

**AGREEMENT #24383 Opportunity Youth Program
FOR PROFESSIONAL SERVICES
For LAKE COUNTY**

This Agreement for Professional Services (“**Agreement**”) is between the County of Lake, on behalf of the Lake County Workforce Development, in Lake County (“**County**”) and SGA Youth & Family Services (“**Sub Recipient Grantee**”), whose principal business address is 11 E. Adams St., Suite 240, Chicago, IL 60603.

RECITALS

1. Lake County issued an RFP seeking a qualified firm to identify and support organizations that can enhance job readiness training programs for Opportunity Youth, helping them overcome employment barriers and achieve sustainable employment (“**Services**”) under the federal Workforce Innovation and Opportunity Act (WIOA).
2. Sub-Recipient Grantee responded timely with a proposal to serve 25 WIOA eligible youth dated November 27, 2024 (“**Proposal**”).
3. Based on Sub-Recipient Grantee, the County and Sub-Recipient Grantee have negotiated terms under which Sub-Recipient Grantee will perform the Services.
4. To memorialize the terms and conditions under which Sub-Recipient Grantee will perform the Services, the parties have drafted this Agreement.

In light of the foregoing, Lake County and sub-recipient agree as follows:

SECTION 1. AGREEMENT DOCUMENTS

The documents that encompass the parties’ understanding are listed below and shall be considered in the following order of precedence, with the Sub-Recipient Grantee proposal or the RFP supplying terms or specifications only where not superseded by the terms or specifications contained in this Agreement.

- A. This Agreement and its exhibits A–C.
 - a. Exhibit A- Scope of Work
 - b. Exhibit B- Sub-Recipient Grantee Program Budget
 - c. Exhibit C - Uniform Grant Rules
- B. Sub-Recipient Grantee Proposal
- C. The County’s RFP (including any addenda to it).

SECTION 2. SCOPE OF WORK

The scope of work that Sub-Recipient Grantee agrees to perform is set forth in Exhibit A- Scope of Work to this Agreement. The Sub-Recipient Grantee agrees to incorporate sustainable practices into the program, including:

1. Developing partnerships with local organizations to ensure ongoing support for Opportunity Youth.
2. Exploring diverse funding sources to reduce reliance on a single funding stream.
3. Establishing a framework for evaluating long-term participant outcomes and program impact.

The Grantee will provide a summary report of sustainability efforts and recommendations for future development at the conclusion of the contract period.

SECTION 3. EFFECTIVE DATE; TERM

This Agreement shall be effective upon execution through June 30, 2026. Lake County reserves the right to renew this contract for two (2) additional two (2) year period(s), subject to acceptable performance by the contractor. At the end of any contract term, Lake County reserves the right to extend this contract for a period of 60 days for the purpose of negotiating a new or extended agreement. For any year beyond the initial year, this contract is contingent on acceptable performance by the contractor and appropriation of sufficient funds; no charges shall be assessed for failure of the County to appropriate funds in future contract years.

Effective Date. Unless a different effective date is provided above, this Agreement will become effective when all of the parties have signed it, and the date this Agreement is signed by the last party to sign it (as indicated by the date associated with that party's signature) will be deemed the "Effective Date" of this Agreement. If a party signs but fails to date a signature, the date that the other party receives the signing party's signature will be deemed to be the date that the signing party signed this agreement, and the other party may inscribe that date as the date associated with the signing party's signature.

SECTION 4. AGREEMENT PRICE

The County will pay Sub-Recipient Grantee not to exceed amount of \$248,535 for deliverables identified in Exhibit B- Sub-Recipient Grantee Budget and will invoice the County not more than once per month based upon the actual expense reimbursement.

SECTION 5. INVOICES & PAYMENT

- A. At the start of this Agreement, the County will issue a purchase order for the work and Sub-Recipient Grantee shall submit invoices detailing the products and services provided and identify the purchase order number on all invoices.
- B. Sub-Recipient Grantee shall maintain records showing the actual time its employees and agents devoted to the project, and the costs incurred. Sub-Recipient Grantee shall permit a representative from Lake County to inspect and audit all of Sub-Recipient Grantee data

and records for the work and services provided under this Agreement. Sub-Recipient Grantee shall make these records available at reasonable times during the Agreement period and for one year after the end of the Agreement.

