



**PAID WORK EXPERIENCE (PWE) CONTRACT**

<b>Related Party Contract (check box, if applicable):</b> <input checked="" type="checkbox"/>		<b>PWE Agreement Number:</b> 2025-PWE-079	
<b>Worksite Partner Profile</b>			
<b>Business Name:</b> Empact Solutions			
<b>Address:</b> 260 1st Avenue South			
<b>City:</b> St. Petersburg	<b>State:</b> FL	<b>Zip:</b> 33701	
<b>Telephone:</b> 915-355-7715	<b>Fax:</b>		
<b>County:</b> Pinellas	<b>FEIN #:</b>		831347831
<b>Years at Current Location:</b> 4	<b>Industry Sector:</b> Business & Finance		
<i>An authorized representative must be identified to validate the Contract</i>			
<b>Representative:</b> Elizabeth Siplin			
<b>Telephone:</b> 915-355-7715			
<b>Email:</b> esiplin@empactsolutions.info			
<b>CareerSource Hillsborough Pinellas</b>			
<b>Staff Contact Name:</b> Sean R Thornton			
<b>Contact Phone:</b> 727-480-6648		<b>Email:</b> SThornton@CareerSourceHP.com	

This PWE Contract (Contract or Agreement) is entered into by and between Tampa Bay Workforce Alliance, Inc. dba CareerSource Hillsborough Pinellas (CSHP), a 501(c)(3) Florida non-profit corporation, headquartered at 4350 West Cypress Street, Suite, 875, Tampa, Florida, 33607 and Empact Solutions (Worksite Partner), collectively referred to as Parties.

**I. CONTRACT**

This Contract establishes a Contractor relationship as defined under [2 CFR 200.331](#) between CSHP and the Worksite Partner. Contract is performance-based, meaning that CSHP pays for the provision of specified services. CSHP will exercise due diligence to review performances and required documentation submitted by the Worksite Partner and to process payments in a timely manner. If there arises a discrepancy with the required documentation that precludes the processing of the invoice or a portion of the invoice for payment, the Worksite Partner will be notified. Such discrepancy must be corrected before payment is made.

- A. Purpose: The Workforce Innovation and Opportunity Act (WIOA) brings together in strategic coordination the core programs of the federal investment in skill development to support training and work experience for job seekers through work-based learning. The PWE program enables WIOA-eligible participants an opportunity to engage in work experiences where they develop employability skills, acquire job-specific knowledge and gain work experience in an area that helps prepare them for self-sufficient employment. CSHP eligible participants shall be referred through CSHP to the Worksite Partner by a staffing agency (“Staffing Agency”) under contract with CSHP. The Staffing Agency shall serve as the employer of record for the CSHP participants.

- B. Period of Performance: The Contract shall commence on the Effective Date (last date signed by Parties) and shall continue through June 30<sup>th</sup> of the applicable fiscal year, unless otherwise terminated as provided herein. The contract will auto-renew for successive two-years from July 1 through June 30, unless otherwise terminated as provided herein.

Related party PWE contract shall be approved by the Board of Directors (Board) prior to commencement and execution by CSHP and Worksite Partner. In addition, the contract not-to-exceed amount must be approved by the Board of Directors annually.

## II. PWE PROGRAM

- A. Worksite Partner agrees to develop a training plan for the Participant that aligns with industry standards, provides valuable learning opportunities and supports the participant's skills and needs. The training plan will be signed by CSHP, the Employer, and the participant and will become part of this Agreement.
- B. Work experience worksites may be businesses or organizations that are private-for-profit, not-for-profit, and government organizations. Priority will focus on in-demand industry sectors or occupations that align with the local area.
- C. This Contract must be completed and signed by CSHP and Worksite Partner prior to a CSHP participant's placement with the Worksite Partner. In addition, it is understood by CSHP and the Worksite Partner that no legal employer-employee relationship exists between the Worksite Partner and the participant.
- D. The Worksite Partner acknowledges that the Staffing Agency will be the employer of record for all trainees, that Staffing Agency is responsible for the hiring and payment of wages to participants placed with the Worksite Partner, and that CSHP does not control Staffing Agency's employment procedures, any personnel matters involving the participant placed with the Worksite Partner, or any occurrences that take place during the participant's employment by Staffing Agency and/or placement with the Worksite Partner.
- E. The work experience is for the benefit of the CSHP participant(s). The work experience shall not exceed one hundred ninety-two (192) hours per participant, equating to eight (8) weeks and up to twenty-four (24) hours per week, unless the Worksite Partner desires to convert and hire the participant into unsubsidized employment earlier.
  - 1. CSHP may unilaterally elect to increase the aforesaid hours per participant, number of weeks and hours per week. If elected, an email will be sent to Worksite contact identified in Section VI. Notices of WBL Master Contract for full details. Worksite Partner is not mandated to participate and may opt out.
- F. The PWE wage rate is established at \$15.00 per hour. PWE participants will be compensated for actual time worked and are not eligible for holiday pay.
- G. The State of Florida covers workers' compensation pursuant to Section 445.009(11), Florida Statutes.

