



**Combined Executive Committee  
and**

**Finance & Performance Committee**

Thursday January 8, 2026 - 8:00 a.m. to 9:30 a.m.

Location: Microsoft Teams

**This is a virtual or call-in meeting only**

[Join the Meeting](#)

Call-in 1-786-600-3104

Conference ID: 819 592 380#

**Call to Order– David Kraft, Chair – Vision Consulting Group, Inc.**

**Board Member Update – David Kraft**

- Sharon Hillstrom- Resignation Effective 12/31/2025

**Audit and Tax Services Proposal Review Committee Appointments- David Kraft**

- Lorri Kidder
- Jim Bos
- Eric Troyer

**Action Items – Executive Committee – David Kraft**

- Approval of November 13, 2025, Executive Committee Meeting Minutes

**Action Items – Finance & Performance Committee – Jim Bos**

- Approval of November 10, 2025, Finance & Performance Committee Meeting Minutes

**Joint Action Items – Executive and Finance & Performance Committee – David Kraft**

- Acceptance of Financial Audit Report for Program Year Ending June 30, 2025 – James Halleran, James Moore & Co.

**CEO Report – Joshua Matlock**

**Finance & Performance Reports – Jim Bos, Treasurer**

- WIOA Indicators of Performance Report as of September 30, 2025 - Anthony Gagliano

**Staff Reports**

- Kathy Bouchard
- Robin Dawson
- Anthony Gagliano

**Public Comments/Closing Remarks – David Kraft**

\*Members shall disclose any voting conflict as required under Florida Statute 112.2143 and abstain from discussion or voting on any business that would inure to his or her special private gain or loss.



**Next Meeting – David Kraft**

March 12, 2026. This meeting is combined with the Board of Directors meeting

Location: 3660 N. Washington Blvd., Sarasota, Fl. 34234

**Adjournment – David Kraft**

\*Members shall disclose any voting conflict as required under Florida Statute 112.2143 and abstain from discussion or voting on any business that would inure to his or her special private gain or loss.



# ACTION ITEM

November 13, 2025 Executive Committee  
Meeting Minutes

**CareerSource Suncoast**  
**Executive Committee**  
**(Combined with Board of Directors Meeting)**  
**Meeting Minutes**  
 Teams Virtual Meeting  
 Thursday, November 13, 2025  
 8:00 – 9:30 a.m.

<b>Absent</b>	<b>Present</b>	<b>Committee Members</b>
P		David Kraft, Vision Consulting Group
P*		Shaun Polasky, Helios Technologies
P		Eric Troyer, Kerkering, Barberio & Company
P		Jim Bos, MBJ Group
P		Lisa Eding, Teakdecking Systems
		Staff Present: Kathy Bouchard

**I. Call to Order**

David Kraft, Chair, called the meeting to order at 9:02 a.m. Attendance was recorded, and a quorum was established.

**II. Action Items**

Approval of October 9, 2025, Executive Committee Meeting Minutes

David Kraft requested a motion to approve the October 9, 2025, Executive Committee meeting minutes.

**Motion:** Lisa Eding    **Second:** Eric Troyer

The motion passed unanimously.

Approval of the President/CEO Compensation/ Bonus with Performance Evaluation – David Kraft

Performance Evaluation:

The annual CEO performance evaluation was completed on November 13, 2025, by the Executive Committee. The evaluation reviewed five different areas: 1) Strategic development, 2) Board relations, 3) Serves as a change agent, 4) Risk taking / problem solving, and 5) Community leadership.

Rating key was as follows:

5 = Exceptional

3 = Meets expectations

1 = Below expectations

Overall rating scale is as follows:

4.50 – 5.00 = Exceptional performance

3.50 – 4.49 = Above expectations

3.00 – 3.49 = Meets expectations

2.50 – 2.99 = Needs improvement

2.49 and below = Unsatisfactory

The Executive Committee completed the President/CEO, Joshua Matlock's performance evaluation. There were no scores below 3.00, with an overall rating of 4.6, which indicates exceptional performance.

Raters	Strategic Development	Board Relations	Serves as a Change agent	Risk-Taking and Problem Solving	Community Leadership	Overall
1	3	5	5	5	5	5
2	3	3	5	3	5	3.8
3	5	3	5	5	5	4.6
4	5	5	5	5	5	5
5	5	5	5	5	5	5
Average	4.20	4.20	5.00	4.60	5.00	4.6

**President/CEO Compensation and Bonus Approval:**

David Kraft led the discussion on the President/CEO bonus and compensation increase.

Based on the Executive Performance Evaluation, the Executive Committee determined a 5% salary increase, for total compensation of \$163,225 to be effective pay period beginning November 24, 2025.

Based on the Executive Performance/Bonus Rubric and the CareerSource Florida PY2024-2025 letter grade of 94.43% (A) for CSS, it was determined that the President/CEO, Joshua Matlock, will receive a 5% discretionary bonus.

**Compensation Approval:**

David Kraft requested a motion to approve the President/CEO compensation with an 5% increase, for a total compensation of \$163,228 to be effective pay period beginning November 24, 2025.

**Motion:** Sean Polasky      **Second:** Lisa Eding

The motion passed unanimously.

**Discretionary Bonus Approval:**

David Kraft requested a motion to approve the President/CEO receive a 5% performance bonus totaling \$7,773 on December 5, 2025, consistent with CSS PY2024-2025 CareerSource Florida letter grade of 94.43% and the CSS CEO Performance Bonus Rubric (A).

