

CHICAGO COOK WORKFORCE PARTNERSHIP  
INNOVATIVE BOARD MEETING

REPORT OF PROCEEDINGS had at the Chicago  
Cook Workforce Partnership Innovative Board Meeting  
held at 401 South Plymouth Court, 9th Floor, Chicago,  
Illinois, on the 17th day of March, A.D., 2026,  
commencing at 10:40 a.m.

APPEARANCES:

MS. JACKI IVY-ROBINSON, Co-Chair  
MR. GEORGE WRIGHT, via videoconference  
MS. PAM McDONOUGH  
MS. MICHELE SMITH  
DR. LISA BLY-JONES  
MR. MANNY RODRIGUEZ  
MS. CARRIE THOMAS  
MR. MATT JOHANSON  
MR. VICTOR DICKSON  
MR. JASON SPIGNER  
MS. RAHNEE PATRICK  
MS. JENNIFER FOSTER  
MR. JUAN SALGADO by proxy Mr. Corey Young  
MS. TRENITY DOBBEY  
MR. HARDIK BHATT  
MS. XOCHITL FLORES  
MR. JOSHUA DAVIS

CO-CHAIR ROBINSON-IVY: Good morning, everybody. I don't want to hold everybody any longer. We are ten minutes into time, it's 10:40. We'll come back with what we have to vote on.

Nicole, can you do welcome and roll call?

MS. SHAW: Yes. Thank you.

I'm going to read out the roll call for today's meeting. If you are here as a proxy for a board member, when I read that board member's name, you can mention that you are present; and if you are attending on-line as a board member, when I read your name, please state for the minutes that you are attending virtually.

Starting off. Adam Hecktman ...

(no response.)

MS. SHAW: Carrie Thomas ...

BOARD MEMBER THOMAS: Present.

MS. SHAW: Thank you.

Donovan Pepper ...

BOARD MEMBER PEPPER: I'm present virtually.

MS. SHAW: Lisa Bly-Jones ...

BOARD MEMBER BLY-JONES: Present.

MS. SHAW: Hardik Bhatt ...

BOARD MEMBER BHATT: Present.

MS. SHAW: Jason Spigner ...

BOARD MEMBER SPIGNER: Present virtually.

MS. SHAW: Jennifer Foster ...

(No response.)

MS. SHAW: Joshua Davis ...

BOARD MEMBER DAVIS: Present.

MS. SHAW: Juan Salgado ...

PROXY YOUNG: Corey Young present for Juan Salgado.

MS. SHAW: Lisa Stark ...

(No response.)

MS. SHAW: Manny Rodriguez ...

BOARD MEMBER RODRIGUEZ: Present virtually.

MS. SHAW: Matt Johanson ...

BOARD MEMBER JOHANSON: Present.

MS. SHAW: Michele Smith ...

BOARD MEMBER SMITH: Present.

MS. SHAW: Pam McDonough ...

BOARD MEMBER McDONOUGH: Here.

MS. SHAW: Thank you.

Rahnee Patrick ...

BOARD MEMBER PATRICK: Present virtually.

MS. SHAW: Thank you.

Robert Reiter ...

(No response.)

MS. SHAW: Treenity Dobbey ...

BOARD MEMBER DOBBEY: Present.

MS. SHAW: Thank you.

Victor Dickson ...

(No response.)

MS. SHAW: Victor, are you on-line?

(No response.)

MS. SHAW: Xochitl Flores ...

(No response.)

(Enter Ms. Michele Smith.)

MS. SHAW: And I do see that Michele Smith just joined us in person.

BOARD MEMBER SMITH: Yes.

MS. SHAW: Thank you.

We have ten board members. We need 11 for our quorum; so at this point, we do not have an in-person quorum.

CO-CHAIR ROBINSON-IVY: Okay. We'll keep moving.

Thank you everyone for your patience as well as being here. I would like to extend a happy St. Patrick's to everybody. We are in Chicago, my coat is green, that counts. I'm sitting next to probably the most Irish person in the room so I want

credit for all of that.

Mary Ellen Mesner is here; and if you don't know, she's the First Deputy Commissioner for Chicago Public Schools. She allows us this room to have space here and I know she and Susan collaborate all through the year. Would you stand up, please?

MS. MESNER: Thank you.

CO-CHAIR ROBINSON-IVY: We just want to thank you.

MS. MESNER: Thank you.

CO-CHAIR ROBINSON-IVY: And we believe Chicago is the friendliest city in the world and we don't take it for granted, so thank you so much for allowing us the space. I don't know how long we get the space, but we are appreciative for it.

MS. MESNER: I can find out.

CO-CHAIR ROBINSON-IVY: If you don't know the library folks, Chris has -- Commissioner Brown has a wonderful, wonderful team and they do a great job. Someone was saying to me the other day about driving to a library, and I was, like, who drives to the library, everybody walks to their local library. And I think that having the opportunity is something we don't want to overlook. So thank you, Commissioner.

Do you have anything you want to say to us real quickly?

MS. MESNER: I'm just so glad that you're here and we have several partnerships with all of you. Also I used to work at DFSS and I worked with Amy Santacaterina on the WIOA Youth Program so I'm very familiar with your work and it's incredibly important for this city. So between the WorkForce Board and the libraries and schools and parks, we're really trying to make positive things happen in the city of Chicago, but we're so glad you're our partner and we're so glad that you're here. So thank you for recognizing our work, but right back at you because you do really significant work for young people and adults in the city of Chicago. Much appreciated. Thank you.

CO-CHAIR ROBINSON-IVY: Thank you. Thank you. We promise to pick up after we leave.

MS. MESNER: And I am Irish even though I have this red jacket on, 100 percent.

CO-CHAIR ROBINSON-IVY: Anybody else come on-line to get our quorum.

MS. SHAW: We have to be here.

CO-CHAIR ROBINSON-IVY: All right. They have to be here in the building.

We got to call to order. Let's skip minutes and go directly to our CEO's remarks. We will have to hear from George via the screen today virtually, George Wright.

MR. WRIGHT: Thanks, Madam Chair, and can you hear me?

CO-CHAIR ROBINSON-IVY: I think Nicole might be turning you up a little bit.

MR. WRIGHT: Is that better?

CO-CHAIR ROBINSON-IVY: It is better.

MR. WRIGHT: Great. Thank you for -- let me just saying on behalf of the we really appreciate your support with the use of the library, it's a great a partnership and we are wanting this space for possibly all these board meetings, just -- inaudible -- and really do appreciate the support that you provide to the board as well as staff.

