

AGREEMENT NO. 2025-2026-WIOA-ONE-STOP OPERATOR-001

(PROGRAM YEAR 2025-2026)

SUB-RECIPIENT AGREEMENT

BETWEEN

SCAD MEDIA LLC

AND

CAREERSOURCE NORTH CENTRAL FLORIDA

DUNS#	596000591	
FEDERAL AWARD IDENTIFICATION (FAIN)#	AA-38523-22A-12	
TOTAL FEDERAL AWARD	\$6,687,775.00	
FEDERAL AWARDDING AGENCY	USDOL, HHS	
CFDA#	TANF	93.558
	WIOA Adult	17.258
	WIOA DW	17.278
	SNAP	17.207
	WP	10.561
	LVER	17.801
	UC	17.225
PASS THROUGH ENTITY	Florida Department of Commerce	
CONTRACT OFFICER	Phyllis Marty	
CONTACT INFORMATION	1112 N. Main St. Gainesville, FL 32601	

Pursuant to the Steven's Amendment Consolidated Appropriations Act of 2018, Pub. L No. 115- 141, 132 Stat. 348, div. H, Title V, Sec. 505 (Mar. 23, 2018):

1. The percentage of the total costs of the program or project which will be financed with Federal money is 100 percent.
2. The dollar amount of Federal funds for the project or program is \$40,000
3. The percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources is 0 percent

**AGREEMENT NO. 2025-2026-WIOA-ONE-STOP-OPERATOR-001**

This AGREEMENT, entered into the 1st day of October, 2025, by and between CareerSource North Central Florida, (hereinafter referred to as "CSNCFL"), having its principal office at 1112 North Main Street, Gainesville, FL 32601, the administrative entity for the CSNCFL Council of Elected Officials (hereinafter "Council") and the North Central Florida Workforce Development Board (NCFWDB) AND SCAD Media, LLC, (hereinafter referred to as "Sub-grantee, existing under and by virtue of the laws of the State of Florida as a for profit limited liability corporation having its principal office at 747 SW 2nd Ave IMB 32 #381 Gainesville, FL 32601 to begin on the date this Agreement is signed by all the parties and to terminate on September 30, 2026.

**R E C I T A L S**

WHEREAS, CSNCFL has entered into an agreement with the Governor of the State of Florida for the implementation of workforce development programs and activities in accordance with the Workforce Innovation and Opportunity Act of 2014, PL. 113-128 (WIOA); AND

WHEREAS, in accordance with WIOA, CSNCFL has selected Sub-grantee to serve as the one-stop operator for the local workforce development area to coordinate programs among the one-stop partners identified in WIOA;

NOW THEREFORE, in consideration of the mutual terms, conditions, promises, covenants, and obligations hereinafter set forth, CSNCFL and Sub-grantee agree as follows:

**ARTICLE I**

**AGREEMENT PURPOSE AND DEFINITIONS**

**100. PURPOSE**

The purpose of this Agreement is to describe the scope of work, terms and conditions under which Sub-grantee will coordinate programs among and between the one-stop partners identified in WIOA §121(b)(1)(B).

**101. DEFINITIONS**

In implementing their responsibilities under this Sub0grant Agreement, Sub-grantee shall be governed by the acronyms and definitions as set forth in WIOA § 3 and in 2 CFR 200 Subpart A.

## 102. COMPLIANCE WITH FEDERAL AND FLORIDA COMMERCE REQUIREMENTS

Sub-recipient agrees to implement this Sub-grant Agreement in accordance with the Federal, Florida Commerce and local laws, regulations, policies, and procedures applicable to the funding streams identified in Sub-recipient's budget. Sub-recipient understands that nothing in the Sub-grant Agreement will relieve Sub-recipient from adherence to applicable Federal, Florida Commerce, and local laws and regulations. Any conflict or inconsistency between the above and this Sub-grant Agreement will be resolved in favor of those laws, regulations, policies, and procedures.

### ARTICLE II

#### SCOPE OF WORK

## 200. SUB-GRANTEE RESPONSIBILITIES

- 200.1 Sub-grantee shall serve as the coordinator and facilitator of the legislative (mandatory) and non-mandatory one-stop partners pursuant to the strategy and direction of the CSNCFL governing boards as communicated through the CSNCFL Chief Executive Officer (CEO).
- 200.2 Sub-grantee shall develop a project plan together with the CSNCFL CEO specifying the various deliverables and milestones to be completed. This shall be accomplished within thirty (30) business days following execution of this Agreement and shall be reviewed and updated every year that this agreement is in effect. This shall include:
  - a. A matrix that containing the following information for the legislative partners:
    - i. Allowable services and activities by partner / funding stream
    - ii. Program/funding stream participant eligibility
    - iii. Legislative partners' performance requirements
    - iv. Fund, program or expenditure restrictions
  - b. At least four (4) meetings to be held one (1) per quarter over the course of the year with the legislative partner representatives to work on:
    - i. A participant cross referral plan.
    - ii. A plan on sharing participant information with respect to co-

enrolled participants

iii. One-stop partner coordination (two (2) meetings).

