent payments.

D. Organization shall formally report the start-up of the project in the form of a letter to the Foundation. Failure to begin the project when the first payment is received shall result in a cancellation of the grant award and a return of any grant funds paid.

E. Organization shall report the names and provide resume information on all individuals hired or assigned to implement the project within 15 days of hire. If such individual(s) shall leave the project for any reason, Organization shall inform Foundation within five business days, and use due diligence in replacing the staff member with a qualified replacement in the shortest time possible. Foundation must be notified of replacement staff within thirty days of hire date. Failure to maintain adequate active staff for the project will result in payment delays and possibly cancellation of the grant award.

F. Foundation shall be notified immediately by phone and in writing of any changes in Organization name, address, phone, fax, website URL, corporate affiliation or name of chief executive.

G. Organization shall include in its progress reports verification of the distribution of communication materials to individuals served by this grant award. Organization shall use materials as provided by Foundation.

III. Payment and Terms

A. Foundation agrees to provide $52,188.00 to Organization as Grant # 20-60 subject to the terms and conditions as stated. The Foundation shall disburse the funds to the Organization as follows: The funds shall be delivered to the Organization in three disbursement(s). The first disbursement shall be in the amount of $26,000.00 and will be delivered within 30 days after receipt of a fully executed contract. The second disbursement shall be in the amount of $24,188.00 and will be paid by Foundation to Organization on utilization of 75% of first payment as provided in the second or third quarterly reports and significant progress in the program’s goals. The final disbursement shall be in the amount of $2,000.00 and will be paid by Foundation to Organization not more than 30 days after the project completion and when Foundation receives the full report on persons served and employed, as defined in I.C. above. Provided, however, that Foundation shall not be required to make any disbursement of funds under this Contract unless and until Organization has complied with all the requirements or conditions of this Contract and unless all
representations made by Organization herein are continuing, true and correct as of the date of any disbursements called for hereunder.

B. Organization recognizes and acknowledges that funding is subject to continuing support of Foundation by the Florida legislature.

C. Funds not verified as used at the conclusion of the grant period shall be returned to Foundation, unless an extension has been granted by Foundation. Any extension shall be at the sole discretion of Foundation, and may, at Foundation’s discretion require an amendment to this Contract. No amendment or revision of the terms of this Contract will be valid unless in writing and signed by authorized representatives of both parties or such other written means agreed to by the parties under the circumstances (such as exchange of letters or e-mails documenting mutual acceptance). No temporary, occasional, or partial relief from strict compliance with this Contract agreed to by Foundation shall be construed or relied upon the Organization as grounds for any subsequent or further relief from strict compliance with the terms of this contract.

D. If the project as described in Attachment One should cease to be operational, Organization shall inform Foundation immediately by telephone and letter from Organization leadership. Unused funds must be returned to Foundation, along with any tangible property with a value exceeding $500. Property shall be returned at Organization’s expense within 60 days of project cessation.

E. Organization shall not use any funds for expenses incurred before the date of the initial disbursement of funds nor shall it encumber any liability related directly to the project being funded prior to the initial disbursement of funds.

F. Foundation may conduct an audit of the project described in Attachment One at any time during or up to five (5) years after the completion of the project, which may include all records related to the project. The audit may also include Foundation directly contacting individuals and employers served by the project.

G. Foundation may perform on-site inspections of the project during regular business hours, and will generally provide reasonable notice prior to such inspections, unless circumstances shall dictate otherwise.

IV. Insurance and Indemnification: During the Agreement, including any renewals and extensions, Organization shall maintain at its expense, insurance coverage under the State of Florida Risk Management Trust Fund, established pursuant to Chapter 284, Florida Statutes, and administered by the State of Florida, Department of Insurance and Worker’s Compensation Insurance as required by law. Evidence of such insurance that names the Foundation to be a named insured on the liability policies shall be provided to Foundation in writing from the covering insurance company, within 30 days of the effective date of the Agreement. The following types of insurance are required.