- C. All payments shall be made in accordance with the Illinois Local Government Prompt Payment Act, which generally requires approval of a vendor's bill within 30 days of receiving the invoice for the services contained in it, and payment within an additional 30 days (50 ILCS 505/1 *et seq.*).
- D. Lake County's fiscal year ends on November 30. Invoices for services the sub-recipient has rendered up until November 30 of each year must be received by Lake County on or before January 15 of the subsequent calendar year.

Other than the timeframe for payments related to the end of Lake County's fiscal year, as stated above, Lake County shall not be held financially liable for payment of any services rendered if the invoice for such services is not sent to the County within 90 days from the date the services were provided.

If this Agreement is terminated prior to its expected expiration date, the Sub-Recipient Grantee must submit all invoices to Lake County no later than 30 days after the effective date of the termination.

Payment for invoices received beyond the time periods in this subsection will be denied, absent an agreement to the contrary. Failure of the Sub-Recipient Grantee to invoice the County in the timeframes noted in this section shall constitute the Sub-Recipient's waiver of the Sub-Recipient Grantee right to payment.

SECTION 6. CONTRACT MODIFICATIONS

In the event changes to the scope of the project or additional work become necessary or desired (a "Modification"), the parties shall follow the procedures set forth in this Section to memorialize the modification (a "Contract Modification"). A Contract Modification shall be effective only if documented in writing, dated and signed by both parties, and expressly referencing this Agreement. The Contract Modification shall set forth in detail: (i) the Modification requested, (ii) the reason for the proposed Modification; (iii) the cost of the Modification; and (iv) the Modification's impact on the time for completing the project.

In the event either party desires a Modification, the Project Manager for such party shall submit to the other party's Project Manager a proposed Contract Modification. If the receiving party does not accept the Contract Modification in writing within 10 business days, the receiving party shall be deemed to have rejected the Contract Modification. If the parties cannot reach agreement on a proposed Modification, Contractor shall nevertheless continue to render performance under this Agreement in accordance with its (unmodified) terms and conditions.

Modifications that involve or increase in the amounts payable by the County may require execution by the County Purchasing Agent. Some increases may also require approval by the County Board. In cases where the Purchasing Agent's signature is required, or where County Board approval is needed, the Contract Modification shall not be deemed rejected by County after 10 days if the County's Project Manager has indicated in writing within the 10-day period an intent to present the Contract Modification for appropriate signature or approval.

SECTION 7. INDEMNIFICATION

Sub-Recipient Grantee agrees to indemnify and defend Lake County (its employees, elected officials, executives, and agents) from all claims, actions, demands, judgments or liabilities, fines, penalties, and expenses, including without limitation reasonable legal fees and expert costs, arising out of this Agreement and arising from the Sub-Recipient Grantee (its employees', executives', and agents') actions, whether negligent, reckless, or intentional. Lake County shall provide notice to Sub-Recipient Grantee promptly of any such claim, suit, or proceeding, and will assist Sub-Recipient Grantee, at Sub-Recipient Grantee expense, in defending any such claim, suit, or proceeding.

SECTION 8. INSURANCE

The Sub-Recipient Grantee must obtain, for the Contract term and any extension of it, insurance issued by a company or companies qualified to do business in the State of Illinois with an A.M. Best Rating of at least A and provide the County with a Certificate of Insurance 15 days before the start of the project, and thereafter annually upon each renewal date for contracts/projects that will last more than one year. Insurance in the following types and amounts is necessary:

Commercial General Liability Insurance

In a broad form on an occurrence basis shall be maintained, to include, but not be limited to, coverage for property damage, bodily injury (including death), personal injury and advertising injury in the following coverage forms where exposure exists:

- Premises and Operations
- Independent Contractors
- Products/Completed Operations
- Liability assumed under an Insured Contract/ Contractual Liability
- Personal Injury and Advertising Injury

With limits of liability not less than:

\$ 1,000,000 Each Occurrence

\$ 1,000,000 Products-Completed Operations

\$ 1,000,000 Personal and Advertising injury limit

\$ 2,000,000 General aggregate; the CGL policy shall be endorsed to provide that the General Aggregate limit applies separately to each of the contractor's projects away from premises owned or rented to contractor.

Excess/ Umbrella Liability

The Contractor's Excess/ Umbrella liability insurance shall be written with the umbrella follow form and outline the underlying coverage, limits of insurance will be based on size of project:

\$ 2,000,000 per occurrence limit (*minimum*)

Automobile Liability Insurance

Automobile liability insurance shall be maintained to respond to claims for damages because of bodily injury, death of a person, or property damage arising out of ownership, maintenance, or use of a motor vehicle. This policy shall be written to cover any auto whether owned, leased, hired, or borrowed.