**Motion:** Eric Troyer      **Second:** Jim Bos

The motion passed unanimously.

Additional Discussion Included:

- Changing the President/CEO evaluation grading rubric to a 1-5 scale.
- Providing higher bonuses to senior leadership staff.
- Outlining specific OKRs for the President/CEO.
- Evaluating staff salaries.
- Looking at other LWDB Regions President/CEO evaluation forms.

### **III. Public Comment/Closing Remarks – David Kraft**

### **IV. Adjournment – David Kraft**

Next Executive Committee meeting is scheduled for January 9, 2025, combined with Finance & Performance Committee meeting.

Location: Virtual Teams Meeting

David Kraft adjourned the meeting at 10:06 a.m.

**Respectfully submitted,**

*David Kraft*

David Kraft  
Chair of the Board



# ACTION ITEMS

November 10, 2025

Finance & Performance Committee

Meeting Minutes



**Finance & Performance Committee  
Meeting Minutes**

Virtual TEAMS Meeting  
Monday, November 10, 2025  
10:00 a.m.

**I. Call to Order- Jim Bos**

Jim Bos called the meeting to order at 10:00 a.m.

Attendees: Jim Bos, Lorri Kidder and CareerSource Suncoast (CSS) staff – Joshua Matlock, Robin Dawson, Anthony Gagliano, Kathy Bouchard, and Christina Witt.

**II. Budget Modification #1 PY25-26**

Budget Modification #1 reports were included in the agenda packet. Robin Dawson reviewed the budget modification reports. The Committee recommended the modification to go before the Full Board of Directors and Executive Committee on November 13, 2025.

Below is a summary of the modification:

▪ PY25-26 Original Funding Available:	\$8,411,137
▪ Increase in Funding:	\$699,968
▪ Adjusted Funding Available:	\$9,111,105
▪ Less Reserve for PY 24-25:	\$489,789
▪ Budget Modification #1 Funding Available	\$8,621,312

Budget line items requested for an increase in Budget for PY 25-26 total \$699,260:

- Add \$148,805 Personnel Costs
- Add \$52,000 Facilities
- Add \$5,000 Office Furniture and Equipment
- Add \$38,609 Operating Costs
- Add \$454,846 Program Services

**III. Budget to Expenditure Reports Review – Robin Dawson**

Robin Dawson, VP/CFAO, reviewed the Budget to Expenditure reports.

This report covers the period July 1, 2025 – September 30, 2025, for PY 25-26. The overall burn rate as of September 30, 2025, was 23%. Budget to Expenditure Report by Fundsource was also shared with the committee. Copies of the reports were provided in the agenda packet.

State and federal expenditure requirements reported as of September 30, 2025:

- Admin expenditure rate – 9.43%; max allowed 10%.
- Individual training accounts (ITAs) – 34.78%; min requirement 40%
- Youth paid internships PY24 – 34.16%; PY25 – 0%; min. requirement 20%.
- Youth out of school expenditures PY24 97.74% - PY25 100.00% min. requirement 50%.

Review of Non-Federal Funds Revenue & Expenditures as of September 30, 2025:

Balance of Non-Federal Funds \$ 1,011,744.39

**IV. Florida Commerce PY23-24 Financial Monitoring Review**

Robin Dawson reviewed the FloridaCommerce Financial Monitoring report. There were no findings and three observations noted in the monitoring report. A copy of the report was provided in the agenda packet.

**V. Performance Update- Anthony Gagliano**

Anthony Gagliano reviewed the CSS WIOA Performance Indicators for PY 2024-2025 ending 06/30/2025. A copy of the performance results was provided in the agenda packet.

CSS PY2024-2025 final letter grade was an “A” with a score of 94.43%. A copy of the current letter grade was provided in the agenda packet. CareerSource Florida Letter Grades are updated on a quarterly basis, being available approximately 45 days from the end of the quarter.

**VI. Next Meeting Date(s):**

To be determined.

**VII. Final Comments and Adjournment – Jim Bos**

No final comments. The meeting was adjourned at 10:45 a.m.



# **ACTION ITEM**

## Acceptance of Financial Audit Report

### for Program Year Ending June 30, 2025

**SUNCOAST WORKFORCE BOARD, INC. D/B/A  
CAREERSOURCE SUNCOAST**

**FINANCIAL STATEMENTS**

**JUNE 30, 2025 WITH SUMMARIZED  
INFORMATION AS OF JUNE 30, 2024**

**DRAFT**

**SUNCOAST WORKFORCE BOARD, INC.  
D/B/A CAREERSOURCE SUNCOAST  
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## INDEPENDENT AUDITORS' REPORT

To the Board of Directors,  
Suncoast Workforce Board, Inc.  
d/b/a CareerSource Suncoast

### **Report on the Audit of the Financial Statements**

#### *Opinion*

We have audited the financial statements of Suncoast Workforce Board, Inc., d/b/a CareerSource Suncoast (the Organization), which comprise the statement of financial position as of June 30, 2025, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

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

#### *Basis for Opinion*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards (GAS)*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for one year after the date that the financial statements are issued.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and GAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and GAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### **Report on Summarized Comparative Information**

