



VENDOR AGREEMENT
FOR COMMUNITY-BASED TRAINING SERVICES
AGREEMENT#: PY24 - CSCF-CFUL – MOS

BETWEEN

CareerSource Central Florida

AND

Central Florida Urban League

CONTRACT PERIOD

August 1, 2023 – June 30,
2024

REGION 12 CENTRAL FLORIDA WORKFORCE BOARD d/b/a CAREERSOURCE
CENTRAL FLORIDA

390 N. Orange Avenue, Suite 700, Orlando, FL 32801

VENDOR AGREEMENT FOR COMMUNITY-BASED TRAINING SERVICES

FUNDS/CFDA NUMBERS: WIOA Formula Adult – 17.258, WIOA Formula Youth – 17.259, WIOA Formula Dislocated Worker – 17.278

This Agreement is between the Central Florida Regional Workforce Development Board, Inc., hereinafter referred to as "CareerSource Central Florida", whose address is 390 N. Orange Avenue, Suite 700, Orlando, FL 32801, and Central Florida Urban League (CFUL), "Vendor", whose address is 595 W Church St., Orlando, FL 32805.

All services must be delivered between the periods of August 1, 2023, and shall end on June 30, 2024, to qualify as part of this Agreement. Through this Agreement Vendor shall provide services for CareerSource Central Florida (CSCF) as described in the attached Statement of Work.

In return, CareerSource Central Florida shall compensate Vendor for services rendered in accordance with the Payment Terms of this Agreement, unless otherwise modified by mutual consent of both parties.

The parties agree to comply with all the terms and provisions of this Agreement, including the included attachments.

Approved by:

CareerSource Central Florida

An electronic signature box containing a handwritten signature in cursive that reads "Pamela Nabors". Above the signature, the text "Electronically Signed" is visible. To the right of the signature, the date and time "2023-08-18 19:09:29 UTC - 108.81.233.228" are printed. In the bottom left corner of the box, the text "Nintex AnySign" is visible.

Printed Name: Pamela Nabors

Title: President/CEO

Date 08/18/2023

Approved by:

Central Florida Urban League

A handwritten signature in cursive that reads "Enid Munfus".

Printed Name: Enid Munfus

Title: Interim President & CEO

Date 07-21-2023

ATTACHMENT A - STATEMENT OF WORK

Purpose:

Central Florida Urban League (CFUL) has been focused on serving the community for over 40 years. Focused on three pillars of Education, Employment and Entrepreneurship, CFUL builds its fundamental programming and initiatives to end generational poverty. Within the programming, CFUL offers job training that includes life and career support to better prepare participants for future jobs.

With CareerSource Central Florida's Career + Care initiative, the focus is to prepare single mothers who are expecting or with children under four years of age to be part of the workforce in careers that provide flexibility. This includes remote and hybrid work. Through CFUL's partnerships, the organization is well suited to provide its Microsoft Office Specialization with additional development opportunities focused on understanding what a career is like in a virtual or hybrid environment. On average, individuals with this certification earn \$16,000 more annually than their uncertified peers.

Services:

CFUL will provide the Microsoft Office Specialization training to prepare participants to enter hybrid / remote-based careers. The class will teach students how to create professional-quality financial statements, including budgets and invoices, along with sales presentations, performance charts and employee training manuals. Additionally, graduates begin their new careers above entry-level positions, thus putting them on the path towards personal and professional success.

The Microsoft Office Specialist (MOS) Certification will be facilitated by an instructor provided by CFUL over six weeks. The course will focus on Microsoft Word, PowerPoint, and Excel. Students will be required to attend 4 days a week in-person classes at CFUL's Education and Training Center (2610 Orange Center Blvd., Orlando, FL 32805). After completion of each section, students will take certification exams. Once all three sections are completed, students will receive their MOS Certification.

