

TAMPA BAY WORKFORCE ALLIANCE, INC.

D/B/A CAREERSOURCE TAMPA BAY

Financial Statements, Supplemental Information and Regulatory Reports

June 30, 2022 and 2021

(With Independent Auditor's Report Thereon)

TAMPA BAY WORKFORCE ALLIANCE, INC.

Table of Contents

	<u>Page</u>
Independent Auditors' Report	1-3
Financial Statements:	
Statements of Financial Position	4
Statements of Activities	5
Statements of Functional Expenses	6-7
Statements of Cash Flows	8
Notes to Financial Statements	9-19
Supplemental Information:	
Schedule of Expenditures of Federal Awards	21
Notes to Schedule of Expenditures of Federal Awards	22
Regulatory Reports:	
Independent Auditors' Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With <i>Government Auditing Standards</i>	24-25
Independent Auditors' Report on Compliance for Each Major Federal Program and Report on Internal Control over Compliance in Accordance with the Uniform Guidance	26-28
Schedule of Findings and Questioned Costs – Federal Awards Programs	29-30



INDEPENDENT AUDITORS' REPORT

To the Board of Directors,
Tampa Bay Workforce Alliance, Inc.:

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of Tampa Bay Workforce Alliance, Inc., (the organization), which comprise the statements of financial position as of June 30, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the Organization, as of June 30, 2022, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for one year after the date that the financial statements are issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

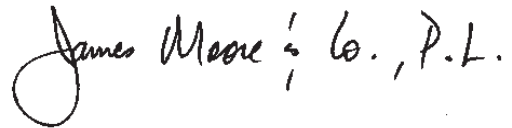
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying Schedule of Expenditures of Federal Awards is presented for purposes of additional analysis as required by the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated in all material respects in relation to the financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated February 14, 2023 on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

A handwritten signature in black ink that reads "James Moore & Co., P.L.". The signature is written in a cursive style with a large, looped initial "J".

Tallahassee, FL
February 14, 2023

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statements of Financial Position
Year Ended June 30, 2022 and 2021

Assets	<u>2022</u>	<u>2021</u>
Current assets:		
Cash and cash equivalents	\$ 906,675	\$ 965,678
Board designated - restricted cash	419,713	485,376
Grants receivable	1,052,693	1,483,382
Accounts receivable	11,886	20,591
Prepaid expenses	914,425	653,406
Total current assets	<u>3,305,392</u>	<u>3,608,433</u>
Noncurrent assets:		
Investment held by others	89,169	25,000
Property and equipment, net	428,828	504,571
Total noncurrent assets	<u>517,997</u>	<u>529,571</u>
 Total assets	 <u>\$ 3,823,389</u>	 <u>\$ 4,138,004</u>
Liabilities and Net Assets		
Liabilities:		
Accounts payable	\$ 200,792	\$ 308,751
Customer payable	741,139	1,055,468
Service provider payable	583,385	-
Related party payable	17,877	36,756
Accrued expenses	375,494	586,258
Accrued personal time off	419,713	485,376
Refundable advances	520,125	541,790
Deferred revenue	-	22,901
Total current liabilities	<u>2,858,525</u>	<u>3,037,300</u>
Net assets:		
Without donor restrictions	<u>964,864</u>	<u>1,100,704</u>
Total net assets	<u>964,864</u>	<u>1,100,704</u>
 Total liabilities and net assets	 <u>\$ 3,823,389</u>	 <u>\$ 4,138,004</u>

The accompanying notes are an integral part of these financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statements of Activities
Year Ended June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Net assets without donor restrictions		
Grants		
Federal	\$ 19,325,242	\$ 29,319,083
Local	704,233	107,902
In-Kind Revenue	665	4,060
Contribution and sponsorship	76,000	-
Other	122,057	251,178
Unrealized loss on investment held by others	<u>(8,748)</u>	<u>-</u>
Total Revenues	<u>20,219,449</u>	<u>29,682,223</u>
Expenses:		
Program services		
Workforce development	18,870,725	28,445,001
Supporting services		
General and administrative	<u>1,484,564</u>	<u>1,397,843</u>
Total Expenses	<u>20,355,289</u>	<u>29,842,844</u>
Changes in net assets without donor restrictions	(135,840)	(160,621)
Net assets at beginning of year	<u>1,100,704</u>	<u>1,261,325</u>
Net assets at end of year	<u>\$ 964,864</u>	<u>\$ 1,100,704</u>

The accompanying notes are an integral part of these financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Statement of Functional Expenses
Year Ended June 30, 2022

