

TAMPA BAY WORKFORCE ALLIANCE, INC.
D/B/A CAREERSOURCE TAMPA BAY

Financial Statements, Supplemental Information and Regulatory Reports

June 30, 2024 and 2023

(With Independent Auditors' Report Thereon)

TAMPA BAY WORKFORCE ALLIANCE, INC.

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INDEPENDENT AUDITORS' REPORT

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

Report on the Audit of the Financial Statements

Opinion

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, 2024 and 2023, 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, 2024 and June 30, 2023, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits 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 Auditors' 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 auditors' 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 and *Government Auditing Standards* 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 and *Government Auditing Standards*, 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.

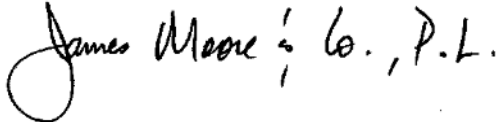
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

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 January 16, 2025, 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.

James Moore & Co., P.L.

Tallahassee, Florida
January 16, 2025

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statements of Financial Position
Year Ended June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Current assets:		
Cash and cash equivalents	\$ 1,002,659	\$ 631,915
Board designated - cash	496,059	424,653
Grants receivable	806,498	1,525,012
Accounts receivable	84,026	64,641
Prepaid expenses	614,909	518,006
Total current assets	<u>3,004,151</u>	<u>3,164,227</u>
Noncurrent assets:		
Investment held by others	24,453	22,507
Property and equipment, net	319,235	261,810
Operating lease right-of-use asset, net	1,603,032	1,998,968
Total noncurrent assets	<u>1,946,720</u>	<u>2,283,285</u>
 Total assets	 <u>\$ 4,950,871</u>	 <u>\$ 5,447,512</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable	\$ 274,812	\$ 202,587
Customer payable	555,078	572,591
Service provider payable	213,791	531,843
Related party payable	12,852	24,782
Accrued expenses	337,431	345,835
Accrued personal time off	496,059	424,653
Deferred revenue - other	5,150	-
Refundable advances	700,906	635,966
Current portion of operating lease liability	352,754	331,182
Total current liabilities	<u>2,948,833</u>	<u>3,069,439</u>
Long-term operating lease liability, less current portion	1,193,982	1,612,915
Total liabilities	<u>4,142,815</u>	<u>4,682,354</u>
Net assets:		
Without donor restrictions	808,056	765,158
Total net assets	<u>808,056</u>	<u>765,158</u>
 Total liabilities and net assets	 <u>\$ 4,950,871</u>	 <u>\$ 5,447,512</u>

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

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statements of Activities

Year Ended June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Net assets without donor restrictions		
Grants		
Federal	\$ 17,821,259	\$ 19,545,858
Local	1,158,093	1,065,306
Contribution and sponsorship	1,000	3,000
Other	146,366	137,061
Unrealized gain on investment held by others	<u>1,516</u>	<u>5,332</u>
Total Revenues	<u>19,128,234</u>	<u>20,756,557</u>
Expenses:		
Program services		
Workforce development	17,787,048	19,586,133
Supporting services		
General and administrative	<u>1,298,288</u>	<u>1,370,130</u>
Total Expenses	<u>19,085,336</u>	<u>20,956,263</u>
Changes in net assets without donor restrictions	42,898	(199,706)
Net assets at beginning of year	<u>765,158</u>	<u>964,864</u>
Net assets at end of year	<u><u>\$ 808,056</u></u>	<u><u>\$ 765,158</u></u>

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

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statement of Functional Expenses

Year Ended June 30, 2024

	Workforce Development	General and Administrative	Totals
Salaries	\$ 7,305,243	\$ 691,529	\$ 7,996,772
Retirement	378,188	50,934	429,122
Payroll taxes and fringe	1,625,370	129,405	1,754,775
Staff training and education	51,554	628	52,182
Accounting and professional	949,760	276,142	1,225,902
Community outreach	237,357	-	237,357
Communications	113,227	6,159	119,386
Office	847,328	42,080	889,408
Licenses, dues and other fees	22,643	10,755	33,398
Other	5,589	132	5,721
Occupancy	1,486,169	63,645	1,549,814
Travel	105,753	13,359	119,112
Meetings and conferences	64,625	4,860	69,485
Insurance	119,094	8,660	127,754
Service provider	1,406,395	-	1,406,395
Customer training	2,895,158	-	2,895,158
Depreciation	173,595	-	173,595
	<u>\$ 17,787,048</u>	<u>\$ 1,298,288</u>	<u>\$ 19,085,336</u>
Total expenses	<u>\$ 17,787,048</u>	<u>\$ 1,298,288</u>	<u>\$ 19,085,336</u>