(Enter Ms. Xochitl Flores.)

MR. WRIGHT: My comments will be somewhat brief. First of all, my apologies. I was thinking about this and in the eight years that I served on the board, I was told that I missed one board meeting. I think I was out of the country on vacation and couldn't -- Thailand or -- and couldn't be there and now I'm

missing the board meeting, although I'm trying to do this virtually, but that's something with all of the hundreds of flight cancellations, you know, I was -- (inaudible) ) grandkids and stayed an extra kind of long weekend and lo and behold I'm here until the end of the week so I can't control weather. I can't make the planes fly, but I just hope that I can still call things piggybacking off of last -- (inaudible).

So with that, I'll be back to all of you all in September. Basically, a couple things that I kind of jump off the page which really does -- (inaudible) -- system. I called the -- WIOA at the time. If we remember back then, we didn't know and there was communications that we may not have received what we call -- or funding for dislocated dollars for quarter and that typically happens around October 1st so it's September I addressed this body again. There was some determination about whether we were going to receive those dollars, that represented millions of dollars of the budget and I found myself leaning up to that still that I kind of had to financial services industry stress testing hoping for the best plan for the worse downsize scenario, et cetera, because budget was something that we actually had to plan for and

come October of that year the received funding, the \$32 million did come in and we were as far as the things that we had planned and had to mitigate the risk around using those funds. I came back to this, I talked about -- so the strategic and because during that September presentation, I mentioned that there was probably a lot of traction -- (inaudible) -- and scenario. In that eliminate all the across the country control over dollars that are designated for workforce for the citizen and there was some traction at that time. If go back to those days, administration -- that the administration would kind of go to this scenario, I believe for today that the block grant scenario, I think the people is on life support. I don't think the patient is dead, but I do think it's a probability that the scenario may not come to fruition. As we understand, WIOA is not authorize, but coming back in December, we kind of had indications that perhaps the block grant scenario would not go through but we want to be strategic about the things we can control. If you remember that I actually tried to convince people it wasn't for people on this body to really kind of weigh in on strategy versus tactics and transactions and I asked that

people volunteer to serve on ad hoc committees that we get across the finish line and then MOU, we also asked to serve on committee and we asked to serve on our local plan committee. This inputs each of you all around a project and we had gotten under way called to impact, we continue to move that forward and I really appreciate you all stepping up to the plate and saying I will take this on and taking up.

As I spent the last six months really tied into the system having several visits to the -- (inaudible) -- a couple months ago I was at the White House, I've been on the Hill a few times and every week I had a call with -- across the country to really talk about the exist within the system and anything that happens out of the federal government is going to impact the partnership and this body and so as I reported to what has happened, I think on a time regular meeting in September to December not in March is -- first of all, there is probably a very, very, very small chance that WIOA will be authorized under this conference. There isn't anybody in DC that I heard say that there is a certainty that this congress, this administration will take that up. So as long as WIOA is not authorized the appropriate --

I'm sorry.

And the good news is that same amount of people are convinced that the budget for that -- we are going to be notified probably in early April, mid April is going to be to the budget that we had last year. So I think that's \$10 million reduction, if you will, and that's maybe why. So if you think about the state last year got \$145 million or so and WIOA funding, we think that is going to be pretty flat appropriate starting July 1st and going to July 30th, 2027. So while a reduction is not a good reduction, the best news we possibly could have gotten considering the circumstances we're in, not very well into this body against -- once again in September that probably not the yet because again it's not authorized, but TCR respect for all intents and purposes it looks like the budget is going to be flat to what we received last quarter. So I'm really excited about that.

In terms of the other things coming out of DC that reflect system, I think is that notion around going from flat single state option and so what this option basically in a nutshell describes is that each state will have its own state innovation board. This

will eliminate the -- (inaudible) -- and will be controlled by the state board and the state board as a part of our statute and the government on the state board. There is a great deal of traction already with this scenario.

There are 22 states across the country that are either in various stages of government all the way from doing it to thinking about to applying for ways to get this done. In fact, the persons that are going to have association with the government is one of the biggest drivers of this scenario and -- (inaudible) -- so there is a great deal of traction around (inaudible) -- single states and option. And as I think as I was sitting in the White House and so this is not to say -- (inaudible) -- thought this is on a lawn, this is sitting in a room with the individuals that are actually making the decision around system. The three things that they came up with in support of the arguments, if you will, No. 1, local work are various assistant across the country the feel that, No. 1, totally different experience to another is something that they claim some say that experience overturned the job seekers and the job employers is something that is -- (inaudible) -- and probably is

not receiving the system well.

The second thing is share of number across the country they suggest there is over 600 of them and so they make -- any time you have 600 local investment boards that need to -- (inaudible) -- and --

And, third, more importantly, they talk about they talk if ask around what they consider. One was a notion that there are a large number of local workforce appointed members because the rule is, as you all know, 50 percent of the board go to investment board has to be made, they pointed back businesses that sit on these boards do not utilize the system or they are now sits on the board of General Motors and they don't drive a car. That is problematic. The fact is again in their minds, the next thing is how many local invest in board members are actually supporting that local workforce area themselves, resources, expertise, et cetera, and as we -- that's one key and, again, the very consistent across the board and then, third, they talk about the -- what we call time or trying to move funding or programs and so how do you actually think about what this investment -- (inaudible) -- that we will that are giving of their own efforts to actively combine

together. And the answer to that is they pinpoint where it's easy to ask the local boards investment what you're doing, but more difficult to say we are doing this and we can do this together. So it's our own point strategically right and I think about many of you all took me the offer last time out I posed this board to say can you help us or at least can you help us -- can you help us as we think about the state plan. Also think about the -- I think it might be aware, you know, as a member system. Think about the of others and names, the people who support our mutual fund raising and so appreciative of you all efforts to go above and beyond because, again, when we talk about what's coming out here saying that, people, it's too and it's not consistent.

So at the end of the day -- (inaudible) -- you know, people who have recently stepped up, this is not an executive list, but I thought actually make sure that people are called out because of their relation to partnership with -- (inaudible).

MS. SHAW: Thank you, George.

