

MEMORANDUM OF UNDERSTANDING
Pursuant to the Workforce Innovation and Opportunity Act of 2014
A(n) Stand-Alone MOU
For the Fox Cities Job Center – Menasha and the Oshkosh Public Library Temporary Job
Center and the new Oshkosh Job Center for Periods During This MOU ;
A(n) Network of Job Centers
in the Fox Valley Workforce Development Area (WDA 4).

This Memorandum of Understanding (MOU) fulfills the Workforce Innovation and Opportunity Act requirements to document and reach agreement among State and other required parties for negotiating cost sharing, service access, service delivery and other matters required and essential to the establishment of the local one-stop delivery system. This MOU describes the commitment of the parties to provide integrated workforce services at the job center(s) listed above in WDA 4, Fox Valley Workforce Development Board and Area.

A proud partner of the  American Job Center[®] network

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

I. Parties

The parties to this Memorandum of Understanding (MOU) are:

WIOA Required Party	Local MOU Party (Organization Name, Signatory, Contact Person, Address, Phone, Email) (If not operational in the local area, indicate N/A)
Chief Elected Official	<p>Gordon Hintz County Executive Winnebago County 112 Otter Ave., Oshkosh, WI 54903 920-232-3450 countyexec@winnebagocountywi.gov</p>
Local Workforce Development Board	<p>Anthony Snyder Chief Executive Officer Fox Valley Workforce Development Board 1401 McMahon Dr, Suite 200, Neenah, WI 54956 920-594-3655 asnyder@fvwdb.com</p>
WIOA Title I Adult	<p>Jennifer Marks DIRECTOR OF OPERATIONS Phone: 920-292-1332 Email: jmarks@fsc-corp.org Forward Service Corporation 2201 Oregon Street Oshkosh, WI 54902</p>
WIOA Title I Dislocated Worker	<p>Jennifer Marks DIRECTOR OF OPERATIONS Phone: 920-292-1332 Email: jmarks@fsc-corp.org Forward Service Corporation 2201 Oregon Street Oshkosh, WI 54902</p>
WIOA Title I Youth	<p>Jennifer Marks DIRECTOR OF OPERATIONS Phone: 920-292-1332 Email: jmarks@fsc-corp.org Forward Service Corporation 2201 Oregon Street Oshkosh, WI 54902</p>
WIOA Title I Job Corps	Alejandro Muñoz, MBA, PMP

	<p>Executive Director - Contract Administration LifeSkills Connection Inc. 1500 W 3rd St Manning, IA 51455 785-341-4605 alex.munoz@lifeskillsconnection.com</p>
WIOA Title I National Farmworker Jobs Programs (NFJP)	<p>Tim Schindler Vice President of Workforce Development UMOs 2701 South Chase Ave Milwaukee, WI 53207 414-389-6057 timothy.schindler@umos.org</p>
WIOA Title I Native American programs	n/a
WIOA Title I YouthBuild	n/a
WIOA Title II Adult Education and Family Literacy Act (AEFLA) program	<p>Dr. Jennifer Lanter Vice President - Learning/Chief Academic Officer Fox Valley Technical College 1825 N. Bluemound Drive Appleton, WI 54912 920-735-2520 Jennifer.Lanter3774@fvtc.edu</p> <hr/> <p>Pete Snyder Associate Dean for Adult Education Moraine Park Technical College 235 N. National Ave. Fond du Lac, WI 920-924-3130 psnyder6@morainepark.edu</p>
WIOA Title III Wagner-Peyser ES	<p>Brian Pelon, District Director, Job Service DWD - Division of Employment and Training 515 Pine Street Green Bay, WI 54301 920-930-6560 Brian.Pelon@dwd.wisconsin.gov</p>
WIOA Title IV Vocational Rehabilitation program	<p>Craig Wehner Division of Vocational Rehabilitation - WDA 4 Director 2211 Oregon St., Unit U Oshkosh, WI 54901</p>

	<p>920-930-6592 craig.wehner@dwd.wisconsin.gov</p>
<p>Senior Community Service Employment Program (Title V of Older Americans Act of 1965)</p>	<p>Emma Trevino Vice President SER-National 258 S. Main St Fond du Lac, WI 54935 920-907-9898 ETrevino@ser-national.org</p> <hr/> <p>Mac Johnston, Executive Director Indianhead Enterprises 1426 Indianhead Dr E, Menomonie, WI 54751 mac@indianheadenterprises.com Office 715-231-4160 Mobile 715-215-2780</p>
<p>Trade Adjustment Assistance (Trade Act of 1974)</p>	<p>Jennifer Artz TAA Section Chief 201 E Washington Ave. Madison, Wisconsin 53703 608-733-3849</p>
<p>Jobs for Veterans State Grants (Chapter 41 of Title 38)</p>	<p>Al Garcia Wisconsin Department of Workforce Development (DWD) - Division of Employment and Training Office of Veteran Employment Services Employment and Training Eastern Region Supervisor (WDA 1-5) 8600 Sheridan Road, Kenosha, WI 53142 MS Teams/VOIP: 262-956-6905 Cell: 262-771-4620 alfonzo.garcia@wi.gov</p>
<p>Unemployment Compensation programs under state law</p>	<p>Jim Chiolino Administrator of the Unemployment Insurance Division (UI) Wisconsin Department of Workforce Development (DWD) 201 E. Washington Ave P.O. Box 7946 Madison, WI 53707</p>

<p>Reentry Employment Opportunities (REO) program (Second Chance Act of 2007)</p>	<p>n/a</p>
<p>Career and technical education programs at post-secondary level, authorized under Carl D. Perkins Career and Technical Education Act of 2006</p>	<p>Beth Burns Vice President of Student Success Fox Valley Technical College 1825 N. Bluemound Drive Appleton, WI 54912 Phone: (920) 735-5795 Beth.Burns2248@fvtc.edu www.fvtc.edu</p> <hr/> <p>Pete Snyder Associate Dean for Adult Education Moraine Park Technical College 235 N. National Ave. Fond du Lac, WI 920-924-3130 psnyder6@morainepark.edu</p>
<p>Community Services Block Grant employment and training activities (Community Services Block Grant Act)</p>	<p>Tanya Marcoe Executive Director ADVOCAP 19 W. First Street Fond du Lac, WI 54935 920-922-7760 Tanya.Marcoe@advocap.org</p> <hr/> <p>Nicole Harrison President & CEO CAP Services 2900 Hoover Road, Suite A Stevens Point, WI 54481 715-343-7525 nharrison@capmail.org</p>
<p>Department of Housing and Urban Development (HUD) employment and training programs</p>	<p>n/a</p>
<p></p>	<p></p>
<p></p>	<p></p>
<p></p>	<p></p>
<p></p>	<p></p>
<p></p>	<p></p>

Non-Required but Allowable Party (If none, indicate N/A)	Local MOU Party (Organization Name, Signatory, Contact Person, Address, Phone, Email)

The information above shall be updated as needed by giving written notice to all parties.

II. Legal Authority

The parties shall comply with all applicable Federal and State laws and regulations, and local laws to the extent that they are not in conflict with Federal or State requirements.

This MOU and its attachments have been created pursuant to the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.); Joint Rule for Unified and Combined State Plans, Performance Accountability, and One-Stop System Joint Provisions: Final Rule (20 CFR Part 678; 34 CFR Part 361, Subpart F; 34 CFR Part 463, Subpart J); Training and Employment Guidance Letter (TEGL) 16-16, One-Stop Operations Guidance for the American Job Center Network; Rehabilitation Services Administration Technical Assistance Circular 17-02 (RSA-TAC-17-02); TEGL 17-16, Infrastructure Funding of the One-Stop Delivery System; RSA-TAC-17-03.

This MOU is a record in accordance with the Wisconsin State Open Records Law, Wis. Stat. §§ 19.31 – 19.39.

The parties to this MOU agree to abide by confidentiality provisions in 20 CFR part 603, 45 CFR 205.50, 20 U.S.C. § 1232g, 34 CFR part 99, 34 CFR 361.38, and any other applicable Federal and State privacy laws and regulations.

The parties to this MOU shall not discriminate in their programs and activities as prohibited by Section 188 of WIOA (29 U.S.C. § 3248) and its implementing regulations found at 29 CFR Part 38; the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.), section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794), title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), and title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.).

In connection with the performance of work under this MOU, the parties agree not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability as defined in s. 51.01(5), Wis. Stats., sexual orientation as defined in s. 111.32(13m), Wis. Stats., or national origin. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

forms of compensation; and selection for training, including apprenticeship. Except with respect to sexual orientation, the parties further agree to take affirmative action to ensure equal employment opportunities.

This MOU will be construed, interpreted, and enforced according to the laws of the State of Wisconsin.

III. Location(s)

This MOU covers service delivery and related costs associated with the following Network of Job Centers.

Fox Cities Job Center – Menasha

Click or tap here to enter text.

1802 Appleton Road

Menasha, WI 55952

920-997-3272

During the period 7/1/2025 to 7/25/2025, this Center was in operation. Fox Cities Job Center – Menasha was open Monday-Friday from 8 am – 4:30 pm.

<https://foxvalleyjobcenters.com/>

Temporary Job Center at Oshkosh Public Library

Click or tap here to enter text.