The accompanying notes to the financial statements are an integral part of this statement.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statement of Functional Expenses

Year Ended June 30, 2023

	Workforce Development	General and Administrative	Totals
Salaries	\$ 5,808,209	\$ 777,139	\$ 6,585,348
Retirement	290,762	64,071	354,833
Payroll taxes and fringe	1,250,548	186,704	1,437,252
Staff training and education	28,658	5,355	34,013
Accounting and professional	829,685	166,765	996,450
Community outreach	241,260	-	241,260
Communications	116,270	8,681	124,951
Office	894,431	41,219	935,650
Licenses, dues and other fees	25,875	18,905	44,780
Other	10,625	-	10,625
Occupancy	1,379,469	60,504	1,439,973
Travel	77,190	19,778	96,968
Meetings and conferences	67,748	12,116	79,864
Insurance	109,185	8,893	118,078
Service provider	4,086,151	-	4,086,151
Customer training	4,197,992	-	4,197,992
Depreciation	172,075	-	172,075
	<u>19,586,133</u>	<u>1,370,130</u>	<u>20,956,263</u>
Total expenses	\$ <u>19,586,133</u>	\$ <u>1,370,130</u>	\$ <u>20,956,263</u>

The accompanying notes to the financial statements are an integral part of this statement.

TAMPA BAY WORKFORCE ALLIANCE, INC.

Statement of Cash Flows
Year Ended June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Cash flows from operating activities:		
Change in net assets	\$ 42,898	\$ (199,706)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	173,595	172,075
Changes in assets and liabilities:		
Decrease (Increase) in grants receivable	718,514	(472,319)
Increase in accounts receivable	(19,385)	(52,755)
(Increase) Decrease in prepaid expenses	(96,903)	396,419
Increase in accounts payable	72,225	1,795
Decrease in customers payable	(17,513)	(168,548)
Decrease in service provider payable	(318,052)	(51,542)
(Decrease) Increase in related party payable	(11,930)	6,905
Decrease in accrued expenses	(8,404)	(29,659)
Increase in accrued personal time off	71,406	4,940
Increase in deferred revenue other	5,150	-
Increase in refundable advances	64,940	115,841
Decrease in lease liabilities	(1,425)	(54,871)
Net cash provided by (used in) operating activities	<u>675,116</u>	<u>(331,425)</u>
Cash flows from investing activities:		
Acquisition of property and equipment	(231,020)	(5,057)
(Purchase) sale of investments	<u>(1,946)</u>	<u>66,662</u>
Net cash (used in) provided by investing activities	<u>(232,966)</u>	<u>61,605</u>
Net Increase (decrease) in cash and cash equivalents	442,150	(269,820)
Cash and cash equivalents, beginning of year	<u>1,056,568</u>	<u>1,326,388</u>
Cash and cash equivalents, end of year	<u>\$ 1,498,718</u>	<u>\$ 1,056,568</u>

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

TAMPA BAY WORKFORCE ALLIANCE, INC.

Notes to Financial Statements Year Ended June 30, 2024 and 2023

Note 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 statewide. 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
- Supplemental Nutrition Assistance Program
- Employment Service Cluster: Wagner Peyser, Military Spouse, Disabled Veterans Outreach Program and Local Veterans Employment Representative Program
- Reemployment Services and Eligibility Assessment
- Trade Adjustment Assistance
- Workforce Innovation and Opportunity Act: Adult, Dislocated Worker and Youth
- H-1B One Workforce Grant Program - TechBoost

As of July 1, 2024, a separate Organization merged with CSTB as part of the Reimagining Education and Career Help (REACH) Act to form the new entity, CareerSource Hillsborough Pinellas. See more details in Note 14.

Note 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:

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.

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.
- *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.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements – Continued

Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Basis of Presentation (Continued)

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. Expiration 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.

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.

Financial Instruments Not Measured at Fair Value

CSTB'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.

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 personal time off is classified as restricted cash in the accompanying statements of financial position.

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.

Accounts Receivable

Based on historical collections, CSTB believes accounts receivable are fully collectible at June 30, 2024 and 2023. Therefore, no provision for uncollectible amounts has been made in the accompanying financial statements.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements – Continued

Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Prepaid Expenses

Prepaid expenses consist of prepaid insurance, 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.