- 200.3 Sub-grantee shall assure all CSNCFL one-stop memoranda of understanding (MOUs) and infra-structure/resource sharing budgets are current and shall assist CSNCFL to track and update the MOU's to assure CSNCFL is meeting WIOA requirements.
- 200.4 Sub-grantee shall assist in the development of MOU's with non-mandatory one-stop partners as may be approved by the CSNCFL governing boards
- 200.5 Sub-grantee shall familiarize themselves with the Florida Commerce and CareerSource Florida one-stop certification criteria to assure CSNCFL's compliance.
- 200.6 Sub-grantee shall work to facilitate consistency across the CSNCFL Career Centers as it is related to the creation and maintenance of a welcoming, and professional environment with a focus on quality customer services to job seekers and employers.
- 200.7 Sub-grantee will work with CSNCFL staff to develop a tracking mechanism to gauge the number of cross referrals made to partner agencies on a quarterly basis by one stop staff.
- 200.8 As part of onboarding of new staff, Sub-grantee will work with the CSNCFL to provide one-stop center partner information as part of a one-stop orientation packet for new employees.
- 200.9 Sub-grantee shall organize and facilitate an annual one-stop partner meeting with the partner "decision makers" to agree on continuous improvement goals and objectives to be communicated to staff through their quarterly meetings.
- 200.10 Sub-grantee shall observe on-site operations, space configuration, customer flow and integration of services to make recommendations for consideration by the one-stop partners as well as to identify best practices that will result in better services to shared customers.
- 200.11 Sub-grantee shall work with the CSNCFL One-Stop Centers and One-Stop partners to identify and adopt uniform outreach materials targeted toward job seekers and employers.
- 200.12 At the direction of the CSNCFL CEO, Sub-grantee may coordinate a public resource fair to be hosted by CSNCFL to showcase the existing and co located partner resources/services available to the social service

community.

- 200.13 Sub-grantee shall provide a quarterly report to the CSNCFL CEO, detailing the activities and accomplishments of the quarter so that they can be reported to the CSNCFL governing boards.
- 200.14 Sub-grantee shall work with the one-stop partners to improve on the technological solutions to connect partners not co-located in the CSNCFL Career Centers.
- 200.15 Sub-grantee shall work with the one-stop partners to deliver training to partner staff on WIOA section 188 requirements. The Training shall be provided annually on a rotation basis by the partners.
- 200.16 Sub-grantee shall work with the one stop-partners to develop a one stop system vision and mission statement and shall review the vision and mission to determine whether it needs to be updated each year this Agreement is in effect.
- 200.17 Sub-grantee shall work with the one stop-partners to develop a strategic plan based upon the vision and mission which shall identify the goals and strategies to meet the goals in integration, cross referral and other one-stop partner initiatives. The Strategic Plan shall be reviewed annually and updated indicating goals and objectives accomplished and new goals and objectives.

## 201. DEPLOYMENT OF ONE-STOP INITIATIVES

- 201.1 Sub-grantee shall be provided a workspace in the CSNCFL Comprehensive One-Stop Center.
- 201.2 Sub-grantee shall be provided access to virtual software, and/or "Zoom" and equipment necessary to perform the tasks identified in the Scope of Work remotely if necessary.
- 201.3 Sub-grantee shall work with the partners to define how technological access shall work to assure participant access to services.

## 202. ITEMS NOT ASSIGNED TO THE ONE STOP OPERATOR

- 202.1 Pursuant to 20 CFR §678.620 b. (1) the following shall not be assigned to the one-stop operator:
  - a. Convening system stakeholders to assist in developing the local plan.

- b. Preparing and submitting the local Plan.
- c. Be responsible for conducting its own oversight.
- d. Managing or significantly participating in the competitive selection process for one-stop operator.
- e. Selecting or terminating the one-stop operator, the Title I services provider, or youth providers.
- f. Negotiate local performance accountability measures with the State.
- g. Developing and/or submitting a budget for NCFWDB activities.

## 203. PERFORMANCE

- 203.1 Sub-grantee shall provide CSNCFL with a written project plan as required in section 200 for accomplishing the tasks identified in Article II. The project plan shall include:
    - a. A timetable for accomplishing the Scope of Services.
    - b. The anticipated deliverables associated with each task identified in Article II
    - c. The items to be included in the monthly report to be submitted with Sub-grantee's monthly invoice.
  - 203.2 Sub-grantee shall dedicate 50% of an FTE to work on one-stop operator responsibilities. Sub-grantee compensation shall be based upon the 50% FTE and deliverables. The payment shall be divided into 12 equal payments.
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ARTICLE III  
COMPENSATION

300. COMPENSATION

300.1 Sub-grantee shall be paid three thousand three hundred thirty-three dollars and thirty-three cents (\$3,333.33) a month for a total of forty thousand (\$40,000.00) for the tasks outlined in Article II above for the period of October 1, 2025 through September 30, 2026.

300.2 Sub-grantee shall invoice CSNCFL monthly.

- a. Sub-grantee's rate is an inclusive rate and includes benefits and mileage/travel. Invoices shall list the hours worked as the One-stop Operator during the month. The hours worked shall minimally total 50% of an FTE.
- b. Invoices shall be submitted by the 15<sup>th</sup> of the month following the month for which Sub-grantee is seeking payment and shall be based on hours worked.
- c. To be paid, invoices shall be accompanied by a narrative report detailing Sub-grantee's activities and accomplishments for the period covered by the invoice. Sub-grantee shall use the report template developed by CSNCFL, this shall be the Report required under this section.

301. FISCAL CONTROLS

301.1 Sub-grantee agrees to maintain their books and records with respect to this Agreement in accordance with Generally Accepted Accounting Principles, (GAAP), so as to be able to satisfactorily account for all monies spent under this Agreement.

301.2 In no case shall Sub-grantee be paid in advance of work performed or services rendered.

301.3 Segregation of Sub-grant Agreement Funds

Sub-recipient shall keep program funds segregated from other funds belonging to Sub-recipient's organization by maintaining separate ledgers.

302. COMPLIANCE WITH THE UNIFORM GUIDANCE

Sub-grantee agrees to comply with the Uniform Guidance at 2 CFR 200 et seq. including allowability of costs. Costs must be reasonable and necessary for performance of the grant. Unallowable costs include but are not limited to pre-award costs, building construction, and procuring lobbying services and all other costs not associated with the direct performance of the award.