CFUL to provide:

- Instructor(s) for MOS classes four days a week
- Course content
- Certification exams
- Space/Classroom for four days a week
- Space for CareerSource Central Florida (CSCF) on Tuesdays including a desk, wi-fi access, and power access
- Partner with CSCF to develop life/career skills day offered on Tuesdays
- Assist with recruiting to support outreach efforts
- Offer sessions of the course multiple times between August 1, 2023 – September 1, 2024, to support 50 participants enrolled.
 - Class size goal is 10 – 12 participants

MOS Certification Class:

- Classes will be offered Monday through Thursday for six weeks from 10am – 3pm
- Offered Mondays and Wednesdays as instructor led
- Thursdays is self-paced with instructor available to support
- Tuesdays are Career/Life Services which will include:
 - Resume development
 - Interview skills
 - How to dress professionally
 - Financial Literacy
 - Importance of Early Childhood Development
 - What it's like to work remote / hybrid

- And any additional supporting programming to develop talent for their careers

CSCF will provide a remote / work from home kit that includes laptop, keyboard, mouse, Windows and Microsoft suite. CSCF will have staff present on Tuesdays to support Career Journey.

Program Eligibility:

CareerSource Central Florida's Career + Care eligibility:

- Single mother with child under four or expecting who is head of the household
- Resident of Orange, Osceola, Seminole, Sumter, or Seminole counties
- Eligible to work in the United States of America
- Can provide proof of residency and eligibility to work in the USA

While not required, there is a focus to support participants that are TANF (Temporary Assistance Needy Families) eligible.

Recordkeeping:

Vendor must maintain records in sufficient detail to demonstrate compliance with the relevant contractual criteria related to the services as contained in this Agreement. All records will be made available to CareerSource Central Florida, state and federal officials, and auditors. Records will be retained for a period of three years following the date of final report for this Agreement or until all audit questions and concerns have been resolved, whichever is later.

ATTACHMENT B - BUDGET

Line-Item Description	Budget
MOS Certification Class	\$5,000 per participant (Maximum 50 Total Participants)
TOTAL NOT-TO-EXCEED	\$250,000

ATTACHMENT C – PERFORMANCE OBJECTIVES & DELIVERABLES

Objective	Deliverable
Enrollment into MOS Certification to support single mothers in Central Florida area’s Career potential	10-12 new participants to be enrolled in training with five planned classes completing prior to September 1, 2024; target total 50 participants
Participants will receive MOS Certification in Word, Excel, and PowerPoint.	75% of the participants who enroll in MOS training will complete MOS Certification in Word, Excel, and PowerPoint.
Participants will increase their employability skills.	75% of participants will have a completed resume and complete interview training to better prepare the workforce.
Increase employment rate of single mothers in Central Florida.	75% of participants who complete training will be employed.

ATTACHMENT D – OTHER TERMS & CONDITIONS

1. COMPENSATION AND TIME PERIOD:

This is an Agreement in which CareerSource Central Florida will reimburse Vendor based on MOS Certification courses as outlined in the Statement of Work (See Attachment-A) during this agreement.

2. MODIFICATION OF TERMS:

The terms of this Agreement, including total compensation, may be modified by mutual consent of both parties, if agreed-upon services, funding availability, or circumstances warrant change. Any changes to this Agreement will be executed in writing by both parties. Refer to General Provisions and Assurances, (see Attachment-G).

3. CONDITIONS OF PAYMENT/PERFORMANCE STANDARDS:

It is understood and agreed by both CareerSource Central Florida and Vendor that payment is for costs associated with MOS Certification Services performed in accordance with outlined in this Agreement.

4. METHOD AND TIME OF PAYMENT:

Vendor will be paid by ACH deposit for the total allowable cost incurred upon receipt of proper, verified invoices. Invoices will be paid promptly provided the invoice is correct, sufficient, verifiable documentation is attached, and all costs are allowable based on the negotiated terms.

5. CANCELLATION/DEOBLIGATION:

Vendor is expected to meet the terms and conditions specified in this Agreement and to provide those services contained in the Statement of Work. CareerSource Central Florida will monitor these items and will terminate this Agreement if Vendor fails to provide the requested services and performance.

6. CONFIDENTIALITY:

Confidential information encountered during the course of the contract shall not be disclosed to any individual or to any parties who are not authorized to receive such information. A Vendor Confidentiality Form (see Attachment-H) must be completed by each staff member that will work on the project and submitted as part of the contract.

7. INSURANCE:

Vendor must carry commercial liability insurance of \$1 million or more. Vendor will provide CSCF with proof of insurance every six months after the contract execution date until the end of the contract period.