	<u>Workforce Development</u>	<u>General and Administrative</u>	<u>Totals</u>
Salaries	\$ 5,559,024	\$ 912,026	\$ 6,471,050
Retirement	221,920	58,731	280,651
Payroll taxes and fringe	1,135,092	191,107	1,326,199
Staff training and education	36,521	15,045	51,566
Accounting and professional	854,273	146,098	1,000,371
Community outreach	376,517	-	376,517
Communications	124,303	11,356	135,659
Office	724,584	19,212	743,796
Licenses, dues and other fees	38,505	10,901	49,406
Other	3,143	-	3,143
Occupancy	1,332,032	54,189	1,386,221
Travel	77,707	34,163	111,870
Meetings and conferences	197,383	13,836	211,219
Insurance	101,003	17,900	118,903
Service provider	4,323,882	-	4,323,882
Customer training	3,596,411	-	3,596,411
In-Kind	665	-	665
Depreciation	167,760	-	167,760
	<u>18,870,725</u>	<u>1,484,564</u>	<u>20,355,289</u>
Total expenses	\$ <u>18,870,725</u>	\$ <u>1,484,564</u>	\$ <u>20,355,289</u>

The accompanying notes are an integral part of these financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Statement of Functional Expenses
Year Ended June 30, 2021

	<u>Workforce Development</u>	<u>General and Administrative</u>	<u>Totals</u>
Salaries	\$ 7,511,102	\$ 895,600	\$ 8,406,702
Retirement	316,477	37,930	354,407
Payroll taxes and fringe	1,110,287	124,601	1,234,888
Staff training and education	42,733	2,236	44,969
Accounting and professional	1,522,514	142,129	1,664,643
Community outreach	381,770	-	381,770
Communications	115,930	9,595	125,525
Office	1,047,487	12,508	1,059,995
Licenses, dues and other fees	32,537	4,446	36,983
Other	3,066	-	3,066
Occupancy	1,481,568	64,541	1,546,109
Travel	28,210	9,386	37,596
Meetings and conferences	123,379	3,074	126,453
Insurance	109,481	23,697	133,178
Customer training	14,488,434	-	14,488,434
In-Kind	4,060	-	4,060
Loss on disposal	-	65,470	65,470
Depreciation	125,966	2,630	128,596
	<u>28,445,001</u>	<u>1,397,843</u>	<u>29,842,844</u>
Total expenses	\$ <u>28,445,001</u>	\$ <u>1,397,843</u>	\$ <u>29,842,844</u>

The accompanying notes are an integral part of these financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statements of Cash Flows
Years Ended June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Cash flows from operating activities:		
Change in net assets	\$ (135,840)	\$ (160,621)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	167,760	128,596
Loss on disposal	-	65,470
Changes in assets and liabilities:		
Decrease (Increase) in grants receivable	430,689	(879,744)
Decrease (Increase) in accounts receivable	8,705	(9,824)
Increase in prepaid expenses	(261,019)	(132,541)
(Decrease) Increase in accounts payable	(107,959)	199,285
Decrease in contracts payable	-	(10,800)
(Decrease) Increase in participants payable	(314,329)	744,391
Increase in service provider payable	583,385	-
(Decrease) Increase in related party payable	(18,879)	3,113
(Decrease) Increase in accrued expenses	(210,764)	341,373
(Decrease) Increase in accrued personal time off	(65,663)	76,642
Decrease in refundable advances	(21,665)	(351,595)
(Decrease) Increase in deferred revenue	(22,901)	22,901
Net cash provided by operating activities	<u>31,520</u>	<u>36,646</u>
Cash flows from investing activities:		
Acquisition of property and equipment	(92,017)	(126,592)
Purchase of investments	(64,169)	(25,000)
Net cash used in investing activities	<u>(156,186)</u>	<u>(151,592)</u>
Net decrease in cash, cash equivalents, and restricted cash	(124,666)	(114,946)
Cash, cash equivalents, and restricted cash at beginning of year	<u>1,451,054</u>	<u>1,566,000</u>
Cash, cash equivalents, and restricted cash at end of year	<u>\$ 1,326,388</u>	<u>\$ 1,451,054</u>

The accompanying notes are an integral part of these financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(1) **Nature of Organization and Purpose**

Effective February 10, 2014, Tampa Bay Workforce Alliance, Inc. began doing business as CareerSource Tampa Bay (CSTB). The rebranding was in coordination with Florida's Workforce System to have a unified brand state-wide. The Tampa Bay Workforce Alliance, Inc. was organized on June 27, 2000, in Tampa, Florida, and created in accordance with the Florida Workforce Innovation Act of 2000 to serve as the administrative entity for programs of the Local Workforce Development Board in Hillsborough County (the Board). This public-private partnership supports and promotes economic growth through workforce development. The Board consists of representatives of business, education, labor, economic development, organizations identified as one stop partners, and other individuals as appointed by the Hillsborough County Board of County Commissioners. The Board is one of twenty-four Local Workforce Development Boards in the State of Florida providing for the development, planning, monitoring and administration of the following grants and programs:

- Temporary Assistance for Needy Families
- Workforce Innovation and Opportunity Act:
 - Adult
 - Dislocated Worker
 - Youth
- Wagner Peyser
- Military Spouse
- Disabled Veterans Outreach Program
- Local Veterans Employment Representative Program
- Trade Adjustment Assistance
- Supplemental Nutrition Assistance Program
- Reemployment Services and Eligibility Assessment
- H-1B Job Training - Tech Quest Apprenticeship
- National Dislocated Worker Grants - Disaster-FL-COVID 19

(2) **Summary of Significant Accounting Policies**

The following is a summary of the significant accounting policies and practices of CSTB which affect the accompanying financial statements:

(a) **Basis of Accounting**

CSTB follows the provisions of the Financial Accounting Standards Board of Accounting Standards of Codification ("FASB ASC") and the standards of financial reporting for not-for-profit organizations as described in the American Institute of Certified Public Accountants' *Industry Guide for Not-for-Profit Organization*. Accordingly, the financial statements are prepared on the accrual basis of accounting. The financial statements of CSTB are the representation of management and include estimates of amounts and judgment it believes are reasonable under the circumstances.