(106 Washington Avenue

Oshkosh, WI 54901-4933

(920) 236-5203

This Center was opened from 7/28/2025 to 1/2/2026. Monday-Friday 8am to 4:30pm

<https://www.oshkoshlibrary.org/> and <https://foxvalleyjobcenters.com/>

Oshkosh Job Center

One Stop Operator: Debra Warga

2211 Oregon Street, Unit U

Oshkosh, WI 54902-7001

920-404-6801

Monday through Friday, 8am to 4:30pm

<https://foxvalleyjobcenters.com/>

IV. Access

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

One of the primary purposes of WIOA is to increase, particularly for those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market. The needs of workers, youth, and individuals with barriers to employment, including individuals with disabilities, will be addressed in the following ways.

- The parties agree to conduct outreach targeting barriered populations in coordination with one another as follows:
- Job center partners will continue to provide quality services to the broadest population following universal access and delivery per WIOA. This will involve targeted outreach through methods that will reach these populations and through key partnerships. Outreach methods in place include:
- *Joint outreach events and marketing by the Operator and Title I team in lower-income communities and through human-centered methods that will target individuals and communities facing barriers such as transportation limitations, language barriers, digital divides, housing instability, childcare constraints, and limited awareness of available services. These efforts will prioritize culturally responsive engagement, partnerships with trusted community-based organizations, and inclusive communication strategies to ensure equitable access and meaningful participation for all community members.
- *Intensive partner interactions (a list below of some organization partners that work with particular populations). This includes meetings/presentations in conjunction with key partners at at least one to two presentations per quarter, ensuring that their clientele have knowledge and information and access to WIOA and Job Center services and programming.
- *Networking with secondary schools/programs
- *Printed marketing materials distributed broadly in the community in conjunction with local government, other state partner entities, libraries, CBOs and other places where targeted populations frequent.
- *Attend community and partner events and participate in key community coalitions and committees to share resources, referrals and information and access to targeted populations.
- *Social media and monthly partner newsletters
- *We are working to expand multilingual outreach materials and the Center uses Language Line for translation services and ensures that visitors needing translation know that this service is available.
- *On-site service provider FSC uses program flyers and a shared email address for all WIOA referrals to coordinate across the system partners.
- *Specific outreach to disability service organizations listed below and in conjunction with partner DVR includes Outreach strategies including co-hosted hiring events and resource fairs, on-site information sessions, and small-group workshops tailored to job seekers with disabilities. Materials will be offered in accessible formats, and events will incorporate accommodations such as translation services and ASL interpretation and assistive technology demonstrations. These efforts will be carried out in close

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

coordination with DVR to align messaging, share referrals, and ensure seamless access to training, supportive services, and employment opportunities for individuals with disabilities.

- The Job Center managers will use a regular (planned monthly) meeting structure facilitated by FVWDB staff to ensure compliance, to review partnership opportunities and referral processes and to address any needed changes. We will track outreach efforts and community contacts through an internal data recordkeeping process.
- A short list of some of the organizations we engage, includes all of the relevant WIOA system partners and their locations and service program staff, as well as numerous outside organizations listed below, along with the populations they serve and provide access to.
- Career EXCELerate Program
- Boys & Girls Clubs (In-School Youth, Low-income, LEP/Basic Skills Deficient, English Language Learner)
- CESA 6 (In-School Youth)
- Rawhide Youth Services (In-School Youth, Low-income, LEP/Basic Skills Deficient)
- Waupaca County Department of Health and Human Services (Low-income, LEP/Basic Skills Deficient, English Language Learner, individuals with disabilities)
- Winnebago County Department of Health and Human Services (Low-income, LEP/Basic Skills Deficient, English Language Learner)
- Oshkosh Kids Foundation (In-School Youth, Low Income, LEP/Basic Skills Deficient)
- World Relief (Low-income, Basic Skills Deficient, English Language Learner)
- State Office of Veterans Services (veterans, TANF, other low-income, individuals with disabilities)
- County probation offices (justice-involved individuals)
- Wisconsin Dept. of Corrections (justice-involved individuals)
- Public libraries (where many lower-income, homeless, housing at-risk, TANF, and other unemployed populations may frequent).
- Winnebago County Housing Authority-FSS Program (housing at-risk)
- Winnebago County Connect (all targeted populations)
- Local food pantries (TANF, SNAP,
- Habitat for Humanity (housing at-risk, all targeted populations)
- Child support agencies
- More than a dozen public and other schools across the workforce areas.
- The parties agree to ensure the physical accessibility of the one-stop center(s) and layouts of the one-stop center(s) that support a culture of inclusiveness, as follows: Partners will work together to assure that the facility and its layout supports a culture of inclusiveness and in particular is welcoming to individuals facing barriers to employment which may also present barriers to access, feeling welcomed at the AJC as a non-threatening environment that reduces administrative steps or documentation beyond the minimum required by WIOA, working toward more flexible hours (a future plan), and so on. Staff

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

know and have solid experience working with the targeted populations so seek to customize work to their needs in a respectful, inclusive environment. Recognizing that individuals with barriers are less comfortable in business or bureaucratic environments, we will work to present a friendly, relaxed and comfortable environment that supports access specifically to individuals and populations with barriers and who typically are not the target of administrative entities and bureaucracies. Public transportation is available within a reasonable walking distance of the comprehensive AJC sites. The exterior and interior of the AJC facilities are compliant or working towards compliance with ADA standards. Ramps and automatic doors are available to assist individuals with disabilities to access the facilities. An adequate number of parking spaces that are closest to the door are designated for individuals with disabilities. Entrance doors, water fountains, restroom facilities, and other interior amenities comply with ADA regulations.

- The parties agree to provide full access to all customers to services, including access to technology and materials, made available throughout the local American Job Center System, as follows. (Describe specific arrangements and resources available to assure that individuals with barriers to employment, including individuals with disabilities and English language learners, can access available services.): The parties agree to ensure that customers who are deaf or hard of hearing, visually impaired, or have speech-language impairments, have access to appropriate technology, including assistive technology and appropriate accommodations. Examples of these assistance devices include size adjustable computer screens and table heights, keyboards with high contrast keys, headphones with sound adjusting capabilities and American Sign Language interpreters available at no cost. The parties agree to ensure all limited English proficiency (LEP) individuals are provided language access, translation of vital documents, and information to access services as follows: Vital documents are defined as what is necessary for an individual to understand how to obtain any aid, benefit, service, and/or training; necessary for an individual to obtain any aid, benefit, service and/or training; or required by law. Examples include, but are not limited to – Applications, consent and complaint forms – Notices of rights and responsibilities (EO is the Law); Notices advising LEP individuals of their rights under this part, including the availability of free language assistance; rulebooks; Letters or notices that require a response from the beneficiary or applicant, participant or employee. Babel notices are provided. Oral interpretation is provided upon request at no charge to the customer. We routinely collect information regarding the LEP participant's preferred primary language to alert the agency of the need for a qualified interpreter. The language information for each client is part of our database. There are fewer than 5 percent and less than 1,000 persons in a language group. Our agency will provide written notice to those LEP groups in their primary language of their right to receive oral language interpretation and written vital materials free of cost.
- The parties, with the exception of WIOA Title IV Vocational Rehabilitation program, agree to offer priority of service to veterans and eligible spouses for all WIOA programs, and additionally to recipients of public assistance, other low-income individuals, and

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

individuals who are basic skills deficient when providing individualized career services and training services with WIOA Adult funds.

V. Referral

The One-Stop Operator will ensure implementation of the referral process established by the parties. The referral system will provide integrated and seamless delivery of services and activities to both job seekers and employers, as described below.

- The parties agree to familiarize themselves with the requirements for participation in each of the required party programs.
- To the extent possible, the parties agree to develop materials summarizing their program requirements and to make this accessible to all parties in the local area one-stop centers.
- The parties agree to refer individuals who may be eligible for each other's programs to one another for services.
- The parties agree to evaluate ways to improve the referral process.
- The parties commit to robust and ongoing communication required for an effective referral process.
- The parties commit to actively follow up on referrals to assure that resources of the parties are being leveraged at an optimal level.

Methods of referral to be used include customizing the method used to meet the needs of the customer. Referral methods may include providing a direct connection at the Job Center within a reasonable time, by phone or through a real-time Web-based communication, to a program staff member who can provide program information or services, including career services, to the customer. Staff may also provide a phone number, Web site, information, pamphlets, or other materials to assist in the referral process. Examples may include but are not limited to the following: Identification of a single point of contact for service delivery at the partner's program; Email or instant messaging; Facilitating phone calls between partner agency staff and clients; Live chat via Skype or FaceTime.

VI. Duration

This MOU supersedes any previous MOUs for the job center(s) included in this MOU. This MOU shall remain in effect for three program years, effective as of July 1, 2025 to June 30, 2026 or until terminated by the repeal of the Workforce Innovation and Opportunity Act, otherwise by action of law, or in accordance with this MOU. Modifications to this MOU during its effective period shall be governed by Section VII, Modification.

If there are any changes in the signatory official of the local workforce board or Chief Elected Official, the MOU must be re-executed by the new signatory official. If the new signatory official does not agree to sign the MOU, they must follow the Modification procedures in Section VII to sign a new MOU.

Fox Valley WDB, Inc. is an Equal Opportunity Employer/Program.

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in force.

VII. Modification and Termination

This MOU may be amended at any time by written agreement of the parties. If the actual expenditures for a budget line item are projected to increase by 10% or more from the budgeted line item, then the direct payor for that line item must notify all parties participating in the Budget in writing so they may determine whether they agree to amend the MOU.