**ATTACHMENT E –
PAYMENT SCHEDULE FOR TRAINING SUPPORT SERVICES**

Contractor shall invoice CareerSource Central Florida, in accordance with billing rates set forth herein, for authorized support services during term of this Agreement. Rates stated herein during the performance period shall not exceed the stated amount.

Training Program Payment Schedule			
<u>Course</u>	<u>Pay Point</u>	<u>Cost</u>	<u>Supporting Documentation Required</u>
Microsoft Office Specialist (MOS) Certification	<ul style="list-style-type: none"> • Upon receipt of the list of participants, CFUL will invoice CSCF 50% of the agreed price per participant • CFUL will invoice CSCF the remaining 50% per participant at the completion of the course 	<ul style="list-style-type: none"> • \$5,000.00 per participant. • Not-to Exceed - \$250,000.00 or 50 Participants 	Completed Attachment I

**ATTACHMENT F –
DESIGNATION OF CONTRACT PERSONNEL**

CAREERSOURCE CENTRAL FLORIDA HAS AUTHORIZED THE FOLLOWING PERSONNEL TO ADMINISTER THIS CONTRACT AND GIVE DIRECTION TO VENDOR:

NAME: MAURA KING

TITLE: DIRECTOR OF COMMUNITY INITIATIVES

ADDRESS: 390 N. ORANGE AVENUE, SUITE 700, ORLANDO, FL 32801

Maura King shall perform as contract program manager and shall give program directions hereunder. Maura King shall be contacted for all program matters relating to this agreement and may be reached by telephone at 321-247-2840.

NAME: PETER PUTERBAUGH

TITLE: SENIOR SOURCING MANAGER OF PROCUREMENT & CONTRACTS

ADDRESS: 390 N. ORANGE AVENUE, SUITE 700, ORLANDO, FL 32801

Peter Puterbaugh shall perform as contract administrator for this agreement. Mr. Puterbaugh shall be contacted for all contractual matters relating to this agreement and may be reached by telephone at 407-269-2456.

DESIGNATED BY: PAMELA NABORS

TITLE: PRESIDENT AND CEO

DATE: August 1, 2023

THE FOLLOWING CFUL PERSONNEL SHALL BE CONTACTED FOR ALL MATTERS RELATING TO PROGRAM:

NAME: Rhonda Mitchell-Samuel

TITLE: Program Manager, Career Services

ADDRESS: 595 W. Church St, Orlando, FL 32805

TELEPHONE NUMBER 407 841 7654

DESIGNATEDBY: Enid Munfus
TITLE: Interim President & CEO
DATE: 07-21-2023

ATTACHMENT G – CONTRACTOR PROVISIONS, CERTIFICATIONS AND ASSURANCES



CareerSource Central Florida will not award a contract where Contractor has failed to accept the CONTRACTOR PROVISIONS, CERTIFICATIONS AND ASSURANCES contained in this Attachment. In performing its responsibilities under this Contract, Contractor hereby certifies and assures that it will fully comply with the following:

I. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS PRIMARY COVERED TRANSACTION (29 CFR Part 95 and 98).

The prospective Contractor certifies to the best of its knowledge and belief, that it and its principals:

- a. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
- b. Have not within a three-year period preceding this Contract been convicted or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- c. Are not presently indicted or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph above; and/or
- d. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause of default.

Where the prospective Contractor is unable to certify to any of the statements in this certification, such prospective Contractor shall attach an explanation to this proposal (or plan).

II. CERTIFICATION REGARDING LOBBYING (29 CFR Part 93)

Contractor certifies, to the best of his or her knowledge & belief, that:

No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan or cooperative agreement, the undersigned shall complete and submit Standard Form – LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

The undersigned shall require that the language of this certification be included in the documents for all subawards at all tiers (including subcontracts, sub-grants and contracts under grants, loans, and cooperative agreements) and that all sub-recipients and contractors shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this Contract was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

III. NON-DISCRIMINATION & EQUAL OPPORTUNITY ASSURANCE (29 CFR Part 37)

As a condition to the award of financial assistance from the Department of Labor under Title I of the WIOA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- a. Section 188 of the Workforce Innovation and Opportunity Act (WIOA) which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIOA Title I financially assisted program or activity;
- b. Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
- c. Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
- d. The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age;
- e. Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs; and
- f. Section 654 of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9849), as amended, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs.