The Contractor's auto liability insurance, as required above, shall be written with limits of insurance not less than the following:

\$ 1,000,000 Combined single Limit (Each Accident)

Workers Compensation (Coverage A) and Employers Liability (Coverage B)

Workers Compensation Insurance covering all liability of the Contractor arising under the Worker's Compensation Act and Worker's Occupational Disease Act at limits in accordance with the laws of the State of Illinois. Employers' Liability Insurance shall be maintained to respond to claims for damages because of bodily injury, occupational sickness, or disease or death of the Contractor's employees, with limits listed below:

Employers Liability

- a) Each Accident \$1,000,000
- b) Disease-Policy Limit \$1,000,000
- c) Disease-Each Employee \$1,000,000

Such Insurance shall contain a waiver of subrogation in favor of Lake County.

County, acting at its sole option, may waive any of the foregoing insurance requirements upon a request to do so, but no waiver shall be effective unless made in writing. Such waiver may include or be limited to a reduction in the amount of coverage required above. The extent of waiver shall be determined solely by County's risk manager taking into account the nature of the work and other factors relevant to County's exposure, if any, under this agreement.

Liability Insurance Conditions

Sub-Recipient Grantee agrees that with respect to the above required insurance:

- a) The CGL policy shall be endorsed for the general aggregate to apply on a "per Project" basis;
- b) The Sub-Recipient Grantee's insurance shall be primary & non-contributory over Lake County's insurance in the event of a claim.

- c) Sub-Recipient Grantee agrees that with respect to the above required insurance, Lake County shall be named as additional insured, including its agents, officers, and employees and volunteers and be provided with thirty (30) days' notice, in writing by endorsement, of cancellation or material change. A blanket additional insured ISO endorsement is preferred for Sub-Recipient Grantee who have multiple projects with the County.
- d) Lake County shall be provided with Certificates of Insurance and should include the appropriate corresponding ISO form endorsements evidencing the above required insurance, prior to commencement of this Contract and thereafter with certificates evidencing renewals or replacements of said policies of insurance at least thirty (30) days prior to the expiration of cancellation of any such policies. No manuscript endorsements will be accepted. Any hard copies of said Notices and Certificates of Insurance and Endorsements shall be provided to:

**Lake County
Purchasing Division**
18 N. County 9th Floor
Waukegan, Illinois 60085

&

Lake County Workforce Development Department
1 N. Genesee Street
Waukegan, IL 60085
Attn: Jennifer Serino, Director

- e) **Electronic copies of Notices, Certificates of Insurance and Endorsements can be emailed to Purchasing@lakecountyil.gov in place of hard copies.**

Failure to Comply: In the event the Contractor fails to obtain or maintain any insurance coverage required under this agreement, Lake County may purchase such insurance coverage and charge the expense to the Contractor.

SECTION 9. INDEPENDENT CONTRACTOR; LICENSURE OR CERTIFICATIONS; KEY PERSONNEL

- A. **Independent Contractor Status.** The parties intend that the Sub-Recipient Grantee will be an independent contractor.

- B. **Licensure or Certifications.** If required by law, the Sub-Recipient Grantee must at all times be and remain licensed or certified as a qualified provider of the services provided in this Agreement. Sub-Recipient Grantee shall submit copies of the required licenses or certifications upon the County's request. Sub-Recipient Grantee shall promptly notify County in writing of any citation Sub-recipient receives from any licensing or certification authority, including all responses and correction plans.
- C. Where the parties have identified particular individuals as being critical to a project ("Key Employees"), then Sub-Recipient Grantee shall not replace Key Employees without the County's prior written consent, which shall not be unreasonably withheld. Should Key Employees be reassigned, become incapacitated, separate from the Sub-recipient, or be otherwise unable to perform the functions assigned to them, Sub-recipient shall (i) within 10 business days, temporarily replace the person with another properly qualified employee and (ii) within 30 calendar days, permanently replace the person.

Lake County shall have the right to request that Sub-Recipient Grantee replace Key Employees from the project by setting forth in writing the grounds for the request. Sub-Recipient Grantee shall have a reasonable time period in which to address the grounds or make a substitution.