The WIB members that are serving on one of our standing committees or one of the new ad hoc committees, we have Adam Hecktman, the chair of our

Youth Committee, Jacki Robinson-Ivy is the chair of the Finance Committee, Xochitl Flores is on our Finance Committee as well, Pam McDonough is on the Service Delivery Committee as the Co-Chair, Carrie Thomas is on our Service Delivery Committee and also volunteered for the Ad Hoc Request for Proposals and MOU Committees, Ms. Jennifer Foster is on our Service Delivery Committee, Rahnee Patrick is on our Service Delivery Committee, Manny Rodriguez is on our Service Delivery Committee, Dr. Lisa Bly-Jones volunteered to be on the Request for Proposals and Local Plan Ad Hoc Committees, Trenity Dobbey is on our Request for Proposals Committee and Matt Johanson is on our MOU and Local Plan Ad Hoc Committees.

MR. WRIGHT: Thank you, Nicole.

And once again, I want to thank all of you all for taking me up on my offer and going above and beyond and helping -- (inaudible) -- we maintain a good fight if the administration has its own ideas I think that Chicago Cook Workforce Investment Board continue to put our best foot forward and continues to be recommitted to making sure that those seeking jobs are supported.

Madam Chair, that's the end of my comments.

I will certainly -- Again, any questions if it's appropriate at this time or to do so to your pleasure?

CO-CHAIR ROBINSON-IVY: Any questions?

MS. SHAW: Manny, do you have a question or comment?

BOARD MEMBER RODRIGUEZ: I do. Obviously, thank you, George, for sharing these comments. Obviously, this is troubling given that the whole point of WIOA was to have some local regional control of the funds given that each local and regional area may have different economic workforce needs. So to hear this is very disheartening. I think more of the point of kind of clarification is just wouldn't it take a re-authorization of the existing act to implement something like this and thus is this really going to kind of deal or is this through executive some type of executive board? I don't know the answer to that, but would love to hear more on this point. It's very troubling.

MR. WRIGHT: So my response is that those types of things in terms of the idea as you mentioned, Manny, and the almost ad, nauseam meaning there were so many states at various meetings that talked about the benefit of the voice of WIOA, and I think that

administration certainly was willing to listen. I'm not so certain that they're willing to act. That's No. 1. Number 2, there is a provision within the SOL that's little more and some people may disagree that wouldn't require WIOA people authorize for consultation with the chief and make the state board a reality. It was clear that the administration is going to approve those governors who asked for that waiver to that. They're not -- (inaudible) -- in fact probably encouraging it as I see it and yet there is some -- (inaudible) -- I think the main was the first state to answer your question to try to push it through consultation that the state lost, but I think people had an idea of how to work around what may be trying to get this once again they are -- many states are really further on the road, further along this road. So that's the best way I can answer, you know, synopsis and, yes, there will be some political or legal maneuvering, but states have kind of figured out the playbook and seem to have pushed the envelope further than thought possible.

CO-CHAIR ROBINSON-IVY: Was that the only question?

(No response.)

CO-CHAIR ROBINSON-IVY: Nothing else on the virtuals?

(No response.)

CO-CHAIR ROBINSON-IVY: All right. Thank you, George. I am having a difficult time feeling sorry for you being in Florida. I don't know if anybody else -- I'm thinking kids, wife, grandkids, son, yeah, I don't feel really sorry for you. Stick it out and be safe.

MR. WRIGHT: How about people walking around with parkas on when it's 60 degrees here because they've never seen this before?

CO-CHAIR ROBINSON-IVY: Wimps.

MR. WRIGHT: You don't feel sorry for them, right.

CO-CHAIR ROBINSON-IVY: Yeah, maybe I feel sorry for them, but get home safe, more than anything be safe and get back to us. Thank you.

Let's go -- Nicole, I'm sorry.

MS. SHAW: I just want to state that we do have quorum now for the minutes, Xochitl Flores arrived at 10:46 a.m.

CO-CHAIR ROBINSON-IVY: Yes, so I was just going to go back to that. Thank you for that, Nicole.

Let's go back and the second order of business was to call to order and approve minutes for December. With quorum now, I put it to the floor to approve the minutes from the December meeting. Is there a motion?

BOARD MEMBER McDONOUGH: So moved.

CO-CHAIR ROBINSON-IVY: Is there a second?

BOARD MEMBER THOMAS: Second.

CO-CHAIR ROBINSON-IVY: All in favor?

(Chorus of ayes.)

CO-CHAIR ROBINSON-IVY: No question. Motion passes.

Let's go directly to try to make up some time here. It is now 11:05. If we go directly into community reports. Some of you all may not know Jim -- I'm going to butcher your last name -- Kobylinski.

MR. KOBYLINSKI: Yes, that's accurate.

CO-CHAIR ROBINSON-IVY: I got it right?

MR. KOBYLINSKI: Yes.

CO-CHAIR ROBINSON-IVY: Jim is our interim director of finance replacing Jose. We had a great meeting with him. We will allow him 30 seconds to get a little bit of intro as to who he is and what he's

doing here and some of the changes that he's looking in to implementing and then go directly to the committee report. I am sorry for rushing you, Jim.

MR. KOBYLINSKI: No, absolutely that's fine.

Thank you, everyone. I spent roughly 20 years in the world of finance. Over the past seven, eight months, I found myself doing interim work and I -- (inaudible) -- on project and previous -- excuse me -- the previous director left the partnership and was presented me with this opportunity and it made a lot of sense to me so I met with the partnership and it went really well and I've been there about a month and a half with a focus on getting the partnership through a successful audit as well as preparing for this and other board meetings.

In the spirit of time, I want to go through the slide rather quickly. If someone needs me to slow down or ask a specific question, please let me know. This is the same format that the previous director has put together since the last meeting. I did not make any changes. This slide simply states what the -- (inaudible) -- and how it's allocated between Youth Adult Dislocated and the partnership admin costs. This slide is updated from the previous order. All

information in here is as of 12/31 -- (inaudible) -- so through the second quarter of the year. So we have met all the required -- (inaudible) -- award amount of spending for Adult Dislocated and Youth. You can see that Youth is almost completely spent. It's been explained to me since I'm new to the workforce that this funding typically does get awarded out very quickly throughout the year while some of the other ones lag; however, we have met minimum 80 percent spending allocations.

Some of the other requirements from the grant is through direct training for Adults and Work Based Learning for youths. The requirement is that at least 50 percent of the actual expenses combined Adult Dislocated funding streams are met currently and through 12/31 we met that in the Adult category for contract, but under in Dislocated Worker. And once Dislocated Workers catches up through the rest of the year, we'll bring over that 50 percent combined.