This MOU shall be amended upon agreement of the parties, consistent with federal, state or local laws, policies, or regulations, for one or more of the following reasons:

- The addition or removal of a party from this MOU;
- The addition or removal of program responsibilities for any party that administers a Federal program;
- A change in the physical location of any of the job center(s) included in this MOU;
- A change in one or more of the methods to allocate costs in the Budget;
- The need to renegotiate a party's proportionate share of cost-based changes in the method or service delivery or program or funding changes that affect a party's continued ability to meet its shared cost obligations;

Any party may request an amendment to this MOU by giving written notice of the request to the contact person for each of the parties listed at the addresses shown in Section I, considering any information updates received by the parties pursuant to Section I. The written notice must include the reason(s) for the amendment request, each Section of the MOU that will require revision, and the desired date for the amendment to be effective. The Fox Valley Workforce Development Board shall be responsible for leading and conducting local negotiations regarding the amendment request. Amendments shall not take effect until signed by all parties.

Any party may withdraw from this MOU by giving written notice of intent to withdraw at least 90 calendar days in advance of the effective withdrawal date. Notice of withdrawal shall be given to the contact person for each of the parties listed at the addresses shown in Section I, considering any information updates received by the parties pursuant to Section I. If any party withdraws, the MOU shall remain in effect with respect to other remaining parties until the MOU is renegotiated. Any failure to execute an MOU with a required party must be reported by the local workforce development board to the Governor.

Agreements are made contingent on availability of funding for each required program. In the event of elimination of or any reduction in funding or the nonappropriation of funds by the federal funding source, the affected party may terminate this agreement without penalty or further obligation. The affected party shall provide notice, in writing, to the other parties of

termination due to loss and/or reduction of funding, and any such termination pursuant to this paragraph will be effective upon the date of the written notice unless otherwise indicated.

VIII. Budget

The Budget(s), including the infrastructure and shared delivery costs for this MOU among and between the parties, will be reviewed annually and may be renegotiated. The attachment(s) contain the Budget(s) for the job center(s) included in this MOU and represent final budget agreement(s) based on expected annualized numbers. Costs have been allocated based upon an FTE calculation as outlined in Attachment A. Parties agree to cover costs through cash and in-kind contributions as shown on the attachment(s). See Section X for the list of attachments.

Parties agree to actively participate in future MOU negotiations in good faith to reach consensus. The Fox Valley Workforce Development Board is responsible for beginning negotiations for subsequent MOUs no later than 90 days prior to the expiration of this MOU.

Reconciliation of actual costs will occur quarterly. Tracking of in-kind contributions will be completed by reporting of hours for in-kind personnel, and provision of invoices or other documentation for goods provided.

a. Infrastructure Funding

See Section X: List of Attachments.

b. Shared Delivery Cost Funding

See Section X: List of Attachments.

c. Payment Schedule

The parties who are contributing to the costs of the job center(s) intend to pay amounts due to other parties on the schedule in attachment(s). However, recognizing that actual amounts due may vary from the budgeted amount due, appropriation and availability of Federal funding, and other factors could affect a party's ability to pay pursuant to the schedule, the parties agree to robust and ongoing communication regarding the scheduling of actual payments due. The parties agree to act in good faith regarding making payments due to other parties.

IX. Other Provisions

a. Drug and Alcohol-free Workplace

All parties will comply with the Drug-Free Workplace Act of 1988, 41 USC 702 et seq. and 2 CFR part 182, which require that all organizations receiving grants from any Federal agency maintain

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

a drug-free workplace. Failure to comply with these requirements may be cause for suspension or debarment under 2 CFR part 180, as adopted by the U.S. Department of Education at 2 CFR part 3485, and the U.S. Department of Labor regulations at 29 CFR part 94.

b. Non-Assignment

Except as otherwise indicated herein, no party may, during the term of this MOU or any renewals of this MOU, assign or subcontract all or any part of the MOU without prior written consent of all other parties.

c. Negligence

All parties to this MOU recognize the partnership consists of various levels of government, not-for-profit, and for-profit entities. Each party to this MOU shall be responsible for injury to persons or property resulting from the negligence on the part of itself, its employees, its agents, or its officers. No party assumes any legal responsibility for any other party's negligent act or omission.

d. Local provisions

Not Applicable.

X. List of Attachments

The following attachments for each job center(s) are incorporated as part of this MOU:

Attachment A: Infrastructure Funding Agreement(s)(IFA). Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, Oshkosh Job Center

Attachment B: Shared Delivery Cost Agreement(s)(SDC). Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, Oshkosh Job Center

Attachment C: Services Grid(s)(SG). Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, Oshkosh Job Center

Attachment D: SOLAR (Sharing of Local Area Resources) Budget(s). Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, Oshkosh Job Center

XI. Signatures

The parties acknowledge that they have read the MOU and its attachments, understand them, and agree to be bound by their terms and conditions. The parties agree that the MOU and its attachments are the complete and exclusive agreement between the parties and supersede all proposals, letters of intent or prior agreements, oral or written, and all other communications and representations between the parties relating to the subject matter of the MOU.

[Fox Valley WDB, Inc.] is an Equal Opportunity Employer/Program.

The individuals signing below have the authority to commit the party they represent to the terms of the MOU and do so commit by signing below.

WIOA Required Party	Name	Title	Signature	Date
Chief Elected Official	Gordon Hintz	County Executive, Winnebago County	Signed by: <i>Gordon Hintz</i> A8A0FF98B4AE412	5/26/2026
Local Workforce Development Board	Anthony Snyder	CEO, Fox Valley Workforce Development Board	DocuSigned by: <i>Anthony Snyder</i> 80C3B776CFEBB412...	5/26/2026
WIOA Title I Adult	Michelle Szabrowicz	CEO, Forward Service Corporation	Signed by: <i>Michelle Szabrowicz</i> 14087C1D905740E...	5/26/2026
WIOA Title I Dislocated Worker	Michelle Szabrowicz	CEO, Forward Service Corporation	Signed by: <i>Michelle Szabrowicz</i> 14087C1D905740E...	5/26/2026
WIOA Title I Youth	Michelle Szabrowicz	CEO, Forward Service Corporation	Signed by: <i>Michelle Szabrowicz</i> 14087C1D905740E...	5/26/2026
WIOA Title I Job Corps	Alejandro Muñoz	Executive Director, LifeSkills Connection, Inc.	Signed by: <i>Alejandro Munoz</i> C9FEEDFF6F5C416...	5/27/2026
WIOA Title I National Farmworker Jobs Programs (NFJP)	Tim Schindler	Vice President of Workforce Development, UMOS, Inc.	Signed by: <i>Tim Schindler</i> E80FDB3AAEA0441...	5/26/2026
WIOA Title I Native American programs				
WIOA Title I YouthBuild				
WIOA Title II Adult Education and Family Literacy Act (AEFLA) program	Dr. Jennifer Lanter	Vice President Learning Chief Academic Officer Fox Valley Technical College	Signed by: <i>Jennifer A. Lanter</i> A80AC4062C824D7...	5/27/2026
	Pete Snyder	Associate Dean for Adult Education Moraine Park Technical College	DocuSigned by: <i>Pete Snyder</i> 230E5FE0AC34420...	5/27/2026

WIOA Title III Wagner-Peyser ES	Pamela McGillivray	DWD Deputy Secretary	Signed by: <i>Pamela McGillivray</i> 236276D77EED448...	5/28/2026
WIOA Title IV Vocational Rehabilitation program	Meredith Dressel	Division of Vocational Rehabilitation Administrator	Signed by: <i>Meredith Dressel</i> 6792CD2339344D3...	5/27/2026
Senior Community Service Employment Program (Title V of Older Americans Act of 1965)	Emma Trevino	Vice President, SER National	DocuSigned by: <i>Emma Trevino</i> 0E6337488303431...	5/27/2026
	Mac Johnson	Executive Director, Indianhead Enterprises	Signed by: <i>Mac Johnston</i> D950850B0A5D4D1...	5/27/2026
Trade Adjustment Assistance (Trade Act of 1974)	Pamela McGillivray	DWD Deputy Secretary	Signed by: <i>Pamela McGillivray</i> 236276D77EED448...	5/28/2026
Jobs for Veterans State Grants (Chapter 41 of Title 38)	Pamela McGillivray	DWD Deputy Secretary	Signed by: <i>Pamela McGillivray</i> 236276D77EED448...	5/28/2026
Unemployment Compensation programs under state law	Pamela McGillivray	DWD Deputy Secretary	Signed by: <i>Pamela McGillivray</i> 236276D77EED448...	5/28/2026
Reentry Employment Opportunities (REO) program (Second Chance Act of 2007)				
Career and technical education programs at post-secondary level, authorized under Carl D. Perkins Career and Technical Education Act of 2006	Beth Burns	Vice President of Student Success, Fox Valley Technical College	Signed by: <i>Elizabeth D. Burns</i> CEC050AAF04F4A2...	5/27/2026
	Pete Snyder	Associate Dean for Adult Education, Moraine Park Technical College	DocuSigned by: <i>Pete Snyder</i> 230E5FE0AC34420...	5/27/2026
Community Services Block Grant employment and training activities (Community Services Block Grant Act)	Tanya Marcoe	Executive Director, ADVOCAP	Signed by: <i>Tanya Marcoe</i> DCAA08C05CB146C...	5/27/2026
	Nicole Harrison	President and CEO, CAP Services	DocuSigned by: <i>Nicole Harrison</i> FFF351E940AF4FB...	5/28/2026

Department of Housing and Urban Development (HUD) employment and training programs				
Non-Required but Allowable Party	Name	Title	Signature	Date

ATTACHMENT A: INFRASTRUCTURE FUNDING AGREEMENT

This Infrastructure Funding Agreement (IFA) shall determine how the parties to the MOU will fund the infrastructure costs at the **Fox Cities Job Center - Menasha, Oshkosh Public Library Temporary Job Center and Oshkosh Job Center** . The IFA is effective on **7/1/2025** and shall expire on **6/30/2026** . The following parties are participating in the IFA: **Fox Valley Workforce Development Board, Forward Service Corporation, LifeSkills Connection Inc., UMOS. Inc., Fox Valley Technical College, Moraine Park Technical College, Wisconsin Department of Workforce Development (DWD) - Division of Employment and Training, Wisconsin Department of Workforce Development (DWD) - Unemployment Insurance, Wisconsin Department of Workforce Development (DWD) - Division of Vocational Rehabilitation, Wisconsin Department of Workforce Development (DWD) - Office of Veterans Employment Services, SER-National, Indianhead Enterprises, ADVOCAP, Inc., CAP Services, Inc.** .