(b) **Basis of Presentation**

Net assets of CSTB and changes therein are classified and reported as follows:

Net assets without donor restrictions

Net assets that are not subject to donor-imposed stipulations.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements

Year Ended June 30, 2022 and 2021

(2) Summary of Significant Accounting Policies – Continued

(b) Basis of Presentation - Continued

Net assets with donor restrictions

Net assets subject to donor-imposed restrictions are temporary in nature, such as those that will be met either by actions of CSTB and/or passage of time. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates those resources be maintained in perpetuity.

All other revenues are reported as increases in net assets without donor restrictions unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreased in net assets without donor restrictions. Gains and losses on assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulations or by laws. Expirations of net assets with donor restrictions (i.e., the donor-stipulated purpose has been fulfilled and/or the stipulated time has elapsed) are reports as net assets released from restrictions.

The organization reports contributions restricted by donors as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized.

(c) Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

(d) Financial Instruments Not Measured at Fair Value

The Organization's financial instruments are not measured at fair value on a recurring basis; however, certain financial instruments are recorded at amounts that approximate fair value due to their liquid or short-term nature. Such financial assets and financial liabilities include cash and cash equivalents, grant receivables, prepaid expenses, accounts payable, accrued expenses and deferred revenue.

(e) Cash and Cash Equivalents

For purposes of reporting cash flows, all deposits with an original maturity of three months or less are considered to be cash equivalents. Cash designated to fund accrued paid time off is classified as restricted cash in the accompanying statement of financial position.

(f) Grants Receivable

CSTB's grants receivable consist of amounts to be received from governments and governmental agencies for grants and appropriations. CSTB considers its receivables to be fully collectible. Accordingly, no provision for uncollectible amounts has been made in the accompanying financial statements.

(g) Accounts Receivable

CSTB considers accounts receivable to be fully collectible at June 30, 2022 and 2021. Therefore, no provision for uncollectible amounts has been made in the accompanying financial statements.

(h) Prepaid Expenses

Prepaid expenses consist of prepaid insurance, rents, services and participant incentive cards. Incentive cards are Visa cards in various denominations. Unused incentive cards are recorded as prepaid expense. These incentive cards are used for providing support services to participants served by CSTB.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(2) Summary of Significant Accounting Policies – Continued

(i) Investment Held by Others

CSTB established an Agency Reserve Fund (ARF) at Community Foundation of Tampa Bay, Inc. (CFTB) to hold its non-endowment, unrestricted funds. CFTB does not have variance power and is not able to modify or restrict these assets. The assets of the ARF are invested according to CFTB's Investment Policy. CSTB will receive quarterly reports detailing the contributions, distributions and earned income/loss of the ARF. CSTB may withdraw funds four (4) times each calendar year contingent upon approval by an affirmative vote of seventy-five percent (75%) of CSTB Board Directors.

In accordance with guidance related to accounting for contributions held by an organization for the benefit of another organization, which states that organization that transfer assets to other not-for-profit agencies who specify themselves as beneficiaries and has not granted variance power, are not considered expenses and recorded as an asset in the statement of financial position at fair value as investments.

(j) Property and Equipment

Property and equipment are stated at cost, if purchased, or at estimated fair value at date of receipt if acquired by gift. Depreciation is recognized over the estimated useful lives of the assets of three to seven years for property and equipment using the straight-line method. For leasehold improvements, the estimated useful life is between five to fifteen years or the lesser of the life of the asset or lease term, using the straight-line method. All expenditures for property less than \$5,000 are expensed when purchased.

In the event of disposal of property and equipment acquired through expenditures of federal funds, CSTB may be required to return the property and equipment to the funding source or obtain its approval to dispose of the property and equipment. Additionally, the proceeds from any disposal of property and equipment may be required to be refunded to the respective funding source.

(k) Personal Time Off

CSTB employees are entitled to personal time off (PTO). PTO is based on length of employment and other factors. PTO is accrued when earned. PTO of \$419,713 and \$485,376 and reported as accrued personal time off in the Statement of Financial Position at June 30, 2022 and 2021, respectively.

(l) Customer Payable

CSTB provides eligible participants a forum for training in demand driven occupations through Incumbent Worker Training (IWT), On-the-Job Training (OJT) and Occupational Skills Training (Individual Training Account – ITA). With an OJT, a local employer provides on-the-job training for a full-time salary or hourly position listed in CSTB's targeted occupation list.