## III. CSHP RESPONSIBILITIES

- A. Recruit, select and refer participant(s) to Staffing Agency who are eligible for the paid work experience program.
- B. Assist the Worksite Partner site supervisor in resolving any problems concerning the participant(s) performance on the job.
- C. Hear all grievances concerning the paid work experience program performance at the job site in accordance with CSHP grievance procedures.

- D. Inform the Staffing Agency and Worksite Partner of the maximum number of hours each participant is required to participate and the expected length of the participant's placement in the work site activity.
- E. Conduct bi-weekly onsite PWE Worksite monitoring visits with participant and direct worksite supervisor(s) to evaluate the progress of the paid work experience program.
- F. Monitoring of the activities under this Contract at the Partner work site(s) at reasonable hours and as frequently as the authorized representatives of CSHP may deem necessary to assure the Work Experience Program is constructive for the participant and that all provisions of this Contract are being carried out. Require corrective action within specified time periods or remove participant(s) from Partner work site(s) without prior notice other than a written notification to be delivered to the Worksite Partner at the time of the removal. This action may be taken when CSHP, the Governor of the State of Florida or the U.S. DOL finds serious or continual violations of rules or laws, where violations are not being remedied.

#### IV. WORKSITE PARTNER RESPONSIBILITIES

By signing this Contract, the Worksite Partner agrees to the following:

- A. Provide the necessary orientation, training, supervision, and mentoring/coaching at all times, precautionary safety instructions in the performance of the CSHP participant(s) duties, as stated in the job description.
- B. Strictly adhere to CSHP Worksite Supervision ratio of 1:7.
- C. Worksite Partner is to notify CSHP immediately of any temporary and/or ongoing changes in the designation of personnel who will be supervising the participants.
- D. Worksite Partner certifies that no participant's immediate family member will directly supervise any participant(s) referred by CSHP. Provide a professional work experience related to the CSHP participant(s) area of interest.
- E. Abide by health and safety standards, including Child Labor Laws, established under state and federal law. Carry liability insurance coverage in accordance with State of Florida law. Workers compensation insurance coverage for CSHP participant(s) will be provided under Florida Commerce for Workforce Innovation and Opportunity Act (WIOA) & Temporary Assistance for Needy Families (TANF) funded program participants. CSHP will coordinate Workers compensation insurance coverage for other funding sources.
- F. Complete evaluations of the CSHP participant's performance during the work experience. Notify CSHP contact preferably by telephone and email of any problem or concern regarding a participant's performance at the Partner site as soon as possible, but at least within 24 clock hours of when the problem is identified.
- G. Notify the CSHP contact of Worksite Partner's issues with participants and attempt to discuss and resolve prior to opting to terminate.
- H. Notify the CSHP contact in writing immediately upon notice of the status of a participant when one or more of the following situations occur:
  1. the participant has failed the work assigned or voluntarily quit the work experience.
  2. the participant has experienced absenteeism or sickness or other problems.
  3. the participant secured employment with the Worksite Partner or with another entity.
- I. The participant shall not be instructed nor allowed to drive an automobile for business purposes.
- J. Maintain adequate accountability for the Work Experience participant's time and attendance and submit online electronically signed time sheets to the CSHP contact in accordance with pre-determined payroll periods, with documentation to support the paid work experience program participant's time and attendance required for administrative purposes.
- K. Review and approve participant's time and attendance and submit approved timecard.