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 of 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 transfers 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.

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.

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 \$496,059 and \$424,653 and reported as accrued personal time off in the statements of financial position at June 30, 2024 and 2023, respectively.

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, to qualify for occupations that are in high demand

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements – Continued

Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Customer Payable (Continued)

in the local area and throughout the state. IWT 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 \$555,078 and \$572,591 at June 30, 2024 and 2023, respectively, and reported as customer payable in the statements of financial position.

Service Provider Payable

CSTB has contracted 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 \$213,791 and \$531,843 is reported as service provider payable in the statements of financial position at June 30, 2024 and 2023, respectively.

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 \$425,460, \$635,966, and \$520,125 are reported as refundable advances in the statements of financial position at June 30, 2024, 2023, and 2022, respectively.

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, 2024 and June 30, 2023. 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.

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

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Income Taxes (Continued)

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. 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, 2024 and 2023. 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.

Community Outreach

The Organization expenses Community Outreach costs as incurred. Community Outreach expense for the years ended June 30, 2024 and 2023 totaled \$237,357 and \$241,260, respectively.

Retirement Plan

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

Leases

CSTB leases office equipment and commercial building space. CSTB determines if an arrangement is a lease at inception. Operating leases are reflected as an operating lease right-of-use (ROU) asset and operating lease liabilities on CSTB’s statements of financial position. ROU assets represent CSTB’s right to use an underlying asset for the lease term and lease liabilities represent CSTB’s obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As most of CSTB’s leases do not provide an implicit rate, CSTB uses the risk-free rate based on the information available at commencement date in determining the present value of lease payments. The operating lease ROU asset also includes any lease payments made and excludes lease incentives. CSTB’s lease terms may include options to extend or terminate the lease when it is reasonably certain that CSTB will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term. CSTB’s lease agreements do not contain any material residual value guarantees or material restrictive covenants. In evaluating contracts to determine if they qualify as a lease, CSTB considers factors such as if it has obtained substantially all of the rights to the underlying asset through exclusivity, if it can direct the use of the asset by making decisions about how and for what purpose the asset will be used, and if the lessor has substantive substitution rights. This evaluation may require significant judgment. In allocating consideration in the contract to the separate lease components and the nonlease components CSTB uses the standalone prices of the lease and non-lease components. Observable standalone prices are used, if available. If the standalone price for a component has a high level of variability or uncertainty, this allocation may require significant judgment.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Subsequent Events

CSTB has evaluated events and transactions for potential recognition or disclosure in the financial statement through January 16, 2025, the date the financial statements were available to be issued. See details regarding the Consolidation in Note 14.

Reclassification

Certain amounts in the prior year's financial statements have been reclassified to conform to the presentation of the current year financial statements. These reclassifications had no effect on the prior period change in net assets without donor restrictions.

Note 3: RESTRICTIONS ON CASH AND CASH EQUIVALENTS

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the statements of financial position at June 30, 2024 and 2023:

	2024	2023
Cash and cash equivalents	\$ 1,002,659	\$ 631,915
Board designated - cash	496,059	424,653
Total cash and cash equivalents shown in the statement of cash flows	<u>\$ 1,498,718</u>	<u>\$ 1,056,568</u>

Board designated cash consists of the amount allocated for accrued personal time off.

Note 4: 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, 2024 and 2023:

	2024	2023
Financial assets available within one year, at year end		
Cash and cash equivalents	\$ 1,002,659	\$ 631,915
Board designated - cash	496,059	424,653
Grants receivable	806,498	1,525,012
Accounts receivable	84,026	64,641
Less those unavailable for general expenditures within one year, due to:		
Board designated - cash	<u>(496,059)</u>	<u>(424,653)</u>
Additional available assets for use over the next 12 months - not designated by donor or board restrictions	<u>\$ 1,893,183</u>	<u>\$ 2,221,568</u>

As Board designated cash is designated for expenses, these cash amounts 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 cash is set aside for a particular purpose, these amounts could be made available if necessary.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 5: 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.

A description of the valuation methodologies used for assets measured at fair value, as well as the general classification of such instruments pursuant to the valuation hierarchy, is set forth below.

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. The investments are measured using level 3 inputs within the fair value hierarchy. These assets total \$24,453.