For Work Based Learning, we have already surpassed the minimum 20 percent requirement for the spending to be Work Based Learning. We're currently sitting at 33 percent.

As we get into some of the financials, this

combines Program Year 2025. This is a summary of what the actual budgets are between Adult Dislocated and Youth and represents actual spending through the year 12/31. So currently we are on track and under budget as far as when rates go for the whole year.

Subsequent slides are simply a breakdown of category costs from the previous summary. So for those on-line, just very briefly, we've got just under \$5 million at budget costs and 1.2 actual spent. And if I go to that slide, you can see that it ties. So each one of these subsequent slides are simply a breakdown of each individual budget. Nothing concerning so far as previously mentioned that we are currently on a good run rate of spending.

And I can go back to any previous slides for particular questions, otherwise in the essence of time at Jacki's request, I can move on.

(No response.)

MR. KOBYLINSKI: Thank you.

CO-CHAIR ROBINSON-IVY: Thank you.

BOARD MEMBER McDONOUGH: Okay. The first issue is -- we've done this in previous years -- we're transferring Dislocated Funds to Adult, do you want to just talk about what the number is?

MR. KOBYLINSKI: Sure, yes.

So there was a budget modification submitted to transfer \$1.5 million -- (inaudible).

BOARD MEMBER McDONOUGH: Okay. If there's questions about that, we'll entertain them. If not, we'll need to take a vote to do this, we've done it as I've said in the past. And I think Amy has mentioned that we can pursue additional Dislocated Worker Funds if we have an issue with being able to keep up with demand.

Nicole ...

MS. SHAW: And just a reminder, before we vote, we have to take attendance on the subject matter. So I can run through that really quickly.

Adam Hecktman ...

BOARD MEMBER McDONOUGH: Do we need motions first? We need a motion, please.

BOARD MEMBER BLY-JONES: I'll make a motion.

BOARD MEMBER McDONOUGH: Thank you.

Do we have a second?

BOARD MEMBER RODRIGUEZ: Second, Manny.

BOARD MEMBER McDONOUGH: All right. Go ahead and do the roll.

MS. SHAW: Adam Hecktman ...

(No response.)

MS. SHAW: Carrie Thomas ...

BOARD MEMBER THOMAS: Yes.

MS. SHAW: Donovan Pepper ...

BOARD MEMBER PEPPER: Yes.

MS. SHAW: Dr. Lisa Bly-Jones ...

BOARD MEMBER BLY-JONES: Yes.

MS. SHAW: Hardik Bhatt ...

BOARD MEMBER BHATT: Yes.

MS. SHAW: Jacki Robinson-Ivy ...

CO-CHAIR ROBINSON-IVY: Yes.

MS. SHAW: Jason Spigner ...

BOARD MEMBER SPIGNER: Yes.

MS. SHAW: Jennifer Foster ...

(No response.)

MS. SHAW: Josh Davis ...

BOARD MEMBER DAVIS: Yes.

CO-CHAIR ROBINSON-IVY: Can you speak up for a  
bit?

MS. SHAW: Juan Salgado ...

PROXY YOUNG: Yes.

MS. SHAW: Lisa Stark ...

(No response.)

MS. SHAW: Manny Rodriguez ...

BOARD MEMBER RODRIGUEZ: Yes.

MS. SHAW: Matt Johanson ...

BOARD MEMBER JOHANSON: Yes.

MS. SHAW: Michele Smith ...

BOARD MEMBER SMITH: Yes.

MS. SHAW: Pam McDonough ...

BOARD MEMBER McDONOUGH: Yes.

(Enter Ms. Rahnee Patrick.)

CO-CHAIR ROBINSON-IVY: And I see Rahnee Patrick just joined us in person.

BOARD MEMBER PATRICK: Yes.

CO-CHAIR ROBINSON-IVY: Robert Reiter ...

(No response.)

CO-CHAIR ROBINSON-IVY: Trenity Dobbey ...

BOARD MEMBER DOBBEY: Yes.

MS. SHAW: Victor Dickson ...

(No response.)

MS. SHAW: And Xochitl Flores ...

BOARD MEMBER FLORES: Yes.

MS. SHAW: And I can confirm we still have quorum.

BOARD MEMBER McDONOUGH: Okay. Thanks, Jim.

Amy, do you want to come up next, please, give us an update on the RFP and then we'll do the

training provider.

MS. SANTACATERINA: My name is Amy Santacaterina. I am the director of Budget and Program Guidelines. I just want to go through a quick few slides today, update on our -- (inaudible) -- as mentioned and some other items.

As you know, we released the American Job Center RFP. Proposals are due Monday, so that's been out on the street. Again, as George mentioned, thank you to everybody who was involved with that. There's still opportunities to have some volunteer to review the RFP, so maybe particularly other partner members from IDES, the City, the County, some City Colleges, if you have some staff that would be willing to review the RFPs, we'd appreciate it and you can reach out to Nicole for some names. We are -- have a little change in our specialized services for business. We're going to be releasing a request for information and that will be coming up to give a little bit more feedback in public opinion on how best to design services for our business facing customers. So that will be a little bit of change from this presentation. And we're on track to release the RFPs that will start on October 1st. Those will be released later on in the

year.

Additionally I just wanted to mention is that we have a big undertaking going on this year. The state is moving towards a new case management system, IDES 2.0, so we will be moving on from our career connect system which was a system that we had purchased but were not part of the state's system. We will be now moving a part of the state's system which is good, it will save us about a half a million dollars in -- on maintenance costs which we will now be on the state's system, but this is a big undertaking. We're going to be starting doing train the trainers in our organizations and here's our plan for that. The state is scheduled to go live July 1st so a big undertaking in the next couple of months.

And lastly from me is you should receive the Excel spreadsheets with the eligible training provider list and are recommending for renewal and continuing renewal on the electrical training provider list. So this is something that requires a vote and, you know, if we have a motion to approve the list.

BOARD MEMBER McDONOUGH: Can I entertain a motion to approve.

BOARD MEMBER SMITH: I can.

BOARD MEMBER McDONOUGH: Do we have a second?

BOARD MEMBER BHATT: Second, Hardik.

BOARD MEMBER McDONOUGH: Thank you.

All in favor?

(Chorus of ayes.)

BOARD MEMBER McDONOUGH: Do we have any nos and then are there any abstentions? Are there any groups that have grants in the training list?