IV. ACCESS TO RECORDS

Access by CareerSource Central Florida, Inc., the Comptroller General of the United States or any of their duly authorized representatives must be given to any books, documents, papers and records (including computer records) of Contractor or sub-contractor which are directly pertinent to charges to the services, in order to conduct audits and examinations and to make excerpts, transcripts and photocopies; this right also includes timely and reasonable access to Contractor's and subcontractor's personnel for the purpose of interviews and discussions related to such documents.

V. OFFICE OF MANANGEMENT AND BUDGET (OMB) CIRCULARS

Contractor agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

VI. PROVISION AGAINST ASSIGNMENT

Contractor shall not subcontract any of the services named in this modified agreement. No contract awarded under these terms, conditions and specifications shall be sold, transferred or assigned without the written approval of the Board. Approval does not relieve Contractor from this modified agreement.

VII. DAVIS-BACON ACT

Contractor will comply, as applicable, with the provisions of the Davis-Bacon Act, as amended (40 U.S.C. 276a to 276a7) and as supplemented by Department of Labor (DOL) regulations 29 CFR part 5, the Copeland Anti Kick Back Act (40 U.S.C 276c and 18 U.S.C. 874) as supplemented by DOL regulations (29 CFR part 3), and the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333) as supplemented by DOL regulations 29 CFR part 5, regarding labor standards for federally assisted construction sub-agreements.

VIII. CONSTRUCTION OR RENOVATON OF FACILITIES USING PROGRAM FUNDS

Contractor is aware that Federal funds may not be used for the purchase or improvement of land, or the purchase, construction, or permanent improvement of any building or facility. If any property has been constructed or substantially renovated, through the unlawful use of state or federal funds, the federal government shall be entitled to a lien against said property.

IX. AMERICANS WITH DISABILITIES ACT

Contractor will comply with the Americans with Disabilities Act of 1990, P.L. 101-336, which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities; in all employment practices, including job application, procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities.

X. EXECUTIVE ORDER 11246

Executive Order 11246, as amended by Executive Order 11375, requires that Federal Contractor and Subcontractors not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. It also requires the Contractor/Subcontractor to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

XI. CONFLICT OF INTEREST/STANDARDS OF CONDUCT

Contractor agrees that in administering the contract to comply with standards of conduct that maintain the integrity of the contract in an impartial manner, free from personal, financial or political gain by avoiding situations which suggest that any decision was influenced by prejudice, bias or special interest.

XII. CLEAN AIR/CLEAN WATER ACT/SOLID WASTE DISPOSAL ACT

The Contractor, if receiving in excess of \$100,000 in funding through this modified agreement, is required to comply with all applicable standards, orders, or regulations issued under the Clean Air Act, as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act, as amended (33 U.S.C. 1368 et seq.), Executive Order 11738, and Environmental Protection Agency regulations (40 CFR part 15). Contractor shall report any violations of the above to the Board. The Contractor will also comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

XIII. ENERGY EFFICIENCY

Contractor shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with Energy Policy and Conservation Act (Public Law 94-163).

XIV. ENVIRONMENTAL STANDARDS

Contractor will comply with environmental standards which may be prescribed pursuant to the following:

- a. Institution of quality control measures under the National Environmental Policy Act of 1969 (P.L.91-190) and Executive Order (EO11514);
- b. Notification of violating facilities pursuant to EO 11738;
- c. Protection of wetlands pursuant to EO 11990;
- d. Evaluation of flood plains in accordance with EO 11988;
- e. Assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C 1451 et seq.)
- f. Conformity of Federal Actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U. S. C. 7401 et seq.);
- g. Protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P. L. 93-523); and
- h. Protection of endangered species under the Endangered Species Act of 1973, as amended, (P. L. 93-205).

XV. INTEGRITY

Contractor shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR part 93. When applicable, if this Contract is in excess of \$100,000, Contractor must, prior to execution, complete the Certification Regarding Lobbying Form.