A. Commercial General Liability Insurance
B. Workers’ Compensation
C. Employer’s Liability (100,000/100,000/500,000 as minimum limits)

Organization acknowledges and agrees that the project for which Granted Funds will be used has been developed and will be implemented solely by the Organization and solely for the Organization’s benefit. Organization further acknowledges that there is no agreement between Organization and Foundation, its Board members or employees to share in any of the profits, proceeds or benefits of the proposed project. Organization also acknowledges that Organization is not an agent or employee of Foundation. Organization agrees to indemnify and hold harmless
the Foundation, its Board members and employees from any and all cost, loss, damage or expense (including reasonable attorney’s fees) which may occur by virtue of Organization’s implementation of the proposed project to the extent authorized by law and without waiving any rights under the State of Florida Sovereign Immunity Statute, Chapter 768 F.S.

V. Non-transferable clause: This Agreement is non-transferable by Organization unless agreed in writing by Foundation.

VI. Termination
A. In the event of a breach of any promise, representation, warranty or agreement made by Organization under this Contract or in Organization's Grant Application, or in the event that Foundation believes that Organization has not attempted to or cannot or will not complete the project described in its Grant Application, Foundation shall be released from any and all obligation to provide the Funds or any undelivered portion thereof to Organization. Upon any such occurrence, Foundation shall be entitled to the immediate delivery of any unused Funds by Organization, as well as to the delivery of any personal property purchased with the Funds by Organization, and shall be entitled to pursue any other legal remedy available to it, including enforcing section III.C resulting from Organization's breach of this Contract.

Organization and Foundation accept the terms of this contract by signing below. Organization states it is authorized to enter into this contract by the signature below. Any and all required approvals, consents, and corporate actions have been taken or obtained by Organization to allow it to enter into and perform this contract.

Organization is not otherwise affiliated with any person, partnership or other entity or organization which has received a grant from Foundation and which has not been disclosed in writing to Foundation by Organization.

ORGANIZATION
By: 
Printed Name: Dennis Haas
Title: President/CEO
Date: 7.24.19

FOUNDATION
By: 
Printed Name: Gwenevere Crumm
Title: Interim President/CEO
Date: August 30, 2019
General Support of Employment Programs Grant Application

Organization Name: Arc Broward, Inc.

State of Florida Charitable Registration #: CH514
IRS Employer Identification #: 590809623

Mailing Address
Street: 10250 NW 53rd Street
City: Sunrise
State: Florida
Zip Code: 33351

Physical Location where Services Provided
Street: 735 NE 2nd Avenue
City: Ft. Lauderdale
State: Florida
Zip Code: 33304

Executive Director's Name: Dennis Haas
Phone Number: (954) 746-9400 ext 2204
Fax: (954) 746-9496
Email: dhaas@arcbroward.com

Primary Project Contact: Jody Ellis
Phone Number: (954) 746-9400 ext 2207
Fax: (954) 746-9496
Email: jellis@arcbroward.com
Organization Website: http://www.arcbroward.com

Project Name: Arc Works

Disability Population to be Served in proposed project:
List developmental disability, cognitive disability, sensory disability (hearing or vision), learning disability, mental illness

County/Counties to Benefit Most from the proposed project:
Broward County

Is Organization currently involved in ANY Litigation: YES (attach explanation) or NO

Time Frame for Grant Results: One Year
Total # of Persons proposed to be served during the project: 125
Total # of Persons proposed to become employed 40 total
Approximately 20 hours per week: 30
Approximately 30+ hours per week: 10
Total Amount of Funds Requested of The Able Trust: $52,188
Total Amount of Funds Projected to support the proposed project: $693,380