CSTB reimburses the employer for a fixed portion of the OJT training costs. ITA provides eligible participants a pre-established amount of funding to access approved training programs, provided by eligible training providers, in order to qualify for occupations that are in high demand in the local area and throughout the state. IWT is training is developed with an employer or employer association to retain a skilled workforce or avert the need to lay off employees by assisting their workers in obtaining the necessary skills to retain employment. Costs associated with training services received but not paid as of the end of the fiscal year are \$741,139 and \$1,055,468 at June 30, 2022 and 2021, respectively, and reported as customer payable in the Statements of Financial Position.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(2) Summary of Significant Accounting Policies – Continued

(m) Service Provider Payable

CSTB has outsourced certain workforce services effective July 1, 2021. Reimbursement method is used to pay the service provider. Under this method, payment is made within 30 calendar days after receipt of the billing unless CSTB reasonably believes the request for payment is improper. Request for payments received but not paid as of the end of the fiscal year of \$583,385 is reported as Service provider payable in the Statement of Financial Position at June 30, 2022. There was no amount payable at June 30, 2021

(n) Revenue Recognition

A significant portion of CSTB's revenue is derived from cost-reimbursable federal, state, and local contracts and grants, which are conditioned upon certain performance requirements and/ or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when CSTB has incurred expenditures in compliance with specific contract or grant provisions. Amounts received prior to incurring qualifying expenditures of \$520,125, \$541,790 and \$893,385 are reported as refundable advances in the Statements of Financial Position at June 30, 2022, 2021 and 2020, respectively.

(o) Functional allocation of Expenses

The cost of providing CSTB's various programs and other supporting services have been summarized on a functional basis in the statement of activities. Direct expenses are charged directly to the related program. Certain costs which are directly shared have been allocated to programs based upon the relative benefits received. CSTB elected to account for indirect costs utilizing the cost allocation method, using modified total direct costs as the base, for the fiscal years ending June 30, 2022 and June 30, 2021.

Supporting services in the statement of activities include expenses that have been allocated both directly and indirectly to the Organization's programs. Supporting services include planning, development, oversight and administrative functions of all programs, support services for the One Stop System including Information Technology, Management Information Systems, Facility Management, Community Outreach, and One Stop Staff training and development activities.

(p) Income Taxes

CSTB is a not-for-profit corporation under the laws of the State of Florida and is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. The Internal Revenue Code provides for taxation of unrelated business income under certain circumstances.

CSTB believes that it has no liability for taxes with respect to unrelated business income. However, such status is subject to final determination upon examination of the related income tax returns by the appropriate taxing authorities.

CSTB follows Accounting Standards Codification Topic 740, *Income Taxes* ("ASC 740"). A component of this standard prescribes a recognition and measurement of tax positions taken or expected to be taken in a tax return. For those benefits to be recognized, a tax position must be more-likely-than-not to be sustained upon examination by taxing authorities.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(2) Significant Accounting Policies Summary of– Continued

(p) Income Taxes - Continued

CSTB's policy is to recognize interest and penalties associated with tax positions under this standard as a component of tax expense, and none were recognized since there was no material impact of the application of this standard for the years ended June 30, 2022 and 2021. As required by Internal Revenue Service regulations, the Organization annually files a Form 990, "Return of Organization Exempt from Income Tax" with the Internal Revenue Service. Tax returns for the past three years remain subject to examination by tax authorities.

(q) Community Outreach

The Organization expenses Community Outreach costs as incurred. Community Outreach expense for the years ended June 30, 2022 and 2021 totaled \$376,517 and \$381,770 respectively.

(r) Retirement Plan

The provision for employer contribution costs is recorded on an annual basis. Employer contributions are funded as they accrue.

(s) Federal Matching and Leveraged Contributions

Certain Federal programs require cost sharing (match) or leveraged contributions as a condition of the grant award. This match or leveraged contributions may be cash, in-kind or a combination. The amount of qualifying leveraged contributions received during the fiscal year ended June 30, 2022 and 2021 totaled \$0 and \$3,794, respectively. These amounts are not recorded in the Statements of Activities as they do not meet the criteria for financial statement recognition.

(t) In-Kind Contributions

In-kind contributions of services, goods or space may be donated during the year. Contribution of services are recognized as in-kind revenue at their estimated fair market value when they create or enhance nonfinancial assets, or they require specialized skills, are provided by individuals possessing those skills and would typically need to be purchased if not donated. Contributed space of \$665 and \$4,060 for the fiscal years ended June 30, 2022 and 2021, respectively, is recognized in the Statement of Activities as In-Kind Revenue.

(u) Subsequent Events

CSTB has evaluated events and transactions for potential recognition or disclosure in the financial statement through February 14, 2023, the date the financial statements were available to be issued.