XVI. PUBLIC ANNOUNCEMENTS AND ADVERTISING

The contractor agrees to comply with the provision of the Stevens Amendment as specified in P.L. 115-31, Division H, Title V, Section 505; P.L. 103-333 §508. When issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Contractor shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program (3) Percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

XVII. MODIFICATIONS

The terms of this modified agreement may be renegotiated and changed whenever extenuating circumstances affect the ability of either party to honor commitments made in this modified agreement. Extenuating circumstances must be for situations beyond the control or expectations of either party. Both parties must mutually agree upon renegotiation.

No modification of this modified agreement will be effective unless it is in writing, signed and dated by both parties.

The Board may unilaterally modify this modified agreement at will to accommodate any change in the federal or state programs, under which this modified agreement is funded, any change in the interpretation of the federal or state programs, under which this modified agreement is funded, or any applicable federal, state or local laws, regulations, rules or policies. The Board retains the option to extend this contract for an additional one year period at the end of this contract.

XVIII. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

1. Either party may request termination of modified agreement upon 60 days prior written notice to the other party. Written notification of termination must be by registered mail, return receipt requested.
2. The Board may unilaterally terminate or modify this modified agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
3. The Board may unilaterally terminate this modified agreement at any time that it is determined that:
 - a. Contractor fails to provide any of the services it has contracted to provide; or
 - b. Contractor fails to comply with the provisions of this modified agreement; or
 - c. Such termination is in the best interest of the Board.

If Contractor disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to CareerSource Central Florida, who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Contractor shall be liable to the Board for damages sustained for any breach of this modified agreement by the Contractor, including court costs and attorney fees, when cause is attributable to the Contractor.

In instances where Contractors/sub-grantees violate or breach modified agreement terms, the Board will use all administrative, contractual or legal remedies that are allowed by law to provide for such sanctions and penalties as may be appropriate.

XIX. COMPLIANCE WITH TANF

Contractor shall comply with the Temporary Assistance to Needy Families Program (TANF), 45 CFR parts 260-265, and other applicable federal regulations and policies promulgated there under.

XX. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

The Board, State of Florida and the U.S. Department of Labor shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

Contractor also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I – financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIOA Title I – financially assisted program or activity. Contractor understands that Department of Economic Opportunity (DEO) and the United States have the right to seek judicial enforcement of the assurance.

XXI. PUBLIC ENTITY CRIMES

Contractor shall comply with Section 287.133(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor or consultant under a contract with any public entity; and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017 F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

XXII. THE PRO-CHILDREN ACT

Contractor agrees to comply with the Pro-Children Act of 1994, 20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved sub-contracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall prohibit smoking in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education or library services on a routine or regular basis, to children up to age 18.

XXIII. CONFIDENTIALITY

It is understood that the Contractor shall maintain the confidentiality of any information, regarding CareerSource Central Florida customers and the immediate family of any applicant or customer, that identifies or may be used to identify them and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Contractor shall not divulge such information without the written permission of the customer, except that such information which is necessary as determined by CareerSource Central Florida for purposes related to the performance or evaluation of the Agreement may be divulged to CareerSource or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws, and policies of CareerSource Central Florida. No release of information by Contractor, if such release is required by Federal or State law, shall be construed as a breach of this Section.

XXIV. PROCUREMENT OF RECOVERED MATERIALS

Contractor agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

XXV. DOMESTIC PREFERENCES FOR PROCUREMENTS

Contractor agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.322 and the requirements stated therein.

XXVI. PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT

Contractor agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.216 and the requirements stated therein. See [Public Law 115-232](#), section 889 for additional information and 2 CFR part 200.471.

XXVII. PROMOTING FREE SPEECH AND RELIGIOUS LIBERTY & IMPROVING FREE INQUIRY, TRANSPARENCY AND ACCOUNTABILITY AT COLLEGES AND UNIVERSITIES

Contractor agrees to follow the statutory and national policy requirements, as applicable, stated in 2 CFR § 200.300 and Executive Order 13798 Promoting Free Speech and Religious Liberty and Executive Order 13864 Improving Free Inquiry, Transparency and Accountability at College and Universities.

XXVIII. E-VERIFY

Contractor warrants and represents that it is in compliance with section 448.095, Florida Statutes, as may be amended, and that it: (1) is registered with the E-Verify system (E- [Verify.gov](https://www.dhs.gov/e-verify)), and beginning January 1, 2021, uses the E-Verify system to electronically verify the employment eligibility of all newly hired workers; and (2) has verified that all of Contractor's subcontractors performing the duties and obligations of the Agreement are registered with the E-Verify System, and beginning January 1, 2021, use the E-Verify System to electronically verify the employment eligibility of all newly hired workers.