Signature & Date Executive Director
Print Name: Dennis Haas

Signature & Date Board Officer
Print Name: George Taylor
Representing Company: Brinkley Morgan
Brief History
Incorporated in 1956, Arc Broward is a private, independent 501c3 not-for-profit organization providing services to over 2,200 children and adults with autism, Down syndrome, and other developmental disabilities, as well as those with other life challenges. Serving the community for more than 60 years, the organization previously did business as Achievement and Rehabilitation Centers, Inc. Arc Broward is outcomes-driven. Our programs have been nationally accredited by CARF, the Commission on the Accreditation of Rehabilitation Facilities, for over 30 years. There are three main service divisions: the Children’s Division, the Adult Division (residential and day programs), and the Workforce Division. With a goal of ensuring a stable financial foundation for current operations and the future, Arc Broward has also created three social enterprises. These forward-thinking businesses provide practical experience to students in our vocational training programs and trainings in the community while generating funds to support mission-critical programs. Arc Broward is not a subsidiary of or otherwise associated with any other agency, corporation or service provider.

Organization Mission and Vision
Arc Broward’s mission is to transform the community by providing opportunities for people with disabilities and other life challenges to realize their full potential. The mission includes a commitment to ensuring that people with disabilities find meaningful, enriching employment to move towards financial stability and independence. Our vision is to be recognized as the premier organization in the community serving people with disabilities.

Project Name: Arc Works

Population Served
Arc Works supports working-age adults with disabilities. Job seekers must have a documented developmental, learning, physical, and/or behavioral health disability, or other life challenge that could be a barrier to employment. Participants must live in or seek employment in Broward County and have a desire to achieve financial stability through employment. Arc Broward is committed to maintaining a diverse cadre of participants and does not exclude participants based on demographics including but not limited to race, religion, sex, gender, identity, national origin, sexual orientation, age, geographic origin, political affiliation, or citizenship status.

Statement of Need
Arc Broward has a 39-year history of helping people with disabilities train for jobs, find jobs, and keep jobs. Recent funding from The Able Trust through a Strategic Grant has enabled our workforce programs to strengthen connections to the business community. This has positively impacted employment outcomes and self-sufficiency for people with disabilities. Consistent with the goals of the Able Trust, Arc Broward seeks to create pathways for people with disabilities to secure long-term (12 months+) employment. Currently, the Vocational Rehabilitation program provides funding to support clients with job placement assistance and job coaching services at their places of employment for 90 – 150 days (duration depends upon the referral type). However, the majority of clients we serve have life-long disabilities and require ongoing support beyond the 150-day benchmark. Additionally, we frequently encounter the situation where clients are not eligible for VR funding because placement was made prior to a VR referral date or the VR counselor has not included the industry of employment as the goal in the individualized plan. Funding for an additional Employment Specialist position will allow us to provide ongoing on-the-job employment supports to clients beyond 150 days and support clients not currently funded by VR. We project our capacity to increase by 20 individuals with this funding.

In addition, Arc Works currently has a gap in providing Work Incentives Benefits counseling. This counseling helps job seekers maintain benefits while pursuing and securing employment. This, in turn, helps job seekers improve overall self-sufficiency and maintain financial success. While we have provided this counseling in the past, the sole certified Work Incentives Benefits Counselor has left the agency. We are requesting funding to cover tuition for an additional Arc Works team member to complete this certification through Cornell University.

Organization Assessment
Arc Broward’s Executive Leadership team has a wealth of experience in both organizational management and the care of people with developmental and cognitive disabilities. The executive team is committed to providing the best
possible services and supports while keeping a strong focus on fiscal responsibility and strategic planning. Dennis Haas, our President/CEO, has served in this capacity for 23 years after a decade-long tenure on the Board of Directors. Julie Price, Chief Operating Officer, has served the organization for 32 years. Jody Ellis, the Vice President of Workforce Services, has served the organization for 27 years in a range of program capacities. This stability and dedication among the executive team has enabled us maintain high-quality programs that impact people’s lives.