- D. Sub-Recipient Grantee shall complete its obligations under this Agreement in a sound, economical and efficient manner and in accordance with this Agreement and all applicable laws. Sub-Recipient Grantee agrees to notify Lake County immediately whenever it is unable to comply with applicable State, Federal, or local laws, rules and regulations. Where non-compliance materially impairs the Sub-Recipient Grantee from performing the services under this Agreement, the County may terminate the Agreement for cause.

SECTION 10. DISPUTE RESOLUTION

All issues, claims, or disputes that the Sub-Recipient Grantee raises or makes related to this Agreement shall be resolved in accordance with the Contract Disputes provision of the Lake County Purchasing Ordinance, § 33.097.

SECTION 11. NO IMPLIED WAIVERS

Waivers of a term or condition of this Agreement shall be in writing, and that writing must describe the circumstances giving rise to the waiver. The parties intend that no waiver of any term or condition shall be deemed or construed as a waiver of any other term or condition of this Agreement, and waiver of any breach shall not be deemed to be a waiver of any subsequent breach, whether of the same or a different provision of this Agreement.

SECTION 12. SEVERABILITY

If any provision of this Agreement is unenforceable to any extent, the remainder of this

Agreement (or application of that provision to any persons or circumstances other than those as to which it is held unenforceable) will not be affected by that unenforceability and will be enforceable to the fullest extent permitted by law.

SECTION 13. JURISDICTION, VENUE, CHOICE OF LAW AND PROFESSIONAL STANDARDS

This Agreement shall be governed by and construed according to the laws of the State of Illinois. Jurisdiction and venue shall be exclusively found in the 19th Judicial Circuit Court of Lake County, Illinois.

SECTION 14. NOTICES AND COMMUNICATIONS

All notices and communications which may be given by Lake County to Sub-Recipient Grantee relative to this Agreement shall be addressed to the Sub-recipient at the address shown herein below:

Francisco Arenas
Project manager
SGA Youth & Family Services
11 E. Adams St., Suite 240, Chicago, IL 60603.
Email: farenas@sga-youth.org
Phone: 312-669-4426

Copies of any notices and communications which propose to modify or terminate this Agreement shall be provided to: Lake County Purchasing Division, 18 North County Street, 9th Floor, Waukegan, Illinois 60085-4350; Attention: Purchasing Agent.

SECTION 15. ASSIGNMENT, ALTERATIONS AND MODIFICATIONS

This Agreement shall not be assigned, delegated, or modified without the express written consent of both parties. This Agreement supersedes all other agreements, oral or written, between the parties with respect to the subject matter of this Agreement.

If Lake County agrees that the Sub-Recipient Grantee may assign, delegate, or subcontract the work under this Agreement, Sub Recipient Grantee shall remain contractually liable to Lake County unless otherwise agreed in writing.

SECTION 16. TERMINATION

Lake County reserves the right to terminate this Agreement as set forth below.

a. Termination for Convenience:

Lake County reserves the right to terminate this Agreement, or any part of this Agreement, with or without cause, upon 30 days' written notice. In case of such

termination, Sub-Recipient Grantee shall be entitled to receive payment from Lake County for work completed to the date of termination in accordance with the terms and conditions of this Agreement.

b. Termination Due to Material Breach:

In the event that this Agreement is terminated due to the Sub-Recipient Grantee material breach, Lake County shall be entitled to purchase substitute items or services elsewhere and charge Sub-Recipient Grantee with losses the County incurs, including attorney's fees and expenses, notwithstanding any damage limitations the parties may agree to elsewhere.

c. Termination Due to Lack of Appropriations:

If sufficient funds are not appropriated by the Lake County Board to continue the services under this Agreement, then Lake County may terminate this Agreement. Lake County agrees to give written notice of termination to Sub-Recipient Grantee at least 30 days prior to the end of the last fiscal year for which appropriations were made. Lake County shall remit payment for all work completed and approved or accepted by the County, to the date of termination. Termination under this subsection shall not entitle the Sub-recipient to contractual damages of any kind.

d. Termination Due to Force Majeure Events:

(i) If a Force Majeure Event prevents a party from complying with any one or more obligations under this agreement, that inability to comply will not constitute breach if (1) that party uses reasonable efforts to perform those obligations, (2) that party's inability to perform those obligations is not due to its failure to (A) take reasonable measures to protect itself against events or circumstances of the same type as that Force Majeure Event or (B) develop and maintain a reasonable contingency plan to respond to events or circumstances of the same type as that Force Majeure Event, and (3) that party complies with its obligations under section 16(d)(iii), below.