303. CREDITS

Sub-grantee shall inform CSNCFL of any credits issued in connections with payments made in support of this sub-grant agreement and shall reimburse excess funds accordingly.

304. CAPITAL PURCHASES

No Capital purchases are provided for under this Sub-grant Agreement.

305. PARTICIPANT PAYMENTS

No participant payments are provided for under this agreement.

306. CHANGES TO THE BUDGET

Any changes to the budget require the submission of the requested changes in writing by the Sub-grantee, approval by CSNCFL of a Sub-grant Amendment Request and execution of an amendment.

307. CLOSE OUT

307.1 At such time as CSNCFL or its pass-through agency closes out the Federal award(s) funding this Sub-grant Agreement, Sub-grantee shall cooperate in providing such information as is in their possession to assist in complying with the close out procedures in 2 CFR 200.345.

307.2 Upon final payment of amounts due under this Agreement, less any credits, refunds, or rebates due to CSNCFL, Sub-grantee hereby releases and discharges CSNCFL from any financial claims arising from this Agreement.

308. PROPERTY

Within thirty (30) days of the termination of this Agreement, Sub-grantee agrees to return all property purchased with funds under this Agreement to CSNCFL.

309. PROCUREMENT

In the event Sub-grantee must procure goods or services their procurement policies must at least be in accordance with the procurement requirements found at 2 CFR 200.318 - 327.

310. SALARY CAP

In accordance with USDOL and USHHS guidance, no funds awarded shall be used to pay the salary of an individual under this Sub-grant Agreement at a rate in excess of the current salary cap which is based on the Federal Executive Level II Salary Schedule.

311. DEBARMENT AND SUSPENSION

Sub-grantee certifies that they are not on the list of entities on the federal debarment and suspension list and agrees to execute the Debarment and Suspension certification attached to this Agreement.

END OF ARTICLE III

## ARTICLE IV

### STATUTORY AND REGULATORY REQUIREMENTS

#### 400. PROHIBITED ACTIVITIES

##### 400.1 Application of the Hatch Act

None of the funds or services under this Agreement shall be used for any partisan political activity or to further the election or the defeat of any candidates for public office within the constraints of the Hatch Act (5 USC section 1501) or the Federal Election Campaign Act, as amended (2 USC section 431).

##### 400.2 Prohibition Against Acting as a Spokesperson for CSNCFL

Sub-grantee may not, at any time, engage in partisan political activities in which Sub-grantee represents himself/herself as a spokesperson for CSNCFL or the program funded under this Agreement.

##### 400.3 Application of the Byrd Anti-Lobbying Amendment (31 U.S.S 1352)

Sub-grantee certifies that it will not and has not used federal funds to pay any person or organization to influence or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant or any other award covered by 31 U.S.C. 1352. Sub grant Recipient agrees to disclose any lobbying with non-Federal funds in connection with obtaining any federal award.

##### 400.4 Prohibition Against Religious Activity

- a. There shall be no religious worship, instruction, or proselytizing as a part of or in connection with the performance of Sub-grantee's obligations under this Agreement
- b. Sub-grantee shall not use any funds received under this Agreement in support of any religious activity or anti-religious activity.

#### 401. NON-DISCRIMINATION

401.1 Sub-grantee agrees to comply with Title VI and Title VII of the Civil Rights Act of 1964, (42 U.S.C. 2000d et seq.) as amended.

401.2 Sub-grantee agrees to comply with Executive Order 11246 as amended by Executive Order 11375 as well as with section 654 of the Omnibus Budget

Reconciliation Act of 1981 as amended.

401.3 Sub-grantee agrees to comply with the Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.).

401.4 Sub-grantee agrees to comply with section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended.

401.5 Sub-grantee agrees to comply with Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.).

401.6 Sub-grantee agrees to comply with Title III of the Americans with Disabilities Act (42 U.S.C. § 12181 et seq.).

401.7 Sub-grantee agrees to comply with WIOA §188 and the regulations promulgated thereunder.

401.8 Sub-grantee agrees to assure Equal Treatment for Faith Based Organizations. 29 CFR 2, Subpart D.

401.9 Complaint Procedures

- a. Sub-grantee agrees to be governed by the discrimination complaint and compliance requirements as set forth in 29 CFR parts 31, 32 and 34 with respect to discrimination and equal opportunity requirements.
- b. Sub-grantee agrees to adhere to the CSNCFL grievance procedures for non-discrimination complaints.

## 402. COMMUNICATIONS, PROGRAM NAMES, SIGNAGE, PUBLICITY AND PUBLICATION

402.1 Publication of Program Results

Sub-grantee may not undertake any publicity or publish for public consumption any results or information about CSNCFL programs or activities without prior review by the CSNCFL Executive Director.

402.2 Public and Media Outreach Approval

All public and media outreach and marketing materials such as but not limited to brochures, flyers, articles, presentations, electronic communiques, promoting or regarding CSNCFL must be coordinated with and approved by the CSNCFL Executive Director.

### 402.3 Coordination of Communications

Communications, oral or written, between Sub-grantee and the CSNCFL governing boards shall be initiated through contact with the CSNCFL Executive Director prior to making any contact with the members of the CSNCFL governing boards.

## 403. SUBCONTRACTING AND ASSIGNMENT

### 403.1 Prohibition Against Assignment and Subcontracting

Sub-grantee shall not assign, delegate, subcontract or in any way transfer any of its rights or responsibilities or any part of the work or services to be provided for under this Agreement without CSNCFL's prior written approval.