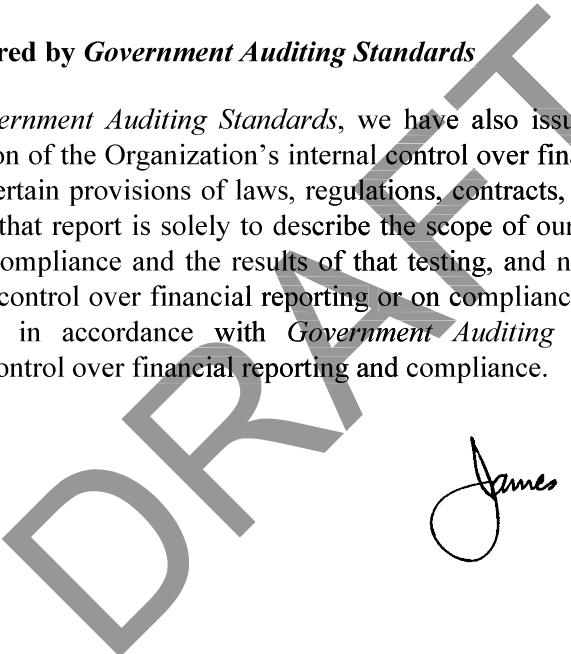
We have previously audited Suncoast Workforce Board, Inc. d/b/a CareerSource Suncoast's June 30, 2024, financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated January 23, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2024, is consistent, in all material respects, with the audited financial statements from which it has been derived.

## **Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying Schedule of Expenditures of Federal Awards is presented for purposes of additional analysis as required by the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated in all material respects in relation to the financial statements as a whole.

## **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated January 1, 2030, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.



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

Daytona Beach, Florida  
January 1, 2030

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**STATEMENT OF FINANCIAL POSITION**  
**JUNE 30, 2025 WITH SUMMARIZED**  
**INFORMATION AS OF JUNE 30, 2024**

	<u>2025</u>	<u>2024</u>
<b><u>ASSETS</u></b>		
<b>Current assets</b>		
Cash and cash equivalents	\$ 1,122,349	\$ 1,025,294
Certificates of deposit	415,000	500,009
Accounts receivable	3,515	-
Grants receivable	111,932	72,359
Prepaid expenses	6,962	45,427
Total current assets	<u>1,659,758</u>	<u>1,643,089</u>
<b>Noncurrent assets</b>		
Fixed assets		
Furniture and equipment	323,246	323,246
Accumulated depreciation	(323,246)	(323,246)
Net fixed assets	-	-
Total Assets	<u>\$ 1,659,758</u>	<u>\$ 1,643,089</u>
<b><u>LIABILITIES AND NET ASSETS</u></b>		
<b>Current liabilities</b>		
Accounts payable	\$ 68,468	\$ 78,798
Accrued expenses	146,464	123,220
Accrued leave	237,405	235,471
Refundable advances	363,602	328,860
Total current liabilities	<u>815,939</u>	<u>766,349</u>
<b>Total Liabilities</b>	<u>815,939</u>	<u>766,349</u>
<b>Net assets</b>		
Without donor restrictions:		
Undesignated	<u>843,819</u>	<u>876,740</u>
Total Net Assets	<u>843,819</u>	<u>876,740</u>
<b>Total Liabilities and Net Assets</b>	<u><u>\$ 1,659,758</u></u>	<u><u>\$ 1,643,089</u></u>

The accompanying notes to the financial statements  
are an integral part of this statement.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**STATEMENT OF ACTIVITIES**  
**FOR THE YEAR ENDED JUNE 30, 2025 WITH SUMMARIZED**  
**INFORMATION FOR THE YEAR ENDED JUNE 30, 2024**

	<b>2025</b>	<b>2024</b>
	<b>Without Donor Restrictions</b>	<b>Without Donor Restrictions</b>
<b>Support and Revenue</b>		
Contract and grant revenue	\$ 7,108,090	\$ 7,439,237
Rental revenue	7,968	11,203
Other revenue	259,114	448,010
<b>Total support and revenue</b>	<b><u>7,375,172</u></b>	<b><u>7,898,450</u></b>
<b>Expenses</b>		
Program services	6,805,034	7,061,759
General and administrative	640,663	621,996
<b>Total expenses</b>	<b><u>7,445,697</u></b>	<b><u>7,683,755</u></b>
<b>Change in net assets without donor restrictions</b>	<b><u>(70,525)</u></b>	<b><u>214,695</u></b>
<b>Net assets without donor restrictions, beginning of year</b>	<b><u>876,740</u></b>	<b><u>662,045</u></b>
<b>Net assets without donor restrictions, end of year</b>	<b><u>\$ 806,215</u></b>	<b><u>\$ 876,740</u></b>

The accompanying notes to the financial statements  
are an integral part of this statement.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREER SOURCE SUNCOAST**  
**STATEMENT OF FUNCTIONAL EXPENSES**  
**FOR THE YEAR ENDED JUNE 30, 2025 WITH SUMMARIZED**  
**INFORMATION FOR THE YEAR ENDED JUNE 30, 2024**