(ii) For purposes of this agreement, "Force Majeure Event" means, with respect to a party, any event or circumstance, whether or not foreseeable, that was not caused by that party and any consequences of that event or circumstance.

(iii) If a Force Majeure Event occurs, the noncomplying party shall promptly notify the other party of occurrence of that Force Majeure Event and may terminate the Agreement based on it, with an obligation to pay only for services performed prior to the Force Majeure Event.

SECTION 17. CONFIDENTIALITY

Both parties acknowledge that Sub-Recipient Grantee documents and dealings related to this Agreement are subject to the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*) and the Illinois

Freedom of Information Act (5 ILCS 140/1 *et seq.*). Sub-recipient agrees to comply with all pertinent federal and state statutes, rules and regulations and County ordinances related to confidentiality.

SECTION 18. WORK PRODUCT

All work product prepared by Sub-Recipient Grantee pursuant to this Agreement, including, but not limited to, policies, reports, analysis, plans, designs, calculations, work drawings, studies, photographs, models, and recommendations shall be the property of Lake County. Sub-recipient shall deliver the work product to Lake County upon completion of Sub-recipient's work, or termination of the Agreement, whichever comes first. Sub-recipient may retain copies of such work product for its records; however, Sub-recipient may not use, print, share, disseminate, or publish any work product related to this Agreement without the consent of Lake County.

SECTION 19. PRESS/NEWS RELEASES

Sub-Recipient Grantee may not issue any press or news releases regarding this Agreement without prior approval from Lake County. Sub-Recipient Grantee shall provide notice to Lake County's Chief Communications Officer if contacted by the media regarding the services set forth in this Agreement.

SECTION 20. DEBARMENT AND SUSPENSION

The Lake County Purchasing Ordinance § 33.125 through 33.126 defines the County's Authority and Decision to Debar.

The Sub-Recipient Grantee certifies to the best of his or her knowledge and belief that the Sub-recipient:

- A. Is not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal department or agency.
- B. Has not within a 3-year period preceding this contract been convicted of or had a civil judgment rendered against it for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain or performing a public (Federal, State, or local) transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statement, or receiving stolen property;
- C. Is not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and

D. Has not, within a three-year period preceding this contract, had one or more public transactions (Federal, State, or local) terminated for cause or default.

Sub-Recipient Grantee agrees that, during the term of this Agreement, Sub-Recipient Grantee shall report to the County's contract administrator, within 10 days, any allegations to or findings by the National Labor Relations Board (NLRB) or Illinois Labor Relations Board (ILRB) that Sub-Recipient Grantee has violated a statute or regulation regarding labor standards or relations. If an investigation by the County results in a final determination that the matter adversely affects Sub-Recipient Grantee responsibilities under this Agreement, then the County may terminate this contract.

SECTION 21. NON-DISCRIMINATION

During the term of this agreement, Sub-Recipient Grantee agrees to and shall comply with (1) the Equal Opportunity Employer provisions of Section 2000e of Chapter 21, Title 42 of the United States Code and Federal Executive Order Number 11246, as amended by Executive Order 11375, and (2) Chapter 33 of Title III of the Lake County Code of Ordinances (titled "Purchasing").

Signed:

COUNTY OF LAKE

By: _____
Its Purchasing Agent

Date: _____

SGA Youth & Family Services

By: _____
Its

Date: _____

Exhibit A

[Negotiated Scope of Work]