MS. SANTACATERINA: City colleges.

BOARD MEMBER McDONOUGH: Okay. So you'll need to abstain.

Did somebody else on-line say anything?

BOARD MEMBER RODRIGUEZ: Yeah. I wanted to make sure my name is on the list so I can abstain, but it sounds like ...

BOARD MEMBER McDONOUGH: So are you abstaining?

BOARD MEMBER RODRIGUEZ: I sat on the -- but I can't pull it up, the report right now, but I just wanted to make sure I'm not --

BOARD MEMBER McDONOUGH: It may be best just to abstain.

BOARD MEMBER RODRIGUEZ: I'll abstain.

BOARD MEMBER McDONOUGH: All right. Thank you.

That's it for you for right now?

MS. SANTACATERINA: Yes.

BOARD MEMBER McDONOUGH: Okay. Pilar --

BOARD MEMBER THOMAS: Can I ask a question?

Amy, what's the time frame for the RFP review and the time commitment, time frame for the RFP review and time frame for volunteers?

MS. SANTACATERINA: It will start next week, so probably allow for three to four weeks. A lot will depend on how many we get, so we'll know that on Monday.

BOARD MEMBER THOMAS: Okay. All right. Thanks.

CO-CHAIR ROBINSON-IVY: Pilar ...

MS. TREJO: Good morning. Pilar Trejo here, I'm the Performance Director. I'm going to give you some updates starting out with the Calibrating Performance Benchmarks. It's been a progressive project that we've been working on and you've heard about it, we started it last year, late last year. What's really important about this is that we're looking beyond the remnants performance measures. We're looking at how can we make our benchmarks speak to the impact of the work that we do. So I really want to just say for everyone thank you very much to WIB members that have been attending the meetings. It's very important that

you continue to attend, respond to our surveys. It just really helps us frame this work.

At the last meeting that we did, I do want to talk about something we did as part of a showcase. We have the group called talent Calibration Working. What they did is they put together a pilot of what these new recalibrated benchmarks would look like. And we presented to wage members as well as some WIB members that are there. It's not set in stone, but basically it showed an agency that's doing very well with previous benchmarks, but then we used the calibrated ones. And it shows -- it showed in some cases that the agency did just as well or another agency may have done poorly. So basically what the whole theme is it's not just about meeting benchmarks, but it's how well we meet the benchmarks. Again, we want to position ourselves in the place of impact. We will be -- (inaudible) -- everybody to meet again to really do a deeper dive into the details of that pilot structure. We will be inviting our WIB members so I extend that invitation in advance the invite will be coming soon.

The idea is that sometime in June when we meet again, we will be providing a few scoring model

that we hope to use starting July 1st. It lines up with the local plan which is important and obviously we will have WIB approval.

So I want to talk a little bit about a local plan modification. I am happy to say that we have pretty much met our time line in response. We posted the -- We did not receive too much feedback from the public posting; however, we did meet with AJC members, WIB members as of yesterday, we had a very robust conversation. We did not have any updates on the local plan modification and today I would like to request WIB approval to set it off. Our due date is March -- (inaudible) -- I am happy to say we're good to go and if you look at the red circle, if you want to know what the big point of the changes were, the modification, they are there in that red circle. I won't read them for you.

Would you like to have this point, Madam Chair, or have the pause to do the vote?

BOARD MEMBER McDONOUGH: Yes. So can we entertain the motion to approve the modification to our local plan? Do I have a motion?

BOARD MEMBER JOHANSON: Motion.

BOARD MEMBER McDONOUGH: And do I have a second?

BOARD MEMBER PATRICK: Second.

BOARD MEMBER McDONOUGH: Okay. Thank you.

All in favor?

(Chorus of ayes.)

BOARD MEMBER McDONOUGH: Opposed? Any  
abstentions?

(No response).

BOARD MEMBER McDONOUGH: Okay. Thank you. Go  
ahead next.

MS. TREJO: Thank you very much, Pam. And I just  
want to say a huge thank you to -- (inaudible) -- for  
subject matter experts Matt Johanson and Dr. Lisa  
Jones, thank you so much for your help. And we will  
continue to reach out to WIB members as we move along,  
so I appreciate that.

Next, I want to give you a quick update on  
our MOU, Memorandum of Understanding. Just basically,  
you can see the dates. The goal is to have this  
completed by May 31st. This week we'll be doing  
negotiating meeting No. 2 and basically what that is  
is just to make sure that all partners have the  
comprehensive AJCs are on the same page as we are as  
to costs and service delivery. So that's moving quite  
along very well. At this point, I also want to say

thank you as well to Carrie Thomas and Matt Johanson again for stepping up. Right now I think there isn't much to do, but as I get more clarity and a document that is more solidified I will pass it on to both of you to take a look at.

Next, I'd like to give you guys a little update on our performance improvement plans. I do want to say that we are going to start socializing the new name instead of performance improvement plans, we're going to say continuous, so not -- (inaudible) -- and I think you understand, George talked about this in the past, we want to have a more positive spin on what the improvement plan is all about. So with regard to our AJCs, we've got two out of the six completed pretty much during March you'll see these numbers kind of close up. We're just finalizing a couple things. You know, I'm pretty sure next time we meet -- well, we meet another week or so we'll be done with these. Our Sector 1 out of 6 is completed and our Affiliates Specialized Centers 1 out of 15. We are taking our time to make sure that we are crossing all your Ts and dotting all our Is to make sure that the agency has gotten all the plan that they need, all the information that they need.

So this part I want to show you a little bit about the spotlight. We want to see how our agencies are doing, but we want to be able to prepare it to where they were last year. So you'll see on the presentation, as far as enrollments, we're basically pretty close to where we were last year around this time. It's actually this date is through January 31st and placements are basically a little lower, but I do want to say as far as new enrollment, you know, we have to understand there were some things happening, like ICE raids that did cause people not to want to come anywhere and especially to a location that may have been a local government or whatever their impression was. Placements, we do have -- (inaudible) -- 2.0 is being updated. There could be lag there as well and then, of course, there's a bit of data lag with UI information. So that's the thing you need to keep in mind. As you see, they're a little lower but basically they're pretty much where they were at last year and you'll see the same for Dislocated Workers on the other side.

And this screen shows positive exits. A positive exit is we're looking at individuals that have completed services. They received all the career

assistance, job readiness assistance, training and placement. We are right now at 71 percent for our Adult and 79 percent for Dislocated. We're doing much better than we were last year at this time and that's great because this proves the success of our program.