The table below sets forth the summary of changes in fair value of the level 3 assets at June 30, 2024 and 2023:

	2024	2023
Balance, beginning of year	\$ 22,507	\$ 89,169
Unrealized gain (loss) on investment held by others	1,516	5,332
Dividend/Interest Income	626	2,239
Administrative fee	(196)	(913)
Distributions	-	(73,320)
Balance, end of year	\$ <u>24,453</u>	\$ <u>22,507</u>

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 6: GRANTS RECEIVABLE

Grants receivable is comprised of the following federal and local awards at June 30, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
U.S. Department of Agriculture		
Supplemental Nutrition Assistance Program Cluster	\$ -	\$ 29,673
U.S. Department of Labor		
Employment Service Cluster		
Wagner Peyser	12,374	82,242
Military Spouse	11,460	-
Disabled Veteran Outreach Program	-	32,505
Local Veterans Employment Representative Program	-	3,840
Subtotal Employment Service Cluster	<u>23,834</u>	<u>118,587</u>
Workforce Innovation and Opportunity Act (WIOA) Cluster		
WIOA Adult	292,477	37,200
WIOA Dislocated Worker	39,057	245,395
WIOA Youth	9,264	37,200
Subtotal WIOA Cluster	<u>340,798</u>	<u>319,795</u>
Reemployment Services and Eligibility Assessment	42,446	82,553
Trade Adjustment Assistance	896	2,419
H-1B One Workforce Grant Program (TechBoost)	16,286	152,201
H-1B Job Training Grant (Tech Quest Apprenticeship)	-	8,648
U.S. Department of Health and Human Services		
Temporary Assistance for Needy Families	258,264	665,075
Local award:		
United Way Suncoast		
Youth Success Research Project	-	1,715
Hillsborough County Board of County Commissioners (BOCC)		
Ex-Offender Program	10,035	
Targeted Industry Sector Workforce Training Program	34,104	
Apprenticeship to Career Empowerment	79,835	144,346
Subtotal Hillsborough County BOCC	<u>123,974</u>	<u>144,346</u>
	<u>\$ 806,498</u>	<u>\$ 1,525,012</u>

Note 7: PROPERTY AND EQUIPMENT

Property and equipment consist of the following at June 30, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Equipment	\$ 120,553	\$ 239,575
Software and Website	41,253	41,253
Furniture	399,453	168,433
Leasehold improvements	2,250,002	2,250,002
Total cost	2,811,261	2,699,263
Accumulated depreciation	2,492,026	2,437,453
Property and equipment, net	<u>\$ 319,235</u>	<u>\$ 261,810</u>

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 8: 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, 2024 and June 30, 2023 were \$271,641 and \$344,158, respectively, and accounts payable at June 30, 2024 and 2023 were \$12,852 and \$24,782.

Note 9: REFUNDABLE ADVANCES

Refundable Advances is comprised of the following federal and local awards at June 30, 2024 and 2023:

	2024	2023
U.S. Department of Agriculture		
Supplemental Nutrition Assistance Program Cluster	\$ 18,051	\$ -
U.S. Department of Labor		
Employment Service Cluster		
Wagner Peyser	15,985	-
Disabled Veterans Outreach Program	18,811	-
Local Veterans Employment Representative Program	1,795	-
Subtotal Employment Service Cluster	<u>36,591</u>	<u>-</u>
Trade Adjustment Assistance	3,903	
Workforce Innovation and Opportunity Act (WIOA) Cluster		
WIOA Adult	21,155	239,059
WIOA Dislocated Worker	30,195	-
WIOA Youth	285,115	241,124
Subtotal WIOA Cluster	<u>336,465</u>	<u>480,183</u>
Local award		
Hillsborough County Board of County Commissioners		
Targeted Industry Sector Workforce Training and Placement Program	275,446	-
Ex-Offender/Returning Citizen Workforce Training Program	-	145,593
Florida Medical Clinic Foundation of Caring	5,200	-
Good Jobs & Equity Project	<u>25,250</u>	<u>-</u>
	<u>\$ 700,906</u>	<u>\$ 635,966</u>

Note 10: LEASES

CSTB has operating leases for office equipment (commercial copiers) and buildings, which have remaining lease terms expiring in fiscal years 2025 through 2030 and short-term leases with terms of 12 months or less. Other is primarily comprised of costs related to utilities, repairs and maintenance, security, and janitorial services for applicable buildings CSTB occupies. Reduction to lease cost totaling \$120,344 is primarily comprised of amounts received from sublease and infrastructure funding arrangements with several of its service and mandatory partners who use office space in the Career Centers. CSTB had no finance leases for the year ended June 30, 2024.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 10: LEASES (Continued)