Infrastructure costs are defined as non-personnel costs necessary for job center operations. These costs include, but are not limited to, facility rentals, utilities, maintenance, equipment (including but not limited to assessment-related and assistive technology), common identifier (American Job Center Network) costs, technology, and supplies.

The infrastructure costs are funded through cash and fairly evaluated non-cash and third-party in-kind partner contributions. Contributions to infrastructure costs have been negotiated between one-stop partners, the Chief Local Elected Official **Gordon Hintz, County Executive, Winnebago County** , and the **Fox Valley Workforce Development Board** . Infrastructure funding has been calculated in accordance with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR part 200, and the infrastructure costs are allowable, reasonable, necessary, and allocable.

The parties participating in the IFA are contributing to the infrastructure costs in accordance with their proportionate uses and relative benefits received. The parties participating in the IFA have negotiated in good faith and agree to regularly communicate regarding the **Fox Cities Job Center – Menasha, Oshkosh Library Temporary Job Center and Oshkosh Job Center** Budget. The parties have used the following steps to reach consensus on infrastructure funding, including, if applicable, a description of costs contained in individual party leases:

Partners agree to use a calculation of equal shares per partner program (an analog for Full Time Equivalents) as a method of determining Infrastructure Funding Cost Allocation. All partner programs, whether on-site or providing services via Direct Linkage and/or Trained Staff, will be allocated one FTE for this calculation, in recognition of the requirement that each partner contribute to infrastructure costs. For information

during this program year the Board has determined there will be zero costs allocated to partners.)).

To ensure equitable benefit among the one-stop parties participating in the IFA, the IFA shall be reviewed quarterly and modified as necessary. The (Enter Local Workforce Development Board (Fox Valley Workforce Development Board)) shall work with the parties to achieve consensus and informally mediate any conflicts among the parties. If consensus cannot be reached, a party must notify the (Enter Local Workforce Development Board (Board Chair, Fox Valley Workforce Development Board)) and all parties participating in the IFA in writing at the addresses contained in the MOU. The written notice must describe steps taken by the parties to achieve consensus on infrastructure funding. The (Enter Local Workforce Development Board (Fox Valley Workforce Development Board)) must respond in writing to the parties participating in the IFA within 30 days of the written notice.

Please see the attachment for the (Enter Job Center Name (Fox Cities Job Center – Menasha, Oshkosh Library Temporary Job Center and Oshkosh Job Center)) Budget, which includes the infrastructure costs budget, cost allocation methodologies, and party payment schedules pursuant to this IFA.

ATTACHMENT B: SHARED DELIVERY COSTS AGREEMENT

This Shared Delivery Costs Agreement (SDCA) shall determine how the parties will fund the shared delivery costs at the **Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, and Oshkosh Job Center** . The SDCA is effective on **July 1, 2025** and shall expire on **June 30, 2026** . The following parties are participating in the SDCA: **Fox Valley Workforce Development Board, Forward Service Corporation, LifeSkills Connection Inc., UMOs. Inc., Fox Valley Technical College, Moraine Park Technical College, Wisconsin Department of Workforce Development (DWD) - Division of Employment and Training, Wisconsin Department of Workforce Development (DWD) - Unemployment Insurance, Wisconsin Department of Workforce Development (DWD) - Division of Vocational Rehabilitation, Wisconsin Department of Workforce Development (DWD) - Office of Veterans Employment Services, SER-National, Indianhead Enterprises, ADVOCAP, Inc., CAP Services, Inc.** .

Shared delivery costs must include career services as described in WIOA sec. 134(c)(2), and may include other shared costs. Shared delivery costs may include the costs of shared services that are authorized for and may be commonly provided by a party to any individual, such as initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop parties, and business services. Shared delivery costs may include salary and fringe for staffing, shared costs of providing language access to limited English proficiency (LEP) individuals, and American Sign language (ASL) services to persons who are deaf or hard of hearing.

The shared delivery costs are funded through cash and fairly evaluated non-cash and third-party in-kind partner contributions. Contributions to shared delivery costs have been negotiated between one-stop partners, the Chief Local Elected Official **Gordon Hintz, County Executive, Winnebago County** , and the **Fox Valley Workforce Development Board** . Shared delivery costs been calculated in accordance with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR part 200, and the infrastructure costs are allowable, reasonable, necessary, and allocable.

The parties participating in the SDCA are contributing to the shared delivery costs in accordance with their proportionate uses and relative benefits received. The parties participating in the SDCA have negotiated in good faith and agree to regularly communicate regarding the **Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, and Oshkosh Job Center** Budget.

To ensure equitable benefit among the one-stop parties participating in the SDCA, the SDCA shall be reviewed quarterly and modified as necessary. The (Enter Local Workforce Development Board (Fox Valley Workforce Development Board)) shall work with the parties to achieve consensus and informally mediate any conflicts among the parties. If consensus cannot be reached, a party must notify the (Enter Local Workforce Development Board (Fox Valley Workforce Development Board)) and all parties participating in the SDCA in writing at the addresses contained in the MOU. The written notice must describe steps taken by the parties to achieve consensus on shared delivery cost funding. The (Enter Local Workforce Development Board (Fox Valley Workforce Development Board)) must respond in writing to the parties participating in the SDCA within 30 days of the written notice.

Please see the attachment for the (Enter Job Center Name **Fox Cities Job Center – Menasha, Oshkosh Public Library Temporary Job Center, and Oshkosh Job Center**) Budget, which includes the shared delivery costs budget, cost allocation methodologies, and party payment schedules pursuant to this SDCA.

ATTACHMENT C: SERVICES GRID

A summary of services, including employment, training, and business activities for the Fox Valley Workforce Development Area (WDA 4) Fox Cities Job Center – Menasha. is found in the tables below.

Codes: O = onsite (program staff member is physically present)
TS = trained staff (staff from different partner program is physically present and appropriately trained to provide information)
DL = direct linkage (available through technology to program staff who can provide meaningful information or services)

Per 20 CFR 678.305(d), the following is a description of the training of different partner program staff (TS, above) that provide meaningful access:

As required in 20 CFR 678.305(d), this may include at least “Having a staff member from a different partner program physically present at the one-stop center appropriately trained to provide information to customers about the programs, services, and activities available through partner programs.” In keeping with this, through efforts by the One Stop Operator and each Partner, staff onsite will receive periodic training in the key elements of their program and how to inform customers about that program’s services and activities. Training will occur via in-person sessions, virtual or online workshops, and access to online or printed materials and guidebooks, as needed.

Per 20 CFR 678.305(d), the following is a description of the direct linkage (DL, above) that is utilized to provide meaningful access: As required by 20 CFR678.305(d), this will include “Making available a direct linkage through technology to program staff who can provide meaningful information or services.” In WDA 4 we intend this meaningful access to include direct connection at the Job Center

- during regular business hours and within a reasonable time turnaround for access,
- by phone or through a real-time Web-based communication,
- to an identified Partner program staff member (not merely a general program phone number), and
- with whom on-site staff can follow up on service provision as needed

Basic Career Services (per 20 CFR 678.430(a))	Eligibility det. for I-B programs	Job center outreach, intake, and orientation	Initial assessment of skill levels, aptitudes, abilities, support needs	Labor exchange services	Referrals to and coord. with other programs and services	Provision of workforce and LMI data	Provision of information on ETP performance and program costs	Provision of local performance measures and job center performance	Info and referrals to supportive services	Provision of info and assistance on filing UI claims	Assistance est. eligibility for financial aid for training /education not provided under WIOA
Title I Adult	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I Youth	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I DW	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Job Corps	DL, TS	DL, TS	DL, TS	DL, TS	DL, TS	DL	DL	DL	DL, TS	DL	DL
Title I NFJP	DL	DL, TS	DL, TS	DL, TS	DL, TS	DL, TS	DL	DL	DL, TS	DL, TS	DL, TS
Title I NA-n/a											
YouthBuild - n/a											
Title II - FVTC		TS, DL	TS, DL		DL		TS, DL		TS, DL		TS, DL
Title II - MPTC		TS, DL	TS, DL		TS, DL		TS, DL		TS, DL		TS, DL
Title III		O, DL	O, DL		O, DL	O		O, DL	O, DL		O, DL
Title IV		DL	DL		DL	DL		DL	DL		DL
SCSEP Indianhead Enterprises			DL		DL				DL		
SCSEP - SER National		DL	DL		DL	DL	DL	DL	DL	DL	
TAA	DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL		O, TS, DL	O, DL, TS	DL
JVSG	O, TS	O	O	O, TS	O	O		O	O		
UI	DL	DL	DL	DL	O, TS	DL	DL	DL	O, TS	O, TS	DL
REO - n/a											
Perkins		DL		DL		DL			DL		DL
CSBG		DL	DL		DL				DL	DL	DL
HUD - n/a											

Per 652.207(b)(4), the labor exchange services provided under the Wagner-Peyser Act in the local area are as follows:

Instruction on accessing JobCenterofWisconsin.com-State’s official Labor Market Exchange, Job Searching Skills & Other Activities, Onsite Recruitments & Other Business Services activities, Labor Market Data, Outreach Activities to Targeted Job Seekers & Barriered Populations.