- L. Routinely provide feedback to CSHP regarding the program participant's progress in the paid work experience program. Understand that CSHP will have an onsite presence at the worksite to conduct bi-weekly monitoring visits with participant and direct worksite supervisor(s).
- M. Duties must be strictly adhered to in the approved job description, which has been mutually agreed upon by the Worksite Partner and CSHP.
- N. All CSHP participants are to be provided with the same working conditions by Worksite Partner accorded to other employees presently in the Worksite Partner's workforce.
- O. The Worksite Partner shall have all supervisory responsibility of the CSHP participant(s).
- P. Worksite Partner will defend, indemnify, and hold harmless CSHP of and from any and all claims, losses, taxes, penalties, and liabilities caused by the negligence, gross negligence, recklessness, or willful misconduct of Worksite Partner in the course of performing its duties under this Contract.
- Q. Worksite Partner shall inform CSHP Contact immediately should an accident or injury occur at the job site affecting or involving a CSHP participant(s).
- R. No participant may participate in a work experience unless the participant is referred to Worksite Partner by Staffing Agency in accordance with the terms of this Contract.
- S. Implement administrative controls to ensure that costs for wages and other costs that are funded under this Contract are not being paid by other federal, state, or local programs to eliminate the possibility of duplicate funding.
- T. The Worksite Partner shall notify CSHP if a background check is a requirement for the paid work experience and understands the additional cost of a background check more extensive than a Level 1 will not be covered by Staffing Agency. Level 1 background screenings are further explained in section 435.03, Florida Statutes. CSHP is not responsible for the cost of background checks.

**V. EMPLOYER OF RECORD (EOR) RESPONSIBILITIES**

There will be a CSHP contact to coordinate with the Staffing Agency and Worksite Partner regarding the Paid Work Experience participant. EOR responsibility and requirements include but are not limited to:

- A. Handling payroll, benefits, workers' compensation and unemployment compensation (except where provided by the State of Florida) for participants.
- B. Handling personnel matters concerning participant performance while on assignment to the Worksite Partner.
- C. Providing drug testing and/or background checks for participants as required as a condition of employment with Worksite Partner.
- D. Tracking the participant's completed hours and communicating those hours to the participant, CSHP, and Worksite Partner in a timely manner. Failure to track and communicate the remaining hours to the Worksite Partner may result in the Staffing Agency being responsible for payment of any additional wages attributable to exceeding the maximum employment limits stated in the Worksite Partner's job description.

**VI. WORKSITE PARTNER ASSURANCES**

- A. Funds will not be used to directly or indirectly aid in the filling of a job opening which is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute, or the filling of which is otherwise an issue in a labor dispute involving a work stoppage.
- B. Funds will not be used to displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee (as of the date of participation).
- C. Funds will not be used to impair an existing contract for services or collective bargaining agreement, and no activity that would be inconsistent with the terms of a collective bargaining agreement shall be undertaken without the written concurrence of the labor organization and Worksite Partner concerned.

- D. Funds will not be used to employ a participant in a job if any other individual is on layoff from the same or any substantially equivalent job, or that the Worksite Partner has terminated the employment of any regular employee or otherwise reduced the workforce of the Worksite Partner with the intention of filling the vacancy created with the participant.
- E. Funds will not be used to create a promotional line that will infringe in any way upon the promotional opportunities of currently employed individuals (as of the date of participation).
- F. Funds will not be used for any political or lobbying activities, or any activity designed to influence legislation or appropriation pending before the Congress of the United States.
- G. Funds will not be used to directly or indirectly assist, promote, or deter union organizing.
- H. Funds will not be used to encourage or induce relocation.

**VII. MODIFICATION**

Modifications to this Contract shall only be valid when they have been rendered in writing before the expiration or termination of this Contract and executed by the respective original parties, or their duly authorized designees.

**VIII. CANCELLATION FOR CONVENIENCE**

CSHP or the Worksite Partner may, without cause, unilaterally cancel or terminate this Contract by providing the other party thirty (30) days' notice in compliance with Paragraph VII. Notice. In the event funds to finance this Contract become unavailable, CSHP may terminate the Contract upon no less than five (5) business days' notice to the Worksite Partner. CSHP shall be the final authority as to the availability of funds for this Contract, per Paragraph VIII. Fiscal Non-Funding Clause. In the event of termination prior to the expiration date, CSHP will pay for approved deliverables that are completed timely prior to such termination.