### 403.2 Subcontracts Must Be in Writing

Services approved for subcontracting shall be specified by a written Agreement and shall be subject to each provision of this Agreement. A copy of the subcontract shall be provided to CSNCFL upon execution.

### 403.3 Subcontracts Subject to Applicable Laws

All subcontracts shall be subject to the federal, state, and local laws and regulations governing the grant funds awarded to Sub-grantee under this Agreement.

### 403.4 Subcontracts Subject to Procurement Requirements

Selection of sub-contractors is subject to the procurement requirements described in this Agreement.

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## 404. NOTICE

### 404.1 Notice to CSNCFL

All notices required to be given to CSNCFL under this Agreement shall be sufficient when received at its office located as stated on page one (1) of this Agreement (a) if hand-delivered or sent by a reputable international courier service, or (b) five (5) Business Days after mailing, if mailed by first class certified or registered airmail, postage prepaid, return receipt requested, to CSNCFL, and addressed to the CSNCFL CEO.

#### 404.2 Notice to Sub-grantee

All notices required to be given to Sub-grantee under this Agreement shall be sufficient when received at its office located as stated on page one (1) of this Agreement (a)if hand-delivered or sent by a reputable international courier service, or (b) five (5)Business Days after mailing, if mailed by first class certified or registered airmail, postage prepaid, return receipt requested, to the Sub-grantee.

and shall be deemed to have been given for all purposes

#### 404.3 Notice of Actions Involving Sub-grantee

Sub-grantee shall give CSNCFL immediate notice in writing of any action or suit filed, or of any claim made against Sub-grantee by any one-stop partner, Sub-grantee, or vendor which in the opinion of the Sub-grantee may result in litigation, related in any way to this Agreement.

### 405. INTEGRATION

#### 405.1 Exhibits

The parties agree and understand that the words and figures contained in the following list of documents are incorporated by reference unless otherwise noted, and are as fully a part of this Agreement as if such documents were set forth verbatim and at length herein

- a. Exhibit A - State Assurances and Certifications. This exhibit is attached to the Agreement.
- b. Exhibit B - Drug Free Workplace Certificate. This exhibit is attached to the Agreement.
- c. Exhibit C - Debarment Form. This exhibit is attached to the Agreement.
- d. Exhibit D - Lobbying Form. This exhibit is attached to the Agreement.
- e. Exhibit E - Lobbying Certification Form. This exhibit is attached to the Agreement.
- f. Exhibit F - Certification Regarding Environmental Tobacco Smoke. This exhibit is attached to the Agreement.
- g. EXHIBIT G - WIOA 29 U.S.C. 3101 et seq. Public Law 113 -128.

Statutes and regulations applicable to this Agreement. Exhibit G is a public law and is not attached to this Agreement.

- h. Exhibit H - Immigration and naturalization service regulations for employers and employees Public Law 107 -124 and 107-125. Statutes and regulations applicable to this Agreement. Exhibit H is a public law and is not attached to this Agreement.

#### 406. VESTED POWERS

All powers not explicitly vested in the Sub-grantee by this Agreement will remain with CSNCFL.

#### 407. TERMINATION

##### 407.1 Termination Conditions

- a. CSNCFL or Sub-grantee may request a termination for convenience upon thirty (30) days prior written notice to the other or such shorter period as may be mutually agreed to by the parties. Sub-grantee will be entitled to receive compensation for services performed in accordance with the conditions set forth herein through the date of termination. CSNCFL shall not be liable for payment for services incurred by the Sub-grantee after the effective date of termination of the Agreement.
- b. Sub-grantee agrees and understands that funds allocated to the Sub-grantee under this Agreement or any amendment hereto are contingent upon CSNCFL's receipt of the federal grant funds under which this Agreement is funded. CSNCFL, therefore, reserves unto itself the right to unilaterally de-obligate or amend Sub-grantee's Agreement including the budget based upon the funds awarded to CSNCFL or if necessary, to immediately suspend or terminate this Agreement instantaneously and as may be necessitated by CSNCFL's funding levels. Any de-obligation or amendment to the funds allocated under this Agreement, shall be effective upon notification to the Sub-grantee by CSNCFL
- c. CSNCFL may terminate this Agreement at any time that the CSNCFL CEO, determines that:
  - i. Sub-grantee has failed to comply with any of the provisions contained in this Agreement, or
  - ii. Sub-grantee has failed to perform in whole or in part under this Agreement or has failed to make sufficient progress so as to endanger Sub-grantee's performance of their obligations under

this Agreement; or

- iii. Sub-grantee has failed to comply with the Statutes or Regulations applicable to this Agreement; or,
  - iv. If, after being provided a period for corrective action for a deficiency noted under this Agreement Sub-grantee has failed to take corrective action within the period prescribed by CSNCFL; or
  - v. Sub-grantee has taken an action, which in the opinion of the CSNCFL Executive Director, jeopardizes the program or the funds made available under this Agreement; or
  - vi. Sub-grantee has employed illegal aliens in violation of the Immigration and Nationality Act, 8 U.S.C. 1324(a); or
- d. In the event of a termination, the Sub-grantee shall be paid for services rendered up to the date of termination however, from the amount due there shall be deducted:
- i. All advances or other payments on account made to the Sub grant Recipient which are applicable to the terminated portion of this Agreement; and any credits, discounts or overpayments.
  - ii. Any claim which CSNCFL may have against Sub-grantee in connection with this contract or any other prior Agreement; and
  - iii. Any outstanding questioned or disallowed costs attributable to Sub-grantee arising out of an investigation, monitoring report or audit of this Agreement or any other Agreement Sub-grantee had with CSNCFL; and

#### 407.2 Sub-grantee Liability

In the event of a termination for cause, Sub-grantee shall be liable to CSNCFL for damages sustained by CSNCFL by virtue of any breach of the Agreement by the Sub-grantee including court costs and reasonable attorney's fees.