Individualized Career Services (per 20 CFR 678.430(b))	Comp. and spec. assessments of skill levels and service needs of A, DW	IEP devel.	Group counsel.	Indiv. counsel.	Career planning	ST pre-voc. services	Internships and WEX	Workforce prep. activities	Financial literacy services	Out of area job search assistance and relocation	Eng. lang. acquisition and integrated. and training progs.	Follow-up to A, DW
Title I Adult	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Title I Youth	O	O	DL	O, DL	O	O	O	O	DL	O	DL	O
Title I DW	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Job Corps	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NA – n/a												
YouthBuild – n/a												
Title II – FVTC	DL	DL		DL	DL	DL		DL	DL		DL	
Title II- MPTC	DL	DL		DL	DL	DL		DL	DL		DL	
Title III	DL	O, TS, DL	O, TS	O, TS	O, TS, DL	O, TS		O, TS, DL	DL	O, TS	DL	O, TS
Title IV	O,DL			O,DL	O,DL	DL	DL	DL	DL			DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL	DL	DL						DL
SCSEP -SER National												
TAA	DL	O, TS, DL	O,TS	O, TS	O, TS, DL	O, TS, DL	DL	O, TS, DL	O, TS, DL	O, TS, DL	DL	O, TS, DL
JVSG	O	O			O	O						O
UI	DL				O,TS			DL		O,TS		DL
REO – n/a												
Perkins	DL		DL	DL	DL	DL				DL		DL
CSBG	DL		DL	DL	DL			DL	DL			DL
HUD – n/a												

Training Services (per 20 CFR 678.200)	Occ. Skills training	OJT	Incumbent worker training	Progs. combining workplace training with related instruction	Training operated by private sector	Skill upgrading and retraining	Entrepreneurial training	Transitional jobs	Job readiness training provided in combo. with services in this section	Adult ed. and literacy activities, incl. ELL	Customized training
Title I Adult	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Title I Youth	O	O,DL	DL	O	DL	DL, O	DL	DL	DL,O	DL	DL
Title I DW	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Job Corps	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NA – n/a											
YouthBuild – n/a											
Title II – FVTC	DL			DL		DL	DL		DL	DL	
Title II- MPTC	DL			DL		DL				DL	
Title III	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL			O, TS, DL	DL	DL
Title IV	DL	DL		DL	DL	DL	DL	DL	DL	DL	DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL		DL		DL	DL		DL
SCSEP -SER National											
TAA	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL	DL		O, TS, DL	DL	DL
JVSG	DL,TS	O,TS	O,TS	O,DL	O,DL	TS, O	TS, O	DL	O, TS	DL	O, DL,TS
UI	DL	DL	DL	DL	O,TS	DL	DL	DL	O,TS	O,TS	DL
REO – n/a											
Perkins	DL		DL	DL		DL				DL	
CSBG				DL (Advocap only)		DL	DL		DL		
HUD – n/a											

Business Services	Labor exchange activities	LMI	Develop, convene or implement industry or sector partnerships	Customized business services: These may include HR consulting, customized training and work-based learning activities.
Title I Adult	O	O	O	O
Title I Youth	O	O	O	O
Title I DW	O	O	O	O
Job Corps	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL
Title I NA – n/a				
YouthBuild – n/a				
Title II - FVTC			DL	
Title II - MPTC			DL	
Title III	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
Title IV	DL	O,DL	DL	DL
SCSEP Indianhead Enterprises			DL	
SCSEP -SER National				
SCSEP - GWAAR				
SCSEP - FVWDB			DL	
TAA	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
JVSG	O,TS	TS	TS	TS
UI	DL	DL	DL	DL
REO – n/a				
Perkins	DL		DL	DL
CSBG	DL		DL	
HUD – n/a				

ATTACHMENT C: SERVICES GRID

A summary of services, including employment, training, and business activities for the Fox Valley Workforce Development Area (WDA 4) Oshkosh Library Temporary Center is found in the tables below.

Codes: O = onsite (program staff member is physically present)
TS = trained staff (staff from different partner program is physically present and appropriately trained to provide information)
DL = direct linkage (available through technology to program staff who can provide meaningful information or services)

Per 20 CFR 678.305(d), the following is a description of the training of different partner program staff (TS, above) that provide meaningful access:

As required in 20 CFR 678.305(d), this may include at least “Having a staff member from a different partner program physically present at the one-stop center appropriately trained to provide information to customers about the programs, services, and activities available through partner programs.” In keeping with this, through efforts by the One Stop Operator and each Partner, staff onsite will receive periodic training in the key elements of their program and how to inform customers about that program’s services and activities. Training will occur via in-person sessions, virtual or online workshops, and access to online or printed materials and guidebooks, as needed.

Per 20 CFR 678.305(d), the following is a description of the direct linkage (DL, above) that is utilized to provide meaningful access: As required by 20 CFR 678.305(d), this will include “Making available a direct linkage through technology to program staff who can provide meaningful information or services.” In WDA 4 we intend this meaningful access to include direct connection at the Job Center

- during regular business hours and within a reasonable time turnaround for access,
- by phone or through a real-time Web-based communication,
- to an identified Partner program staff member (not merely a general program phone number), and
- with whom on-site staff can follow up on service provision as needed

Basic Career Services (per 20 CFR 678.430(a))	Eligibility det. for I-B programs	Job center outreach, intake, and orientation	Initial assessment of skill levels, aptitudes, abilities, support needs	Labor exchange services	Referrals to and coord. with other programs and services	Provision of workforce and LMI data	Provision of information on ETP performance and program costs	Provision of local performance measures and job center performance	Info and referrals to supportive services	Provision of info and assistance on filing UI claims	Assistance est. eligibility for financial aid for training /education not provided under WIOA
Title I Adult	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I Youth	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I DW	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Job Corps	DL, TS	DL, TS	DL, TS	DL, TS	DL, TS	DL	DL	DL	DL, TS	DL	DL
Title I NFJP	DL	DL, TS	DL, TS	DL, TS	DL, TS	DL, TS	DL	DL	DL, TS	DL, TS	DL, TS
Title I NA-n/a											
YouthBuild - n/a											
Title II - FVTC		TS, DL	TS, DL		DL		TS, DL		TS, DL		TS, DL
Title II - MPTC		TS, DL	TS, DL		TS, DL		TS, DL		TS, DL		TS, DL
Title III		O, DL	O, DL		O, DL	O		O, DL	O, DL		O, DL
Title IV		DL	DL		DL	DL		DL	DL		DL
SCSEP Indianhead Enterprises			DL		DL				DL		
SCSEP - SER National		DL	DL		DL	DL	DL	DL	DL	DL	
TAA	DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL		O, TS, DL	O, DL, TS	DL
JVSG	O, TS	O	O	O, TS	O	O		O	O		
UI	DL	DL	DL	DL	O, TS	DL	DL	DL	O, TS	O, TS	DL
REO - n/a											
Perkins		DL		DL		DL			DL		DL
CSBG		DL	DL		DL				DL	DL	DL
HUD - n/a											

Per 652.207(b)(4), the labor exchange services provided under the Wagner-Peyser Act in the local area are as follows:

Instruction on accessing JobCenterofWisconsin.com-State’s official Labor Market Exchange, Job Searching Skills & Other Activities, Onsite Recruitments & Other Business Services activities, Labor Market Data, Outreach Activities to Targeted Job Seekers & Barriered Populations.