How Will Individuals Become Part of the Project?
Job seekers make their way to Arc Works through their Vocational Rehabilitation Counselor, Support Coordinator, school system representative, community partner, or by self-referral. The Arc Works team conducts intake interviews and assessments and determine individuals’ ability to benefit from the program. Arc Works serves as a main point of access to bundled services that support the economic realities and aspirations for job seekers with disabilities. The program and space are designed to be disability-friendly providing seamless supports leading to economic well-being and financial stability. Historically, people with disabilities have had to navigate several fragmented systems to obtain critically-needed supporting services and benefits.

Overall Logic and Reasonable Plan
Consistent with the Annie E. Casey Foundation’s Center for Working Families model, Arc Broward created Arc Works (formerly called the Center for Financial Stability) in 2013 based upon collaboration with the United Way of Broward County. The model has demonstrated that low-income people, including those with disabilities, benefit from bundled, well-integrated supports that provide and promote opportunities for long-term employment and financial stability. Long-term engagement with these services ultimately allows job seekers to find jobs, stay out of poverty, and achieve self-sufficiency. To this day, it is believed that Arc Works is the only CWF-modeled program in the United States specifically adapted for the needs of people with disabilities.

Job seekers are required to select supports in at least two of the following service areas:

- Career advancement services and workplace supports: This area includes employment assistance (job readiness, job placement assistance, and career advancement), computer lab and computer classes, short term on-the-job coaching, long-term job supports, and social skills instruction.

- Post-Secondary Vocational Education: This area includes 12-week material handler skills training or 16-week entry-level culinary arts training. Vocational programs include a blend of classroom instruction and hands-on experience in our social enterprises, Arc Tech (material handler) and Arc Culinary (for entry-level culinary arts).

- Financial Fitness Classes and Other Income Support: This area includes classes on topics such as responsible use of credit, savings strategies, and preventing identity theft. Other income supports include emergency cash/utilities/rent payment, food vouchers, and referrals for legal services.

The Program Director and Career Placement Specialist are trained in DTG-EMP Inc.’s Employment Outcomes Professional II (EOP-II) program. EOP-II provides a highly-structured framework to generate successful employment outcomes for people with employment barriers. The program focuses on “marketing interactions” with current and potential employers structured around building relationships and mutually addressing and balancing the employment needs of job seekers and the business needs of employers.

In 2017, Arc Works operations centralized with the opening of WorkBar, a 2,600-square foot space in downtown Fort Lauderdale close to the business, restaurant, and industrial districts of the city. This places us in a perfect location to network with and access businesses in key hiring industries in our community. WorkBar includes classroom/meeting space and an Internet café.

How will needs of individuals to gain employment be assessed and addressed?

When a client enters the program, Arc Works team members work to get a thorough understanding of that client’s needs and interests. In addition to an interview and records review, Arc Works staff identify a number of factors
including the client's goals, interests, transportation access, barriers, and medical needs. Staff then create an Individualized Career Plan (ICP) for each client. Services are provided in a person-centered manner. Individualized goals/objectives are developed with the input of the individual and in accordance with their wishes.

What training will be provided? What curriculum/software/testing will be used in the training? How will individuals move through the program offered?

Training provided through Arc Works falls into four categories: social skills, financial literacy, vocational skills, and workforce readiness.

- Social Skills: The primary curriculum used for social skills development is *Skills to Pay the Bills: Mastering Soft Skills for Workplace Success*. Topics include communication, teamwork, networking, problem-solving, and professionalism. Trainers use other resources to supplement, including videos and interactive lesson plans.

- Financial Literacy: Several curricula are used for financial literacy instruction. These include *Your Money, Your Goals* from Consumer Financial Protection Bureau; *Earn Your Future* digital lab by PWC; and *Practical Money Skills for Life*. These curricula cover a wide range of financial literacy topics, including budgeting and planning, credit and interest, navigating risk, and saving and investing. We supplement that material with a host of other resources including material from Money Matters, Better Money Habits, and Hands on Banking.

- Vocational Skills: Vocational skills training in material handling or entry-level culinary arts combine classroom-based instruction and hands-on experience in Arc Tech and Arc Culinary. Each program uses a proprietary curriculum designed by our instructional staff to meet the needs of our clients as well as industry standards to support the business needs of employers who hire our graduates.