### 408. MAINTENANCE OF EFFORT

#### 408.1 Prohibition Against Displacement

Employment funded under this Agreement shall only be in addition to employment, which would otherwise be financed by the Sub-grantee without assistance under this Agreement

408.2 To assure maintenance of effort the program funded by this Agreement:

- a. Shall result in an increase in workforce opportunities over those, which would otherwise be available.
- b. Shall not result in the displacement of currently employed workers by either a participant or an individual employed to carry out the obligations under this Agreement, including partial displacement such as a reduction in the hours of non-overtime work, wages or employment benefits.
- c. Shall not impair current contracts for services or collective bargaining Agreements or result in the substitution of federal funds made available by this Agreement to subsidize work that would otherwise be performed by the Sub-grantee.
- d. Shall not create a job in a promotional line for either a participant or an individual employed to carry out the obligations under this Agreement, which will infringe in any way upon the promotional opportunities of a currently employed individual

408.3 Participant Placement

- a. No participant shall be employed or job opening filled with an individual whose salary is funded by this Agreement when any other individual is on lay-off from the same or any substantially equivalent job.
- b. No participant shall be employed or job opening filled with an individual whose salary is funded by this Agreement when the employer/Sub-grantee has terminated the employment of any regular employee or otherwise reduced its workforce with the intention of filling the vacancy so created by hiring a participant or employee whose wages are subsidized by WIOA or paid for with WIOA funds.

408.4 Relocation

Sub-grantee shall not use any of the funds under this Agreement to encourage, or induce the relocation of an establishment. Sub-grantee shall not enter into any Agreement or relationship with a relocated establishment for the conduct of customized or skill training, on the job training, or company specific assessments of job applicants for a period of one hundred and twenty (120) days after the establishment has opened its doors for business with the general public. Establishments include successors in interest. Violations of this section shall result in double damages to be

repaid to CSNCFL.

#### 409. CONSTRUCTION

##### 409.1 Davis Bacon Wages

Sub-grantee agrees to comply with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) and the applicable US DOL regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction").

##### 409.2 Copeland Anti-Kickback Act

Sub-grantee shall comply with the requirements of the Copeland Anti-Kickback Act (40 U.S.C. 3145), and the applicable US DOL regulations (29 CFR Part 3, "Sub-grantees and Sub-grantees on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States").

#### 410. FEES

Sub-grantee shall not use any of the funds under this Agreement for the payment of a fee in connection with the placement or referral of a WIOA participant to training.

#### 411. DISCLOSURE OF VIOLATIONS

411.1 Sub-recipient shall promptly disclose whenever, in connection with the funds awarded under this Contract it has credible evidence of the commission of a violation of Federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations.

411.2 The disclosure must be made in writing to the CSNCFL CEO, the CareerSource Florida, the applicable Federal agency, depending on the funding stream and the agency's Office of Inspector General.

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#### 412. CHILD LABOR LAWS AND THE PRO CHILDREN ACT

##### 412.1 Child Labor Laws

Sub-grantee shall comply with all applicable federal, state and local child labor laws in carrying out the terms and conditions of this Agreement.

##### 4.12.2 Pro-Children Act

Sub-grantee agrees to comply with the Pro-Children Act 20 U.S.C. 6083

#### 413. COLLECTIVE BARGAINING AGREEMENTS

413.1 Sub-grantee agrees to comply with and shall not violate the terms and conditions of any collective bargaining Agreement in effect and applicable to this Agreement during the course of this Agreement.

413.2 Sub-grantees shall not use any funds under this Agreement to assist, promote, or deter union organizing.

#### 414. HEALTH AND SAFETY STANDARDS

Sub-grantee shall comply with the Contract Work Hours and Safety Standards Act, 40 U.S.C. 3702 et seq., and 29 CFR part 5.

#### 415. CERTIFICATION REGARDING ENVIRONMENTAL TOBACCO SMOKE

Sub-grantee agrees to comply with the Certification Regarding Environmental Tobacco Smoke.

#### 416. INSURANCE AND BONDING

416.1 Sub-grantee shall maintain the insurance and bonding specified below during the term of this Agreement.

- a. Third Party Liability - Third Party General Liability Insurance on a negligence basis, including injuries and accidental death to any person in an amount not less than three hundred thousand dollars (\$300,000.00) and subject to the same limit for more than one (1) person in an amount not less than one hundred thousand dollars (\$100,000.00) on account of one (1) accident
- b. Fidelity Insurance or Honesty Bond - Fidelity Insurance or an Honesty Bond to cover fraud or employee dishonesty, in the amount awarded under this contract.
- c. Property Insurance coverage to cover loss or damage to property purchased with CSNCFL funds.
- d. Non-Owner Vehicle Insurance Coverage.
- e. Directors and Officers Insurance to include Employment Practice Liability and Errors and Omission Coverage. Coverage shall be in the amount of at least one million dollars (\$1,000,000.00).

## 416.2 Certificates of Insurance

- a. Sub-grantee shall make Certificates of Insurance and Bonding available to CSNCFL, prior to commencing operations under this Agreement.
- b. The certificates must indicate that Sub-grantee has obtained insurance and bonding in the amounts, types and classifications specified in this section.
- c. All insurance coverage required by CSNCFL under this Agreement shall list CSNCFL as an additional insured under the policy. In the event the policy is cancelled CSNCFL shall have the right to cancel this Agreement.

## 417. INDEPENDENT SUB-GRANTEE

417.1 This Agreement Does Not Create an Agency or Employment Relationship.

417.2 Sub-grantee agrees that Sub-grantee is an independent entity and no provision of this Agreement shall be construed as creating an agency or employment relationship between CSNCFL and Sub-grantee or Sub-grantee's employees.