Individualize Career Services (per 20 CFR 678.430(b))	Comp. and spec. assessments of skill levels and service needs of A, DW	IEP devel.	Group counsel.	Indiv. counsel.	Career planning	ST pre-voc. services	Internships and WEX	Workforce prep. activities	Financial literacy services	Out of area job search assistance and relocation	Eng. lang. acquisition and integrated. and training progs.	Follow-up to A, DW
Title I Adult	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Title I Youth	O	O	DL	O, DL	O	O	O	O	DL	O	DL	O
Title I DW	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Job Corps	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NA – n/a												
YouthBuild – n/a												
Title II – FVTC	DL	DL		DL	DL	DL		DL	DL		DL	
Title II- MPTC	DL	DL		DL	DL	DL		DL	DL		DL	
Title III	DL	O, TS, DL	O, TS	O, TS	O, TS, DL	O, TS		O, TS, DL	DL	O, TS	DL	O, TS
Title IV	O,DL			O,DL	O,DL	DL	DL	DL	DL			DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL	DL	DL						DL
SCSEP -SER National												
TAA	DL	O, TS, DL	O,TS	O, TS	O, TS, DL	O,TS, DL	DL	O, TS, DL	O, TS, DL	O, TS, DL	DL	O, TS, DL
JVSG	O	O			O	O						O
UI	DL				O,TS			DL		O,TS		DL
REO – n/a												
Perkins	DL		DL	DL	DL	DL				DL		DL
CSBG	DL		DL	DL	DL			DL	DL			DL
HUD – n/a												

Training Services (per 20 CFR 678.200)	Occ. Skills training	OJT	Incumbent worker training	Progs. combining workplace training with related instruction	Training operated by private sector	Skill upgrading and retraining	Entrepreneurial training	Transitional jobs	Job readiness training provided in combo. with services in this section	Adult ed. and literacy activities, incl. ELL	Customized training
Title I Adult	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Title I Youth	O	O,DL	DL	O	DL	DL, O	DL	DL	DL,O	DL	DL
Title I DW	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Job Corps	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL
Title I NA – n/a											
YouthBuild – n/a											
Title II – FVTC	DL			DL		DL	DL		DL	DL	
Title II- MPTC	DL			DL		DL				DL	
Title III	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL			O, TS, DL	DL	DL
Title IV	DL	DL		DL	DL	DL	DL	DL	DL	DL	DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL		DL		DL	DL		DL
SCSEP -SER National											
TAA	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL	DL		O, TS, DL	DL	DL
JVSG	DL,TS	O,TS	O,TS	O,DL	O,DL	TS, O	TS, O	DL	O, TS	DL	O, DL, TS
UI	DL	DL	DL	DL	O,TS	DL	DL	DL	O,TS	O,TS	DL
REO – n/a											
Perkins	DL		DL	DL		DL				DL	
CSBG				DL (Advocap only)		DL	DL		DL		
HUD – n/a											

Business Services	Labor exchange activities	LMI	Develop, convene or implement industry or sector partnerships	Customized business services: These may include HR consulting, customized training and work-based learning activities.
Title I Adult	O	O	O	O
Title I Youth	O	O	O	O
Title I DW	O	O	O	O
Job Corps	DL	DL	DL	DL
Title I NFJP	DL	DL	DL	DL
Title I NA – n/a				
YouthBuild – n/a				
Title II - FVTC			DL	
Title II - MPTC			DL	
Title III	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
Title IV	DL	O,DL	DL	DL
SCSEP Indianhead Enterprises			DL	
SCSEP -SER National				
SCSEP - GWAAR				
SCSEP - FVWDB			DL	
TAA	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
JVSG	O,TS	TS	TS	TS
UI	DL	DL	DL	DL
REO – n/a				
Perkins	DL		DL	DL
CSBG	DL		DL	
HUD – n/a				

ATTACHMENT C: SERVICES GRID

A summary of services, including employment, training, and business activities for the Fox Valley Workforce Development Area (WDA 4) Oshkosh Job Center is found in the tables below.

Codes: O = onsite (program staff member is physically present)
TS = trained staff (staff from different partner program is physically present and appropriately trained to provide information)
DL = direct linkage (available through technology to program staff who can provide meaningful information or services)

Per 20 CFR 678.305(d), the following is a description of the training of different partner program staff (TS, above) that provide meaningful access:

As required in 20 CFR 678.305(d), this may include at least “Having a staff member from a different partner program physically present at the one-stop center appropriately trained to provide information to customers about the programs, services, and activities available through partner programs.” In keeping with this, through efforts by the One Stop Operator and each Partner, staff onsite will receive periodic training in the key elements of their program and how to inform customers about that program’s services and activities. Training will occur via in-person sessions, virtual or online workshops, and access to online or printed materials and guidebooks, as needed.

Per 20 CFR 678.305(d), the following is a description of the direct linkage (DL, above) that is utilized to provide meaningful access: As required by 20 CFR 678.305(d), this will include “Making available a direct linkage through technology to program staff who can provide meaningful information or services.” In WDA 4 we intend this meaningful access to include direct connection at the Job Center

- during regular business hours and within a reasonable time turnaround for access,
- by phone or through a real-time Web-based communication,
- to an identified Partner program staff member (not merely a general program phone number), and
- with whom on-site staff can follow up on service provision as needed

Basic Career Services (per 20 CFR 678.430(a))	Eligibility det. for I-B programs	Job center outreach, intake, and orientation	Initial assessment of skill levels, aptitudes, abilities, support needs	Labor exchange services	Referrals to and coord. with other programs and services	Provision of workforce and LMI data	Provision of information on ETP performance and program costs	Provision of local performance measures and job center performance	Info and referrals to supportive services	Provision of info and assistance on filing UI claims	Assistance est. eligibility for financial aid for training /education not provided under WIOA
Title I Adult	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I Youth	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Title I DW	O	O, TS	O	O	O	O	O	O	O	O	O, TS
Job Corps	DL, TS	DL, TS	DL, TS	DL, TS	DL, TS	DL	DL	DL	DL, TS	DL	DL
Title I NFJP	DL	O, DL, TS	O, DL, TS	O, DL, TS	O, DL, TS	O, DL, TS	DL	DL	O, DL, TS	O, DL, TS	O, DL, TS
Title I NA-n/a											
YouthBuild - n/a											
Title II - FVTC		O, TS, DL	O, TS, DL		DL		TS, DL		O, TS, DL		O, TS, DL
Title II - MPTC		TS, DL	TS, DL		TS, DL		TS, DL		TS, DL		TS, DL
Title III		O, DL	O, DL		O, DL	O		O, DL	O, DL		O, DL
Title IV		O, DL	DL		DL	O		DL	O, DL		DL
SCSEP Indianhead Enterprises			DL		DL				DL		
SCSEP - SER National		DL	O		O	DL	DL	DL	O	DL	
TAA	DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL		O, TS, DL	O, DL, TS	DL
JVSG	O, TS	O	O	O, TS	O	O		O	O		
UI	DL	DL	DL	DL	O, TS	DL	DL	DL	O, TS	O, TS	DL
REO - n/a											
Perkins		DL		DL		DL			DL		DL
CSBG		DL	DL		DL				DL	DL	DL
HUD - n/a											

Per 652.207(b)(4), the labor exchange services provided under the Wagner-Peyser Act in the local area are as follows:

Instruction on accessing JobCenterofWisconsin.com-State’s official Labor Market Exchange, Job Searching Skills & Other Activities, Onsite Recruitments & Other Business Services activities, Labor Market Data, Outreach Activities to Targeted Job Seekers & Barrired Populations.

Individualize Career Services (per 20 CFR 678.430(b))	Comp. and spec. assessments of skill levels and service needs of A, DW	IEP devel.	Group counsel.	Indiv. counsel.	Career planning	ST pre-voc. services	Internships and WEX	Workforce prep. activities	Financial literacy services	Out of area job search assistance and relocation	Eng. lang. acquisition and integrated. and training progs.	Follow-up to A, DW
Title I Adult	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Title I Youth	O	O	DL	O, DL	O	O	O	O	DL	O	DL	O
Title I DW	O	O	DL	O, DL	O	O	DL	O	DL	O	DL	O
Job Corps	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS
Title I NFJP	DL	O,DL,TS	O,DL,TS	O,DL,TS	O,DL,TS	O,DL,TS	DL	DL	O,DL,TS	O,DL,TS	O,DL,TS	O,DL,TS
Title I NA – n/a												
YouthBuild – n/a												
Title II – FVTC	O, TS, DL	O, TS, DL		O, TS, DL	O, DL, TS	TS, DL		O, TS, DL	O, TS, DL		O, TS, DL	
Title II- MPTC	TS, DL	TS, DL		TS, DL	TS, DL	TS, DL		TS, DL	TS, DL		TS, DL	
Title III	DL	O, TS, DL	O, TS	O, TS	O, TS, DL	O, TS		O, TS, DL	DL	O, TS	DL	O, TS
Title IV	O,DL			O,DL	O,DL	DL	DL	DL	DL			DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL	DL	DL						DL
SCSEP -SER National												
TAA	DL	O, TS, DL	O, TS	O, TS	O, TS, DL	O, TS, DL	DL	O, TS, DL	O, TS, DL	O, TS, DL	DL	O, TS, DL
JVSG	O	O			O	O						O
UI	DL				O,TS			DL		O, TS		DL
REO – n/a												
Perkins	DL		DL	DL	DL	DL				DL		DL
CSBG	DL		DL	DL	DL			DL	DL			DL
HUD – n/a												

Training Services (per 20 CFR 678.200)	Occ. Skills training	OJT	Incumbent worker training	Progs. combining workplace training with related instruction	Training operated by private sector	Skill upgrading and retraining	Entrepreneurial training	Transitional jobs	Job readiness training provided in combo. with services in this section	Adult ed. and literacy activities, incl. ELL	Customized training
Title I Adult	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Title I Youth	O	O,DL	DL	O	DL	DL,O	DL	DL	DL,O	DL	DL
Title I DW	O	O	DL	DL	DL	DL,O	DL	DL	DL,O	DL	DL
Job Corps	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS	DL,TS
Title I NFJP	DL	O,DL,TS	O,DL,TS	O,DL,TS	O,DL,TS	O,DL,TS	DL	DL	O,DL,TS	O,DL,TS	O,DL,TS
Title I NA – n/a											
YouthBuild – n/a											
Title II – FVTC	O, TS, DL			DL		DL	DL		DL	O, TS, DL	
Title II- MPTC	TS, DL			TS, DL		TS, DL				TS, DL	
Title III	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL			O, TS, DL	DL	DL
Title IV	DL	DL		DL	DL	DL	DL	DL	DL	DL	DL
SCSEP Indianhead Enterprises	DL	DL	DL	DL		DL		DL	DL		DL
SCSEP -SER National											
TAA	DL	DL	O, TS, DL	O, TS, DL		O, TS, DL	DL		O, TS, DL	DL	DL
JVSG	DL,TS	O,TS	O,TS	O,DL	O,DL	O, TS	O, TS	DL	O, TS	DL	O, DL, TS
UI	DL	DL	DL	DL	O,TS	DL	DL	DL	O,TS	O,TS	DL
REO – n/a											
Perkins	DL		DL	DL		DL				DL	
CSBG				DL (Advocap only)		DL	DL		DL		
HUD – n/a											