(v) Recent Accounting Pronouncements

The FASB and other entities issued new or modifications to, interpretations of, existing accounting guidance during 2022 and 2021. CSTB has considered the new pronouncements that altered accounting principles generally accepted in the United States of America, and other than as disclosed in the notes to the financial statements, does not believe that any other new or modified principles will have a material impact on CSTB's reported financial position or operations in the near term.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements

Year Ended June 30, 2022 and 2021

(v) **Recent Accounting Pronouncements - Continued**

Due to the Coronavirus Disease 2019 (COVID-19), FASB issued Accounting Standards Update (ASU) 2020-05: *Revenue from Contracts with Customers and Leases*, to defer the effective date of Accounting Standards Update (ASU) 2016-02: *Leases (Topic 842)*. The ASU increases the transparency and comparability among organizations by recognizing lease assets and lease liabilities on the Statement of Financial Position and disclosing key information about lease arrangements. The ASU is effective for fiscal years beginning after December 15, 2021 and may be adopted early. CSTB is currently evaluating the effect that implementation of the new standard will have on its financial position, results of operation, and cash flows.

(3) **Reclassification of Prior Year Presentation**

Certain prior year amounts have been reclassified for consistency with the current year presentation. These reclassifications had no effect on the prior period change in net assets without donor restrictions.

(4) **Restrictions on Cash and Cash Equivalents**

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the statement of financial position at June 30, 2022 and 2021:

	2022	2021
Cash and cash equivalents	\$ 906,675	\$ 965,678
Board designated - restricted cash	419,713	485,376
Total cash, cash equivalents and restricted cash shown in the statement of cash flows	<u>\$ 1,326,388</u>	<u>\$ 1,451,054</u>

(5) **Liquidity and Availability**

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the balance sheet date, comprise the following at June 30, 2022 and 2021:

	2022	2021
Financial assets available within one year, at year end		
Cash and cash equivalents	\$ 906,675	\$ 965,678
Board designated - restricted cash	419,713	485,376
Grants receivable	1,052,693	1,483,382
Accounts receivable	11,886	20,591
Less those unavailable for general expenditures within one year, due to:		
Board designated - restricted cash	<u>(419,713)</u>	<u>(485,376)</u>
Additional available assets for use over the next 12 months - not designated by donor or board restrictions	<u>\$ 1,971,254</u>	<u>\$ 2,469,651</u>

As Board designated restricted cash are already designated as expenses, these are removed from assets available for general expenditures. As shown in the table above, CSTB has adequate financial assets available to meet unexpected liquidity needs. Although board designated funds are set aside for a particular purpose, these amounts could be made available if necessary.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(6) **Fair Value Measurement**

CSTB uses fair value measurements to record fair value adjustment to certain assets and liabilities and to determine fair value disclosures and follows the provisions of FASB ASC Topic 820, *Fair Value Measurements and Disclosures*, the authoritative guidance for fair value measurements of investments that are recognized at fair value in the financial statements. ASC Topic 820 establishes a fair value hierarchy that prioritizes the inputs to valuation techniques to measure fair value. The hierarchy gives the highest priority to quoted prices in active markets for identical assets (Level 1) and the lowest priority to measurements involving significant unobservable inputs (Level 3).

The three levels of fair value hierarchy are as follows:

- Level 1: Inputs to the valuation methodology are quoted prices available in active markets for identical assets as of the reporting date.
- Level 2: Inputs to the valuation methodology are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies; and
- Level 3: Inputs to the valuation methodology are unobservable inputs in situations where there is little or no market activity for the asset and the reporting entity makes estimates assumptions related to the pricing of the assets or liability including assumptions regarding risk.

Fair Value of Financial Instruments

At June 30, 2022, the carrying value of all financial instruments approximates fair value. The following method and assumptions were used to estimate the fair value of each class of financial instruments:

Investment Held by Others

Carrying value is measured at fair value with valuation technique utilizing market prices at the close of the last business day for the statement period, provided by the Community Foundation of Tampa Bay.

All Other

The following table summarizes the fair value measurement by level at June 30, 2022 for financial assets and liabilities measured at fair value on a recurring basis:

	Level 1	Level 2	Level 3
Investment held by others	\$ <u>-</u>	<u>-</u>	<u>89,169</u>

Fair Value Measurements

The table below sets forth the summary of changes in fair value of CSTB's level 3 financial assets during the years ending June 30, 2022 and 2021:

	2022	2021
Balance, beginning of year	\$ <u>25,000</u>	\$ -
Contributions	73,320	25,000
Unrealized loss on investment held by others	(8,748)	-
Administrative fee	(403)	-
Distributions	-	-
Balance, end of year	\$ <u>89,169</u>	\$ <u>25,000</u>

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(7) **Property and Equipment**

Property and equipment consist of the following at June 30, 2022 and 2021:

	2022	2021
Equipment	\$ 410,428	\$ 445,025
Software and Website	46,572	27,672
Furniture	249,574	379,234
Leasehold improvements	2,250,002	2,250,002
Total cost	<u>2,956,576</u>	<u>3,101,933</u>
Accumulated depreciation	2,527,748	2,597,362
Property and equipment, net	<u>\$ 428,828</u>	<u>\$ 504,571</u>