The components of occupancy expense for the year ended June 30, 2024 were as follows:

	2024
Operating lease cost	\$ 456,390
Short-term lease cost	999,701
Other	214,066
Reduction to lease cost	(120,344)
	<u>\$ 1,549,813</u>

Other information related to leases for the year ended June 30, 2024 is as follows:

Operating cash flows from operating leases	396,586
Weighted-average remaining lease term—operating leases	4.54
Weighted-average discount rate—operating leases	4.00%

Future minimum lease payments under non-cancellable leases as of June 30, 2024 were as follows:

Year Ending June 30,	Operating
2025	\$ 411,913
2026	473,464
2027	278,156
2028	252,465
2029	260,054
Thereafter	133,274
Total undiscounted cash flows	1,809,326
Less: present value discount	(229,590)
Total lease liabilities	<u>\$ 1,579,736</u>

Note 11: EMPLOYMENT BENEFITS

Retirement Plan

CSTB provides a defined contribution retirement plan, Tampa Bay Workforce Alliance, Inc. 401k Plan (401k Plan), covering its eligible employees. CSTB may decide each contribution period whether to make a discretionary nonelective employer contribution (NEC) or discretionary matching contribution on behalf of all eligible participants. The NEC is provided to all eligible employees regardless if the employee contributes. CSTB elected to contribute NEC and matching contributions for fiscal years ending June 30, 2024 and 2023. For fiscal year ending June 30, 2022, the matching contributions were made the last 6-months. NEC at a rate of five percent (5%) of an employee's eligible compensation totaled \$333,584 and \$263,528 for fiscal years ending June 30, 2024 and 2023, respectively. Three percent (3%) dollar-for-dollar employer matching contribution totaled \$95,538 and \$91,305 for fiscal years ending June 30, 2024 and 2023, respectively.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 12: CONCENTRATION OF CREDIT RISK AND SIGNIFICANT FUNDING SOURCE

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.

Grants Receivable

CSTB's receivables primarily relate to amounts due under contracts with the Department of Commerce.

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 Department of Commerce, 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 programs and activities.

Note 13: CONTINGENCIES

Federal Grants

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.

Litigation

CSTB is party to various claims and legal actions arising in the ordinary course of business. Management does not believe that the outcome of such claims and legal actions will have a material adverse effect on the financial position or results of operations of CSTB.

Note 14: CONSOLIDATION

The Florida Workforce System Transformation Plan streamlines and modernizes the state's workforce system, enhancing alignment and accountability, serving job seekers and businesses more effectively, and improving outcomes for Floridians. Empowered by the state's Reimagining Education and Career Help (REACH) Act, the plan is focused around three pillars: Alignment and Consolidation, System-wide Improvements and Regional Planning. A reduction in the number of local workforce development boards was required by the REACH Act to minimize duplication, improve consistency and maximize resources to enhance outcomes for businesses and individuals, emphasizing a customer-focused approach. In May 2023, the Governor affirmed the recommendation provided by the CareerSource Florida Board of Directors to realign and consolidate 10 local workforce development areas as outlined in the Florida Workforce System Transformation Plan. These changes affected 27 counties and reduced the number of Local Workforce Development Boards in the State of Florida from 24 to 21. Actions include the consolidation of CSTB and WorkNet Pinellas, Inc. doing business as CareerSource Pinellas (CSPIN) as of July 1, 2024.

TAMPA BAY WORKFORCE ALLIANCE, INC.
Notes to Financial Statements - Continued

Note 14: CONSOLIDATION (Continued)

In accordance with a Plan of Merger approved and adopted by CSPIN (Merging Entity) on May 16, 2024 and CSTB (Surviving Entity) on February 15, 2024 and re-approved on May 16, 2024, the Merging Entity, will merge with and into the Surviving Entity (Merger). As of the effective date of Merger, the separate existence of the Merging Entity will thereupon cease, and the Surviving Entity will be the surviving entity in the Merger and will continue its legal existence under the laws of the State of Florida. The Merger became effective on the date the Articles of Merger were filed, July 1, 2024.

