



## **CareerSource Tampa Bay Finance / Audit Committee**

Date: December 18, 2025 at 10:00 a.m.

Location: Hybrid; Meridian One 4350 W.Cypress Street, Suite 875 Tampa FL 33607

**Zoom Information** [Zoom Link](#)

Meeting ID: 810 8142 0606

Passcode: 871827

Dial-in-Number: 1.305.224.1968

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#### **I. Call to Order, Roll Call, and Welcome**

#### **II. Public Comments**

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

#### **III. Action Items/Discussion Items**

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**B. Required Communications and Acceptance of June 30, 2025, Annual Financial  
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#### **IV. Information Items**

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#### **V. Adjournment**

**A. Next Finance Committee Meeting – March 19, ,2025**



**Action Item**  
**Finance / Audit Committee Minutes**  
**October 27, 2025**



**CareerSource Tampa Bay Finance/Audit  
Committee Minutes**

CareerSource Tampa Bay  
10/27/2025 11:00 AM EDT

@ Hybrid; Meridian One 4350 W Cypress Street, Suite 875 Tampa FL 33607

**Attendance**

**Present:**

Members: Barclay Harless (remote), Don Noble (remote), Sophia West (remote), Don Blair (remote), Elisa Caro, Bob Hyde (remote)

**Absent:**

Members: Mitch Allen, David Fetkenher, Commissioner Latvala

- I. Call to Order, Roll Call, and Welcome (Presenters: Don Noble)  
Don Noble, called the meeting to order at 11:00 a.m. There was a quorum present.
- II. Public Comments (Presenters: Don Noble)  
There were none.
- III. Action Items/Discussion Items
  - A. Approval of minutes – August 28, 2025 Finance/Audit Committee Meeting (Presenters: Don Noble)

**Motion:**

To approve the minutes of the August 28, 2025 Finance/Audit Committee Meeting

Motion moved by Bob Hyde and motion seconded by Don Blair. Motion carried.

- B. Fiscal Year 2025/2026 Budget Modification #1 (Presenters: Sheila Doyle)

**Motion:**

To approve the adjustment to the revenue budget and resultant modification to the expenditure budget.

Motion moved by Bob Hyde and motion seconded by Barclay Harless. Motion carried.

IV. Information Items

A. Expenditure Reports for the period ending September 30,2025

Sheila Doyle gave a brief overview of the Expenditure reports.

V. Adjournment

The meeting was adjourned at 11:15 a.m.

Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.



## **Action Item**

### **Tampa Bay Workforce Alliance, Inc. Required Communication and Acceptance of Annual Financial Statement Audit For the Fiscal Year Ended June 30, 2025**

#### **Background**

*Per Amended and Restated By-Laws of Tampa Bay Workforce Alliance, Inc. d/b/a CareerSource Hillsborough Pinellas ("By-Laws"), the Audit Committee's responsibilities include but are not limited to: "Reviewing and recommending for Board acceptance of the annual financial audit and 401(k) plan audit." [By-Laws, Article VII, Section 7.4(G)]*

#### **Information**

The audit firm James Moore & Co., P.L. ("James Moore") has completed the annual financial statement audit of Tampa Bay Workforce Alliance, Inc. for the fiscal year ended June 30, 2025.

At the conclusion of the audit, the Auditor is required to communicate to those charged with governance matters that those individuals should be aware of (i.e., scope of audit procedures performed, significant findings, and other information, such as disagreements with management, audit adjustments and significant estimates) that aren't communicated in the audited financial statements.

Enclosed is a copy of the required communication (SAS 114) and audit report. A representative from James Moore will present the results to the Finance/Audit Committee.

#### **Recommendation**

Acceptance of the Tampa Bay Workforce Alliance, Inc. Annual Financial Statement Audit for the fiscal year ended June 30, 2025.

January 22, 2026

Board of Directors,  
Tampa Bay Workforce Alliance, Inc.

We have audited the financial statements of Tampa Bay Workforce Alliance, Inc. (“the Organization”) as of and for the year ended June 30, 2025, and have issued our report thereon dated January 22, 2026. Professional standards require that we advise you of the following matters relating to our audit.

### **Our Responsibility in Relation to the Financial Statement Audit**

As communicated in our engagement letter dated September 18, 2025, our responsibility, as described by professional standards, is to form and express opinions about whether the financial statements that have been prepared by management with your oversight are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of your respective responsibilities.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement. An audit of financial statements includes consideration of the system of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control over financial reporting. Accordingly, as part of our audit, we considered the system of internal control of the Organization solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

### **Planned Scope and Timing of the Audit**

We conducted our audit consistent with the planned scope and timing we previously communicated to you.

### **Compliance with All Ethics Requirements Regarding Independence**

The engagement team, others in our firm, as appropriate, our firm, and our network firms have complied with all relevant ethical requirements regarding independence.

In order to eliminate threats to independence related to non-attest services that we provide you, we have instituted a quality control review over all non-attest work. Also, in the engagement letter, we identified a person within your organization with the skills, knowledge, and expertise to review our non-attest work on your behalf.

## **Significant Risks Identified**

Professional standards require that we, as auditors, consider significant risks that impact the audit based upon the nature of the organization and design our audit procedures to adequately address those risks. As part of the audit process, we considered the following significant risks:

- Management override of internal controls is a significant risk due to its potential to impact all financial statement accounts and disclosures and facilitate fraud. Our responses to the significant risk included incorporating an element of unpredictability in designing audit procedures, obtaining an understanding of the process and related controls over journal entries and other adjustments, testing journal entries and other adjustments, reviewing significant accounting estimates for evidence of management bias, and obtaining an understanding of management's rationale for any significant and unusual transactions.
- Improper revenue recognition is a significant risk due to the susceptibility of contribution revenue being misstated due to fraud or not properly recognizing restrictions on revenue and support. Our responses to the significant risk included substantive testing and examination of support for selected transactions as well as performing an analytical review of revenue balances at year end.
- Use of restricted resources is a significant risk due to the potential to use restricted resources for unallowed purposes. Restricted contributions must only be used to fulfill their restricted purpose. Our response to the significant risk included reviewing revenue sources for restrictions and for any such restrictions we performed substantive procedures to test the use of those restricted revenue sources.

Our audit was designed to adequately address the above risks and no issues were noted that impacted our ability to render an opinion on the financial statements.

## **Qualitative Aspects of the Entity's Significant Accounting Practices**

### *Significant Accounting Policies*

Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies adopted by the Organization is included in Note 2 to the financial statements. There have been no initial selection of accounting policies and no changes in significant accounting policies or their application during 2025. No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

### *Significant Accounting Estimates and Related Disclosures*

Accounting estimates and related disclosures are an integral part of the financial statements prepared by management and are based on management's current judgments. Those judgments are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgments. We identified no sensitive accounting estimates which would have a material effect on the financial statements.

### *Financial Statement Disclosures*

Certain financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting Tampa Bay Workforce Alliance, Inc.'s financial statements relate to subsequent events, disclosure of leases, significant funding sources, and contingencies in notes 2, 10, 12 and 13, respectively.

### **Significant Unusual Transactions**

For purposes of this communication, professional standards require us to communicate to you significant unusual transactions identified during our audit. We identified no significant unusual transactions as a result of our audit procedures.

### **Identified or Suspected Fraud**

We have not identified or have not obtained information that indicates fraud may have occurred.

### **Significant Difficulties Encountered during the Audit**

We encountered no significant difficulties in dealing with management relating to the performance of the audit.

### **Uncorrected and Corrected Misstatements**

For purposes of this communication, professional standards also require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the financial statements as a whole and each applicable opinion unit. See below for a summary of uncorrected financial statement misstatements whose effects in the current and prior periods, as determined by management, are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. Uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future-period financial statements to be materially misstated, even though the uncorrected misstatements are immaterial to the financial statements currently under audit.

- Adjustment to adjust the current year effects of FASB ASC 842, which would reduce net assets by approximately \$101,000, increase lease liabilities for operating leases by \$196,000 and increase right of use assets by \$95,000.

In addition, professional standards require us to communicate to you all material, corrected misstatements that were brought to the attention of management as a result of our audit procedures. No such misstatements were noted.

### **Disagreements with Management**

For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the Organization's financial statements or the auditor's report. No such disagreements arose during the course of the audit.

### **Circumstances that Affect the Form and Content of the Auditor's Report**

For purposes of this letter, professional standards require that we communicate any circumstances that affect the form and content of our auditor's report. We identified no circumstances that affect the form and content of the auditor's report as a result of our audit procedures.

### **Representations Requested from Management**

We have requested certain written representations from management, which are included in the attached letter dated January 22, 2026.

### **Management's Consultations with Other Accountants**

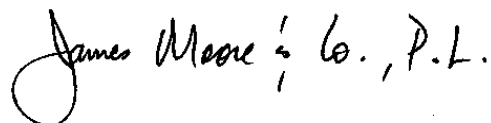
In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

### **Other Significant Matters, Findings, or Issues**

In the normal course of our professional association with the Organization, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, operating and regulatory conditions affecting the entity, and operational plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the Organization's auditors.

This report is intended solely for the information and use of the Board of Directors and management of the Organization and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

A handwritten signature in black ink that reads "James Moore & Co., P.L." The signature is written in a cursive, flowing style.

JAMES MOORE & CO., P.L.



January 22, 2026

James Moore & Co., P.L.  
2477 Tim Gamble Place #200  
Tallahassee, FL 32308

This representation letter is provided in connection with your audits of the financial statements of Tampa Bay Workforce Alliance, Inc., which comprise the statements of financial position as of June 30, 2025, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, for the purpose of expressing an opinion on whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information such that, in the light of surrounding circumstances, 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.

We confirm that to the best of our knowledge and belief, having made such inquiries as we considered necessary for the purpose of appropriately informing ourselves as of January 22, 2026:

#### **Financial Statements**

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated September 18, 2025, for the preparation and fair presentation of the financial statements in accordance with GAAP.
2. The financial statements referred to above have been fairly presented in accordance with GAAP and include all proper classifications, required supplementary information, and note disclosure.
3. We acknowledge our responsibility for the design, implementation, and maintenance of the system 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.
4. We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
5. With respect to the IRS form 990, lease liability calculation for FASB ASC 842, and preparation of the data collection form, we have performed the following:
  - a. Made all management decisions and performed all management functions;
  - b. Assigned a competent individual to oversee the services;
  - c. Evaluated the adequacy of the services performed;
  - d. Evaluated and accepted responsibility for the result of the service performed; and
  - e. Established and maintained internal controls, including monitoring ongoing activities.