	2025			2024			
	WIOA Programs	Welfare Transition	Wagner Peyster and Veterans	Other Employment Related Programs	Other Funds	General and Administrative	Total
Salaries and wages	\$ 1,348,011	\$ 640,620	\$ 346,826	\$ 448,681	\$ 161,199	\$ 416,986	\$ 3,362,323
Payroll taxes and benefits	407,197	184,973	97,229	119,373	44,975	114,459	968,206
Client training	922,075	19,625	-	130,905	-	-	1,072,605
Other client-related services	671,263	307,982	20,125	80,312	43,110	-	1,122,792
Short-term lease	112,141	49,421	78,951	30,230	-	9,836	280,579
Repairs and maintenance	63,577	35,510	68,977	21,750	478	12,668	202,960
Telephone and communications	-	-	2	16	-	-	220,716
Professional services	12,027	11,702	7,099	6,583	6,743	60,519	104,673
Meetings and seminars	32,421	16,883	24,194	9,431	13,404	15,288	111,621
Outreach and recruitment	67,073	17,096	17,344	8,701	1,835	-	112,049
Insurance	15,561	8,119	12,398	4,338	-	7,595	48,011
Dues and subscriptions	-	-	-	-	-	-	46,382
Materials and supplies	11,497	8,043	17,172	2,326	17,510	2,346	14,249
Postage	-	-	-	-	-	-	69,724
Interest	-	-	-	-	-	-	1,761
<b>Total Expenses</b>	<b>\$ 3,662,843</b>	<b>\$ 1,299,974</b>	<b>\$ 690,317</b>	<b>\$ 862,646</b>	<b>\$ 289,254</b>	<b>\$ 640,663</b>	<b>\$ 7,445,697</b>
						<b>966</b>	<b>966</b>
							<b>\$ 7,683,755</b>

The accompanying notes to the financial statements  
 are an integral part of this statement.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED JUNE 30, 2025 WITH SUMMARIZED**  
**INFORMATION FOR THE YEAR ENDED JUNE 30, 2024**

	<b>2025</b>	<b>2024</b>
<b>Cash flows from operating activities</b>		
Cash received from grantors, contractors and contributors	\$ 7,404,430	\$ 7,906,103
Cash paid to employees and vendors	(7,392,384)	(7,643,463)
Interest received	-	16,485
Net cash provided by (used in) operating activities	<u>12,046</u>	<u>279,125</u>
<b>Cash flows from investing activities</b>		
Proceeds from maturity of certificate of deposit	105,009	-
Purchases of certificates of deposit	(20,000)	(25,009)
Net cash provided by (used in) investing activities	<u>85,009</u>	<u>(25,009)</u>
<b>Net increase (decrease) in cash and cash equivalents</b>	<u>97,055</u>	<u>254,116</u>
<b>Cash and cash equivalents, beginning of year</b>	1,025,294	771,178
<b>Cash and cash equivalents, end of year</b>	<u><u>\$ 1,122,349</u></u>	<u><u>\$ 1,025,294</u></u>
<b>Reconciliation of change in net assets to net cash provided by (used in) operating activities</b>		
Change in net assets	<u><u>\$ (32,921)</u></u>	<u><u>\$ 214,695</u></u>
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Decrease in grants receivable	(39,573)	(37,207)
(Increase) decrease in accounts receivable	(3,515)	4,159
(Increase) decrease in prepaid expenses	38,465	(6,624)
Increase (decrease) in accounts payable	(10,330)	17,174
Increase (decrease) in accrued expenses	23,244	11,340
Increase (decrease) in refundable advances	34,742	57,186
Increase (decrease) in accrued leave	1,934	18,402
Total adjustments	<u>44,967</u>	<u>64,430</u>
<b>Net cash provided by (used in) operating activities</b>	<u><u>\$ 12,046</u></u>	<u><u>\$ 279,125</u></u>

The accompanying notes to the financial statements  
are an integral part of this statement.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO FINANCIAL STATEMENTS**  
**JUNE 30, 2025**

**(1) Summary of Significant Accounting Policies:**

The following is a summary of the more significant accounting policies of the Suncoast Workforce Board, Inc. d/b/a CareerSource Suncoast (the Organization), which affect significant elements of the financial statements:

(a) **Reporting entity**—The Organization is a nonprofit organization under the state of Florida Not-for-Profit Corporation Act and is exempt from income taxes according to the provisions of Section 501(c)(3) of the Internal Revenue Code (IRC). In addition, the Organization qualifies for the charitable contribution deduction and has been classified as an organization that is not a private foundation.

The Organization was incorporated under the laws of the State of Florida on September 2, 1983, as Manasota Industry Council, Inc. (the Council), a not-for-profit corporation organized to serve as the administrative entity and grant recipient with the State of Florida Department of Commerce and Employment Security for the Job Training Partnership Act (JTPA) Program. Effective October 1, 1996, the Council was restructured under the Workforce Florida Act and changed its legal name to the Suncoast Workforce Development Board, Inc. The name was subsequently changed to the Suncoast Workforce Board, Inc., effective April 16, 2001. Effective February, 2014 Suncoast Workforce Board, Inc. changed to d/b/a CareerSource Suncoast as part of a statewide rebranding initiative for all 24 regional workforce boards to align as a single universal brand identity.