**IX. TERMINATION FOR CAUSE**

If the Worksite Partner breaches the performance of any duty, obligation, covenant or Contract, then CSHP may, but is not obligated to, terminate the Agreement for non-performance or breach and may also pursue penalties for non-performance or breach to the extent allowable under the Florida Statutes. Prior to termination, CSHP shall provide the Worksite Partner a notice of the alleged non-performance and/or breach issues and will provide a date certain for remedying these issues. The Worksite Partner shall remedy the non-performance or breach and shall provide written notice to CSHP of such remedy by the date provided by CSHP. If the non-performance or breach is not corrected by the date provided (or the Worksite Partner fails to provide notice of such remedy), CSHP may, by written notice to the Worksite Partner, terminate the Contract upon 24 hours notice.

**X. NOTICES**

All notices and other writing required under this Contract shall be deemed to have been fully given or made or sent when (i) mailed in writing and deposited in the U.S. Mail, certified return receipt requested and addressed to the parties at the addressed noted in this Contract or (ii) delivered by nationally recognized courier, receipt of recipient acknowledged by signature.

	<b>CSHP</b>	<b>Worksite Partner</b>
<b>Contact Name:</b>	Anna Munro	Elizabeth Siplin
<b>Title:</b>	VP of Fiscal and Administrative Compliance	<b>CEO</b>
<b>Physical Address:</b>	4350 West Cypress Street, Suite 875, Tampa, FL 33607	260 1 Ave South St. Petersburg, FL 33701

If the designated representative and/or contact information for either party changes, written notification shall be given to the other within ten (10) business days of the change and said notifications attached to the original of this Contract.

**XI. FISCAL NON-FUNDING CLAUSE**

The Contract is subject to continued availability of legislatively appropriated and allocated funds. In the event funding is reduced, unavailable, or subsequently determined not to be eligible to fund this Contract, including, but not limited to, federal or state funds, CSHP shall notify the Worksite Partner of such occurrence, and CSHP may terminate this Contract, without penalty or expense to CSHP, upon no less than twenty-hours (24) hours written notice to the Worksite Partner. The Worksite Partner agrees that CSHP shall be the final determiner of the availability of such funds.

**XII. PROVISIONS REGARDING ACCESS TO RECORDS**

The Worksite Partner will comply with public records law (Chapter 119 Florida Statutes) and agrees to:

- A. Keep and maintain public records required by CSHP to perform the services.
- B. Retain all records, supporting documents and (including electronic storage media) pertaining to this Contract for a period of five (5) years. Copies of all records and documents shall be made available for CSHP upon request.
- C. Upon request from CSHP, provide CSHP with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119 Florida Statutes or as otherwise provided by law.
- D. Upon completion of the Contract, transfer at no cost to CSHP, all public records in possession of Worksite Partner or keep and maintain public records required by CSHP to perform the service. If Worksite Partner transfers all public records to CSHP upon completion of the Contract, it shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Worksite Partner keeps and maintains public records upon completion of the Contract, it shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to CSHP, upon request from CSHP, in a format that is compatible with the information technology systems of CSHP.
- E. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Contract term and following completion of the Contract if records are not transferred to CSHP.
- F. Failure to comply with Chapter 119, Florida Statutes, and/or the provisions set forth above, where applicable, shall be grounds for immediate unilateral termination of this Contract by CSHP. IF WORKSITE PARTNER HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO WORKSITE PARTNER'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT

Phone: (813) 397-2064	Email: MunroA@CareerSourceHP.com
Address: Meridian One 4350 West Cypress Street, Suite 875 Tampa, FL 33607	

**XIII. MONITORING**

Worksite Partner agrees to cooperate with any review, monitoring, evaluation or audit by CSHP, the Governor of Florida, Hillsborough County Government, the Florida Department of Commerce the U.S. Comptroller General, the U.S. Secretary of Labor, or other designated representatives, and any other authorized State, Federal representative of any program which the Worksite Partner administers or operates and which is funded, in whole or in part, by CSHP. As applicable, Worksite Partner agrees to

make available for examination any and all CSHP job-seeker records requested and shall permit such entities to audit, examine, and make excerpts and transcripts, in whole or in part, from such records and to conduct audits of all Contracts, invoices, materials, records of personnel, conditions of employment, and all other data requested. Such access shall be granted during regular office hours of the Worksite Partner with or without previous announcement and shall include provisions by the Worksite Partner of suitable workspace for such monitoring, inspection, audit, or investigation to be conducted.