6. The methods, data, and significant assumptions used by us in making accounting estimates and their related disclosures are appropriate to achieve recognition, measurement, or disclosure that is reasonable in the context of the applicable financial reporting framework.
7. Related party relationships and transactions have been appropriately accounted for and disclosed in accordance with the requirements of GAAP.
8. All events subsequent to the date of the financial statements and for which GAAP requires adjustment or disclosure have been adjusted or disclosed.
9. The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. The uncorrected misstatements are as follows:
  - Adjustment to adjust the current year effects of FASB ASC 842, which would reduce net assets by approximately \$101,000, increase lease liabilities for operating leases by \$196,000 and increase right of use assets by \$95,000.
10. The effects of all known actual or possible litigation and claims have been accounted for and disclosed in accordance with GAAP.
11. With regard to items reported at fair value:
  - a. The underlying assumptions are reasonable, and they appropriately reflect management's intent and ability to carry out its stated courses of action.
  - b. The measurement methods and related assumptions used in determining fair value are appropriate in the circumstances and have been consistently applied.
  - c. The disclosures related to fair values are complete, adequate, and in conformity with GAAP.
  - d. There are no subsequent events that require adjustments to the fair value measurements and disclosures included in the financial statements.
12. All assets and liabilities under the entity's control are included in the financial statements.
13. Net assets presented in the statement of financial position are appropriately classified, and reclassifications between net asset classes are appropriate.
14. If applicable, we have maintained the composition of the entity's assets in amounts needed to comply with all donor restrictions.
15. The entity's disclosed tax-exempt status is accurate.
16. The entity has disclosed all matters of taxation that are deemed to be reasonably uncertain including, but not limited to, aggressive tax elections, the status or results of IRS examinations, provisions for unpaid unrelated business income taxes and tax benefits to the extent that the entity believes that it is "more likely than not" that its tax positions will be sustained upon IRS examination.
17. The basis used for the allocation of functional expenses is reasonable.
18. Internal controls over the receipt and recording of contributions are adequate.

19. There have been no cybersecurity breaches or other cyber events whose effects should be considered for disclosure in the financial statements, as a basis for recording a loss contingency, or otherwise considered when preparing the financial statements.

**Information Provided**

20. We have provided you with:
- Access to all information, of which we are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, meeting minutes, and other matters;
  - Additional information that you have requested from us for the purpose of the audit; and
  - Unrestricted access to persons within the entity and others from whom you determined it necessary to obtain audit evidence.
21. All transactions have been recorded in the accounting records and are reflected in the financial statements.
22. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
23. We have provided to you our evaluation of the entity's ability to continue as a going concern, including significant conditions and events present, and we believe that our use of the going concern basis of accounting is appropriate.
24. We have identified and disclosed to you all information that we are aware of regarding instances, that have occurred or are likely to have occurred, of fraud and noncompliance with provisions of laws and regulations that have a material effect on the financial statements or other financial data significant to the audit objectives, and any other instances that warrant the attention of those charged with governance, whether communicated by employees, former employees, vendors, regulators, or others.
25. We have identified and disclosed to you all information that we are aware of regarding instances that have occurred or are likely to have occurred, of noncompliance with provisions of contracts and grant agreements that has a material effect on the determination of financial statement amounts or other financial data significant to the audit objectives.
26. We have no knowledge of any instances that have occurred or are likely to have occurred of abuse that could be quantitatively or qualitatively material to the financial statements or other financial data significant to the audit objectives.
27. We have taken timely and appropriate steps to remedy fraud, noncompliance with provisions of laws, regulations, contracts, and grant agreements, or abuse or waste that you have reported to us.
28. We have a process to track the status of audit findings and recommendations.
29. We have identified for you all previous audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
30. We have provided views on your reported audit findings, conclusions, and recommendations, as well as our planned corrective actions, for the report, if applicable.
31. We have identified and disclosed to you all information that we are aware of regarding allegations of fraud, or suspected fraud, affecting the entity's financial statements communicated by employees, former employees, vendors (contractors), regulators, or others.

32. We have disclosed to you all known actual or possible litigation, claims, and assessments whose effects should be considered when preparing the financial statements.
33. We have disclosed to you the identity of the entity's related parties and all the related party relationships and transactions of which we are aware.
34. We have disclosed to you all communications from regulatory agencies concerning noncompliance with or deficiencies in accounting, internal control, or financial reporting practices.
35. Tampa Bay Workforce Alliance, Inc. has no plans or intentions that may materially affect the carrying value or classification of assets and liabilities.
36. We have disclosed to you all guarantees, whether written or oral, under which Tampa Bay Workforce Alliance, Inc. is contingently liable.
37. We have identified and disclosed to you the laws, regulations, and provisions of contracts and grant agreements that could have a direct and material effect on financial statement amounts.
38. There are no:
  - a. Violations or possible violations of laws or regulations, or provisions of contracts or grant agreements whose effects should be considered for disclosure in the financial statements or as a basis for recording a loss contingency.
  - b. Unasserted claims or assessments that our lawyer has advised are probable of assertion and must be disclosed in accordance with FASB Accounting Standards Codification (ASC) 450, *Contingencies*.
  - c. Other liabilities or gain or loss contingencies that are required to be accrued or disclosed by ASC-450.
39. Tampa Bay Workforce Alliance, Inc. has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset or future revenue been pledged as collateral, except as disclosed to you.
40. We have complied with all aspects of grant agreements and other contractual agreements that would have a material effect on the financial statements in the event of noncompliance.
41. We have made available all relevant information about financial interests and contractual arrangements with related parties, de facto agents and other entities, including but not limited to, their governing documents, equity and debt instruments, contracts, leases, guarantee arrangements, and other financial contracts and arrangements.
42. With regard to leases and implementation of FASB ASC 842 Leases:
  - a. Management has performed a comprehensive inventory of its existing contracts for potential impacts of FASB ASC 842. All operating and/or finance leases existing at year-end or during the period under audit have been accurately and completely recorded and disclosed in the Company's financial statements.
  - b. Appropriate practical expedients have been elected.
  - c. Short-term and related party leases are reflected completely and accurately.

### Single Audit

43. With respect to federal awards, we represent the following to you:

- a. We are responsible for understanding and complying with and have complied with the 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).
- b. We are responsible for the preparation and presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance.
- c. We believe the schedule of expenditures of federal awards, including its form and content, is fairly presented in accordance with the Uniform Guidance.
- d. The methods of measurement or presentation have not changed from those used in the prior period.
- e. We believe the significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards, and the basis for our assumptions and interpretations, are reasonable and appropriate in the circumstances.
- f. We are responsible for including the auditors' report on the schedule of expenditures of federal awards in any document that contains the schedule and that indicates that the auditor has reported on such information.
- g. We have identified and disclosed all of our government programs and related activities subject to the Uniform Guidance compliance audit.
- h. We have notified you of federal awards and funding increments that were received before December 26, 2014 (if any) and differentiated those awards from awards and funding increments received on or after December 26, 2014, and subject to the audit requirements of the Uniform Guidance.
- i. When the schedule of expenditures of federal awards is not presented with the audited financial statements, we will make the audited financial statements readily available to the intended users of the schedule of expenditures of federal awards no later than the date of issuance by the entity of the schedule of expenditures of federal awards and the auditors' report thereon.
- j. We have, in accordance with the Uniform Guidance, identified in the schedule of expenditures of federal awards, expenditures made during the audit period for all awards provided by federal agencies in the form of grants, federal cost-reimbursement contracts, loans, loan guarantees, property (including donated surplus property), cooperative agreements, interest subsidies, food commodities, direct appropriations, and other assistance.
- k. We have provided to you our interpretations of any compliance requirements that are subject to varying interpretations.
- l. We have made available to you all federal awards (including amendments, if any) and any other correspondence relevant to federal programs and related activities that have taken place with federal agencies or pass-through entities.
- m. We have received no requests from a federal agency to audit one or more specific programs as a major program.
- n. We have identified and disclosed to you all amounts questioned and any known noncompliance with the direct and material compliance requirements of federal awards, including the results of other audits or program reviews or stated that there was no such noncompliance. We also know of no instances of noncompliance with direct and material compliance requirements occurring subsequent to the period covered by the auditors' report.
- o. We have disclosed to you any communications from federal awarding agencies and pass-through entities concerning possible noncompliance with the direct and material compliance requirements, including communications received from the end of the period covered by the compliance audit to the date of the auditors' report.



- p. We have made available to you all documentation related to compliance with the direct and material compliance requirements, including information related to federal program financial reports and claims for advances and reimbursements.
- q. Federal program financial reports and claims for advances and reimbursements are supported by the books and records from which the basic financial statements have been prepared (and are prepared on a basis consistent with the schedule of expenditures of federal awards).
- r. The copies of federal program financial reports provided to you are true copies of the reports submitted, or electronically transmitted, to the respective federal agency or pass-through entity, as applicable.
- s. We have monitored subrecipients, as necessary, to determine if they have expended subawards in compliance with federal statutes, regulations, and the terms and conditions of the subaward and have met the other pass-through entity requirements of the Uniform Guidance.
- t. We have issued management decisions for audit findings that relate to federal awards we make to subrecipients, and such management decisions are issued within six months of acceptance of the audit report by the FAC. Additionally, we have followed up ensuring that the subrecipients have taken the appropriate and timely action on all deficiencies detected through audits, on-site reviews, and other means that pertain to the federal award provided to the subrecipient from the pass-through entity.
- u. We have considered the results of subrecipients' audits and have made any necessary adjustments to our own books and records.
- v. We have properly classified amounts claimed or used for matching in accordance with related guidelines in the Uniform Guidance, as applicable.
- w. We have charged costs to federal awards in accordance with applicable cost principles.
- x. We are responsible for and have accurately prepared the summary schedule of prior audit findings to include all findings required to be included by the Uniform Guidance, and we have provided you with all information on the status of the follow-up on prior audit findings by federal awarding agencies and pass-through entities, including all management decisions.
- y. We have disclosed to you the findings received and related corrective actions taken for previous audits, attestation engagements, and internal or external monitoring that directly relate to the objectives of the compliance audit, including findings received and corrective actions taken from the end of the period covered by the compliance audit to the date of the auditor's report.
- z. The reporting package does not contain personally identifiable information.
- aa. We have disclosed all contracts or other agreements with service organizations and disclosed to you all communications from these service organizations relating to noncompliance at the organizations.
- bb. We have disclosed to you the nature of any subsequent events that provide additional evidence with respect to conditions that existed at the end of the reporting period that affect noncompliance during the reporting period.