(8) **Grants Receivable**

Grants receivable is comprised of the following federal and local awards at June 30, 2022 and 2021:

	2022	2021
U.S. Department of Labor		
Employment Service Cluster		
Wagner Peysner	\$ 99,389	\$ -
Military Spouse	12,722	3,434
Disabled Veteran Outreach Program	14,300	-
Local Veterans Employment Representative Program	-	-
Subtotal Employment Service Cluster	<u>126,411</u>	<u>3,434</u>
FL-COVID-National Dislocated Worker Grant	19,301	-
Workforce Innovation and Opportunity Act (WIOA) Cluster		
WIOA Adult	61,776	67,150
WIOA Dislocated Worker	225,308	751,404
WIOA Youth	65,520	123,061
Subtotal WIOA Cluster	<u>352,604</u>	<u>941,615</u>
Reemployment Services and Eligibility Assessment	76,356	-
Trade Adjustment Assistance	5,070	7,850
H-1B Job Training Grant (Tech Hire Partnership Grant)	-	140,035
H-1B Job Training Grant (Tech Quest Apprenticeship)	26,565	2,443
U.S. Department of Health and Human Services		
Temporary Assistance for Needy Families	198,151	372,282
Local award:		
City of Tampa		
Tampa Housing Job Plus Grant	-	15,723
Hillsborough County Board of County Commissioners		
Apprenticeship to Career Empowerment	248,235	-
	<u>\$ 1,052,693</u>	<u>\$ 1,483,382</u>

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(9) **Refundable Advances**

Refundable Advances is comprised of the following federal and local awards at June 30, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
U.S. Department of Agriculture		
Supplemental Nutrition Assistance Program Cluster	\$ 26,039	\$ 93,204
U.S. Department of Labor		
Employment Service Cluster		
Wagner Peysner	-	291,418
Disabled Veterans Outreach Program	-	36,105
Local Veterans Employment Representative Program	2,262	13,880
Subtotal Employment Service Cluster	<u>2,262</u>	<u>341,403</u>
Reemployment Services and Eligibility Assessment	-	67,168
Trade Adjustment Assistance	-	13,930
Disaster-FL-COVID - National Dislocated Worker Grant	-	26,085
Workforce Innovation and Opportunity Act (WIOA) Cluster		
WIOA Adult	300,792	-
WIOA Dislocated Worker	14,220	-
WIOA Youth	99,124	-
Subtotal WIOA Cluster	<u>414,136</u>	<u>-</u>
Local award		
Hillsborough County Board of County Commissioners		
Targeted Industry Sector Workforce Training and Placement Program	67,521	-
Florida Medical Clinic Foundation of Caring	10,167	-
	<u>\$ 520,125</u>	<u>\$ 541,790</u>

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(10) **Commitments**

(a) **Facilities**

CSTB leases facilities (workforce program offices and administrative office) under cancelable and non-cancelable lease agreements. Pursuant to the original lease document the lease shall remain ongoing until cancelled by either party. The lessor or lessee shall have the right to terminate for any reason, without penalty, with one hundred eighty (180) days written notice. Lease payments, net of sublease payments, were approximately \$1,226,000 and \$1,270,000 for the year ending June 30, 2022 and 2021, respectively.

In addition, CSTB has entered into sublease arrangements with several of its service partners whereby the partners use office space in the Career Centers. The sublease agreements cover a three-year period and are renewable annually. CSTB received approximately \$87,000 and \$99,000 in sublease payments for the year ending June 30, 2022 and 2021, respectively.

Future minimum lease payments that have remaining terms in excess of one year as of June 30, 2022, are approximately:

Year Ending June 30,	Amount
2023	1,370,000
2024	424,000
2025	443,000
2026	467,000
2027	252,000
Thereafter	663,000
	\$ <u><u>3,619,000</u></u>

(b) **Equipment**

CSTB entered into an operating lease for copiers and other office equipment. The minimum rental payments for the remaining fiscal years ending June 30, 2022 are approximately:

Year Ending June 30,	Amount
2023	20,000
2024	2,400
	\$ <u><u>22,400</u></u>

(11) **Employment Benefits**

(a) **Retirement Plan**

CSTB provides a defined contribution retirement plan, Tampa Bay Workforce Alliance, Inc. 401k Plan (401k Plan), covering its eligible employees. The 401k Plan provides for two types of employer contributions, a non-elective contribution (NEC) and a discretionary matching contribution. 3% dollar-for-dollar employer matching contribution elected for the last 6-months of fiscal year ending June 30, 2022 totaled \$48,240. Employer match was not elected for fiscal year 2021. The NEC is provided to all eligible employees regardless if the employee contributes. NEC totaled \$232,411 and \$354,407 for the year ended June 30, 2022 and 2021, respectively.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements
Year Ended June 30, 2022 and 2021

(11) **Employment Benefits - Continued**

(b) **Health and Welfare Benefits**

For fiscal year ending June 30, 2022, CSTB moved from a cafeteria contribution to employee/employer contribution model for providing health and welfare benefits. For fiscal year ending June 30, 2021, cafeteria contribution equal to 28% of an eligible employee's earnings totaling \$886,148 was provided to be used towards medical, dental, vision and supplemental life insurance.