#### **XIV. INDEMNIFICATION**

To the extent not otherwise limited by applicable law, each party shall indemnify, hold harmless, and defend the other and its respective agents and employees (all of the foregoing shall hereinafter collectively be referred to as the "Indemnified Parties") from and against any and all liabilities, losses, claims, damages, demands, expenses or actions, either at law or in equity, including court costs and attorneys' fees on account of personal injury, property damage, loss of monies, or other loss, allegedly caused or incurred as a result of any negligent, wrongful, or intentional act or omission, fraud, defalcation, or breach of any provision or covenant of this Contract or applicable law by either party, its agents, subcontractors, assigns, heirs, and employees during performance under this Contract. The extent of this indemnification shall not be limited in any way as to the amount or types of damages or compensation or benefits payable by or for any of the Indemnified Parties on account of any insurance limits, workers' compensation acts, disability benefit acts, or other employee benefit acts. Nothing herein shall be construed to extend any party's liability beyond that provided for in Section 768.28, Florida Statutes, if applicable. These provisions shall survive the expiration or termination of this Contract.

#### **XV. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND EXCLUSIONS**

Worksite Partner certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Contract in accordance with 29 CFR Parts 45, 74, 95 and 98 and 45 CFR PART 74. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

#### **XVI. NON-DISCRIMINATION AND EQUAL OPPORTUNITY ASSURANCES (29 CFR PART 37 AND 45 CFR PART 80)**

The Worksite Partner assures that it will comply fully with the following:

- A. Title VI of the Civil Rights Act of 1964 as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color or national origin.
- B. Section 504 of the Rehabilitation Act of 1973 as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability.
- C. Title IX of the Education Amendments of 1972 as amended, 20 U.S.C. 1681 et. Seq. which prohibits discrimination on the basis of sex in educational programs.
- D. The Age Discrimination Act of 1975 as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age.
- E. Section 654 of the Omnibus Budget Reconciliation Act of 1981 as amended, 42 U.S.C. 9849, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs.
- F. Section 188 of the Workforce Innovation and Opportunity Act of 2014 (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States.
- G. The American with Disabilities Act of 1990, P.L. 101-336, which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities.

- H. Equal Employment Opportunity (EEO): Worksite Partner agrees that it shall comply with Executive Order (EO) No. 11246, Equal Employment Opportunity, as amended by EO No. 11375, requires that Federal Contractors and subcontractors not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. It also requires the Contractor/subcontractor to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin and as supplemented in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 41 CFR Part 60 and 45 CFR Part 80 if applicable.

## **XVII. GENERAL CONDITIONS**

- A. Comply with all applicable federal, state, and local laws;
- B. Worksite Partner acknowledges and agrees that any expenses incurred above and beyond the grant funds shall be borne and paid by Worksite Partner. Worksite Partner will be liable for any project funds used for purposes other than payment of costs approved by CSHP.
- C. Cooperate with CSHP to ensure the successful delivery of the training program. Specific training objectives, which includes the provisions required by Section 445.003, Florida Statutes.
- D. When issuing press releases, statements, requests for proposals, bid solicitation, and other documents describing project or program funded in whole or in part with the Federal money, all awardees receiving Federal funds, shall clearly state (1) the percentage of the total costs of the program or project which will be financed with Federal money and (2) the dollar amount of Federal funds for the project or program.
- E. Any organization or entity, whether public or private, which sponsors a program financed partially by state funds or funds obtained for a state agency, in publicizing, advertising or describing of the sponsorship of this project, the following statement shall be used "Sponsorship by Contractor, Workforce Florida, Inc. and the State of Florida." If the sponsorship referenced is written material, the words "State of Florida" shall appear in the same size letters or type as the name of the organization.
- F. The following activities shall not be funded with any of the grant funds: a) Employee/trainees' wages and fringe benefits b) Compensation or consultant fees c) Capital improvements d) travel and related incidental costs e) food f) membership fees/dues g) Conferences h) Test/exam Fees i) Company website design and development, website hosting and maintenance, software upgrade, advice on computer selection for purchase and upgrade j) Purchase of employee assessment systems or systems usage licenses k) Equipment l) Annual membership for online courses and m) lobbying of state or federal legislatures, judiciaries or agencies.
- G. Worksite Partner represents that at no time has it been placed on the discriminatory vendor list pursuant to section 287.134(2)(a), Florida Statutes (F.S.) and recognizes inclusion on the list during the term of the contract results in termination.
- H. The Worksite Partner represents that at no time has it been convicted of a Public Entity Crime pursuant to section 287.133(2)(a), Florida Statutes, and recognizes that such a conviction during the Term of this Contract may result in termination.