417.3 Sub-grantee is responsible for acts of their employees, representatives, and instructors, as applicable, with regard to all aspects of Sub-grantee's program including, but not limited to, program implementation, the certification and submission of time and attendance records, invoices, submission and verification of financial reports, and maintenance of records.

## 418. INDEMNIFICATION

418.1 Sub-grantee shall at all times indemnify, hold harmless, and at CSNCFL's option, defend or pay for an attorney selected by CSNCFL to defend CSNCFL, its officers, agents, servants, and employees against any and all claims, losses, liabilities, and expenditures of any kind, including attorney's fees, court costs, and expenses, caused by a negligent act or omission of Sub-grantee, its employees, agents, servants, or officers, or accruing, resulting from, or related to the subject matter of this Agreement including, without limitation, any and all claims, demands, or causes of action of any nature whatsoever resulting from injuries or damages sustained by any person or property. The provisions of this section shall survive the expiration or earlier termination of this Agreement.

418.2 To the extent considered necessary by CSNCFL any sums due Sub-grantee under this Agreement may be retained by CSNCFL until all of CSNCFL's claims for indemnification pursuant to this Agreement have been settled or otherwise resolved; and any amount withheld shall not be subject to interest payments on the part of CSNCFL.

418.3 In addition to other indemnification and assumption of liability agreed to herein, Sub-grantee shall be responsible for the cost of legal defense awards, damages, penalties and/or fines for claims brought against Sub-grantee and also naming CSNCFL for acts of commission and/or omissions on the part of the Sub-grantee in relation to employees, consultants, agents or persons providing goods and/or services under this Agreement to Sub-grantee.

418.4 Rights and Remedies Not Waived - No payment by CSNCFL to Sub-grantee shall be construed as a waiver of any breach or default in the performance of any condition under this Agreement or amendment hereto; nor shall such payment impair or prejudice any right of CSNCFL with respect to such breach or default; nor shall any assent by CSNCFL express or implied, to such breach or default, be construed as assent to any succeeding breach or default.

#### 419. CONFLICT OF INTEREST AND CODE OF CONDUCT

419.1 Compliance with Federal Conflict Rules - Sub-grantee shall comply with Florida Commerce and WIOA and conflict of interest restrictions.

419.2 Code of Conduct - Sub-grantee agrees to abide by CSNCFL's Code of Conduct or with its own Code of Conduct so long as it meets the minimum standard set forth in the Uniform Guidance at 2 CFR 215.42.

419.3 Avoidance of Purchasing Conflicts - Neither Sub-grantee nor any individual whose salary is funded in whole or in part under this Agreement, or who is responsible for carrying out the obligations under this Agreement, shall enter into a contract, and/or purchase goods, and/or services with funds made available under this Agreement from an individual related to Sub-grantee or Sub-grantee's employees.

419.4 In the event Sub-grantee is given written authorization from CSNCFL to Sub-grant any of their responsibilities Sub-grantee agrees to prohibit such Sub-grantees by written contract, from having any conflicts as within the meaning of this section.

## 420. NEPOTISM

### 420.1 Nepotism in Employment

- a. Sub-grantee may not hire a person in an administrative capacity, staff position, or on-the-job training position funded under the Act if a member of that person's immediate family is employed in an administrative capacity for CSNCFL or the Sub grant Recipient. Sub-grantee shall make full disclosure regarding any procurements which are not arm's length including small business purchases, and may not enter into any Agreement or make purchases without CSNCFL's approval where a conflict of interest, or the appearance of a conflict of interest exists or the purchase is not arm's length and involves a family member as described herein, or a business partner or related company.
- b. No individual whose salary is funded in whole or in part under this Agreement, or who is responsible for carrying out the obligations under this Agreement shall appoint, employ, advance, or advocate for the appointment, employment, promotion, or advancement in or to a position with the Sub-grantee's organization or a member of that individual's immediate family.

### 420.2 Definition of Immediate Family Member

Immediate family member for purposes of this section shall mean a wife, husband, son, daughter, son-in-law, daughter-in-law, sister, brother, sister-in-law, brother-in-law, mother, father, mother-in-law, father-in-law, aunt, uncle, niece, nephew, step-parent, step-child, grandparent, grandchild, half-brother, half-sister and first cousin.

## 421. EXPERT WITNESS PROHIBITION

Sub-grantee agrees that none of its officers or employees shall during the term of this Agreement serve as an expert witness against CSNCFL, in any legal or administrative proceeding in which he or she is not a party unless compelled by court process, nor shall such persons give sworn testimony or issue a report or writing as an expression of his or her expert opinion which is adverse or prejudicial to the interests of CSNCFL, or in connection with any such pending or threatened legal or administrative proceeding. The limitations of this section shall not preclude such persons from representing themselves. in any action or in any administrative or legal proceeding.

## 422. GOVERNING LAWS AND VENUE

This Agreement shall be interpreted and construed in accordance with governed

by the laws of the State of Florida. Venue for litigation arising out of or concerning this Agreement shall be in Alachua County, FL.

423. COMPLIANCE WITH THE CLEAN AIR ACT, AND THE FEDERAL WATER POLLUTION CONTROL ACT

To the extent this contract is funded in excess of one hundred thousand dollars (\$100,000.00) of federal funds Contactor shall comply with the Clean Air Act, as amended, 42 U.S.C. 7401 et seq., and the Federal Water Pollution Control Act, 33 U.S.C.1251 et seq., as amended.