(Exit Mr. Hardik Bhatt.)

MS. TREJO: And placement wage, they're higher than last year so that's good news, maybe by a little bit of change, but definitely for Dislocated Worker almost \$8 an hour or more which is \$8,000 more a year.

So at this point, if there's any questions or comments, I'll be happy to go back to the slide, otherwise I am going to invite Amy back up to talk.

MS. SANTACATERINA: We went through that. There's also for Youth just a reminder that as part of the American Job Center RFP, it also includes Youth Funding at those 11 American Job Centers. And we did want to inform the Board that we paused a temporary pause on our Youth ITAs, we're reassessing and we may open again at the end of the year reassessing our budget on available funds and other supplemental funds that we may be able to use.

MS. TREJO: Okay. I'm back again. We're going to skip this part because we did talk about this.

With regard to the Youth Program, once again located at our continuous improvement plan updates. Out of 16, we have 5 --

(Exit Mr. Johanson.)

MS. TREJO: (Continuing.) -- that are pretty much successfully done. And then as far as the trends go, basically where we were at last year in some cases a little lower with placement of our Youth. Again, I mentioned of the data lag. So moving along, our work based learning, I do want to say that if you look at this chart, and I think the next time we'll make sure to express this a little differently so you can see the numbers as presented to us, 95 percent -- if you look at this first PY24 and PY25 95 percent of our work was in work based learning, which is great, and then 89 percent here in PY25, this is a very important tool for our Youth and it's good to see that we're using that. And then as far as the -- (inaudible) -- go, you'll see again 97 percent here and 95 percent paid work experience. So the nice thing too is you see in the orange in our PY25, those are registered apprenticeships. That's wonderful news to see that with our Youth population.

Again, looking at positive exits, we are

seeing -- we are ahead of the game here -- 74 percent more -- few more, like 5 percent higher than we were last year and comp work has gone up as well by a dollar and change. So wages are looking good for our Youth.

Any questions? Any comments?

(No response.)

MS. TREJO: I believe we have a special person coming up today. Susan, do you want to introduce --

CO-CHAIR ROBINSON-IVY: Thank you, Pilar. As Susan is coming, thank you guys -- for staff for making time. That is so important because folks have things to do and I know that we had a lot of travel issues and scheduling today, but it's important that we make that time up. So thank you very much.

Susan, you're going to introduce --

MS. MASSEL: Hi, everybody, I'm Susan Massel. I'm the communications director. I'm here to introduce Tonii Harris who's the program director of Bethel Family Resource Center. So as you know, last year we've been inviting an agency to come and speak to the group, to hear people down the ground doing the work and we only use the ones that are terrific performers and so we want to spotlight them. And full

disclosure, Tonii and her team came to youth committee that -- (inaudible) -- to have to come to the WIB, so we're supposed to do something I do it. So here is Tonii and enjoy.

MS. HARRIS: Hi, everybody, my name is -- again, my name is Tonii Harris, the program director at Bethel Family Resource Center, Chicago, Illinois. I'm going to be real quick today. I'm going to talk a little bit about our history and graphic and the people that we serve. With our history was most impressive is two things. First our building was built debt free. Back in the 1950s and '60s, you know, the black church, everybody went to get their resources. We weren't allowed in -- (inaudible) -- so Pastor Rice decided he was going to put his people -- (inaudible) -- laughed at him, yeah, right, so he went out, knocked on doors -- (inaudible) -- company -- (inaudible) -- steel companies and he was able to build a 25,000 square foot building that stands today with the high school size gymnasium, a restaurant size kitchen/cafeteria, computer, and classrooms and banquet hall, all of that free. The second thing is organization is that in 1988 he hired his first staff. I was one of them and the other was a program director

Jim Frank, he's -- (inaudible) -- somewhere else, I don't know, so 30 years I was here, I am standing 30 years later and I started when I was 8.

Later on as stepped down as CE and we changed our name from facility to Bethel Family Resource Center which is given more emphasis as the whole family as a union. Our work we've doing a lot our top five programs here, homeless prevention. There's big program. I'll highlight these because from these programs. So this is what shelter. We often see assistance or program and you get to worry about your electricity or being fed. So we are able to insert the whole family to these programs. In addition to we -- (inaudible) -- We also have -- We have many youth programs over the years. We have our free apprenticeship program, a youth game changer. A lot of the kids don't want to go to college and I think we were force them for so many years thinking that is the only way, so -- inaudible -- we have a lot of youth finding different ways.

We've been in the job training business for 31 years now. We've been started since HBA back in the day and did transitions, Cook County Works and we are now in partnerships with WIOA program. So to

date, we served over 3,000 youth and 2100 of those youth were funding from these three. Now our -- (inaudible) -- not just for now is because we serve the most vulnerable population. You're not going to make a difference if you're just cherry-picking the best of the best. As you know, we -- (inaudible) -- suitable for the program, but if you really want to make a difference, you have to really get down and dirty and deal with the real issues. So those five I showed you previously, we -- (inaudible) -- from them, you know, like, boot camp, we get them ready for -- that's our secret why we're so successful because once you -- (inaudible) -- 17 percent of those are 200 below the -- o I mean we serve. What barriers we have a lot of court involved youth and homeless and just those clients that really need assistance. So clients are where our clients now. I've been hearing everybody talk about impact what is the impact. So WIOA, there's year out follow-up second if you want to kind of track where they are, but have you ever wondered where are those clients 20 years now, with every -- been in the business 20, 30 years are you really making 20 years, 15 years, five years, where are we now. So I pick three clients that I like to

highlight. Our first client spotlight is Brittany Jones. She enrolled in our program in 2008. Her goal was to go to secondary education. She wanted to go to college so I assessed her strategy was for her to go to junior college first and then get her associate's and go on to university, you know, state school. So she went away to state, graduated in 2015 and she just came by to check in and we were hiring for so she applied, got the job and eventually became a WIOA case manager two years later and then when went and got her master's in social work and also is a licensed social worker and she stayed with us and now she been promoted to our youth program coordinator for all of our youth program and she's here today.