On August 7, 1998, the Federal Workforce Investment Act of 1998 (WIA) was signed into law. It replaced the JTPA, which was repealed effective July 1, 2000. This act combined many of the services supported by the JTPA using a "One-Stop" approach providing universal access to core services for both job seekers and employers. The State of Florida enacted legislation, the Workforce Innovation Act of 2000, which implemented provisions of the WIA. On July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law and took effect on July 1, 2015. WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

The Organization, a 26-member public-private partnership, serves as the Administrative entity and Grant Recipient for Florida Region 18, comprising Sarasota and Manatee Counties, for various funding streams including WIOA Adult, Youth and Dislocated Worker programs, Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), and Reemployment Services and Eligibility Assessments (RESEA). In addition, the Organization administers jointly managed programs with the Florida Department of Commerce (DOC) including Wagner Peyser Labor Exchange and Reemployment Services and Veterans' programs. Career and training services are offered in two One-Stop Career Centers located in Sarasota and Palmetto, Florida; at public schools in the Manatee and Sarasota County School Districts (including Pre-Apprenticeship, Career Counseling, After School and Out-of-School programs within the school system), and within the local community. The Organization also serves as Administrative Entity and/or Fiscal Agent for workforce related programs that complement and further the goals and mission of the Organization.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO FINANCIAL STATEMENTS**  
**JUNE 30, 2025**

**(1) Summary of Significant Accounting Policies:** (Continued)

The Organization develops, plans, monitors, and administers the following grants and programs:

- Wagner Peyser
- Disabled Veterans' Outreach Program
- Local Veterans' Outreach Program
- Trade Adjustment Assistance
- Unemployment Insurance
- Workforce Innovation and Opportunity Act – Adult, Youth, and Dislocated Worker
- National Emergency
- Supplemental Nutrition Assistance Program
- Temporary Assistance for Needy Families

(b) **Basis of accounting**—The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with the generally accepted in the United States of America.

(c) **Basis of financial statement presentation and accounting for contributions**—The accompanying financial statements include all funds and activities over which the board of directors of the Organization has oversight and financial responsibility.

The Organization prepares its financial statements in accordance with the Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 958, Not-for-Profit Entities*.

(d) **Net assets**—Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

*Net Assets Without Donor Restrictions* – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions

*Net assets with donor restrictions*—Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that those resources be maintained in perpetuity. Restricted contributions by donors are reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. There are no net assets with donor restrictions at June 30, 2025.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO FINANCIAL STATEMENTS**  
**JUNE 30, 2025**

(1) **Summary of Significant Accounting Policies:** (Continued)

Contributions are recognized when cash, securities or other assets, an unconditional promise to give, or a notification of a beneficial interest is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

A significant portion of the Organization's revenue is derived from cost-reimbursable federal, state, and local contracts and grants, which are conditioned upon certain performance requirements and/ or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when we have incurred expenditures in compliance with specific contract or grant provisions. Amounts received prior to incurring qualifying expenditures are reported as refundable advances in the statement of financial position. At June 30, 2025, \$363,602 have been received in advance and/or have not been recognized because qualifying expenditures have not yet been incurred under our federal, state, and local contracts and grants.

(e) **Use of estimates**—The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

(f) **Functional allocation of expenses**—The costs of providing the various programs and other activities have been summarized on a functional basis in the Statement of Activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

(g) **Fixed assets and depreciation**—Fixed Assets are defined by the Board as assets with an initial, individual cost of \$5,000 or more and an estimated useful life of more than one year. Such assets are recorded at historical cost. Donated capital assets are recorded at estimated acquisition value at the date of the donation. The Federal Government has a reversionary interest in those assets purchased with its funds which have a cost of \$5,000 or more and an estimated useful life of at least one year. Depreciation of capital assets is computed using the straight-line method over estimated useful lives as follows:

<b>Assets</b>	<b>Years</b>
Computer Equipment	5
Furniture	7

(h) **Federal income taxes**— Income taxes are not provided for in the financial statements since the Organization is exempt from federal and state income taxes under Section 501(c)(3) of the Internal Revenue Code and similar state provisions. Management is not aware of any activities that would jeopardize the Organization's tax exempt status. The Organization is not aware of any tax positions it has taken that are subject to a significant degree of uncertainty. Tax years for the past three years remain subject to examination by taxing authorities.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO FINANCIAL STATEMENTS**  
**JUNE 30, 2025**

**(1) Summary of Significant Accounting Policies:** (Continued)

- (i) **Accrued leave**—It is the Organization's policy to allow employees upon separation of employment, other than for cause, to be compensated up to 240 hours of accrued leave at their regular hourly rate of pay, conditional upon availability of funding. The Organization's liability for compensated absences of their employees was \$237,405, at June 30, 2025.
- (j) **Cash and cash equivalents**— For the purpose of reporting cash flows, cash and cash equivalents include cash on hand, demand deposits due from banks, and short-term investments with an original maturity of 90 days or less.
- (k) **Certificate of deposit**—The Organization maintains two certificates of deposit with federally insured banks. They are valued at cost plus accrued interest and mature in 2026.
- (l) **Prepaid expenses**— Prepaid expenses consist of participant transportation cards used by the Organization's clients. These expenses are recognized as they are incurred.
- (m) **Recent accounting pronouncements**—The FASB and other entities issued new or modifications to, or interpretations of, existing accounting guidance during 2025. The Organization has considered the new pronouncements that altered accounting principles generally accepted in the United States of America, and other than as disclosed in the notes to the financial statements, does not believe that any other new or modified principles will have a material impact on the Organization's reported financial position or operations in the near term.

**(2) 2024 Presentation:**

The accompanying financial statements include certain prior year summarized comparative information in total. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2024, from which the summarized information was derived.

**(3) Subsequent Events:**

The Organization has evaluated events and transactions for potential recognition or disclosure in the financial statements through January 1, 2030, the date which the financial statements were available to be issued. No subsequent events have been recognized or disclosed.