Business Services	Labor exchange activities	LMI	Develop, convene or implement industry or sector partnerships	Customized business services: These may include HR consulting, customized training and work-based learning activities.
Title I Adult	O	O	O	O
Title I Youth	O	O	O	O
Title I DW	O	O	O	O
Job Corps	O	O	O	O
Title I NFJP	O,DL, TS	O,DL, TS	O,DL,TS	O,DL,TS
Title I NA – n/a				
YouthBuild – n/a				
Title II - FVTC			DL	
Title II - MPTC			DL	
Title III	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
Title IV	DL	O,DL	DL	DL
SCSEP Indianhead Enterprises			DL	
SCSEP -SER National				
SCSEP - GWAAR				
SCSEP - FVWDB			DL	
TAA	O, TS, DL	O, TS, DL	O, TS, DL	O, TS, DL
JVSG	O,TS	TS	TS	TS
UI	DL	DL	DL	DL
REO – n/a				
Perkins	DL		DL	DL
CSBG	DL		DL	
HUD – n/a				

Budget "238-A" - In Review

Budget Information

Job Center Budget	\$9,258
Program Year	2025
WDA	Fox Valley
Job Center	Oshkosh Job Center
Budget Number	238
Status	In Review
Budget Start Date	07/01/2025
Budget End Date	06/30/2026
Purchase Order Number	

Note: Partner allocation percentages have been rounded to two decimal places.

Partner	SQ FT	SQ FT %	FTE	FTE %	Customer Count	Customer Count %	Custom	Custom %
Advocap							0	
CAP Services							0	
DWD-DET							0	
DWD-DET-OVES							0	
DWD-DVR							0	
Forward Service Corp							0	
Fox Valley Technical College							0	
Fox Valley WDB							0	
Indianhead Enterprises							0	
Job Corps							0	
Moraine Park Technical College							0	
SER-National - SCEP WI							0	
UMOS							0	
Total	0	100%	0.00	100%	0.00	100%	0	100%

Infrastructure Costs

Budget Line	Amount	Allocation Type	Partner	In Kind
Equipment (Copier, Computers, Furniture)	\$2,758	Manual	Fox Valley WDB	<input type="checkbox"/>
Other	\$2,500	Manual	Fox Valley WDB	<input type="checkbox"/>
Technology for Outreach Activities	\$4,000	Manual	Fox Valley WDB	<input type="checkbox"/>
Total	\$9,258			

Shared Delivery Costs

Budget Line	Amount	Allocation Type	Partner	In Kind
Total	\$0			

Cash Contributions

Budget Line	Amount	Allocation Type	Partner
Total	\$0		

Budget Comments

With the closure of Fox Cities Job Center-Menasha in Summer 2025, a temporary site at the Oshkosh Public Library that should have been 2 months (but ended up being 6 months) and now the new (permanent) site at 2211 Oregon Street, Unit U, Oshkosh, it did not feel right to pass along any of the costs for the center to the Required Partners due to a lack of certification until the new OJC opened. As such, the Board will cover 100% of the costs of the Oshkosh Job Center for this entire fiscal year. We have entered only the proposed OSO costs, projected costs for cubicle furnishings and security keypad at the new center and the costs for web site updates to promote the new space. Exterior signage will be addressed in next year's MOU.

Infrastructure Costs

Equipment (Copier, Computers, Furniture)	Advocap	\$	<input type="text"/>	
	CAP Services	\$	<input type="text"/>	
	DWD-DET	\$	<input type="text"/>	
	DWD-DET-OVES	\$	<input type="text"/>	
	DWD-DVR	\$	<input type="text"/>	
	Forward Service Corp	\$	<input type="text"/>	
	Fox Valley Technical College	\$	<input type="text"/>	
	Fox Valley WDB	\$	2,758	100%
	Indianhead Enterprises	\$	<input type="text"/>	
	Job Corps	\$	<input type="text"/>	
	Moraine Park Technical College	\$	<input type="text"/>	
	SER-National - SCEP WI	\$	<input type="text"/>	
	UMOS	\$	<input type="text"/>	
Other	Advocap	\$	<input type="text"/>	
	CAP Services	\$	<input type="text"/>	
	DWD-DET	\$	<input type="text"/>	
	DWD-DET-OVES	\$	<input type="text"/>	
	DWD-DVR	\$	<input type="text"/>	
	Forward Service Corp	\$	<input type="text"/>	

Fox Valley WDB \$ 2,500 100%

Indianhead Enterprises \$

Job Corps \$

Moraine Park Technical College \$

SER-National - SCEP WI \$

UMOS \$

Technology for Outreach Activities Advocap \$

CAP Services \$

DWD-DET \$

DWD-DET-OVES \$

DWD-DVR \$

Forward Service Corp \$

Fox Valley Technical College \$

Fox Valley WDB \$ 4,000 100%

Indianhead Enterprises \$

Job Corps \$

Moraine Park Technical College \$

SER-National - SCEP WI \$

UMOS \$

There are no Manual Allocation Lines to view.

Cash Contributions

There are no Manual Allocation Lines to view.

Budget Partner	Advocap	CAP Services	DWD-DET	DWD-DET-OVES	DWD-DVR	Forward Service Corp	Fox Valley Technical College	Fox Valley WDB	Indianhead Enterprises	Job Corps	Moraine Park Technical College	SER-National - SCEP WI	UMOS
Amount to pay or (receive)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Frequency

The Payment Schedule grid below should be included with the MOU

Comments

Certificate Of Completion

Envelope Id: 9F182EC0-9CFB-82DF-8144-9F8A31A8F64F
 Subject: Complete with Docusign: WDA4 FVWDB PY25 Memorandum of Understanding
 Source Envelope:
 Document Pages: 44
 Certificate Pages: 8
 AutoNav: Enabled
 Envelopeld Stamping: Enabled
 Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Completed

Envelope Originator:
 Anthony Snyder
 1401 McMahon Rd
 Suite 200
 Neenah, WI 54956
 asnyder@fvwdb.com
 IP Address: 70.92.68.77

Record Tracking

Status: Original
 5/24/2026 10:21:41 AM

Holder: Anthony Snyder
 asnyder@fvwdb.com

Location: DocuSign

Signer Events

Anthony Snyder
 asnyder@fvwdb.com
 CEO

Fox Valley Workforce Development Board
 Security Level: Email, Account Authentication
 (None)

Signature

DocuSigned by:

 80C3B776CFBB412...


Signature Adoption: Pre-selected Style
 Using IP Address: 70.92.68.77

Timestamp

Sent: 5/26/2026 9:26:47 AM
 Viewed: 5/26/2026 9:28:51 AM
 Signed: 5/26/2026 9:29:01 AM

Electronic Record and Signature Disclosure: Not Offered via Docusign

Alejandro Munoz
 alex.munoz@lifeskillsconnection.com
 Security Level: Email, Account Authentication
 (None)

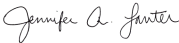
Signed by:

 C9FEEDFF6F5C416...

Signature Adoption: Pre-selected Style
 Using IP Address:
 2600:1702:7a3d:b2df:2d10:6bb9:efb6:f4e4

Sent: 5/24/2026 10:53:44 AM
 Resent: 5/26/2026 8:12:02 AM
 Resent: 5/26/2026 11:30:11 AM
 Resent: 5/27/2026 7:27:48 AM
 Resent: 5/27/2026 11:21:30 AM
 Viewed: 5/27/2026 11:28:08 AM
 Signed: 5/27/2026 11:28:38 AM

Electronic Record and Signature Disclosure: Accepted: 5/24/2026 10:58:00 AM ID: 87b3fae2-db29-4557-975a-3a955f07cdb

Dr. Jennifer Lanter
 Jennifer.Lanter3774@fvtc.edu
 Vice President for Learning & CAO
 Security Level: Email, Account Authentication
 (None)


Signed by:

 A80AC4062C824D7...

Signature Adoption: Uploaded Signature Image
 Using IP Address: 198.150.183.44

Sent: 5/26/2026 11:30:12 AM
 Resent: 5/27/2026 7:27:51 AM
 Viewed: 5/27/2026 8:42:46 AM
 Signed: 5/27/2026 8:43:38 AM

Electronic Record and Signature Disclosure: Accepted: 5/27/2026 8:42:46 AM ID: 90c1e745-7575-4bcb-ab36-ecf3c78b2543

Elizabeth A. Burns
 Beth.Burns2248@fvtc.edu
 VP - Student Success
 Security Level: Email, Account Authentication
 (None)

Signed by:

 CEC050AAF04F4A2...