Our next client is Juanicia Crump, she -- in 2012 she also wanted to go to college, but she had a lot of issues with her family, her mom was very, very sick. Unfortunately, she passed away, but she went off to college. She graduated and two years later, I just happened to post another case and she saw it and so she applied and she showed up to interview and she got a job. What better person to be a case manager for WIOA than a client who went through the program. In 2022, she came into my office in

tears because she got a fellowship to --  
(inaudible) -- get her master's, I don't want to leave here, I'm, like, go, fly, do your thing, okay, well, I'm come back later, oh, yeah, she is go on and do what we have to. So she went away, graduated, now she works for the Center of Disaster Philanthropy as Domestic Funds Program Manager in Washington, D.C. She's doing really great.

My final client is one of my favorites. His name is Dwayne Taylor. He enrolled in WIOA in 2023. He did not want to go to college. He made that perfectly clear, he didn't want to see the classroom. He just really did not want to go to college so he enrolled in our program and we paired him with work site with electrician, a master electrician, and so he loved it while he was shadowing the electrician and he found a job as a signal man. Signal man, they control the train, they control all, but it's all electrical. So he convinced to apply for that position. We pushed him, he was nervous, it was a long interview process he went through it. He was chosen the first batch. So after that, Georgia and in Georgia you test every week, if you fail first, there is a second chance if you fail that, you're out, he was nervous, he had a

second weapon, he would call me about he was studying to get tips on what to do and he was chosen for that job and he was signal man for -- (inaudible) -- and then later he has confidence now, he sees a job at CTA for a signal operator and, you know, anything Chicago position, you're going to have quite a few applicants so they only needed two positions so he went through the whole process. He was waiting, first, second and third. They even have a hands-on portion and in the end, he was hired as one of the two chosen to be a signal helper for CTA. And now in 2026 he was promoted to the signal maintainer. He's with IBEW now, he's earning almost \$65 an hour. So that is not even 25 yet so he's doing quite well. And all through WIOA, this is all -- these got their start in WIOA so we definitely make an impact in that area.

So finally, my final thoughts are that we are small and actually that term is who used to be our regional area back in the day what she said we're small, yeah, we may be small, but we're getting things done, but also realization which means we are actually in the community, they walk to our organization so they're actually getting our hands dirty, so to speak. We're not in some nice building someplace, we're there

working. We have a small staff, which is little, you know, you get things done, we work together, but burn out happens quite a bit, but the reason why I can track these clients back so many years or so is because we stay in contact with them. We watch them -- (inaudible) -- and 30 years, of course, but they really have flourished over the years. And that's it. I appreciate your time to hear about our organization.

CO-CHAIR ROBINSON-IVY: Thank you, Tonii, please stay there. When you talked about our making an impact, you're making it really. So I think that -- Nicole, you may need to help me out -- I think that.

MS. SHAW: Is there anyone on-line a board member that had a comment?

BOARD MEMBER RODRIGUEZ: Sorry. That's what -- I was just cheering for you.

MS. HARRIS: Thank you.

MS. SHAW: George, did you have a comment?

MR. WRIGHT: I just want to say thanks, Tonii, for all that you do for making time to present to this body. Manny, you asked a question local impact. There is really a shining example of why these programs exist and so I make the case all the time

with my contemporaries across the country who do not really have the model as we, right, and so the partnership is -- (inaudible) -- are about the different exchanges between a simple conference of American Job Center -- (inaudible) -- American Job Centers -- (inaudible) -- across the country who support and, you know, having our 60 or 70 community based organization supporting this work telling me one of them an example for this local impact you mentioned earlier really and at the risk of being crass, there is a distinct difference between Chicago Heights and that's what this program was supposed to be about and so as we continue to look at things around how we make impacts locally, it's apparent to the world and all of you, the support of this and I would just in closing that all of you all because you all, but I will actually encourage you to go out and listen to, support I mean, it's an amazing oasis and invested in them and really not supported and I think that you will walk away in awe so I encourage you to take some time in your schedule go visit them. Tonii has always been a great host and her staff is amazing, small, but mighty is the proper word. So thank you. Thank you. Thank you, Tonii. I couldn't have asked you to make a

better presentation to this. I appreciate it.

MS. HARRIS: I would like to say one more thing. In 31 years, one CEO came to visit and that was Mr. George Wright came.

CO-CHAIR ROBINSON-IVY: He's pretty amazing, but we're biased. Thank you so much. Pleasure meeting you and congratulations to you and your staff.

Susan, it is 11:45. I would like to go on record as saying this probably is the meeting where I have not cut you off.

MS. MASSEL: That means a lot. It's the luck of the Irish today.

CO-CHAIR ROBINSON-IVY: There is one more person. I don't know truly -- George has not said anything to me nor has the staff. I didn't know, and I know we've had a couple of people who have had to hop off, if we were having the golf outing or not. I'm certainly looking forward to it. If we aren't, we'll just have to gather another time, but I do hope we are having it. That's all.

MS. MASSEL: Hi, I'm Susan, and I think everybody knows me. All right. So let's talk about our social media followers. This is actually about a month ago. As of a few days ago, Facebook did 3400, Instagram at

1200 and LinkedIn over 4,000 as this is really our sweet spot. This is the professional looking for professionals. So I'm pleased to see that these numbers are growing as it should. I want to talk about what continue to attract people to our social media. We started to do something, I call it smart social trying to explain who we are, WIOA, what does mean and not only does this posted well, which means people are trying to understand us. We also -- (inaudible) -- did our first ever employee spotlight and Pat -- (inaudible) -- because she is the ultimate colleague and volunteer on everything and then, of course, our hiring event continues to be very popular. This one got us -- (inaudible) -- shares. The shares matter. It's more than just liking or even commenting or just scrolling by. Sharing means people think there's a value to that so I really want to have -- (inaudible).

Last month was Black History Month. We focused on black labor. The picture of the hospital is Provident Hospital in Bronzeville, the first black owned and operated hospital and first African-American -- (inaudible) -- It started with, like, 20 beds and is still, of course, around --

(inaudible) -- institution. And the photo on the right, this is George Wright's father, he and his sister are sitting on his lap and I don't know if he can see you, I can see you. So this picture is posed with consent by Mr. Wright and we're grateful that he allowed us to share it.

We also have had to decent media coverage as. Well, I just want to talk about for a second. Of course, Reverend Jesse Jackson passed way. In fact, George actually coached one of his children and so I sent his thoughts to the people at the Trib and they published it which shows you the power of --

(inaudible -- said selfishly -- (inaudible) -- and we got called by a couple media last month. One was Fox 32, they were doing a story about how the return to the workplace and we had one of our agencies and wonderful success story of a woman who lost her job as a teacher and got a better job. She was so badly -- (inaudible) -- and the -- did an article about changes in transit and commute affect people's job opportunity and career opportunity and CBS, but often it's not the partnership speaking, we go to our network to talk about what they're doing -- that was a joke.