**SUNCOAST WORKFORCE BOARD, INC.  
D/B/A CAREERSOURCE SUNCOAST  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(4) Employee Benefits:**

The Organization offers a tax-deferred savings plan, which qualifies as a voluntary contribution savings plan under Internal Revenue Code Section 401(k). Employees may provide tax-deferred contributions to fully vested individual retirement accounts up to the Internal Revenue Code limit. The plan covers all employees over age twenty and one-half and after six months of continuous employment. The Organization makes discretionary contributions based on eligible employee wages. Employees are immediately vested in salary deferral contributions and become vested in employer matching and discretionary profit-sharing contributions in accordance with a schedule of years of service. Total expense recorded for the Organization's match was \$236,178 for the year ended June 30, 2025.

**(5) Concentration of Credit Risk and Significant Funding Source:**

- (a) **Cash and cash equivalents**—At June 30, 2025, the Organization had demand and time deposits with multiple financial institutions of \$1,537,349. The bank balance of these demand and time deposits was \$1,574,809 at June 30, 2024. The Organization has no policy requiring collateral or other security to support its deposits, although all demand and time deposits with banks are federally insured up to FDIC limitations. The demand and time deposits with the financial institutions are insured up to \$250,000.
- (b) **Grants receivable**—The Organization's receivables are for amounts due under contracts with the State of Florida and Federal government agencies. The Board has no policy requiring collateral or other security to support its receivables.
- (c) **Significant funding source**—During the year ended June 30, 2025, the Organization received approximately 96% of its funding from the United States Department of Labor, the United States Department of Health and Human Services, and the United States Department of Agriculture passed through the Florida Department of Commerce and other funding received directly from the Florida Department of Commerce. If a significant reduction in the level of this funding were to occur, it could have an adverse effect on the Organization's program and activities.

**(6) Related Parties Transactions:**

In accordance with applicable regulations, the Organization's board of directors includes representatives of private and public sector industries. During the fiscal year ended June 30, 2025, the Organization entered into contracts with certain private and public sector industries, with which certain board members associated, for the purpose of providing services to participants. During the year ended June 30, 2025, total payments for providing training to participants, dues, and outreach payments were \$436,329, and \$10,000 was payable at year-end.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO FINANCIAL STATEMENTS**  
**JUNE 30, 2025**

**(7) Indirect Costs:**

The Organization records costs that can be directly identified as benefiting a specific WIOA, TANF, or DOC Joint Managed Programs funding stream as direct expenses of the related program. Certain costs which are directly shared, have been allocated to programs based upon the relative benefit received. The Organization allocates indirect costs that cannot be identified as benefiting a specific program. Indirect costs are allocated to benefiting programs based upon an indirect cost rate approved by the Florida Department of Commerce. The following is a table of cost allocation methodologies for expenditures which are allocated:

<b>Expense</b>	<b>Method of Allocation</b>
Salaries and benefits	Time and effort
Facilities costs and rent	Full time employees located in the facilities
Staff training, dues, subscriptions, insurance, consultants, travel, and supplies	Allocated directly to the benefiting program or the appropriate indirect cost pool
Equipment	Charged directly or directly allocated to benefiting programs
Accounting, advertising, legal	Charged to the appropriate indirect pool unless the service can be directly tied to a grant
Auditing and monitoring	Allocated based upon relative expenditures of the grants audited and monitored
Service provider contracts	Directly allocated to programs or by the relative time the provider spent on the programs

**(8) Property Leased to Others:**

During the year ended June 30, 2025, the Organization recognized rental income from properties leased to others in the amount of \$7,968. The following is a schedule of future rentals under non-cancellable operating leases at June 30, 2025. Leases have an annual non-cancellable term and will be on a month to month basis upon expiration unless renewed. The amounts reflected below may differ from actual future rental income due to new leases entered into, the expiration of existing leases, or the recognition of rental income resulting from escalators, if any:

<b>Year Ending June 30,</b>	<b>Rental Revenue</b>
2026	<u>\$ 3,954</u>

**SUNCOAST WORKFORCE BOARD, INC.  
D/B/A CAREERSOURCE SUNCOAST  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(9) Liquidity and Availability:**

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of the statement of financial position date, comprise the following:

Cash and cash equivalents	\$ 1,122,349
Certificates of deposit	415,000
Grants receivable	111,932
Accounts receivable	3,515
Total	<u>\$ 1,652,796</u>

The Organization has \$1,652,796 of financial assets available within one year of the statement of financial position date. None of these assets are subject to donor or other contractual restrictions that make them unavailable for general expenditure within one year of the statement of financial position date. The Florida Department of Commerce allows the Organization to request cash draws approximate to amounts necessary for pending disbursements for two weeks of cash needs.