In addition:

- cc. We are responsible for understanding and complying with the requirements of federal statutes, regulations, and the terms and conditions of federal awards related to each of our federal programs and have identified and disclosed to you federal statutes, regulations, and the terms and conditions of federal awards that are considered to have a direct and material effect on each major federal program; and we have complied with these direct and material compliance requirements.

- dd. We are responsible for designing, implementing, and maintaining, and have designed, implemented, and maintained, effective internal control over compliance for federal programs that provide reasonable assurance that we are managing our federal awards in compliance with federal statutes, regulations, and the terms and conditions of the federal award that could have a material effect on our federal programs. Also, no changes have been made in the internal over compliance or other factors that might significantly affect internal control, including any corrective action taken by management with regard to significant deficiencies and material weaknesses in internal control over compliance have occurred subsequent to the period covered by the auditors' report.
- ee. We are responsible for and have accurately completed the appropriate sections of the Data Collection Form and we are responsible for taking corrective action on audit findings of the compliance audit and have developed a corrective action plan that meets the requirements of the Uniform Guidance.

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Sheila Doyle, SVP, Chief Financial Officer

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Anna Munro, VP, Fiscal and Administrative Compliance

DRAFT

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

Financial Statement, Supplemental Information and Regulatory Reports

June 30, 2025

(With Independent Auditors' Report Thereon)

DRAFT



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 financial statements of Tampa Bay Workforce Alliance, Inc., (the Organization), which comprise the statement of financial position as of June 30, 2025, and the related statement of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization, as of June 30, 2025, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### *Basis for Opinion*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* (GAS), 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 opinion.

#### *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 GAS 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 GAS, 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 22, 2026, 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 solely 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 effectiveness of 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.

Daytona Beach, Florida  
January 22, 2026

DRAFT

TAMPA BAY WORKFORCE ALLIANCE, INC.  
Statements of Financial Position  
Year Ended June 30, 2025

|   | <u>2025</u>             |
|---|-------------------------|
| <b>Assets</b>   |                         |
| Current assets:   |                         |
| Cash and cash equivalents                                 | \$ 1,863,559            |
| Board designated - cash                                   | 706,860                 |
| Grants receivable   | 2,898,550               |
| Accounts receivable                                       | 77,632                  |
| Prepaid expenses  | 806,597                 |
| Total current assets                                      | <u>6,353,198</u>        |
| Noncurrent assets:  |                         |
| Investment held by others                                 | 26,789                  |
| Property and equipment, net                               | 256,043                 |
| Operating lease right-of-use asset, net                   | 1,197,556               |
| Total noncurrent assets                                   | <u>1,480,388</u>        |
| <br>Total assets  | <br><u>\$ 7,833,586</u> |
| <b>Liabilities and Net Assets</b>                         |                         |
| Current liabilities:                                      |                         |
| Accounts payable  | \$ 899,368              |
| Customer payable  | 249,009                 |
| Service provider payable                                  | 19,520                  |
| Related party payable                                     | 132,291                 |
| Accrued expenses  | 509,136                 |
| Accrued personal time off                                 | 706,860                 |
| Refundable advances                                       | 2,744,941               |
| Current portion of operating lease liability              | 392,709                 |
| Total current liabilities                                 | <u>5,653,834</u>        |
| Long-term operating lease liability, less current portion | 766,536                 |
| Total liabilities   | <u>6,420,370</u>        |
| Net assets:   |                         |
| Without donor restrictions                                | 1,413,216               |
| Total net assets  | <u>1,413,216</u>        |
| <br>Total liabilities and net assets                      | <br><u>\$ 7,833,586</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, 2025

|  | <u>2025</u>                |
|--|----------------------------|
| Net assets without donor restrictions            |                            |
| Grants   |                            |
| Federal  | \$ 24,001,545              |
| Local  | 1,354,951                  |
| Contribution and sponsorship                     | 27,500                     |
| Other  | 231,790                    |
| Unrealized gain on investment held by others     | <u>1,743</u>               |
| Total Revenues                                   | <u>25,617,529</u>          |
| Expenses:  |                            |
| Program services                                 |                            |
| Workforce development                            | 23,631,555                 |
| Supporting services                              |                            |
| General and administrative                       | <u>2,016,600</u>           |
| Total Expenses                                   | <u>25,648,155</u>          |
| Changes in net assets without donor restrictions | (30,626)                   |
| Net assets at beginning of year                  | <u>1,443,842</u>           |
| Net assets at end of year                        | \$ <u><u>1,413,216</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, 2025

|                                     | Workforce<br>Development | General and<br>Administrative | Totals               |
|-------------------------------------|--------------------------|-------------------------------|----------------------|
| Salaries                            | \$ 10,325,352            | \$ 1,161,951                  | \$ 11,487,303        |
| Retirement                          | 661,291                  | 78,944                        | 740,235              |
| Payroll taxes and fringe            | 2,147,777                | 182,066                       | 2,329,843            |
| Staff training and education        | 17,931                   | 4,684                         | 22,615               |
| Accounting and professional         | 679,165                  | 324,401                       | 1,003,566            |
| Community outreach                  | 271,436                  | -                             | 271,436              |
| Communications                      | 196,080                  | 12,714                        | 208,794              |
| Office expenses                     | 711,321                  | 62,781                        | 774,102              |
| Licenses, dues and other fees       | 32,512                   | 15,297                        | 47,809               |
| Other                               | 1,176                    | -                             | 1,176                |
| Occupancy                           | 1,769,647                | 96,437                        | 1,866,084            |
| Travel                              | 144,639                  | 18,398                        | 163,037              |
| Meetings and conferences            | 130,646                  | 11,493                        | 142,139              |
| Insurance                           | 184,952                  | 15,779                        | 200,731              |
| Contract labor                      | 839,195                  | 31,655                        | 870,850              |
| Service provider                    | 393,887                  | -                             | 393,887              |
| Customer training and related costs | 5,061,356                | -                             | 5,061,356            |
| Depreciation                        | 63,192                   | -                             | 63,192               |
| Total expenses                      | \$ <u>23,631,555</u>     | \$ <u>2,016,600</u>           | \$ <u>25,648,155</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, 2025

|  | <u>2025</u>         |
|--|---------------------|
| Cash flows from operating activities:  |                     |
| Change in net assets   | \$ (30,626)         |
| Adjustments to reconcile change in net assets<br>to net cash provided by (used in) operating activities: |                     |
| Depreciation   | 63,192              |
| Changes in assets and liabilities:   |                     |
| Increase in grants receivable  | (1,750,304)         |
| Decrease in accounts receivable  | 16,549              |
| Increase in prepaid expenses   | (169,381)           |
| Increase in accounts payable   | 244,466             |
| Decrease in customers payable  | (314,237)           |
| Decrease in service provider payable   | (232,073)           |
| Increase in related party payable  | 119,439             |
| Increase in accrued expenses   | 34,445              |
| Increase in accrued personal time off  | 11,988              |
| Decrease in deferred revenue other   | (5,150)             |
| Increase in refundable advances  | 1,963,410           |
| Increase in lease liabilities  | 9,600               |
| Net cash used in operating activities  | <u>(38,682)</u>     |
| Cash flows from investing activities:  |                     |
| Purchase of investments  | (2,336)             |
| Net cash used in investing activities  | <u>(2,336)</u>      |
| Net decrease in cash, cash equivalents, and restricted cash  | (41,018)            |
| Cash, cash equivalents, and restricted cash at beginning of year   | <u>2,611,437</u>    |
| Cash, cash equivalents, and restricted cash at end of year   | <u>\$ 2,570,419</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, 2025

**Note 1: NATURE OF ORGANIZATION AND PURPOSE**

Effective July 1, 2024, Tampa Bay Workforce Alliance, Inc. merged with another organization as part of the Reimagining Education and Career Help (REACH) Act to form a new entity. See more details in Note 14.

Tampa Bay Workforce Alliance, Inc. doing business as CareerSource Tampa Bay (CSTB) serves as the administrative and fiscal entity for the local workforce development area that includes Hillsborough and Pinellas Counties. CSTB is one of twenty-one 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
- National Dislocated Worker Grant: Fostering Opioid Recovery and Hurricane Helene – Disaster Recovery

**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 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.

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 decreases 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 reported as net assets released from restrictions.

CSTB 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.

**Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

***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.

***Cash and Cash Equivalents***

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

***Grants Receivable***

CSTB's grants receivable consist of amounts to be received from 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, 2025. Therefore, no provision for uncollectible amounts has been made in the accompanying financial statements.

***Prepaid Expenses***

Prepaid expenses consist of prepaid rent, insurance, services and goods.

***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 receives 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

**Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

***Property and Equipment (Continued)***

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 \$706,860 is reported as accrued personal time off in the statement of financial position at June 30, 2025.

***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 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 June 30, 2025, totaled \$249,009 and reported as customer payable in the statement of financial position.

***Service Provider Payable***

CSTB utilizes the reimbursement method to pay its service providers. 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 June 30, 2025, totaled \$19,520 and reported as service provider payable in the statement of financial position.

***Revenue Recognition***

A significant portion of CSTB's revenue is derived from quasi advance/cost-reimbursement 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 \$2,744,941 are reported as refundable advances in the statement of financial position at June 30, 2025.