(12) **Concentration of Credit Risk and Significant Funding Source**

(a) **Cash and Cash Equivalents**

CSTB maintains its cash with a financial institution. CSTB's deposits are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. At times, CSTB has deposits which exceed the FDIC amount. Management does not anticipate nonperformance by the financial institution.

(b) **Grants Receivable**

CSTB's receivables primarily relate to amounts due under contracts with the State of Florida, Department of Economic Opportunity.

(c) **Significant Funding Source**

CSTB's operations are significantly funded by the United States Department of Labor, the United States Department of Health and Human Services, and the United States Department of Agriculture pass-through grants that are assigned to the State of Florida, Department of Economic Opportunity, the designated state agency for receipt of federal workforce development funds. The funding level is contingent upon annual appropriation by the Legislature of the State of Florida. If there is a significant state or federal funding reduction of workforce development funds, it could have an adverse effect on CSTB's program and activities.

(13) **Contingency**

Costs charged to federal programs are subject to government audit. Therefore, all such costs are subject to adjustment. In the event expenditures are disallowed, repayment could be required. Management believes that adjustments, if any, would not have a significant effect on the financial statements.

(14) **Legal Matters**

On March 11, 2022 the United States Department of Labor (USDOL) Employment and Training Administration (ETA) issued a letter to the State of Florida, Department of Economic Opportunity of its Final Determination of disallowed costs related to its May 15, 2019 compliance review and findings concerning the Workforce Innovation and Opportunity Act Adult, Dislocated Worker and Youth and Wagner Peyser grants related to CSTB and another local workforce development board (LWDB). The review identified findings and potential questioned costs. On behalf of CSTB, Hillsborough County Board of County Commissioners as the Chief Elected Official of the local workforce development area, paid in full the amount owed as of June 16, 2022. CSTB may pursue legal action to recoup insurance proceeds.

(15) **Related Party Transactions**

In accordance with applicable regulations, CSTB's Board of Directors includes representatives of private and public sector industries, with which board members are associated for the purpose of providing services to participants. Total payments for providing services to participants during the year ended June 30, 2022 and June 30, 2021 were \$205,254 and \$441,123, respectively, and accounts payable at June 30, 2022 and 2021 were \$17,877 and \$36,756.

SUPPLEMENTAL INFORMATION

TAMPA BAY WORKFORCE ALLIANCE, INC.
Schedule of Expenditures of Federal Awards
Year Ended June 30, 2022

Federal/State Agency Pass-Through Entity/ Program Title	Assistance Listing Number	Pass-Thru Entity Identifying Number	Federal Expenditures	Amount to Subrecipients
U.S. Department of Agriculture				
Passed through the Department of Economic Opportunity: Supplemental Nutrition Assistance Program Cluster	10.561	39477, 40548, 41336	\$ 591,565	\$ 57,505
Total U.S. Department of Agriculture			<u>591,565</u>	<u>57,505</u>
U.S. Department of Labor				
Passed through the Department of Economic Opportunity: Employment Service Cluster:				
Wagner Peysner	17.207	39202, 40438, 40698	2,064,586	-
Military Spouse	17.207	40455	121,156	-
Disabled Veterans Outreach Program	17.801	39543, 41055	173,404	-
Local Veterans Employment Representative Program	17.804	39563, 41076	72,912	-
Subtotal Employment Service Cluster			<u>2,432,058</u>	<u>-</u>
Reemployment Services and Eligibility Assessment	17.225	38963, 40010	683,456	555,641
Trade Adjustment Assistance	17.245	39497, 40685, 39360, 40684	117,422	-
National Dislocated Worker Grant Disaster-FL-COVID-19	17.277	38894	353,385	24,266
Workforce Innovation and Opportunity Act (WIOA) Cluster:				
WIOA Adult	17.258	39250, 39311, 39335, 40175, 40844	3,008,209	1,531,305
WIOA Dislocated Worker	17.278	39226, 39311, 39335, 40199, 40355, 40844	4,069,035	848,762
WIOA Youth	17.259	39069, 39311, 39335, 40064	4,535,388	882,642
Subtotal WIOA Cluster			<u>11,612,632</u>	<u>3,262,709</u>
Subtotal Department of Economic Opportunity			<u>15,198,953</u>	<u>3,842,616</u>
Passed through The Trustees of Clark University:				
H-1B Job Training Grant (Tech Quest Apprenticeship)	17.268	HG-33043-19-60-A-25	26,565	-
Subtotal The Trustees of Clark University			<u>26,565</u>	<u>-</u>
Total U.S. Department of Labor			<u>15,225,518</u>	<u>3,842,616</u>
U.S. Department of Health and Human Services				
Passed through the Department of Economic Opportunity: Temporary Assistance for Needy Families	93.558	38515, 39134, 39406	3,508,159	423,761
Total U.S. Department of Health and Human Services			<u>3,508,159</u>	<u>423,761</u>
Total Federal Awards			<u>\$ 19,325,242</u>	<u>\$ 4,323,882</u>