**(10) Contingencies:**

Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies, principally the Federal government and the State of Florida. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable funds. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time although the Organization expects such amounts, if any, to be immaterial.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSCOURCE SUNCOAST**  
**SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS**  
**FOR THE YEAR ENDED JUNE 30, 2025**

<b>Federal Grantor/Pass-Through Entity/ Federal Program or Cluster Title</b>	<b>Federal Assistance Listing Number</b>	<b>Pass-Through Entity Identification Number</b>	<b>Federal Expenditures</b>	<b>Amount to Subrecipients</b>
<b>United States Department of Labor</b>				
Passed through the State of Florida, Department of Commerce:				
Employment Service Cluster:				
Employment Service/Wagner-Peyser Funded Activities	17.207	WPA24	\$ 28,814	\$ 6,164
Employment Service/Wagner-Peyser Funded Activities	17.207	WPB24	28,168	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPA25	452,056	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPB25	151,429	-
Local Veterans' Employment Representatives (LVER)	17.801	LVR24	16,823	-
Local Veterans' Employment Representatives (LVER)	17.801	LVR25	22,400	-
Disable Veterans' Outreach Program (DVOP)	17.801	DVP24	22,167	-
Disable Veterans' Outreach Program (DVOP)	17.801	DVP25	24,443	-
Total Employment Service Cluster			746,300	6,164
Unemployment Insurance	17.225	UCR23	189,819	-
Unemployment Insurance	17.225	UCR24	94,852	-
Total Unemployment Insurance			284,671	-
National Emergency Grants - Fostering Opioid Recovery	17.277	WNO20	43,286	-
National Emergency Grants - Hurricane Ian	17.277	WNI23	609,620	-
National Emergency Grants - Hurricane Helene	17.277	WNH24	255,537	-
National Emergency Grants - Fostering Opioid Recovery	17.277	WNO23	58,931	-
Total National Emergency Grants			967,374	-
Workforce Innovation and Opportunity Act Cluster:				
WIOA Adult Program	17.258	WIA24	61,654	1,554
WIOA Adult Program	17.258	WIA25	827,620	4,240
WIOA Adult Program - State Level	17.258	WRS23	118,475	-
WIOA Adult Program - State Level	17.258	WIR25	27,942	-
WIOA Adult Program - State Level	17.258	WIS24	56,484	-
WIOA Youth Activities	17.259	WIY24	371,329	763
WIOA Youth Activities	17.259	WIY25	399,001	1,105
WIOA Youth Activities - State Level	17.259	WRS23	114,772	-
WIOA Youth Activities - State Level	17.259	WIR25	27,069	-
WIOA Youth Activities - State Level	17.259	WIS24	54,719	-
WIOA Dislocated Worker Formulas Grants	17.278	WID24	184,476	232
WIOA Dislocated Worker Formulas Grants	17.278	WID25	586,631	1,723
WIOA Dislocated Worker Formulas Grants - State Level	17.278	WRS23	136,986	-
WIOA Dislocated Worker Formulas Grants - State Level	17.278	WIR25	32,308	-
WIOA Dislocated Worker Formulas Grants - State Level	17.278	WIS24	65,310	-
Total Workforce Innovation and Opportunity Act Cluster			3,064,776	9,617
<b>Total United States Department of Labor</b>			<b>5,063,121</b>	<b>15,781</b>
<b>U.S. Department of Agriculture</b>				
Passed through the State of Florida, Department of Commerce:				
Supplemental Nutrition Assistance Program Cluster:				
Supplemental Nutrition Assistance Program	10.561	FSH24	13,971	1,347
Supplemental Nutrition Assistance Program	10.561	FSH25	50,370	5,060
Total Supplemental Nutrition Assistance Program Cluster			64,341	6,407
<b>Total U.S. Department of Agriculture</b>			<b>64,341</b>	<b>6,407</b>
<b>U.S. Department of Health and Human Services</b>				
Passed through the State of Florida, Department of Commerce:				
Temporary Assistance for Needy Families	93.558	WTS24	499,306	12,812
Temporary Assistance for Needy Families	93.558	WTS25	918,907	-
Total Temporary Assistance for Needy Families			1,418,213	12,812
<b>Total U.S. Department of Health and Human Services</b>			<b>1,418,213</b>	<b>12,812</b>
<b>TOTAL EXPENDITURES OF FEDERAL AWARDS</b>			<b>\$ 6,545,675</b>	<b>\$ 35,000</b>

The accompanying notes to schedule of expenditures of federal awards are an integral part of this schedule.

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS**  
**YEAR ENDED JUNE 30, 2025**

**(1) Basis of Presentation:**

The accompanying Schedule of Expenditures of Federal Awards includes the Federal award activity of Suncoast Workforce Board, Inc. (the Organization) and is presented on the accrual basis of accounting. The information in this schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

**(2) Summary of Significant Accounting Policies:**

Expenditures reported on the schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowed or are limited as to reimbursement.

**(3) De Minimis Indirect Cost Rate Election:**

The Organization has elected not to use the de minimis indirect cost rate as allowed under Uniform Guidance.

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER  
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS  
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE  
WITH GOVERNMENT AUDITING STANDARDS**

To the Board of Directors,  
Suncoast Workforce Board, Inc.  
d/b/a CareerSource Suncoast

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the Suncoast Workforce Board, Inc., (the Organization) which comprise the statement of financial position as of June 30, 2025, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated January 1, 2030.

**Report on Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Organization's internal control over financial reporting (internal control) as a basis for designing procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

## **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Organization's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of This Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Daytona Beach, Florida  
January 1, 2030

James Moore, Esq., P.L.