Scope Of Services

SGA Youth & Family Services (SGA) will deliver a comprehensive suite of support services aimed at removing barriers to employment for 25 Opportunity Youth aged 16-24 who meet WOIA eligibility criteria and have recently been released from juvenile detention. SGA will provide career coaching, training, work-based learning (WBL), case management, supportive services and transportation assistance to enable participants to gain meaningful employment, establish sustainable career pathways, and achieve successful long-term employment. SGA will provide 100% of participants with structured job readiness training modules that cover essential skills such as communication, teamwork, problem-solving, and workplace etiquette; personalized counseling, coaching, and mentoring to foster personal and professional development; ongoing assessments to evaluate job readiness; and career counseling, job search assistance, and WBL enrollment planning to prepare participants for successful enrollment in WBL opportunities. All participants will have an established employment and training plan that results in all participants reporting a measurable skills gain (MSG) within 90 days of enrollment and throughout the program with a plan to gain an industry-recognized credential. As a result of project activities, 75% of participants will retain a recognized secondary school diploma or equivalent, or an industry-recognized certification within 12 months after exit, and 50% of participants will achieve documented progress toward an industry-recognized credential or employment, measured through academic, technical, or occupational milestones within the program year. SGA will allocate 30% of the program budget toward WBL opportunities ; all 25 youth will complete 180 hours of WBL at a subsidized wage of \$16.50 per hour; at least 74% of participants will remain engaged in training or unsubsidized employment during the 2nd and 4th quarters after program exit, and the median earnings of those maintained in unsubsidized employment during the 2nd quarter after exit from the program will be at least \$20.00 per hour. SGA will provide 100% of participants with intensive case management and supportive services including transportation assistance and access to mental health support.

Implementation Plan

SGA's program will be an innovative, scalable program model for supporting Opportunity Youth ages 14-24 who are transitioning out of detention in a juvenile setting. SGA will build on its Second Chance Youth Re-entry Program, which is funded by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and provides justice-involved Lake County youth with trauma-informed case management, social-emotional skill-building, and service coordination. By combining reentry-focused Second Chance case management services with the proposed WOIAfunded job development programming, SGA will create an innovative, replicable, cost-effective model to address service gaps for disconnected youth and improve their ability to succeed in long-term employment.

SGA anticipates serving 20 youth ages 16-18 years old in short-term (13 weeks) services, while 5 participants ages 18-24 years old will be placed in the long-term program (52 weeks). All youth, regardless of length of placement, will receive the same assessment, case management, job readiness and support services, and all youth will receive 180 hours of subsidized employment. The Program Coordinator will be Ricardo Tovar Vega (see attached resume), and SGA will hire a Job Developer/Academic Specialist to conduct job readiness, training and placement services. Opportunity Youth Program services will begin within 45 days of participants' release from detention and/or upon their enrollment in post-release program services. The Job Developer/Academic Specialist will meet individually with each participant to conduct required orientations covering program expectations, available services, WBL opportunities, and compliance requirements. The Job Developer/Academic Specialist will administer an intake assessment to each assessment and will ensure that all participants are fully registered in the program and enrolled in WIOA through the Illinois Workforce Development System (IWDS), with complete and verified eligibility documentation aligned with WIOA requirements. The next step in the program is the creation of an Individualized Case Plan (ICP) for each participant that identifies their career goals, strengths, interests, and supportive service needs and includes a comprehensive plan for accessing resources to reduce barriers to program participation and retention. The ICP will be created and continuously updated with input from the participant, their Second Chance Case Manager, and the Job Developer/Academic Specialist. Following development of the ICP, SGA will ensure that all youth are prepared for employment through participation in SGA's Career Boot Camp, an intensive, one-week program that includes structured job readiness training modules and provides youth with an opportunity to roleplay and practice social skills needed to succeed in the workplace. Following the Career Boot Camp, participants will participate in weekly Job Readiness Employment and Training Activities at SGA's office in Waukegan, which will include ongoing assessments of Measurable Skills Gains, counseling, coaching, and mentoring to foster personal and professional development and ensure that Opportunity Youth are well-prepared for internships and employment. The Job Developer/Academic Specialist will provide individual and small group training on topics including resume writing, interviewing, appropriate workplace attire and conduct, and other relevant topics.

The Job Developer/Academic Specialist will prepare participants for successful enrollment in WBL opportunities by aligning job readiness activities with clear plans for work experiences designed to lead to high-skill, high-wage job opportunities in high-demand industries. Through its previous IYIP and Second Chance Reentry Programs, SGA has established relationships with several local and national businesses that are committed to training and employing at-risk youth in Lake County. The agency will also establish strong connections through the LCWDB, job fairs, and recruitment events to identify employment partners in the healthcare, manufacturing, transportation and logistics sectors. Work experiences will be structured to promote career exploration and provide participants with opportunities to apply their skills in real-world settings. SGA will provide transportation assistance (bus and subway passes) and educational supplies or other items that are required for youth to participate in a job, such as

any special clothing or equipment. While the youth is in job placement, SGA will also provide educational support services as necessary to ensure youth are working toward a high school diploma/GED. Youth will also continue to receive mentoring from their Second Chance Case Manager to address any of the emotional, social, or other needs that put them at risk of not succeeding in the workplace. SGA will provide at least 12 months of follow-up services to assist participants with securing and retaining employment, continuing training, or attainment of a secondary or post-secondary credential/diploma, degree, or certificate. SGA will monitor and evaluate the program through regular progress reviews, focusing on metrics such as participant enrollment, completion rates, credential attainment, employment rates, and wage increases. On a monthly, quarterly, and annual basis, SGA will submit detailed reports covering enrollment numbers, credential attainment, WBL participation, support service utilization, progress toward WIOA outcomes, and other measures of program performance as determined by Lake County and LCWDB.