***Functional Allocation of Expenses***

The cost of providing CSTB's various programs and other supporting services has 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 year ending June 30, 2025. 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

**Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

***Functional Allocation of Expenses (Continued)***

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 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, 2025. 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.

***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 22, 2026, the date the financial statements were available to be issued.

**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, 2025:

|   | 2025         |
|---|--------------|
| Cash and cash equivalents   | \$ 1,863,559 |
| Board designated - cash   | 706,860      |
| Total cash, cash equivalents and restricted cash shown in the statement of cash flows | \$ 2,570,419 |

Board designated cash consists of the amount allocated for accrued paid 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, 2025:

|   | 2025         |
|---|--------------|
| Financial assets available within one year, at year end   |              |
| Cash and cash equivalents   | \$ 1,863,559 |
| Board designated - cash   | 706,860      |
| Grants receivable   | 2,898,550    |
| Accounts receivable   | 77,632       |
| Less those unavailable for general expenditures within one year, due to:                                    |              |
| Board designated - cash   | (706,860)    |
| Additional available assets for use over the next 12 months - not designated by donor or board restrictions | \$ 4,839,741 |

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

**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

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

**Note 5: FAIR VALUE MEASUREMENT (Continued)**

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 \$26,789.

The table below sets forth the summary of changes in fair value of the level 3 assets at June 30, 2025:

|  | 2025             |
|--|------------------|
| Balance, beginning of year                   | \$ 24,453        |
| Unrealized gain on investment held by others | 1,743            |
| Dividend/Interest Income                     | 810              |
| Administrative fee                           | (217)            |
| Balance, end of year                         | <u>\$ 26,789</u> |

**Note 6: GRANTS RECEIVABLE**

Grants receivable is comprised of the following federal and local awards at June 30, 2025:

|  | 2025                |
|--|---------------------|
| U.S. Department of Labor                                 |                     |
| Employment Service Cluster                               |                     |
| Wagner Peyser  | \$ 28,952           |
| Disabled Veterans Outreach Program                       | 1,062               |
| Subtotal Employment Service Cluster                      | <u>30,014</u>       |
| Reemployment Services and Eligibility Assessment         | 13,951              |
| Trade Adjustment Assistance                              | 810                 |
| Workforce Innovation and Opportunity Act (WIOA) Cluster  |                     |
| WIOA Adult   | 59,503              |
| WIOA DW  | 1,331,897           |
| WIOA Youth   | 58,389              |
| Subtotal WIOA Cluster                                    | <u>1,449,789</u>    |
| National Dislocated Worker Grant                         |                     |
| National Emergency Grant - Fostering Opioid Recovery     | 12,846              |
| Temporary Assistance for Needy Families                  | 1,004,423           |
| Hillsborough County Board of County Commissioners (BOCC) |                     |
| Ex-Offender Program                                      | 122,664             |
| Targeted Industry Sector Workforce Training Program      | 83,319              |
| Apprenticeship to Career Empowerment                     | 180,734             |
| Subtotal Hillsborough County BOCC                        | <u>386,717</u>      |
|  | <u>\$ 2,898,550</u> |

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

**Note 7: PROPERTY AND EQUIPMENT**

Property and equipment consist of the following at June 30, 2025:

|                             | 2025       |
|-----------------------------|------------|
| Equipment                   | \$ 154,317 |
| Software and Website        | 41,253     |
| Furniture                   | 399,454    |
| Leasehold improvements      | 2,317,861  |
| Total cost                  | 2,912,885  |
| Accumulated depreciation    | 2,656,842  |
| Property and equipment, net | \$ 256,043 |

**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, 2025, totaled \$945,610 and accounts payable at June 30, 2025, totaled \$132,291.

**Note 9: REFUNDABLE ADVANCES**

Refundable Advances is comprised of the following federal and local awards at June 30, 2025:

|   | 2025         |
|---|--------------|
| U.S. Department of Agriculture                                  |              |
| Supplemental Nutrition Assistance Program Cluster               | \$ 21,781    |
| U.S. Department of Labor  |              |
| Employment Service Cluster                                      |              |
| Wagner Peyser   | 297,107      |
| Local Veterans Employment Representative Program                | 2,150        |
| Subtotal Employment Service Cluster                             | 299,257      |
| Workforce Innovation and Opportunity Act (WIOA) Cluster         |              |
| WIOA Adult  | 1,780,295    |
| WIOA DW   | 7,956        |
| WIOA Youth  | 255,321      |
| Subtotal WIOA Cluster   | 2,043,572    |
| National Dislocated Worker Grant                                |              |
| National Emergency Grant - Hurricane Helene - Disaster Recovery | 5,390        |
| Hillsborough County Board of County Commissioners (BOCC)        |              |
| Ex-Offender Program   | 55,542       |
| Targeted Industry Sector Workforce Training Program             | 275,446      |
| Apprenticeship to Career Empowerment                            | 18,703       |
| Subtotal Hillsborough County BOCC                               | 349,691      |
| Good Jobs & Equity Project                                      | 25,250       |
|   | \$ 2,744,941 |

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

**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 \$134,374 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, 2025.

The components of occupancy expense for the year ended June 30, 2025, were as follows:

|                         | 2025                |
|-------------------------|---------------------|
| Operating lease cost    | \$ 482,615          |
| Short-term lease cost   | 1,303,323           |
| Other                   | 214,520             |
| Reduction to lease cost | (134,374)           |
|                         | <u>\$ 1,866,084</u> |

Other information related to leases for the year ended June 30, 2025, is as follows:

|  |            |
|--|------------|
| Operating cash flows from operating leases               | \$ 460,606 |
| Weighted-average remaining lease term - operating leases | 3.82       |
| Weighted-average discount rate - operating leases        | 4.00%      |

Future minimum lease payments under non-cancellable leases as of June 30, 2025, were as follows:

| Year Ended June 30,           | Operating           |
|-------------------------------|---------------------|
| 2026                          | \$ 435,152          |
| 2027                          | 248,594             |
| 2028                          | 225,633             |
| 2029                          | 232,415             |
| 2030                          | 119,109             |
| Total undiscounted cash flows | 1,260,903           |
| Less: present value discount  | (101,658)           |
| Total lease liabilities       | <u>\$ 1,159,245</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, 2025. NEC at a rate of five percent (5%) of an employee's eligible compensation totaled \$479,208 for fiscal year ending June 30, 2025. Three percent (3%) dollar-for-dollar employer matching contribution totaled \$261,028



## **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.

### ***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.

## **Note 13: CONTINGENCIES**

### ***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: MERGER**

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 Tampa Bay Workforce Alliance, Inc. and WorkNet Pinellas, Inc. as of July 1, 2024.

In accordance with a Plan of Merger approved and adopted by WorkNet Pinellas, Inc. (Merging Entity) on May 16, 2024, and Tampa Bay Workforce Alliance, Inc. (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,

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

**Note 14: MERGER (Continued)**

the separate existence of the Merging Entity will thereupon cease, and Tampa Bay Workforce Alliance, Inc. 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.

Major Classes of Assets  
July 1, 2024

|   | <u>Merging Entity</u> | <u>Surviving Entity</u> | <u>Total</u>        |
|---|-----------------------|-------------------------|---------------------|
| Assets  |                       |                         |                     |
| Cash and cash equivalents                                 | \$ 916,425            | \$ 1,002,659            | \$ 1,919,084        |
| Board designated - cash                                   | 196,294               | 496,059                 | 692,353             |
| Grants receivable   | 341,748               | 806,498                 | 1,148,246           |
| Accounts receivable                                       | 10,155                | 84,026                  | 94,181              |
| Prepaid expenses  | 22,307                | 614,909                 | 637,216             |
| Investment held by others                                 | -                     | 24,453                  | 24,453              |
| Property and equipment, net                               | -                     | 319,235                 | 319,235             |
| Operating lease right-of-use asset, net                   | 273,751               | 1,603,032               | 1,876,783           |
| Total assets  | <u>1,760,680</u>      | <u>4,950,871</u>        | <u>6,711,551</u>    |
| Liabilities   |                       |                         |                     |
| Accounts payable  | 380,090               | 274,812                 | 654,902             |
| Customer payable (ITA, OJT, IWT)                          | 8,168                 | 555,078                 | 563,246             |
| Service provider payable                                  | 37,802                | 213,791                 | 251,593             |
| Related party payable                                     | -                     | 12,852                  | 12,852              |
| Accrued expenses (Accrued PR, PR Taxes & Retirement)      | 137,260               | 337,431                 | 474,691             |
| Accrued personal time off                                 | 198,813               | 496,059                 | 694,872             |
| Deferred revenue - other                                  | -                     | 5,150                   | 5,150               |
| Refundable advances                                       | 80,625                | 700,906                 | 781,531             |
| Current portion of operating lease liability              | 139,840               | 352,754                 | 492,594             |
| Long-term operating lease liability, less current portion | 142,296               | 1,193,982               | 1,336,278           |
| Total liabilities   | <u>1,124,894</u>      | <u>4,142,815</u>        | <u>5,267,709</u>    |
| Net assets  |                       |                         |                     |
| Unrestricted  | 635,786               | 808,056                 | 1,443,842           |
| Total liabilities and net assets                          | <u>\$ 1,760,680</u>   | <u>\$ 4,950,871</u>     | <u>\$ 6,711,551</u> |