- Workforce Readiness: The Trainer, Career Placement Specialist, or Case Worker meet with job seekers for job search activity, interview preparation, completing job applications, communicating with potential employers, and resume development.

Participants are placed in a training cohort based on their enrollment date and the services they selected. Individuals enrolled in the vocational skills programs are together in a cohort. There is also a cohort for individuals who are employed but continue to benefit from growing social and financial literacy skills. This model minimizes the chance of duplicate class sessions and allows the curriculum to be developed in a manner that is most meaningful to the participants based upon where they are in their journey to self-sufficiency. After 4—6 weeks of sessions, new participants move into the Career Preparation Phase. For participants enrolled in job development seeking job placement assistance, the EOP (Employment Outcome Professional) model is used. After 1 month of engagement, participants are evaluated on their job development level, from Self-Directed, Level 1, Level 2, or Motivational Development. Person-centered services are delivered based on the individual's level of need.

Outline all measurement / evaluative measures that will be used during the project.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Indicator</th>
<th>Activities/Outputs</th>
<th>Evaluation/Measurement Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals will increase self-sufficiency</td>
<td>80% of participants will increase their level of self-sufficiency in at least one domain (education, employment, or income) as measured by a self-sufficiency matrix.</td>
<td>Participation in self-sufficiency activities, including vocational training, financial literacy training, and social skills training</td>
<td>Arizona Self-Sufficiency Matrix</td>
</tr>
<tr>
<td>Individuals retain meaningful employment</td>
<td>75% of individuals employed will retain employment for at least 6 months.</td>
<td>Ongoing long-term job supports.</td>
<td>Case notes, documentation/tracking sheets</td>
</tr>
</tbody>
</table>
Describe how job developing, employer connections will be accomplished, maintained and cultivated for creating employment opportunities for individuals with disabilities and for providing employers with a positive experience in hiring and maintaining the individual as an employee.

Arc Works maintains a two-fold strategy for developing and cultivating relationships with the business community. First, The Career Placement Specialist (formerly known as the Business Relations Manager) is a staff position singularly dedicated to building bridges between Arc Works job seekers and the business community overall. The Career Placement Specialist conducts substantial outreach in the community, introducing businesses to the potential of hiring people with disabilities and to the services we provide. The Specialist also helps assess the business’ needs by conducting a worksite analysis and subsequently identifying job seeker(s) from the Arc Works talent pool who are the best “fit” for the opportunity. After hire, both the Career Placement Specialist and the Employment Specialists provide ongoing support and consultation to the business partners, including regular communication, training on how to work with someone who has a disability, and establishment of workplace support networks.

Second, we have created and convened a Business Advisory Council (BAC), with members from the local business community. BAC members are ambassadors for Arc Broward at networking events and help to raise community awareness around disability employment. Efforts include information exchange, sharing success stories, advocacy, community education, and referrals. The BAC works collaboratively with Arc Works on employment placements by assisting to build an employer network, customize jobs, and foster careers for program participants. Members assist Arc Broward staff by sharing business needs of local employers and mutually address business needs of employers with the employment needs of job seekers in Arc Broward’s talent pool.

Describe the follow-up methods used to find out if individuals are satisfied with their employment, need additional placement, or if the employer has additional questions. Explain if positions are not 30+ hours/week.

Employment Specialists solicit ongoing feedback from clients and employers. The Specialists communicate with clients and managers during regular job site visits. Specialists assess whether clients are satisfied or require alternative placement. Upon request, the Arc Works team provides technical assistance or training to employers. Examples of training topics may include use of person-first language, understanding diversity, and disability awareness.

While our initial goal is for all clients to secure full-time long-term employment, many of our individuals prefer part-time employment, as they find this to be a better match for their stamina, ability to concentrate, and other physical/cognitive needs. Many are also unwilling to work full-time out of concern for losing benefits and Medicaid eligibility. Arc Works staff make all efforts to match job seekers with positions that match their desired schedules. The Employment Specialists utilize a job coaching acuity index that was created to ensure that paid supports are faded consistently as individuals learn their job tasks and gain more independence on the job.