Exhibit B

[Sub-Recipient Grantee Program Budget]

Action Item	Proposed Price
Staff Wages: Program Manager (20% FTE) = \$16,477 Job Developer/Academic Specialist (100% FTE) = \$52,373 Grant Accountant (15% FTE) = \$9,519	\$78,369
Fringe Benefits: FICA, pension, Workers Comp, SUI, health insurance @ 24.39% of wages	\$19,114
Staff Travel: Local transportation @ \$0.61/mi. x 50 miles per month	\$855
Supplies: Office, computers, program, educational and printing	\$4,400
Youth Stipends: \$25 per youth x 25 youth x 3 stipends	\$625
Other: Youth Wages: \$16.50 per hour x 180 hours x 25 youth = \$74,250 Youth Fringe: 9.44% FICA plus Workers Comp = \$7,009	\$81,259
Other: Youth Transportation: \$78 per youth for bus card or gas card x 25 youth	\$1,950
Other: Occupancy and Utility: Rent: \$800/month x 14 months = \$11,200 Utilities: \$200/month x 14 months = \$2,800 Janitorial/Maintenance: \$200/month x 14 months = \$2,800 Security, Pest Control, Plant Maintenance: \$150/month x 14 months = \$2,100 Telephone System: \$250/month x 14 months = \$3,500 Staff Cell Phone Stipend: \$60/month x 14 months = \$840	\$23,240
Other: Equipment Rental and Maintenance: \$150 month x 14 months	\$1,800
Other: Payroll Processing Fees (Contractual): \$5 per youth x 25 youth per pay period x 26 pay periods	pay periods \$3,250
Other: Indirect Cost: 15.65% of \$214,903 direct costs	\$33,633
Total :	\$248,535

Exhibit C

[Uniform Grant Rules]

FAIN: 24A55AY000081-01-00

Federal Awarding Agency: Department Of Labor

Federal Award Date: 04/01/2024

Assistance Listing Program

Title: WIOA Youth Activities

Assistance Listing Number: 17.259

Compliance with Uniform Grant Rules. Grantee certifies that it must adhere to the applicable Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, which are published in Title 2, Part 200 of the Code of Federal Regulations (2 CFR Part 200) and are incorporated herein by reference. 44 Ill. Admin. Code 7000.40(c)(1)(A). The requirements of 2 CFR Part 200 apply to the Grant Funds awarded through this Agreement, regardless of whether the original source of the funds is State or federal, unless an exception is noted in federal or State statutes or regulations. 30 ILCS 708/5(b).

Representations and Use of Funds. Grantee certifies under oath that (1) all representations made in this Agreement are true and correct and (2) all Grant Funds awarded pursuant to this Agreement must be used only for the purpose(s) described herein. Grantee acknowledges that the Award is made solely upon this certification and that any false statements, misrepresentations, or material omissions will be the basis for immediate termination of this Agreement and repayment of all Grant Funds.

Availability of Appropriation; Sufficiency of Funds. This Agreement is contingent upon and subject to the availability of sufficient funds. Grantor may terminate or suspend this Agreement, in whole or in part, without penalty or further payment being required, if (i) sufficient funds for this Agreement have not been appropriated or otherwise made available to Grantor by the State or the federal funding source, (ii) the Governor or Grantor reserves funds, or (iii) the Governor or Grantor determines that funds will not or may not be available for payment. Grantor must provide notice, in writing, to Grantee of any such funding failure and its election to terminate or suspend this Agreement as soon as practicable. Any suspension or termination pursuant to this Paragraph will be effective upon the date of the written notice unless otherwise indicated.

Allowability of Costs; Cost Allocation Methods. The allowability of costs and cost allocation methods for work performed under this Agreement will be determined in accordance with 2 CFR Part 200 Subpart E and Appendices III, IV, V, and VII.