See Notes to Schedule of Expenditures of Federal Awards

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Schedule of Expenditures of Federal Awards
Year Ended June 30, 2022

(1) Basis of Presentation

The accompanying Schedule of Expenditures of Federal Awards (Schedule) includes the federal grant activity of CSTB under programs of the federal government passed through the Department of Economic Opportunity for the year ended June 30, 2022. The information in this schedule is presented in accordance with the requirements of the Uniform Guidance. Because the schedule presents only a selected portion of the operations of CSTB, it is not intended to and does not present the financial position, changes in net assets or cash flows of CSTB.

(2) Basis of Accounting

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance wherein certain types of expenditures are not allowable or are limited as to reimbursement.

(3) Property and Equipment

Property and equipment of approximately \$92,000 was purchased using federal grant awards during fiscal year ending June 30, 2022. These amounts are included in the Schedule but excluded from the statement of activities as the amount has been capitalized for financial statement purposes and recorded as property and equipment on the statement of position.

(4) Indirect Cost

CSTB elected to account for indirect costs utilizing the cost allocation method, using modified total direct costs as the base, for the fiscal year ending June 30, 2022.

REGULATORY REPORTS

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON
AN AUDIT OF FINANCIAL STATEMENTS PERFORMED
IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors,
Tampa Bay Workforce Alliance, Inc.:

We have audited in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of Tampa Bay Workforce Alliance, Inc., which comprise the statement of financial position as of June 30, 2022, and the related statement of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements and have issued our report thereon dated February 14, 2023.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Tampa Bay Workforce Alliance, Inc.'s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Tampa Bay Workforce Alliance, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of Tampa Bay Workforce Alliance, Inc.'s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over financial reporting that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Tampa Bay Workforce Alliance, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance, and the result of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

James Moore & Co., P.L.

Tallahassee, Florida
February 14, 2023

INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE IN ACCORDANCE WITH THE UNIFORM GUIDANCE

To the Board of Directors,
Tampa Bay Workforce Alliance, Inc.:

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Tampa Bay Workforce Alliance, d/b/a CareerSource Tampa Bay/Tampa Bay Workforce Alliance, Inc. ("the Organization")'s compliance with the types of compliance requirements described in the OMB Compliance Supplement that could have a direct and material effect on each of the Organization's major federal programs for the year ended June 30, 2022. The Organization's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Organization complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); the special audit guidance provided by the State of Florida Department of Economic Opportunity and the audit requirements of Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Organization's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Organization's federal programs.

Auditors' Responsibility

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Organization's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Organization's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards* and Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Organization's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Organization's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

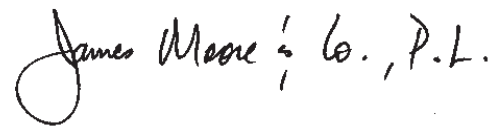
Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

A handwritten signature in black ink that reads "James Moore & Co., P.L." The signature is written in a cursive style with a large, looped initial "J".

Tallahassee, Florida
February 14, 2023

**TAMPA BAY WORKFORCE ALLIANCE, INC.
 SCHEDULE OF FINDINGS AND QUESTIONED COSTS –
 FEDERAL AWARDS PROGRAMS
 FOR THE YEAR ENDED JUNE 30, 2022**

Section I. Summary of Auditors' Results:

Financial Statements

Type of auditors' report issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? Yes No
- Significant deficiency(ies) identified? Yes None reported

Noncompliance material to financial statements noted? Yes No

Federal Awards

Internal control over major programs:

- Material weakness(es) identified? Yes No
- Significant deficiency(ies) identified? Yes None reported

Type of auditors' report issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? Yes No

Identification of major programs: Assistance Listing:
 17.258, 17.278, 17.259 – WIOA Cluster

Dollar threshold used to distinguish between type A and type B programs: \$750,000

Auditee qualified as low-risk auditee? Yes No

TAMPA BAY WORKFORCE ALLIANCE, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS –
FEDERAL AWARDS PROGRAMS
FOR THE YEAR ENDED JUNE 30, 2022
(Continued)

Section II. Findings Relating to the Financial Statements Which are Required to be Reported in Accordance With *Government Auditing Standards*:

There are no current year audit findings.

Section III. Findings and Questioned Costs for Federal Awards:

There are no current year audit findings.

Section IV. State of Florida, Department of Economic Opportunity (DOE) Reporting Requirements:

The Organization performed timely reconciliations between the general ledger accounting system and the Subrecipient Enterprise Resource Application maintained by DEO. Also, based on the DEO reporting requirements, there were no additional findings required to be reported in FY2022.

Section V. Prior Audit Findings for Federal Awards for the Year Ended June 30, 2021:

There were no prior year audit findings.