424. ENERGY POLICY AND CONSERVATION ACT

Sub-grantee agrees to comply with the Energy Policy and Conservation Act, 12 USC 6201 and Environmental Protection Agency regulations (40CFR Part 15), and the Energy Policy and Conservation Act of 1988 as amended. (Pub. L. 94-163, 89 Stat 871).[53 FR 8079, 8087, Mar. 11, 1988, as amended at 60 FR 19639, 19645, Apr. 19, 1995].

425. RESOURCE CONSERVATION AND RECOVERY ACT, 42 USC 6962.

Sub-grantee agrees to comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, 42 USC 6962.

426. TRAFFICKING VICTIMS' PROTECTION REAUTHORIZATION ACT OF 2013

Sub-grantee agrees to comply with the Trafficking Victims Protection Reauthorization Act of 2013 (Title XII of the Violence Against Women Reauthorization Act of 2013). Sub-grantee may not 1) engage in severe forms of trafficking in persons during the term of this Agreement or 2) Procure a commercial sex act during the term of this Agreement or 3) use forced labor in the performance of this Agreement.

427. VETERAN'S PRIORITY

Sub-grantee agrees to comply with the Veteran's Priority Provisions 38 U.S.C. 4215, the regulations 20 CFR part 1010 and U S. DOL Training Employment Guidance Letter (TEGL) No. 10-09 (November 10, 2009) which requires a priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services.

428. E-Verify

428.1 Vendor agrees to comply with Florida Statutes 448.095 and shall:

- a. Use the E-Verify system to verify the work authorization status of all newly hired employees, contractors, and subcontractors.
- b. Not employ, contract with, or subcontract with an unauthorized alien.
- c. Obtain affidavits from its applicable subcontractors swearing and affirming that such subcontractor does not employ, contract with, or subcontract with an unauthorized alien, and shall maintain a copy of any such subcontractor affidavits.

429. DOMESTIC PREFERENCE

Sub-grantee shall comply with 2 CFR § 200.322 Domestic preferences for procurements.

430. RECOVERED MATERIALS

Sub-grantee shall comply with 2 CFR § 200.323 Procurement of recovered material.

431. STATUTORY AND NATIONAL POLICY REQUIREMENTS

Sub-grantee shall comply with 2 CFR § 200.300 Statutory and National Policy Requirements.

432. TELECOMMUNICATIONS AND SURVEILLANCE

Sub-grantee shall comply with 2 CFR § 200.216 Prohibition on certain Telecommunications and Video Surveillance Services or Equipment.

433. Fair Labor Standards

433.1 Sub-recipient shall adhere to the Fair Labor Standards Act with respect to hours of work and working conditions as appropriate and to the Fair Labor Standards Act Amendment for Major Disasters.

433.2 Sub-recipient shall appropriately classify employees consistent with the Fair Labor Standards Act.

## ARTICLE V

### PROGRAM REQUIREMENTS

#### 500. ACCESS TO RECORDS

##### 500.1 Prior to Funding

Upon demand and/or within thirty (30) days prior to funding any program or service, Sub-grantee shall allow CSNCFL to evaluate Sub-grantee's fiscal and personnel systems in order to be assured of Sub-grantee's capability to manage the program or project funded by this Agreement or amendment hereto.

##### 500.2 Availability of Records

- a. At any time during the term of this Agreement, or at any time during the record retention period following termination of this Agreement, Sub-grantee shall permit the Secretary of Labor, or other federal representatives, the Comptroller General, the Governor, CSNCFL or their designated representatives to monitor, conduct on site evaluations, audits, and investigations, to ensure compliance with the terms of the Agreement and amendments hereto.
- b. Sub-grantee shall make original, digital, and/or certified copies of all records, related to this Agreement, such as but not limited to fiscal records, invoices, payroll records, personnel files, reports, plans, documents, maps or other data used, produced, or developed by Sub-grantee pertaining to the program funded by this Agreement or amendment hereto, available to CSNCFL, the Comptroller, General of the United States, the federal government and/or the Governor or their designated representatives at any time upon reasonable notice and at no cost for the purpose of auditing, monitoring, review, investigation, survey or examination, even though, the Sub grantee may at the time of the request no longer be a Sub-grantee of CSNCFL.
- c. Sub-grantee agrees that when requested, Sub-grantee shall furnish any requested records to CSNCFL within ten (10) days of the request. Failure to comply may result in CSNCFL's withholding Sub-grantee's reimbursement until such time that the Sub-grantee complies with the request.
- d. Contractor agrees to comply with Florida public records laws, specifically to:
  - i. Keep and maintain public records which are related to the

Agreement and the duties agreed to be performed.

- ii. Upon request from the public agency's custodian of public records, to provide the public agency with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.

IF SUBGRANTEE HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT [publicrecordsrequest@careersourcencfl.com](mailto:publicrecordsrequest@careersourcencfl.com) or [dburke@careersourcencfl.com](mailto:dburke@careersourcencfl.com) OR (352) 955-2245 OR 1112 N. MAIN STREET, GAINESVILLE, FL 32601.

## 501. RECORD RETENTION

### 500. Five Year Retention Requirement

Sub-grantee shall keep copies of all participant and fiscal records pertaining to this Agreement or any amendment hereto for five (5) years following the expiration of this Agreement. However, if any audit, claim, litigation, negotiation, or other action involving this Agreement or amendment hereto has been started before the expiration of the five (5) year period, the records shall be retained until completion of the action and resolution of all issues which arise from it, or until the end of the regular five (5) year period, whichever is later.

501. The retention date of records shall commence with the termination of the Agreement or any amendment hereto.

## 502. AUDIT

### 502.1 Requirement to Audit

Sub-grantee shall provide for the conduct of an external audit of the program funded by this Agreement if the total aggregate expenditures of federal funds received from any source total one million dollars (\$1,000,000.00) or more in any fiscal year. The audit shall be conducted in accordance with the provisions of the Uniform Guidance 2 CFR 200 Subpart F.