SUPPLEMENTAL INFORMATION

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TAMPA BAY WORKFORCE ALLIANCE, INC.  
Schedule of Expenditures of Federal Awards  
Year Ended June 30, 2025

| Federal/State Agency Pass-Through Entity/<br>Program Title      | Assistance<br>Listing<br>Number | Pass-Thru Entity Identifying<br>Number                             | Federal<br>Expenditures | Amount to<br>Subrecipients |
|---|---------------------------------|--|-------------------------|----------------------------|
| <b>U.S. Department of Agriculture</b>                           |                                 |  |                         |                            |
| Passed through the Florida Department of Commerce:              |                                 |  |                         |                            |
| Supplemental Nutrition Assistance Program Cluster               | 10.561                          | 043909, 044736   | \$ 862,731              | \$ -                       |
| Total U.S. Department of Agriculture                            |                                 |  | <u>862,731</u>          | <u>-</u>                   |
| <b>U.S. Department of Labor</b>                                 |                                 |  |                         |                            |
| Passed through the Florida Department of Commerce:              |                                 |  |                         |                            |
| Employment Service Cluster:                                     |                                 |  |                         |                            |
| Wagner Peyser   | 17.207                          | 043837, 044033, 043832, 044182,<br>043853, 044507                  | 3,013,524               | -                          |
| Disabled Veterans Outreach Program                              | 17.801                          | 043841, 044868   | 124,187                 | 159                        |
| Local Veterans Employment Representative Program                | 17.804                          | 043842, 044841   | 68,920                  | 135                        |
| Subtotal Employment Service Cluster                             |                                 |  | <u>3,206,631</u>        | <u>294</u>                 |
| Reemployment Services and Eligibility Assessment                | 17.225                          | 043843, 044481   | 1,523,892               | 13,969                     |
| Trade Adjustment Assistance                                     | 17.245                          | 045449, 043905   | 4,727                   | -                          |
| Workforce Innovation and Opportunity Act (WIOA) Cluster:        |                                 |  |                         |                            |
| WIOA Adult  | 17.258                          | 043838, 044085, 044559, 044708,<br>044063, 043836, 045153          | 2,273,444               | 44,162                     |
| WIOA Dislocated Worker  | 17.278                          | 043839, 043958, 043840, 044559,<br>043936, 044708, 044063, 043836, | 5,822,150               | 18,931                     |
| WIOA Youth  | 17.259                          | 043852, 043830, 044559, 044708,<br>044063, 043836, 045153          | 3,980,813               | 275,378                    |
| Subtotal WIOA Cluster   |                                 |  | <u>12,076,407</u>       | <u>338,471</u>             |
| National Emergency Grant - Hurricane Helene - Disaster Recovery | 17.277                          | 044680   | 559,610                 | -                          |
| National Emergency Grant - Fostering Opioid Recovery            | 17.277                          | 045013   | 12,846                  | -                          |
| Total U.S. Department of Labor                                  |                                 |  | <u>17,384,113</u>       | <u>352,734</u>             |
| <b>U.S. Department of Health and Human Services</b>             |                                 |  |                         |                            |
| Passed through the Florida Department of Commerce:              |                                 |  |                         |                            |
| Temporary Assistance for Needy Families                         | 93.558                          | 043831, 043876, 044782   | 5,754,701               | 41,153                     |
| Total U.S. Department of Health and Human Services              |                                 |  | <u>5,754,701</u>        | <u>41,153</u>              |
| Total Federal Awards  |                                 |  | <u>\$ 24,001,545</u>    | <u>\$ 393,887</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, 2025

**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, 2025. 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 de minimis indirect cost rate as allowed under Uniform Guidance. 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, 2025.

## REGULATORY REPORTS

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**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., (the Organization), which comprise the statement of financial position as of June 30, 2025, and the related statements 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 22, 2026.

**Report on Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Organization'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 the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization'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 Organization'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 was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control 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 the Organization'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 results of that testing, and not to provide an opinion on the effectiveness of the Organization'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 Organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

James Moore & Co., P.L.

Daytona Beach, Florida  
January 22, 2026

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**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, Inc. (the Organization)'s compliance with the types of compliance requirements identified as subject to audit 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, 2025. 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 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, 2025.

***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' Responsibilities for the Audit of Compliance***

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 the 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.

*James Moore & Co., P.L.*

Daytona Beach, Florida  
January 22, 2026

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**TAMPA BAY WORKFORCE ALLIANCE, INC.  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS –  
FEDERAL AWARDS PROGRAMS  
FOR THE YEAR ENDED JUNE 30, 2025**

**I. Summary of Auditors' Results:**

***Financial Statements:***

Type of audit report issued on the financial statements: *Unmodified*

Internal control over financial reporting:

Material weakness(es) identified?        yes   X   no

Significant deficiency(ies) identified?        yes   X   none reported

Noncompliance material to financial statements noted?        yes   X   no

***Federal Awards:***

Internal control over major Federal programs:

Material weakness(es) identified?        yes   X   no

Significant deficiency(ies) identified?        yes   X   none reported

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

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

Identification of major Federal programs:

| <u>Assistance Listing Number(s)</u> | <u>Program Name(s)</u> |
|-------------------------------------|------------------------|
| 17.258, 17.259, 17.278              | WIOA Cluster           |

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

Auditee qualified as low-risk auditee?   X   yes        No

**II. Financial Statement Findings:** None.

**III. Federal Awards Findings and Questioned Costs:** None.

**IV. Prior Audit Findings:** There were no audit findings for the year ended June 30, 2024.

**TAMPA BAY WORKFORCE ALLIANCE, INC.  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS –  
FEDERAL AWARDS PROGRAMS  
FOR THE YEAR ENDED JUNE 30, 2025**

**V. State of Florida, Department of Commerce (DOC) Reporting Requirements:**

|    |   |     |
|----|---|-----|
| 1. | Timely reconciliation between the general ledger accounting system and the Subrecipient Enterprise Resource Application (SERA) maintained by the DOC. | Yes |
| 2. | Annual reconciliation to year-end financial records must include the following:   |     |
| a. | Each federal award passed through DOC balanced by the individual DOC NFA ID# since each NFA is required to be a self-balancing set of accounts.       | Yes |
| b. | Net assets of each federal award equaled zero.  | Yes |
| c. | Federal awards did not have negative cash balances without sufficient explanation.  | Yes |
| d. | All cost pools were allocated to their final cost objectives.   | Yes |
| 3. | Application of indirect cost rate agreements negotiated with the federal cognizant agency or DOC had no areas of noncompliance noted.                 | Yes |
| 4. | Federal cash management processes complied with DOC requirements.   | Yes |



## **Information Item**

# **Expenditure Reports for Period Ending October 31, 2025**

**Combined Budget to Actual**  
**CareerSource Tampa Bay**  
**For Period Ending 10/31/2025**

| Budget Category                   | Proposed 2025-<br>2026 Planning<br>Budget - Mod #1 | Actual as of<br>10/31/2025 | \$ Remaining<br>Budget | % Earned/<br>Expended |
|-----------------------------------|--|----------------------------|------------------------|-----------------------|
| Revenue - Grants                  | 28,359,728   | 7,498,453                  | 20,861,275             | 26%                   |
| Revenue - Other                   | 191,000  | 62,916                     | 128,084                | 33%                   |
| <b>Total Revenues</b>             | <b>28,550,728</b>                                  | <b>7,561,369</b>           | <b>20,989,359</b>      | <b>26%</b>            |
| Salaries                          | 10,506,027   | 3,442,147                  | 7,063,880              | 33%                   |
| Payroll Tax & Fringe              | 2,682,943  | 767,462                    | 1,915,481              | 29%                   |
| Retirement                        | 789,332  | 246,968                    | 542,364                | 31%                   |
| Staff Training & Education        | 175,000  | 15,823                     | 159,177                | 9%                    |
| Accounting & Professional fees    | 705,155  | 206,390                    | 498,765                | 29%                   |
| Occupancy                         | 2,191,629  | 646,919                    | 1,544,710              | 30%                   |
| Contract Labor                    | 675,728  | 284,942                    | 390,786                | 42%                   |
| Office Expense                    | 1,019,539  | 199,031                    | 820,508                | 20%                   |
| Insurance                         | 156,369  | 2,049                      | 154,320                | 1%                    |
| Communications                    | 203,920  | 68,121                     | 135,799                | 33%                   |
| Community Outreach                | 576,341  | 53,319                     | 523,022                | 9%                    |
| Travel                            | 187,150  | 45,866                     | 141,284                | 25%                   |
| Meetings & Conferences            | 94,200   | 27,445                     | 66,755                 | 29%                   |
| License, Dues & Other Fees        | 63,300   | 15,136                     | 48,164                 | 24%                   |
| Other expense                     | 10,000   | 1,915                      | 8,085                  | 19%                   |
| Customer Training & Related Costs | 7,905,455  | 1,475,942                  | 6,429,513              | 19%                   |
| Service Provider Contract         | 315,000  | 59,419                     | 255,581                | 19%                   |
| <b>Total Expenses</b>             | <b>28,257,088</b>                                  | <b>7,558,895</b>           | <b>20,698,193</b>      | <b>27%</b>            |
| Projected Net Income/(Loss)       | 25,220   | 2,474                      |                        |                       |
| Unobligated Balance               | 268,420  | -                          |                        |                       |

**Budget to Actual**  
**Pinellas County**  
**For Period Ending 10/31/2025**

| Budget Category                   | Proposed 2025-<br>2026 Planning<br>Budget - Mod #1 | Actual as of<br>10/31/2025 | \$ Remaining<br>Budget | % Earned/<br>Expended |
|-----------------------------------|--|----------------------------|------------------------|-----------------------|
| Revenue - Grants                  | 8,575,542  | 2,056,069                  | 6,519,473              | 24%                   |
| Revenue - Other                   | 95,000   | 15,434                     | 79,566                 | 16%                   |
| <b>Total Revenues</b>             | <b>8,670,542</b>                                   | <b>2,071,503</b>           | <b>6,599,039</b>       | <b>24%</b>            |
| Salaries                          | 3,235,028  | 1,044,759                  | 2,190,269              | 32%                   |
| Payroll Tax & Fringe              | 728,525  | 212,372                    | 516,153                | 29%                   |
| Retirement                        | 244,972  | 75,878                     | 169,094                | 31%                   |
| Staff Training & Education        | 58,650   | 2,407                      | 56,243                 | 4%                    |
| Accounting & Professional fees    | 194,100  | 24,619                     | 169,481                | 13%                   |
| Occupancy                         | 543,741  | 141,626                    | 402,115                | 26%                   |
| Contract Labor                    | 174,240  | 75,335                     | 98,905                 | 43%                   |
| Office Expense                    | 313,119  | 36,105                     | 277,014                | 12%                   |
| Insurance                         | 52,132   | 2,049                      | 50,083                 | 4%                    |
| Communications                    | 90,080   | 32,403                     | 57,677                 | 36%                   |
| Community Outreach                | 100,000  | 9,055                      | 90,945                 | 9%                    |
| Travel                            | 55,250   | 8,679                      | 46,571                 | 16%                   |
| Meetings & Conferences            | 21,200   | 3,860                      | 17,340                 | 18%                   |
| License, Dues & Other Fees        | 28,100   | 4,026                      | 24,074                 | 14%                   |
| Other expense                     | 5,000  | 1,614                      | 3,386                  | 32%                   |
| Customer Training & Related Costs | 2,516,455  | 376,881                    | 2,139,574              | 15%                   |
| Service Provider Contract         | 180,000  | 22,224                     | 157,776                | 12%                   |
| <b>Total Expenses</b>             | <b>8,540,592</b>                                   | <b>2,073,891</b>           | <b>6,466,701</b>       | <b>24%</b>            |
| Projected Net Income/(Loss)       | 12,000   | (2,388)                    |                        |                       |
| Unobligated Balance               | 117,950  | -                          |                        |                       |