## **XVIII. GOVERNING LAW, JURISDICTION AND VENUE**

In the event of a dispute between the parties which cannot be resolved through discussions between the parties, and which would otherwise lead to litigation, both parties agree to submit such issues to non-binding mediation prior to taking any action at law or in equity. This Contract and all related documents are governed by, and construed in accordance with, the laws of the State of Florida, without giving effect to the conflict of provisions thereof to the extent such principles or rules would require or permit the application of the laws of any jurisdiction other than those of the State of Florida. Any action or proceeding by either of the parties to enforce this Contract shall be brought only in any state or federal court located in the State of Florida, County of Hillsborough. The parties hereby irrevocably submit to the exclusive

jurisdiction of these courts and waive the defense of inconvenient forum to the maintenance of any action or proceeding in such venue.

**XIX. STEVENS AMENDMENT**

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

**XX. SPONSORED BY CAREERSOURCE HILLSBOROUGH PINELLAS AND STATE OF FLORIDA, FLORIDA DEPARTMENT OF COMMERCE**

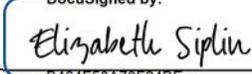
Any nongovernmental organization which sponsors a program financed, in whole or in part, with funds provided by the Florida Department of Economic Opportunity will, in publicizing, advertising, or describing the sponsorship of the program, state: "Sponsored by CareerSource Hillsborough Pinellas and the State of Florida, Department of Economic Opportunity." If the sponsorship reference is in written form, the words "State of Florida, Department of Economic Opportunity" will appear in the same size letters or type as the name of the entity.

**XXI. SIGNATURES**

This Contract will replace and supersede any prior contract or agreement between the parties regarding any of the above selected programs. The Contract constitutes the entire Contract of the Parties relating to the subject matter hereof. Each Party hereto acknowledges that it has read this Contract, understands it, and agrees to be bound by its terms.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be duly executed by their respective authorized officials, as of the last date set forth below.

**Worksite Partner:**

DocuSigned by:  
  
B464F50A70F24BE...

Signature

Elizabeth Siplin

Print Name

Elizabeth Siplin (CEO)

Title

6/6/2025

Date

**Tampa Bay Workforce Alliance, Inc. dba CareerSource Hillsborough Pinellas:**

  
Sheila Doyle (Jun 10, 2025 22:20 EDT)

Signature

Sheila Doyle

Print Name

SVP/CFO

Title

06/10/2025

Date

# 2025-PWE-079\_Empact Solutions

Final Audit Report

2025-06-10

Created:	2025-06-10 (Eastern Daylight Time)
By:	Melissa Carroll (carrollm@careersourcetb.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAtk4ponUk_Pdu9cVZSFoW7mGEOwQJFKju

## "2025-PWE-079\_Empact Solutions" History

-  Document created by Melissa Carroll (carrollm@careersourcetb.com)  
2025-06-10 - 9:51:16 AM EDT
-  Document emailed to Sheila Doyle (doyles@careersourcetb.com) for signature  
2025-06-10 - 9:52:16 AM EDT
-  Email viewed by Sheila Doyle (doyles@careersourcetb.com)  
2025-06-10 - 10:19:39 PM EDT
-  Document e-signed by Sheila Doyle (doyles@careersourcetb.com)  
Signature Date: 2025-06-10 - 10:20:31 PM EDT - Time Source: server
-  Agreement completed.  
2025-06-10 - 10:20:31 PM EDT