Statement of Need

Describe what the project hopes to accomplish in one year of funding.

In one year of funding, Arc Broward hopes to build on the momentum from the Strategic Grant from Able Trust in 2015 – 2018, which enabled the organization to strengthen long-term job supports and deepen relationships with the business community. Through this grant, the organization can hire a third Employment Specialist who will help individuals increase self-sufficiency and secure and maintain meaningful employment. The project will increase service capacity and will help to fill current gaps related to providing supports beyond 90 or 150 days. Also, it will set the program in position to provide benefits incentives counseling to individuals who are working.
Provide details on how the organization will provide comprehensive employment data at the three, six and twelve month time frame for individuals. Data includes but not limited to name of individual, disability type served, name of employer, job position, start date, wage, benefits, satisfaction with the position, and promotions received.

If awarded funding, Arc Works staff will gather accurate and thorough contact information for each client (phone number, home address, and email) and ensure that authorization from job seekers is collected so that data can be shared with the Able Trust at the end of the 3-, 6-, and 12-month windows (or more often as requested). Currently, data is collected and compiled on excel spreadsheets. Comprehensive data collected for each participant already includes disability type, name of employer, job position, start date, wage, benefits, satisfaction with the position, and promotions received. Arc Works will obtain data on an annual basis for job seekers still actively enrolled in the program and will also collect this data for job seekers once they have exited the program, for up to three years.

Describe the anticipated process for collecting follow up data on an annual basis for up to three years after the grant has closed.

Arc Broward will use client contact information gathered during intake as well as information on employment sites to gather follow-up data on clients. Follow-up will be done either via phone, email, or in person.

Amount Requested/Total Project Cost
Total cost of the project. Summarize how other sources of funding will provide for success for the project and how the portion requested of the Able Trust meets a gap in what is available.

Arc Broward requests funding of $52,188 to support the hiring of an Employment Specialist ($37,003 salary plus $5,155 payroll taxes, worker’s compensation, and benefits), tuition for Work Incentives Benefits Practitioner certification ($1,160) and mileage ($2,000) as well as 15% admin cost ($6,807). This position is not currently funded through other revenue streams. Additional funds for Arc Works are generated through a combination of funding from Vocational Rehabilitation, the United Way of Broward County, Broward County, and APD (Medicaid Waiver) as well as foundation support and general revenue. We expect this funding to continue in the future.

Describe the Future Funding Situation

Arc Works is currently funded through the Department of Education/Division of Vocational Rehabilitation (VR), the United Way of Broward County, the Agency for Persons with Disabilities, Broward County, and a group of private family and corporate foundations. We continue to utilize our active foundation and grants process to identify potential donors and develop new relationships with organizations whose missions are aligned with ours. We have joined The American Dream Employment Network (ADEN). This membership enables Arc Broward to receive referrals and serve individuals who have a Ticket to Work through the Social Security Administration. In addition, it is our goal to maintain at least one team member who is a credentialed Work Incentives Benefits Practitioner. Eventually, this will enable us to become eligible to provide Work Incentive Planning and Assistance services through Vocational Rehabilitation (VR). Finally, we are submitting an application to VR to provide Career Camp services to youth. Our expectation is that the youth may select Arc Broward as their provider of choice once they age out of the school system based on positive experiences with the agency.

Statement of Relationships
Describe any known relationships, donation of funds or volunteer hours with (a) a director of the Able Trust and the staff/co-worker of their director at their place of business and (b) staff of the Able Trust and/or their immediate family.