By signing below, Contractor hereby certifies and assures that it will fully comply with the provisions listed above:

Enid Munfus - President & CEO

Printed Name and Title of Authorized Representative



Signature of Authorized Representative

Central Florida Urban League

Organization/Business Name

07-21-2023

Date

ATTACHMENT – H

INDIVIDUAL NON-DISCLOSURE AND CONFIDENTIALITY CERTIFICATION FORM

I understand that I will or may be exposed to certain confidential information, including but not limited to, personal identifying information of individuals who are employed by CareerSource Central Florida, receive public assistance, employment and unemployment insurance records maintained by the Department of Economic Opportunities, made available to the organizations, for the limited purpose of performing its duty pursuant to a Contract for Services and Non-Disclosure and Confidentiality Certification agreement.

These confidential records may include name (or other personally identifiable information), social security numbers, wage and employment data and public assistance information which are protected under federal and state law. Such information is confidential and may not be disclosed to others. In order to perform my duties associated with the program requirements set forth under contract or agreement, I am requesting an access to a secure database. Prior to receiving such means of access, I acknowledge and agree to abide by the following standards for the receipt and handling of confidential information:

1. I shall use access to the Workforce Systems only to secure information to conduct official program business under such contract/agreement.
2. I shall not disclose my username, password, or other information needed to access the Systems to any party nor shall I give any other individual access to information secured.
3. If I should become aware that any other individual - other than an authorized employee - may have obtained or has obtained access to my username, password, or other information needed to access the Workforce Systems, I shall immediately notify CareerSource Central Florida's Chief Information Officer.
4. I shall not share with anyone any other information regarding access to the Systems unless I am specifically authorized by CareerSource Central Florida.
5. I shall not access or request access to any social security numbers, personal information, wage, or employment data unless such access is necessary for the performance of my official duties.
6. I shall not disclose any individual data to any parties who are not authorized to receive such data except in the form of reports containing only aggregate statistical information compiled in such a manner that it cannot be used to identify the individual(s) involved.
7. I shall retain the confidential data only for that period of time necessary to perform my duties. Thereafter, I shall either arrange for the retention of such information


consistent with federal or state record retention requirements or delete or destroy such data.

8. I am knowledgeable about proper use and handling of confidential data. I shall comply with all confidentiality safeguards including but not limited to, the following: a) protecting the confidentiality of my username and password; b) securing computer equipment, disks, and offices in which confidential data may be kept; and c) following procedures for the timely destruction or deletion of confidential data.

9. I shall not copy, sell, or release data confidential or not obtained from my access to anyone. Any data, confidential or not, obtained will be destroyed in a secure and appropriate manner after completion of contract work.

10. I understand that if I violate any of the confidentiality provisions set forth in the written standards, training, and/or instructions I have received, my user privileges may be Immediately suspended or terminated. I further acknowledge that applicable state and/or federal law may provide that any individual who discloses confidential Information In violation of any provision of that section may be subject to a fine and/or period of Imprisonment and dismissal from employment. I have been instructed that if I should violate the provisions of the law, I may receive one or more of these penalties.

11. Should I have any questions concerning the handling or disclosure of confidential Information, I shall immediately seek guidance from CareerSource Central Florida designated contact and be guided by his/her response.

Vendor/Contractor Employee Signature: Enid Munfus 

Date: 07-21-2023

Print Vendor/Contractor Name: Company Name and Address: Work Central Florida Urban League
2804 Belco Dr., Orlando, FL 32808

Telephone #: 407 841 7654

E-Mail: emunfus@cful.org

Application(s) Given Access To:

ATTACHMENT I – SPREADSHEET REQUIREMENTS

Vendor will complete a spreadsheet similar to the one below and submit it on a monthly basis with the required supporting documentation for invoice purposes. Vendor will take all steps necessary to safeguard participant data.

Participant Completion Log					
#	First Name	Last Name	Date of Birth	Participant Email Address	Certificate of Completion Earned (Y/N)
1					
2					
3					
4					
5					
6					