**Budget to Actual**  
**Hillsborough County**  
**For Period Ending 10/31/2025**

| Budget Category                   | Proposed 2025-<br>2026 Planning<br>Budget - Mod #1 | Actual as of<br>10/31/2025 | \$ Remaining<br>Budget | % Earned/<br>Expended |
|-----------------------------------|--|----------------------------|------------------------|-----------------------|
| Revenue - Grants                  | 19,784,186   | 5,442,384                  | 14,341,802             | 28%                   |
| Revenue - Other                   | 96,000   | 47,482                     | 48,518                 | 49%                   |
| <b>Total Revenues</b>             | <b>19,880,186</b>                                  | <b>5,489,866</b>           | <b>14,390,320</b>      | <b>28%</b>            |
| Salaries                          | 7,270,999  | 2,397,388                  | 4,873,611              | 33%                   |
| Payroll Tax & Fringe              | 1,954,418  | 555,090                    | 1,399,328              | 28%                   |
| Retirement                        | 544,360  | 171,091                    | 373,269                | 31%                   |
| Staff Training & Education        | 116,350  | 13,416                     | 102,934                | 12%                   |
| Accounting & Professional fees    | 511,055  | 181,771                    | 329,284                | 36%                   |
| Occupancy                         | 1,647,888  | 505,293                    | 1,142,595              | 31%                   |
| Contract Labor                    | 501,488  | 209,607                    | 291,881                | 42%                   |
| Office Expense                    | 706,420  | 162,926                    | 543,494                | 23%                   |
| Insurance                         | 104,237  | -                          | 104,237                | 0%                    |
| Communications                    | 113,840  | 35,719                     | 78,121                 | 31%                   |
| Community Outreach                | 476,341  | 44,265                     | 432,076                | 9%                    |
| Travel                            | 131,900  | 37,187                     | 94,713                 | 28%                   |
| Meetings & Conferences            | 73,000   | 23,585                     | 49,415                 | 32%                   |
| License, Dues & Other Fees        | 35,200   | 11,110                     | 24,090                 | 32%                   |
| Other expense                     | 5,000  | 301                        | 4,699                  | 6%                    |
| Customer Training & Related Costs | 5,389,000  | 1,099,061                  | 4,289,939              | 20%                   |
| Service Provider Contract         | 135,000  | 37,195                     | 97,805                 | 28%                   |
| <b>Total Expenses</b>             | <b>19,716,496</b>                                  | <b>5,485,004</b>           | <b>14,231,492</b>      | <b>28%</b>            |
| Projected Net Income/(Loss)       | 13,220   | 4,862                      |                        |                       |
| Unobligated Balance               | 150,470  | -                          |                        |                       |

CareerSource Tampa Bay  
Combined Grant Award to Actual Expenditures  
FY 2025-2026  
For Period Ending 10/31/2025

| Program Description   | Award Begin Date | Award End Date | Award Amount      | FY 25-26 Budget      | FY 25-26 Expenditures YTD | FY 25-26 Remaining Budget | FY 25-26 Expenditure Rate | Overall Expenditure Rate Expected | Overall Expenditure Rate Actual |
|---|------------------|----------------|-------------------|----------------------|---------------------------|---------------------------|---------------------------|-----------------------------------|---------------------------------|
| <b>Workforce Innovation Opportunity Act</b>                 |                  |                |                   |                      |                           |                           |                           |                                   |                                 |
| WIOA - Adult PY2024   | 7/1/24           | 6/30/26        | 2,852,672         | 2,241,967            | 1,523,422                 | 718,545                   | 68%                       | 67%                               | 75%                             |
| WIOA - Adult PY2025   | 7/1/25           | 6/30/27        | 2,843,845         | 2,275,074            | -                         | 2,275,074                 | 0%                        | 17%                               | 0%                              |
| WIOA - Dislocated Worker PY2024                             | 7/1/24           | 6/30/26        | 3,594,257         | 970,478              | 268,015                   | 702,463                   | 28%                       | 67%                               | 80%                             |
| WIOA - Dislocated Worker PY2025                             | 7/1/25           | 6/30/27        | 3,415,808         | 2,732,646            | -                         | 2,732,646                 | 0%                        | 17%                               | 0%                              |
| WIOA - Youth PY2024   | 7/1/24           | 6/30/26        | 2,679,074         | 612,395              | 515,515                   | 96,880                    | 84%                       | 67%                               | 96%                             |
| WIOA - Youth PY2025   | 4/1/25           | 6/30/27        | 2,569,536         | 2,055,628            | 415,840                   | 1,639,788                 | 20%                       | 26%                               | 16%                             |
| WIOA - Supplemental   | 7/1/24           | 6/30/26        | 371,303           | 371,303              | -                         | 371,303                   | 0%                        | 67%                               | 0%                              |
| WIOA - Rapid Response                                       | 7/1/25           | 6/30/26        | 350,000           | 350,000              | 46,495                    | 303,505                   | 13%                       | 34%                               | 13%                             |
| WIOA - Sectors - Get There Faster (Veterans & Military Spou | 7/1/25           | 6/30/26        | 105,000           | 105,000              | -                         | 105,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - Sectors - Hope Navigator                             | 7/1/24           | 8/31/25        | 256,254           | 14,792               | 12,570                    | 2,222                     | 85%                       | 100%                              | 99%                             |
| WIOA - Sectors - Hope Navigator                             | 7/1/25           | 6/30/26        | 60,000            | 60,000               | 3,969                     | 56,031                    | 7%                        | 34%                               | 7%                              |
| WIOA - Sectors - Sectors of Strategic Focus                 | 7/1/25           | 6/30/26        | 200,000           | 200,000              | -                         | 200,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - Youth Career Exploration                             | 7/1/25           | 6/30/26        | 180,000           | 180,000              | -                         | 180,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - DWG Hurricane Helene/Milton                          | 10/1/24          | 9/30/26        | 2,322,795         | 1,763,185            | 336,978                   | 1,426,207                 | 19%                       | 54%                               | 39%                             |
| WIOA - Opioid Recovery                                      | 12/20/24         | 12/31/26       | 275,000           | 262,154              | 41,974                    | 220,180                   | 16%                       | 43%                               | 20%                             |
| WIOA - Board Consolidation & Realignment                    | 6/3/24           | 12/31/25       | 592,617           | 332,158              | 128,499                   | 203,659                   | 39%                       | 89%                               | 66%                             |
| <b>Total Workforce Innovation Opportunity Act</b>           |                  |                | <b>22,668,161</b> | <b>14,526,782</b>    | <b>3,293,277</b>          | <b>11,233,505</b>         | <b>23%</b>                |                                   |                                 |
| <b>Employment Services</b>                                  |                  |                |                   |                      |                           |                           |                           |                                   |                                 |
| Wagner Peyser PY2024  | 7/1/24           | 9/30/25        | 2,409,633         | 463,731              | 463,731                   | 0                         | 100%                      | 100%                              | 100%                            |
| Wagner Peyser PY2025  | 7/1/25           | 9/30/26        | 2,339,640         | 2,064,640            | 414,488                   | 1,650,152                 | 20%                       | 27%                               | 18%                             |
| WP - Apprenticeship Navigator                               | 7/1/25           | 6/30/26        | 80,000            | 80,000               | 37,935                    | 42,065                    | 47%                       | 34%                               | 47%                             |
| WP - Hope Navigator   | 7/1/23           | 8/31/25        | 112,488           | 8,207                | 8,207                     | (0)                       | 100%                      | 100%                              | 100%                            |
| WP - Hope Navigator   | 7/1/25           | 6/30/26        | 78,571            | 78,571               | 19,310                    | 59,261                    | 25%                       | 34%                               | 25%                             |
| DVOP  | 10/1/24          | 6/30/26        | 369,289           | 280,000              | 10,359                    | 269,641                   | 0%                        | 62%                               | 27%                             |
| LVER  | 10/1/24          | 6/30/26        | 223,322           | 170,000              | 5,722                     | 164,278                   | 3%                        | 62%                               | 26%                             |
| Supplemental Nutrition Assistance Program PY2024            | 10/1/24          | 9/30/25        | 913,434           | 301,498              | 301,498                   | (0)                       | 100%                      | 100%                              | 100%                            |
| Supplemental Nutrition Assistance Program PY2025            | 10/1/25          | 9/30/26        | 867,762           | 659,418              | 151,985                   | 507,433                   | 23%                       | 8%                                | 18%                             |
| TAA Training  | 7/1/25           | 9/30/26        | 65,000            | 65,000               | 4,561                     | 60,439                    | 7%                        | 27%                               | 7%                              |
| RESEA Transition PY2024                                     | 1/1/24           | 12/30/25       | 1,406,005         | 472,055              | 463,329                   | 8,726                     | 98%                       | 92%                               | 99%                             |
| RESEA Transition PY2025                                     | 1/1/25           | 9/30/26        | 1,435,000         | 1,088,250            | -                         | 1,088,250                 | 0%                        | 48%                               | 0%                              |
| Military Family   | 7/1/25           | 6/30/26        | 230,000           | 230,000              | 96,647                    | 133,353                   | 42%                       | 34%                               | 42%                             |
| <b>Total Employment Services</b>                            |                  |                | <b>10,530,144</b> | <b>5,961,370</b>     | <b>1,977,772</b>          | <b>3,983,598</b>          | <b>33%</b>                |                                   |                                 |
| <b>Welfare Transition</b>                                   |                  |                |                   |                      |                           |                           |                           |                                   |                                 |
| Welfare Transition Program PY2024 Oct-June                  | 10/1/24          | 8/31/25        | 4,322,954         | 787,588              | 787,588                   | 0                         | 100%                      | 100%                              | 100%                            |
| Welfare Transition Program PY2025 July-Sept                 | 7/1/25           | 11/30/25       | 1,810,824         | 1,810,824            | 1,159,030                 | 651,794                   | 64%                       | 80%                               | 64%                             |
| Welfare Transition Program PY2025 Oct-June                  | 10/1/25          | 8/31/26        | 3,632,472         | 3,277,897            | -                         | 3,277,897                 | 0%                        | 9%                                | 0%                              |
| <b>Total Welfare Transition</b>                             |                  |                | <b>9,766,250</b>  | <b>5,876,309</b>     | <b>1,946,618</b>          | <b>3,929,691</b>          | <b>33%</b>                |                                   |                                 |
| <b>Direct Grants &amp; Special Projects</b>                 |                  |                |                   |                      |                           |                           |                           |                                   |                                 |
| Hills County - Targeted Industry Sector Workforce Prog      | 10/1/24          | 9/30/25        | 500,000           | 216,685              | 136,523                   | 80,162                    | 63%                       | 109%                              | 85%                             |
| Hills County - Targeted Industry Sector Workforce Prog      | 10/1/25          | 9/30/26        | 500,000           | 475,000              | 14,851                    | 460,149                   | 3%                        | 8%                                | 3%                              |
| Hills County - ACE 5.0                                      | 10/1/24          | 9/30/25        | 755,000           | 535,371              | 103,580                   | 431,791                   | 19%                       | 109%                              | 49%                             |
| Hills County - ACE 6.0                                      | 10/1/25          | 9/30/26        | 755,000           | 566,250              | 2,319                     | 563,931                   | 0%                        | 8%                                | 0%                              |
| Hills County - Ex-Offender/Returning Citizen                | 10/1/24          | 9/30/25        | 150,000           | 92,336               | 8,318                     | 84,018                    | 9%                        | 109%                              | 61%                             |
| Hills County - Ex-Offender/Returning Citizen                | 10/1/25          | 9/30/26        | 112,500           | 84,375               | 978                       | 83,397                    | 1%                        | 8%                                | 1%                              |
| Good Jobs Initiative  | 7/1/23           | 6/30/26        | 25,250            | 25,250               | -                         | 25,250                    | 0%                        | 78%                               | 0%                              |
| <b>Total Direct Grants &amp; Special Projects</b>           |                  |                | <b>2,797,750</b>  | <b>1,995,267</b>     | <b>266,569</b>            | <b>1,728,698</b>          | <b>13%</b>                |                                   |                                 |
| <b>Totals</b>   |                  |                |                   | <b>\$ 28,359,728</b> | <b>7,484,236</b>          | <b>20,875,492</b>         | <b>26%</b>                |                                   |                                 |