DRAFT

**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL  
PROGRAM AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE IN  
ACCORDANCE WITH THE UNIFORM GUIDANCE**

To the Board of Directors,  
Suncoast Workforce Board, Inc.  
d/b/a CareerSource Suncoast

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited Suncoast Workforce Board, Inc. d/b/a CareerSource Suncoast (“the Organization”)’s compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the Organization’s major federal programs for the year ended June 30, 2025. The Organization’s major federal programs are identified in the summary of auditors’ results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Organization complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2025.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); the special audit guidance provided by the State of Florida Department of Commerce and the audit requirements of Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors’ Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Organization’s compliance with the compliance requirements referred to above.

***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Organization’s federal programs.

**SUNCOAST WORKFORCE BOARD, INC.  
D/B/A CAREERSOURCE SUNCOAST  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS  
FOR THE YEAR ENDED JUNE 30, 2025  
(CONTINUED)**

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

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Organization's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Organization's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Organization's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Organization's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

**Report on Internal Control Over Compliance**

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over

**SUNCOAST WORKFORCE BOARD, INC.  
D/B/A CAREERSOURCE SUNCOAST  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS  
FOR THE YEAR ENDED JUNE 30, 2025  
(CONTINUED)**

compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Tallahassee, Florida  
January 1, 2030

*James Moore, Jr., P.L.*

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**  
**FOR THE YEAR ENDED JUNE 30, 2025**

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

***Financial Statements:***

Type of audit report issued on the financial statements:	<i>Unmodified</i>
Internal control over financial reporting:	
Material weakness(es) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Significant deficiency(ies) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> none reported
Noncompliance material to financial statements noted?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no

***Federal Awards:***

Internal control over major Federal programs:	
Material weakness(es) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Significant deficiency(ies) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> none reported
Type of auditors' report issued on compliance for major Federal programs:	<i>Unmodified</i>
Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no

Identification of major Federal programs:

<b>Assistance Listing Number(s)</b>	<b>Program Name/Cluster</b>
17.258, 17.259, 17.278	WIOA Cluster
Dollar threshold used to distinguish between type A and type B Federal programs:	\$750,000
Auditee qualified as low-risk auditee?	<input checked="" type="checkbox"/> yes <input type="checkbox"/> No

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

**III. Federal Awards Findings and Questioned Costs:**

**SUNCOAST WORKFORCE BOARD, INC.**  
**D/B/A CAREERSOURCE SUNCOAST**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**  
**FOR THE YEAR ENDED JUNE 30, 2025**  
**(CONTINUED)**

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

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

**V. Federal Award Summary Schedule of Prior Year Findings:** See schedule of prior audit findings on page 24.



David Kraft  
*Chair*

Lisa Eding  
*Vice Chair*

Jim Bos  
*Treasurer*

Joshua Matlock  
*President & CEO*

#### Schedule of Prior Year Finding:

#### 2024-001 – Information on the Federal Program: ALN 93.558 – Temporary Assistance for Needy Families – WTS23/24 – Compliance Requirement: Activities Allowed

Corrective action taken – CSS reviewed our check issuance procedure to identify discrepancies and areas for improvement. A revised check issuance procedure was approved by the Board in May, 2025 and provided to FL Commerce that same month. The changes have been implemented and being consistently followed. No repeat comment in current year.

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# CEO Report



# **FINANCE & PERFORMANCE COMMITTEE REPORT**

## LWDB 18

Measures	PY2024-2025 4th Quarter Performance	PY2024-2025 % of Performance Goal Met For Q4	PY2024-2025 Performance Goals	PY2025-2026 1st Quarter Performance	PY2025-2026 % of Performance Goal Met For Q1	PY2025-2026 Performance Goals
<b>Adults:</b>						
Employed 2nd Qtr After Exit	89.7	104.30	86	88.6	103.02	86
Median Wage 2nd Quarter After Exit	\$11,971	130.94	\$9,142	\$11,971	130.95	\$9,142
Employed 4th Qtr After Exit	85.2	96.38	88.4	82.9	93.78	88.4
Credential Attainment Rate	76	98.70	77	69.5	90.26	77
Measurable Skill Gains	92	177.26	51.9	79.5	153.18	51.9
<b>Dislocated Workers:</b>						
Employed 2nd Qtr After Exit	100	120.48	83	85.7	103.25	83
Median Wage 2nd Quarter After Exit	\$6,701	63.21	\$10,600	\$12,482	115.57	\$10,800
Employed 4th Qtr After Exit	100	125.00	80	100	125.00	80
Credential Attainment Rate	50	100.00	50	50	83.33	60
Measurable Skill Gains	81.8	105.41	77.6	90.9	117.14	77.6
<b>Youth:</b>						
Employed 2nd Qtr After Exit	80	97.56	82	81	98.78	82
Median Wage 2nd Quarter After Exit	\$10,266	223.66	\$4,590	\$11,045	240.63	\$4,590
Employed 4th Qtr After Exit	83.3	104.13	80	94.7	118.38	80
Credential Attainment Rate	30	40.00	75	44.4	59.20	75
Measurable Skill Gains	91.2	121.60	75	77.8	103.73	75
<b>Wagner Peyser:</b>						
Employed 2nd Qtr After Exit	68.9	101.77	67.7	67.5	99.70	67.7
Median Wage 2nd Quarter After Exit	\$8,764	131.76	\$6,651	\$8,771	131.87	\$6,651
Employed 4th Qtr After Exit	68.3	107.22	63.7	66.1	103.77	63.7

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)



# STAFF REPORTS

- Robin Dawson, VP/CFAO
- Kathy Bouchard, VP/CTO
- Anthony Gagliano, VP/COO