Arc Broward currently receives funding from Publix Super Market Charities. Able Trust Board Vice Chair, Marcy Benton, is employed as Vice President of Human Resources for Publix Super Markets.
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<thead>
<tr>
<th>Items</th>
<th>The Able Trust</th>
<th>Other Funding Sources</th>
<th>Project Total</th>
</tr>
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<tbody>
<tr>
<td>Salaries</td>
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<td><strong>$602,939</strong></td>
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<td><strong>Admin Cost</strong> (limited to 15%)</td>
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<td></td>
<td><strong>$6,807</strong></td>
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<tr>
<td><strong>Total Amount Requested of The Able Trust</strong></td>
<td><strong>$52,188</strong></td>
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<td><strong>$693,380</strong></td>
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</tbody>
</table>
The Able Trust™ Name, Logos and Taglines Requirements

Name, Logo and Tagline Usage Guidelines
- The Able Trust name and logo is a registered trademark with the United States Patent and Trademark Office
- The name, logo and tagline may not be used without express written permission from The Able Trust
- The name, logo and tagline may not be used in a manner that would disparage The Able Trust
- The logo and tagline may not be distorted in perspective or appearance
- The logo and tagline must be used as provided by The Able Trust with no changes in color, design or removal or addition of any words or artwork
- To request an electronic version of The Able Trust logo or have draft materials approved by The Able Trust, contact Guenevere Crum, at 888.838.2253 or guenevere@abletrust.org

The Able Trust Written Words Specifications & Requirements
The Able Trust should always be written in the following format:
- “The Able Trust”
- Capitalize the “T” in The and the letters in lowercase following the A in Able.

The following is incorrect:
- the Able Trust
- the ABLE Trust

The Able Trust Logo Specifications & Requirements

<table>
<thead>
<tr>
<th>Pantone Color Specs</th>
<th>CMYK Color Specs</th>
<th>RGB Color Specs</th>
</tr>
</thead>
<tbody>
<tr>
<td>PMS280 = Pantone 661</td>
<td>For Desktop Printer or Digital Press For Computer Screen Presentation</td>
<td></td>
</tr>
<tr>
<td>C = 100</td>
<td></td>
<td>R = 38</td>
</tr>
<tr>
<td>M = 100</td>
<td></td>
<td>G = 38</td>
</tr>
<tr>
<td>Y = 27</td>
<td></td>
<td>B = 113</td>
</tr>
<tr>
<td>K = 14</td>
<td></td>
<td>(hex #: 262671)</td>
</tr>
</tbody>
</table>

*Grayscale - The entire logo wording should be black with a white background, as shown below.
Logo Size

The logo may be increased or decreased in size. However, its proportions should never be altered. Here are some recommended sizing options.

- **50% Aspect Ratio**
  - Size: .68 x .99

- **75% Aspect Ratio**
  - Size: 1.02 x 1.49

- **100% Aspect Ratio**
  - Size: 1.36 x 2

The Able Trust Grant Award Logo Specifications & Requirements

- The Able Trust Grant Award contract states that “The Agency must recognize the Foundation in any materials that are the direct result of funding through this Contract.”
- All materials that include the promotional logo or written recognition statement must be approved by The Able Trust.
- Materials can be emailed, faxed or mailed to:
  - Guenever Crum
  - The Able Trust
  - 3320 Thomasville Rd, Suite 200
  - Tallahassee, FL 32308
  - 850.224.4496 Fax
  - guenever@abletrust.org

- The Able Trust logo should be used for promotions related to projects funded by The Able Trust grant awards, which may include for example:
  - Project brochures
  - Project informational flyers
  - Event invitations/flyers/program books related to projects funded by The Able Trust grant award
- The Agency Grant Award contact should request an electronic format of The Able Trust logo to include in promotional materials or use the logo slick provided with The Able Trust Grant award contract.
- Logos should not be scanned from this document or copied/saved from The Able Trust website.
- For press releases, please use the following written recognition statement in lieu of the logo:
  - This Project Funded by The Able Trust

Attachment Two
Grant Logo
The Grant Award logo is shown as follows. It may be increased or decreased in size. However, its proportions should never be altered.

This Project
Funded by

THE
ABLE
TRUST

This Project
Funded by

THE
ABLE
TRUST

###

Attachment Two