Pinellas County  
Grant Award to Expenditure Report  
FY 2025-2026  
For Period Ending 10/31/2025

| Program Description  | Award Begin Date | Award End Date | Award Amount        | FY 25-26 Budget  | FY 25-26 Expenditures YTD | FY 25-26 Remaining Budget | FY 25-26 Expenditure Rate | Overall Expenditure Rate Expected | Overall Expenditure Rate Actual |
|--|------------------|----------------|---------------------|------------------|---------------------------|---------------------------|---------------------------|-----------------------------------|---------------------------------|
| <b>Workforce Innovation Opportunity Act</b>                  |                  |                |                     |                  |                           |                           |                           |                                   |                                 |
| WIOA - Adult PY2024  | 7/1/24           | 6/30/26        | 998,435             | 509,550          | 466,940                   | 42,610                    | 92%                       | 67%                               | 96%                             |
| WIOA - Adult PY2025  | 7/1/25           | 6/30/27        | 853,153             | 682,520          | -                         | 682,520                   | 0%                        | 17%                               | 0%                              |
| WIOA - Dislocated Worker PY2024                              | 7/1/24           | 6/30/26        | 1,293,933           | 268,180          | 105,554                   | 162,626                   | 39%                       | 67%                               | 87%                             |
| WIOA - Dislocated Worker PY2025                              | 7/1/25           | 6/30/27        | 1,742,062           | 1,393,649        | -                         | 1,393,649                 | 0%                        | 17%                               | 0%                              |
| WIOA - Youth PY2024  | 7/1/24           | 6/30/26        | 776,931             | 198,185          | 101,305                   | 96,880                    | 51%                       | 67%                               | 88%                             |
| WIOA - Youth PY2025  | 4/1/25           | 6/30/27        | 513,907             | 411,125          | -                         | 411,125                   | 0%                        | 26%                               | 0%                              |
| WIOA - Supplemental  | 7/1/24           | 6/30/26        | 129,956             | 129,956          | -                         | 129,956                   | 0%                        | 67%                               | 0%                              |
| WIOA - Rapid Response  | 7/1/25           | 6/30/26        | 75,000              | 75,000           | 16,282                    | 58,718                    | 22%                       | 34%                               | 22%                             |
| WIOA - Sectors - Get There Faster (Veterans & Military Spous | 7/1/25           | 6/30/26        | 31,500              | 31,500           | -                         | 31,500                    | 0%                        | 34%                               | 0%                              |
| WIOA - Sectors - Hope Navigator                              | 7/1/24           | 8/31/25        | 128,127             | 4,532            | 4,532                     | 0                         | 100%                      | 100%                              | 100%                            |
| WIOA - Sectors - Hope Navigator                              | 7/1/25           | 6/30/26        | 30,000              | 30,000           | -                         | 30,000                    | 0%                        | 34%                               | 0%                              |
| WIOA - Sectors - Sectors of Strategic Focus                  | 7/1/25           | 6/30/26        | 100,000             | 100,000          | -                         | 100,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - Youth Career Exploration                              | 7/1/25           | 6/30/26        | 126,000             | 126,000          | -                         | 126,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - DWG Hurricane Helene/Milton                           | 10/1/24          | 9/30/26        | 899,998             | 881,593          | 17,426                    | 864,167                   | 2%                        | 54%                               | 4%                              |
| WIOA - Opioid Recovery                                       | 12/20/24         | 12/31/26       | 82,500              | 81,813           | 16,417                    | 65,396                    | 20%                       | 43%                               | 21%                             |
| <b>Total Workforce Innovation Opportunity Act</b>            |                  |                | <b>7,781,502</b>    | <b>4,923,603</b> | <b>728,456</b>            | <b>4,195,147</b>          | <b>15%</b>                |                                   |                                 |
| <b>Employment Services</b>                                   |                  |                |                     |                  |                           |                           |                           |                                   |                                 |
| Wagner Peyser PY2024   | 7/1/24           | 9/30/25        | 701,946             | 112,046          | 112,046                   | (0)                       | 100%                      | 100%                              | 100%                            |
| Wagner Peyser PY2025   | 7/1/25           | 9/30/26        | 811,478             | 811,478          | 98,193                    | 713,285                   | 12%                       | 27%                               | 12%                             |
| WP - Apprenticeship Navigator                                | 7/1/25           | 6/30/26        | 24,000              | 24,000           | 6,520                     | 17,480                    | 27%                       | 34%                               | 27%                             |
| WP - Hope Navigator  | 7/1/23           | 8/31/25        | 37,673              | 6,194            | 6,194                     | (0)                       | 100%                      | 100%                              | 100%                            |
| WP - Hope Navigator  | 7/1/25           | 6/30/26        | 23,571              | 23,571           | 8,063                     | 15,508                    | 0%                        | 34%                               | 34%                             |
| DVOP   | 10/1/24          | 6/30/26        | 129,203             | 125,000          | 1,675                     | 123,325                   | 1%                        | 62%                               | 5%                              |
| LVER   | 10/1/24          | 6/30/26        | 76,060              | 75,000           | 125                       | 74,875                    | 0%                        | 62%                               | 2%                              |
| Supplemental Nutrition Assistance Program PY2024             | 10/1/24          | 9/30/25        | 208,901             | 78,632           | 78,632                    | 0                         | 100%                      | 100%                              | 100%                            |
| Supplemental Nutrition Assistance Program PY2025             | 10/1/25          | 9/30/26        | 254,210             | 199,257          | 60,573                    | 138,684                   | 30%                       | 8%                                | 24%                             |
| TAA Training   | 7/1/25           | 9/30/26        | 25,000              | 25,000           | 389                       | 24,611                    | 2%                        | 27%                               | 2%                              |
| RESEA Transition PY2024                                      | 1/1/24           | 12/30/25       | 566,042             | 225,749          | 225,715                   | 34                        | 100%                      | 92%                               | 100%                            |
| RESEA Transition PY2025                                      | 1/1/25           | 9/30/26        | 511,000             | 395,250          | -                         | 395,250                   | 0%                        | 48%                               | 0%                              |
| <b>Total Employment Services</b>                             |                  |                | <b>3,369,084</b>    | <b>2,101,176</b> | <b>598,125</b>            | <b>1,503,051</b>          | <b>28%</b>                |                                   |                                 |
| <b>Welfare Transition</b>                                    |                  |                |                     |                  |                           |                           |                           |                                   |                                 |
| Welfare Transition Program PY2024 Oct-June                   | 10/1/24          | 8/31/25        | 1,428,629           | 375,372          | 375,372                   | 0                         | 100%                      | 100%                              | 100%                            |
| Welfare Transition Program PY2025 July-Sept                  | 7/1/25           | 11/30/25       | 398,381             | 398,381          | 339,900                   | 58,481                    | 85%                       | 80%                               | 85%                             |
| Welfare Transition Program PY2025 Oct-June                   | 10/1/25          | 8/31/26        | 790,009             | 790,009          | -                         | 790,009                   | 0%                        | 9%                                | 0%                              |
| <b>Total Welfare Transition</b>                              |                  |                | <b>2,617,019</b>    | <b>1,563,762</b> | <b>715,272</b>            | <b>848,490</b>            | <b>46%</b>                |                                   |                                 |
| <b>Totals</b>  |                  |                | <b>\$ 8,588,542</b> | <b>2,041,853</b> | <b>6,546,689</b>          | <b>24%</b>                |                           |                                   |                                 |