Signature Adoption: Pre-selected Style
 Using IP Address: 198.150.183.44

Sent: 5/26/2026 9:29:06 AM
 Resent: 5/27/2026 7:27:51 AM
 Resent: 5/27/2026 11:21:31 AM
 Viewed: 5/27/2026 2:40:20 PM
 Signed: 5/27/2026 2:41:22 PM

Electronic Record and Signature Disclosure: Accepted: 5/27/2026 2:40:20 PM ID: a70bcfa8-d396-4ec1-9e37-e8ce14340365

Signer Events

Emma Trevino
ETrevino@ser-national.org
VP
Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:


0E6337488303431...
Signature Adoption: Pre-selected Style
Using IP Address:
2600:1700:bfc0:7620:e0ee:3725:f152:ffd8

Timestamp

Sent: 5/26/2026 11:30:13 AM
Resent: 5/27/2026 7:27:51 AM
Resent: 5/27/2026 11:21:32 AM
Viewed: 5/27/2026 12:07:28 PM
Signed: 5/27/2026 12:07:41 PM

Electronic Record and Signature Disclosure:
Accepted: 5/27/2026 12:07:28 PM
ID: 4a00a65d-eddc-43ac-bc74-1c6894ac3c61


Gordon Hintz
cexec@winnebagocountywi.gov
County Executive
Winnebago County
Security Level: Email, Account Authentication
(None)

Signed by:

A8A0EF98B4AE412...
Signature Adoption: Pre-selected Style
Using IP Address: 216.56.14.140

Sent: 5/26/2026 11:30:15 AM
Viewed: 5/26/2026 11:38:20 AM
Signed: 5/26/2026 11:38:35 AM

Electronic Record and Signature Disclosure:
Accepted: 5/26/2026 11:38:20 AM
ID: c5fd3124-8e7f-4c20-a9e0-d87df9f95bd1


Mac Johnston
Mac@indianheadenterprises.com
Executive Director
Indianhead nterprises
Security Level: Email, Account Authentication
(None)

Signed by:

D950868B6A5D4D1...
Signature Adoption: Pre-selected Style
Using IP Address: 173.245.143.12

Sent: 5/26/2026 11:30:16 AM
Viewed: 5/27/2026 5:15:24 AM
Signed: 5/27/2026 5:24:21 AM

Electronic Record and Signature Disclosure:
Accepted: 5/27/2026 5:15:24 AM
ID: f988a717-195e-4cc4-a7ce-e1030176714c


Meredith Dressel
Meredith.Dressel@dwd.wisconsin.gov
DVR Administrator
Security Level: Email, Account Authentication
(None)

Signed by:

6792CD2339344D3...
Signature Adoption: Pre-selected Style
Using IP Address: 170.85.10.191

Sent: 5/26/2026 11:30:17 AM
Resent: 5/27/2026 7:27:52 AM
Resent: 5/27/2026 11:21:32 AM
Viewed: 5/27/2026 12:10:00 PM
Signed: 5/27/2026 12:10:11 PM

Electronic Record and Signature Disclosure:
Accepted: 5/27/2026 12:10:00 PM
ID: 31192cfc-ce17-4c6f-b448-261a5ece6263


Michelle Szabrowicz
MSzabrowicz@fsc-corp.org
Michelle Szabrowicz CEO
Forward Service Corporation
Security Level: Email, Account Authentication
(None)

Signed by:

14087C1D905740E...
Signature Adoption: Pre-selected Style
Using IP Address: 68.112.201.185

Sent: 5/26/2026 11:30:18 AM
Viewed: 5/26/2026 12:29:59 PM
Signed: 5/26/2026 12:55:09 PM

Electronic Record and Signature Disclosure:
Accepted: 5/26/2026 12:29:59 PM
ID: d85cd876-555a-4bfa-8e0d-c79f30abf5f5

Nicole Harrison
nharrison@capmail.org
President & CEO
Security Level: Email, Account Authentication
(None)

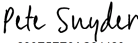
DocuSigned by:

FFF351E940AF4FB...
Signature Adoption: Pre-selected Style
Using IP Address: 66.191.110.142

Sent: 5/26/2026 11:30:19 AM
Resent: 5/27/2026 7:27:53 AM
Resent: 5/27/2026 11:21:33 AM
Resent: 5/28/2026 6:50:04 AM
Viewed: 5/28/2026 12:23:40 PM
Signed: 5/28/2026 12:26:20 PM

Signer Events	Signature	Timestamp
---------------	-----------	-----------

Electronic Record and Signature Disclosure:
 Accepted: 5/28/2026 12:23:40 PM
 ID: cda9f382-1f66-4212-a4cc-2de067cea312

Pete Snyder
 psnyder6@morainepark.edu
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 230E5FE0AC34420...

Signature Adoption: Pre-selected Style
 Using IP Address: 205.213.202.6

Sent: 5/26/2026 11:30:20 AM
 Resent: 5/27/2026 7:27:53 AM
 Resent: 5/27/2026 11:21:33 AM
 Viewed: 5/27/2026 2:29:34 PM
 Signed: 5/27/2026 2:31:36 PM

Electronic Record and Signature Disclosure:
 Accepted: 5/27/2026 2:29:34 PM
 ID: 03eeb625-3078-4cde-9fa4-c2fed9945ce9

Tanya Marcoe
 Tanya.Marcoe@advocap.org
 Executive Director
 ADVOCAP, Inc.
 Security Level: Email, Account Authentication (None)

Signed by:


 DCA08C05CB146C...

Signature Adoption: Pre-selected Style
 Using IP Address: 66.191.110.50

Sent: 5/26/2026 11:30:21 AM
 Resent: 5/27/2026 7:27:54 AM
 Resent: 5/27/2026 11:21:34 AM
 Viewed: 5/27/2026 1:35:03 PM
 Signed: 5/27/2026 1:35:53 PM

Electronic Record and Signature Disclosure:
 Accepted: 5/27/2026 1:35:03 PM
 ID: c7fe4d24-cdfe-44b1-9ec3-0dfc40777827

Tim Schindler
 Timothy.Schindler@umos.org
 Security Level: Email, Account Authentication (None)

Signed by:

 E98FDB3AAEA0444...

Signature Adoption: Pre-selected Style
 Using IP Address: 207.67.57.3

Sent: 5/26/2026 11:30:22 AM
 Viewed: 5/26/2026 12:37:02 PM
 Signed: 5/26/2026 12:37:55 PM

Electronic Record and Signature Disclosure:
 Accepted: 5/26/2026 12:37:02 PM
 ID: 93f0a6f5-4dbe-41c7-be2a-ae217438dd26

Pamela McGillivray
 pamelar.mcgillivray@dwd.wisconsin.gov
 DWD Deputy Secretary
 WI Department of Workforce Development
 Security Level: Email, Account Authentication (None)

Signed by:

 236276D77EED448...

Signature Adoption: Pre-selected Style
 Using IP Address: 170.85.11.102

Sent: 5/28/2026 12:26:25 PM
 Viewed: 5/28/2026 12:49:44 PM
 Signed: 5/28/2026 12:50:01 PM

Electronic Record and Signature Disclosure:
 Accepted: 5/28/2026 12:49:44 PM
 ID: c920b90b-9feb-4db8-83d8-836b0b07ac0d

In Person Signer Events	Signature	Timestamp
-------------------------	-----------	-----------

Editor Delivery Events	Status	Timestamp
------------------------	--------	-----------

Agent Delivery Events	Status	Timestamp
-----------------------	--------	-----------

Intermediary Delivery Events	Status	Timestamp
------------------------------	--------	-----------

Certified Delivery Events	Status	Timestamp
---------------------------	--------	-----------

Carbon Copy Events	Status	Timestamp
--------------------	--------	-----------

Carbon Copy Events	Status	Timestamp
<p>Sean Jackett sean.jackett1@dwd.wisconsin.gov Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/24/2026 10:53:43 AM
<p>Al Garcia alfonzo.garcia@wi.gov Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/24/2026 10:53:45 AM
<p>Brian Pelon Brian.Pelon@dwd.wisconsin.gov Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM
<p>Craig Wehner craig.wehner@dwd.wisconsin.gov DWD/DVR/WDA 4 Director Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 10/10/2025 6:28:08 AM ID: 76f0e205-e938-47f7-b4c1-076198aa48fa</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM
<p>Fred Rice frice@morainepark.edu Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 2/16/2026 10:41:37 AM ID: ee55c1bd-5c7d-4317-ae33-239540daccba</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM
<p>jennifer marks jmarks@fsc-corp.org Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 6/7/2022 10:20:08 AM ID: dfaf3ba0-9931-472d-9817-9997427a15cd</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM
<p>Jose Martinez (UMOS CEO, FVWDB Treasurer) Jose.Martinez@umos.org President/Chief Executive Officer Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 4/4/2026 1:03:03 PM ID: 727769bc-c392-463d-bed0-7f1696536128</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM
<p>Kari Meixl kari.meixl8792@fvtc.edu Director, Business & Industry Services Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 10/6/2025 6:29:14 AM ID: 95abaf21-6bed-4405-b309-62a8e7a3f114</p>	<div style="border: 2px solid blue; padding: 5px; font-weight: bold; color: blue; font-size: 1.2em;">COPIED</div>	Sent: 5/28/2026 12:50:06 PM Viewed: 5/29/2026 11:27:21 AM

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Fox Valley Workforce (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Fox Valley Workforce:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: ahesse@fvwdb.com

To advise Fox Valley Workforce of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at ahesse@fvwdb.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Fox Valley Workforce

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to ahesse@fvwdb.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Fox Valley Workforce

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to ahesse@fvwdb.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Fox Valley Workforce as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Fox Valley Workforce during the course of your relationship with Fox Valley Workforce.