Website analytics. Again, things are

growing. People are coming and visiting our website more and more and the top page are the Find Your Network page, the Career Seekers page, the Connect to AJC page -- (inaudible) -- was mentioning American Job Centers and then we have a new resources page what they call the -- (inaudible) -- of our website which is just -- (inaudible) -- they need and that is one of the top five visiting pages so that was a specific request we register our website.

All right. Speaking of Working Level Up AJC, dot, org is very much still alive. Since it was created, it's had 94,000 visits, views is the word, and about 40,000 of them are new visitors that -- (inaudible) -- them come back again which is completely understandable and we have now embedded it in our website as well and since it's been our own website, it's gotten another 10,000 views as it continues to be a very easy sort of no nonsense how do I get to your network, go to this and -- (inaudible) -- so that continues to work for us and we continue to be grateful for the City who let's us use the PSA capacity on the billboard, you can see there. The pictures are mine, I had to real, really quick to post.

All right. What's coming up. Hospitality Hires is coming up. This date may change by a few days, we're in the process of nailing it down, but I think we're in May. We're currently asking for employers and, of course, we have some great sponsors, the sponsorship is not free and arriving as an employer is not free, so this is part of the way that we pay for this.

In addition we're working with the City on a sort of a series of hiring or job readiness events, job readiness is just what it sounds like, right, it's not hired, it's do you know how to dress, do you know how to put together your resume, do you know even know what your training would make you. There's actually one on Friday so we're happy to be partnering with the City for that.

This is Women's History Month as well. I hope some of you who follow also on social media saw our video with members of our team English, Spanish and Polish 65 percent, because we are 65 percent who identify as women. We will soon be with Diane Peters from simple -- (inaudible) -- and Nicole Robinson from YMCA, very interesting work who have really catapulted to the needs in their organization. Nothing was

handed to them, very interesting back stories.

And the last thing I'll say is April which is going to be here before we know it is Second Chance Fair Chance month and just -- (inaudible) -- to National Apprenticeship Week so I would ask all of you board members if you're aware -- (inaudible) -- you would like to be hooked up, if you're aware of employers particularly opening to hiring re-entrants who have had success -- (inaudible) -- with it or re-entering, we're always looking for those to lift up on our website and social media and press releases are very open to your feedback as many of you are employers.

And then I just want to show you the other things that we're supporting. Much of this has been mentioned by my colleagues, but we are happy to think that rely on us to visit the website and manage public comments and then Midwest Strategies which is an organization that George alluded to, it's an organization that helps us with federal lobbying. They lifted us in their March spotlight and actually George and a couple other members are going to be presented the last day of this week about apprenticeship, 80 employers at this

point -- (inaudible) -- your apprenticeship is just blossoming great because so we're happy that George has been asked to -- (inaudible). I just want you guys to know our most recent and report is out, it's very -- (inaudible) -- about -- if you ever want to explain to somebody what you do, if you ever want to send a link to somebody, in their own time can look at what we've done over the last year, it's really great introductory document. The landing page is very easy and intuitive and then you can download the whole thing pdf.

So we had Partnership Week. Again something that HR and the internal employee committee that we have helps post. I just want to show you these pictures. One is monochrome day, if you notice everybody is wearing the same color and then we have the sports day which got -- (inaudible) -- I would rather not talk about it, but we seen the people this therapy do fine afterwards.

Some of the things we're doing is something called MythBusters. We are, you can see -- (inaudible) -- did this when -- because -- (inaudible -- is not my first language, of course not true. Danny Marshall on our team did --

(inaudible) -- early in your career, it was almost -- (inaudible) -- mentorship has been to him, so that is why I have this logo here. If anybody would like to do a MythBusters day, video, it doesn't have to be all that sophisticated as a matter of fact, things like this I think scrappy is best, but as I sit here some of the people say to you and you're, like, no, that's not true, that's not true about the partnership, that's not true, I would love to get you on my phone saying that definitely sure. And then we're doing podcasts as well as I said and always looking for other -- (inaudible) -- reasons. We've done about -- I think about 40 episodes now and they are actually downloading very well. It's now a great way to get out of -- (inaudible) -- chamber because the people who come as guests as George hosts share with their networks. And I believe that is it.

How we doing, Jacki?

CO-CHAIR ROBINSON-IVY: 11:54. Thank you, Susan.

MS. MASSEL: Thank you, guys.

CO-CHAIR ROBINSON-IVY: If anyone would like to do a quick podcast, please see Susan after we've adjourned.

Nicole, we are now at public comment. Do

we have any public comment?

MS. SHAW: Is there anyone on-line or in person in the audience who has public comment for the Board?

(No response.)

CO-CHAIR ROBINSON-IVY: I am so excited. It is 11- -- Hearing no public comment, it is 11:54 and I would like to make a motion to adjourn the meeting.

BOARD MEMBER McDONOUGH: So moved.

BOARD MEMBER DAVIS: Second.

CO-CHAIR ROBINSON-IVY: Did I get a second? Do we have second?

MS. SHAW: Josh Davis seconded.

CO-CHAIR ROBINSON-IVY: Thank you. We are adjourned. Please spend some time catching up with those who you did not get to talk to. Thank you everyone on this last cold day before spring. Happy St. Patrick's Day; and if you have not done so, please go vote.

(Which were all the proceedings  
had in the above-entitled cause.)

STATE OF ILLINOIS     )  
  )   SS  
COUNTY OF COOK     )

Lisa M. Walas, being first duly sworn, on oath says that she is a Certified Shorthand Reporter doing business in the City of Chicago, County of Cook and the State of Illinois;

That she reported in shorthand the proceedings had at the foregoing Chicago Cook Workforce Partnership Innovative Board Meeting.

And that the foregoing is a true and correct transcript of her shorthand notes so taken as aforesaid and contains all the proceedings had at the said Chicago Cook Workforce Partnership Innovative Board Meeting.

*Lisa M. Walas*

\_\_\_\_\_  
LISA M. WALAS, CSR

C.S.R. No. 084-003787

SUBSCRIBED AND SWORN TO  
before me this 8th day of  
April, A.D., 2026.

*[Signature]*  
\_\_\_\_\_  
NOTARY PUBLIC

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