**Hillsborough County**  
**Grant Award to Actual Expenditures**  
**FY 2025-2026**  
**For Period Ending 10/31/2025**

| Program Description   | Award Begin Date | Award End Date | Award Amount         | FY 25-26 Budget  | FY 25-26 Expenditures YTD | FY 25-26 Remaining Budget | FY 25-26 Expenditure Rate | Overall Expenditure Rate Expected | Overall Expenditure Rate Actual |
|---|------------------|----------------|----------------------|------------------|---------------------------|---------------------------|---------------------------|-----------------------------------|---------------------------------|
| <b>Workforce Innovation Opportunity Act</b>                 |                  |                |                      |                  |                           |                           |                           |                                   |                                 |
| WIOA - Adult PY2024   | 7/1/24           | 6/30/26        | 1,854,237            | 1,732,417        | 1,056,482                 | 675,935                   | 61%                       | 67%                               | 64%                             |
| WIOA - Adult PY2025   | 7/1/25           | 6/30/27        | 1,990,692            | 1,592,554        | -                         | 1,592,554                 | 0%                        | 17%                               | 0%                              |
| WIOA - Dislocated Worker PY2024                             | 7/1/24           | 6/30/26        | 2,300,324            | 702,298          | 162,461                   | 539,837                   | 23%                       | 67%                               | 77%                             |
| WIOA - Dislocated Worker PY2025                             | 7/1/25           | 6/30/27        | 1,673,746            | 1,338,997        | -                         | 1,338,997                 | 0%                        | 17%                               | 0%                              |
| WIOA - Youth PY2024   | 7/1/24           | 6/30/26        | 1,902,143            | 414,210          | 414,210                   | 0                         | 100%                      | 67%                               | 100%                            |
| WIOA - Youth PY2025   | 4/1/25           | 6/30/27        | 2,055,629            | 1,644,503        | 415,840                   | 1,228,663                 | 25%                       | 26%                               | 20%                             |
| WIOA - Supplemental   | 7/1/24           | 6/30/26        | 241,347              | 241,347          | -                         | 241,347                   | 0%                        | 0%                                | 0%                              |
| WIOA - Rapid Response                                       | 7/1/25           | 6/30/26        | 275,000              | 275,000          | 30,213                    | 244,787                   | 11%                       | 34%                               | 11%                             |
| WIOA - Sectors - Get There Faster (Veterans & Military Spou | 7/1/25           | 6/30/26        | 73,500               | 73,500           | -                         | 73,500                    | 0%                        | 34%                               | 0%                              |
| WIOA - Sectors - Hope Navigator                             | 7/1/24           | 8/31/25        | 128,127              | 10,260           | 8,038                     | 2,222                     | 78%                       | 100%                              | 98%                             |
| WIOA - Sectors - Hope Navigator                             | 7/1/25           | 6/30/26        | 30,000               | 30,000           | 3,969                     | 26,031                    | 13%                       | 34%                               | 13%                             |
| WIOA - Sectors - Sectors of Strategic Focus                 | 7/1/25           | 6/30/26        | 100,000              | 100,000          | -                         | 100,000                   | 0%                        | 34%                               | 0%                              |
| WIOA - Youth Career Exploration                             | 7/1/25           | 6/30/26        | 54,000               | 54,000           | -                         | 54,000                    | 0%                        | 34%                               | 0%                              |
| WIOA - DWG Hurricane Helene/Milton                          | 10/1/24          | 9/30/26        | 1,422,797            | 881,592          | 319,552                   | 562,040                   | 36%                       | 54%                               | 60%                             |
| WIOA - Opioid Recovery                                      | 12/20/24         | 12/31/26       | 192,500              | 180,342          | 25,557                    | 154,785                   | 14%                       | 43%                               | 20%                             |
| WIOA - Board Consolidation & Realignment                    | 6/3/24           | 12/31/25       | 592,617              | 332,158          | 128,499                   | 203,659                   | 39%                       | 89%                               | 66%                             |
| <b>Total Workforce Innovation Opportunity Act</b>           |                  |                | <b>14,886,659</b>    | <b>9,603,179</b> | <b>2,564,821</b>          | <b>7,038,358</b>          | <b>27%</b>                |                                   |                                 |
| <b>Employment Services</b>                                  |                  |                |                      |                  |                           |                           |                           |                                   |                                 |
| Wagner Peyser PY2024  | 7/1/24           | 9/30/25        | 1,707,687            | 351,685          | 351,685                   | 0                         | 100%                      | 100%                              | 100%                            |
| Wagner Peyser PY2025  | 7/1/25           | 9/30/26        | 1,528,162            | 1,253,162        | 316,295                   | 936,867                   | 25%                       | 27%                               | 21%                             |
| WP - Apprenticeship Navigator                               | 7/1/25           | 6/30/26        | 56,000               | 56,000           | 31,415                    | 24,585                    | 56%                       | 34%                               | 56%                             |
| WP - Hope Navigator   | 7/1/23           | 8/31/25        | 74,815               | 2,013            | 2,013                     | 0                         | 100%                      | 100%                              | 100%                            |
| WP - Hope Navigator   | 7/1/25           | 6/30/26        | 55,000               | 55,000           | 11,247                    | 43,753                    | 0%                        | 34%                               | 20%                             |
| DVOP  | 10/1/24          | 6/30/26        | 240,086              | 155,000          | 8,684                     | 146,316                   | 6%                        | 62%                               | 39%                             |
| LVER  | 10/1/24          | 6/30/26        | 147,262              | 95,000           | 5,597                     | 89,403                    | 6%                        | 62%                               | 39%                             |
| Supplemental Nutrition Assistance Program PY2024            | 10/1/24          | 9/30/25        | 704,533              | 222,866          | 222,866                   | (0)                       | 100%                      | 100%                              | 100%                            |
| Supplemental Nutrition Assistance Program PY2025            | 10/1/25          | 9/30/26        | 613,552              | 460,161          | 91,412                    | 368,749                   | 20%                       | 8%                                | 15%                             |
| TAA Training  | 7/1/25           | 9/30/26        | 40,000               | 40,000           | 4,172                     | 35,828                    | 10%                       | 27%                               | 10%                             |
| RESEA Transition PY2024                                     | 1/1/24           | 12/30/25       | 839,963              | 246,306          | 237,614                   | 8,692                     | 96%                       | 92%                               | 99%                             |
| RESEA Transition PY2025                                     | 1/1/25           | 9/30/26        | 924,000              | 693,000          | -                         | 693,000                   | 0%                        | 48%                               | 0%                              |
| Military Family   | 7/1/25           | 6/30/26        | 230,000              | 230,000          | 96,647                    | 133,353                   | 42%                       | 34%                               | 42%                             |
| <b>Total Employment Services</b>                            |                  |                | <b>7,161,060</b>     | <b>3,860,194</b> | <b>1,379,647</b>          | <b>2,480,547</b>          | <b>36%</b>                |                                   |                                 |
| <b>Welfare Transition</b>                                   |                  |                |                      |                  |                           |                           |                           |                                   |                                 |
| Welfare Transition Program PY2024 Oct-June                  | 10/1/24          | 8/31/25        | 2,894,325            | 412,216          | 412,216                   | (0)                       | 100%                      | 100%                              | 100%                            |
| Welfare Transition Program PY2025 July-Sept                 | 7/1/25           | 11/30/25       | 1,412,443            | 1,412,443        | 819,130                   | 593,313                   | 58%                       | 80%                               | 58%                             |
| Welfare Transition Program PY2025 Oct-June                  | 10/1/25          | 8/31/26        | 2,842,463            | 2,487,888        | -                         | 2,487,888                 | 0%                        | 9%                                | 0%                              |
| <b>Total Welfare Transition</b>                             |                  |                | <b>7,149,231</b>     | <b>4,312,547</b> | <b>1,231,346</b>          | <b>3,081,201</b>          | <b>29%</b>                |                                   |                                 |
| <b>Direct Grants &amp; Special Projects</b>                 |                  |                |                      |                  |                           |                           |                           |                                   |                                 |
| Hills County - Targeted Industry Sector Workforce Prog      | 10/1/24          | 9/30/25        | 500,000              | 216,685          | 136,523                   | 80,162                    | 63%                       | 109%                              | 85%                             |
| Hills County - Targeted Industry Sector Workforce Prog      | 10/1/25          | 9/30/26        | 500,000              | 475,000          | 14,851                    | 460,149                   | 3%                        | 8%                                | 3%                              |
| Hills County - ACE 5.0                                      | 10/1/24          | 9/30/25        | 755,000              | 535,371          | 103,580                   | 431,791                   | 19%                       | 109%                              | 49%                             |
| Hills County - ACE 6.0                                      | 10/1/25          | 9/30/26        | 755,000              | 566,250          | 2,319                     | 563,931                   | 0%                        | 8%                                | 0%                              |
| Hills County - Ex-Offender/Returning Citizen                | 10/1/24          | 9/30/25        | 150,000              | 92,336           | 8,318                     | 84,018                    | 9%                        | 109%                              | 61%                             |
| Hills County - Ex-Offender/Returning Citizen                | 10/1/25          | 9/30/26        | 112,500              | 84,375           | 978                       | 83,397                    | 1%                        | 8%                                | 1%                              |
| Good Jobs Initiative  | 7/1/23           | 6/30/26        | 25,250               | 25,250           | -                         | 25,250                    | 0%                        | 0%                                | 0%                              |
| <b>Total Direct Grants &amp; Special Projects</b>           |                  |                | <b>2,797,750</b>     | <b>1,995,267</b> | <b>266,569</b>            | <b>1,728,698</b>          | <b>13%</b>                |                                   |                                 |
| <b>Totals</b>   |                  |                | <b>\$ 19,771,186</b> | <b>5,442,383</b> | <b>14,328,803</b>         | <b>28%</b>                |                           |                                   |                                 |



## NOTES:



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