SUPPLEMENTAL INFORMATION

TAMPA BAY WORKFORCE ALLIANCE, INC.
Schedule of Expenditures of Federal Awards
Year Ended June 30, 2024

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 Florida Department of Commerce: Supplemental Nutrition Assistance Program Cluster	10.561	41969, 43163	\$ 1,001,910	\$ 74,333
Total U.S. Department of Agriculture			<u>1,001,910</u>	<u>74,333</u>
U.S. Department of Labor				
Passed through the Florida Department of Commerce: Employment Service Cluster:				
Wagner Peyser	17.207	41602, 42881, 42912, 43033	1,641,928	-
Military Spouse	17.207	42896, 43094, 43471	275,937	-
Disabled Veterans Outreach Program	17.801	42344, 43324	195,783	-
Local Veterans Employment Representative Program	17.804	42213, 43270	106,907	-
Subtotal Employment Service Cluster			<u>2,220,555</u>	<u>-</u>
Reemployment Services and Eligibility Assessment	17.225	41944, 43082	907,089	147,541
Trade Adjustment Assistance	17.245	42004, 43191, 41987, 43202	25,925	-
Workforce Innovation and Opportunity Act (WIOA) Cluster:				
WIOA Adult	17.258	41523, 42800, 43210	2,978,099	570,186
WIOA Dislocated Worker	17.278	41547, 42853, 40844, 42829, 43210	2,586,021	476,717
WIOA Youth	17.259	41377, 42513, 43210	2,726,733	77,009
Subtotal WIOA Cluster			<u>8,290,853</u>	<u>1,123,912</u>
Subtotal Florida Department of Commerce			<u>11,444,422</u>	<u>1,271,453</u>
Passed through The Trustees of Clark University:				
H-1B One Workforce Grant Program (TechBoost)	17.268	HG-35914-21-60-A-25	61,681	-
Subtotal The Trustees of Clark University			<u>61,681</u>	<u>-</u>
Total U.S. Department of Labor			<u>11,506,103</u>	<u>1,271,453</u>
U.S. Department of Health and Human Services				
Passed through the Florida Department of Commerce:				
Temporary Assistance for Needy Families	93.558	41914, 42772, 43241	5,288,246	60,609
Total U.S. Department of Health and Human Services			<u>5,288,246</u>	<u>60,609</u>
Total Federal Awards			<u>\$ 17,796,259</u>	<u>\$ 1,406,395</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, 2024

Note 1: BASIS OF PRESENTATION

The accompanying Schedule of Expenditures of Federal Awards (Schedule) includes the federal grant activity of CSTB. The information in this schedule is presented in accordance with the 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). 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.

Note 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.

Note 3: PROPERTY AND EQUIPMENT

Property and equipment of approximately \$5,000 was purchased using federal grant awards during fiscal year ending June 30, 2024. 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.

Note 4: INDIRECT COST

CSTB did not elect to use the 10 percent de minimis indirect cost rate. The cost allocation method has been elected to account for indirect costs utilizing modified total direct costs as the base, for the fiscal year ending June 30, 2024.

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, 2024, 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 January 16, 2025.

Report on 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.

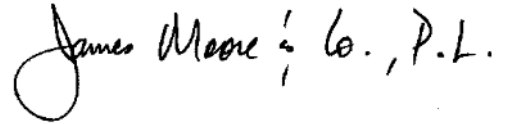
Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over financial reporting that might be material weaknesses or significant deficiencies. Given 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 or significant deficiencies may exist that were not identified.

Report on 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.

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

Tallahassee, Florida
January 16, 2025

**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 - Audit ("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, 2024. 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, 2024.

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 Commerce 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.

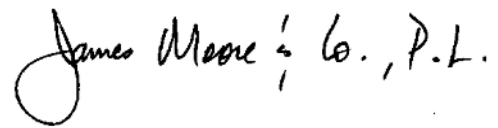
Report on Internal Control over Compliance

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, flowing style with a large loop at the beginning.

Tallahassee, Florida
January 16, 2025

**TAMPA BAY WORKFORCE ALLIANCE, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS –
FEDERAL AWARDS PROGRAMS
FOR THE YEAR ENDED JUNE 30, 2024**

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:
17.207, 17.801, 17.804 – Employment Service Cluster
93.558 - TANF

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, 2024
(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 Commerce (FloridaCommerce) Reporting Requirements:

The Organization performed timely reconciliations between the general ledger accounting system and the Subrecipient Enterprise Resource Application maintained by FloridaCommerce. Also, based on the FloridaCommerce reporting requirements, there were no additional findings required to be reported in FY2024.

Section V. Prior Audit Findings for Federal Awards for the Year Ended June 30, 2023:

There were no prior year audit findings.