- 502.2 Audits shall be organization wide as required by the Uniform Guidance.

502.3 Audits must be conducted, completed, and submitted within nine (9) months after the end of the audit period or within thirty (30) days of the receipt of the Audit Report whichever comes sooner.

502.4 Failure to submit an Audit Report, as required, may result in the withholding of payments due Sub-grantee under this or any other Agreement with CSNCFL.

### 503. DISALLOWED AND QUESTIONED COSTS

503.1 Sub-grantee shall be liable to CSNCFL for any disallowed or questioned costs that Sub-grantee or CSNCFL incurs as a result of Sub-grantee expending funds in violation of this Agreement or in violation of the applicable federal, state or local statutes, regulations, rules, policies, or procedures.

503.2 Disallowed or questioned costs may be identified through a monitoring report, investigation, review, or audit. Disallowed or questioned costs shall be refunded and promptly repaid to CSNCFL by Sub-grantee within thirty (30) days of the issuance of the report.

503.3 Sub-grantee agrees to be subject to the monitoring, review and audit resolution procedures established by CSNCFL, the State of Florida or the applicable federal agency and to cooperate with CSNCFL in the event that resolution cannot be achieved at CSNCFL's level.

503.4 CSNCFL's failure to promptly discover or demand payment for questioned or disallowed costs will not relieve Sub-grantee from their obligation to repay the disallowance or questioned cost at the time of identification or demand.

503.5 Sub-grantee may with the written approval of CSNCFL and the State of Florida, substitute allowable uncharged costs or in-kind contributions, made from non-federal sources to support the program funded by this Agreement, to stand in for a disallowed or questioned cost. Such contributions or in-kind payments must have been documented in Sub-grantee's fiscal books of account as required by the federal rules. The expenditure must be supported by the Sub-grantee's independent Audit Report. The uncharged costs must have been incurred in the same title, cost category, and program year as the costs, which they are proposed to replace.

503.6 The expiration of the contract shall not affect CSNCFL's, the state's, or any federal agency's right to audit, disallow, or question a cost, or Sub-grantee's obligation to repay the cost.

503.7 In the event of the voluntary or involuntary dissolution of Sub grant Recipient's organization Sub-grantee shall inform CSNCFL, within twenty-four (24) hours of Sub-grantee's knowledge of its intent to dissolve or of the involuntary dissolution of their organization, and prior to actual dissolution, agrees to allow CSNCFL to arrange for an immediate audit of Sub grant Recipient's organization. CSNCFL may also request or make provisions for the preservation of all records pertaining to the program(s) funded by this Agreement so that an immediate audit may be performed.

## 504. Amendments

### 504.1 Requests for Amendments

If either Sub-grantee or CSNCFL wishes to modify this Agreement, the proposed changes shall be submitted to the other party in accordance with the Notice section under this Agreement. No such change shall be effective until approved by CSNCFL and/or the Sub-grantee and a formal amendment to this Agreement is executed by both parties.

### 504.2 Time for Requesting Amendments

Sub-grantee may request an amendment to their Agreement one (1) time per pro ram year quarter. The deadline for the last request shall be May 15<sup>1</sup> for each year this Agreement is in effect.

### 504.3 CSNCFL's Unilateral Rights to Amend

Sub-grantee agrees that CSNCFL may unilaterally amend this Agreement to conform to changes in any federal or state statute, regulation, or policy which is applicable to the program funded by this Agreement or any amendment hereto.

## 505. COPYRIGHTS, PATENTS, RIGHTS IN DATA, INVENTIONS

### 505.1 Non-Exclusive Use and License

Sub-grantee agrees that CSNCFL, the state and the federal government shall have a royalty free, nonexclusive and irrevocable license to reproduce, publish or otherwise use a copyright or patent or rights in data in any work, or invention developed in whole or in part with sub-grant funds or purchased with sub-grant funds.

- a. CSNCFL may utilize products as described in paragraphs "a" above in conjunction with fee for service activities developed or operated by CSNCFL.

- b. Sub-grantee agrees to comply with this section regardless of whether or not a copyright or patent has been secured or applied for in connection with the materials, products, rights in data, intellectual property or other similar materials or part thereof developed in whole or in part with funds made available under this Agreement.
- c. Any breach of this section shall entitle CSNCFL to damages at least equal to the fair market value of the materials, products, rights in data, intellectual property or other similar materials or part thereof and such other damages including punitive damages as a court may award.

#### 505.2 Rights to Inventions

Sub-grantee agrees to comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency, as applicable.

#### 506. PRIOR AGREEMENTS

This document incorporates and includes all prior negotiations, correspondence, conversations, Agreements, and understandings applicable to the matters contained herein and Sub-grantee and CSNCFL agree that there are no commitments, Agreements or understandings concerning the subject matter of this Agreement that are not contained in this document. Accordingly, Sub-grantee and CSNCFL, agree that no deviation from the terms hereof shall be predicated upon any prior representations or Agreements, whether oral or written. It is further agreed that no modification, amendment or alteration in the terms or conditions contained herein shall be effective unless contained in a written document executed by the Sub-grantee and CSNCFL.

#### 507. BUY AMERICAN

Any equipment or goods to be purchased under this Agreement shall be purchased in accordance with the Buy American Act P.L. 103-333 §507.

#### 508. DRUG FREE WORKPLACE

Sub-grantee certifies that it is in compliance with the Drug Free Workplace Act of 1988, 41 U.S.C. 701 et seq., and all state and federal implementing regulations.

#### 509. HEADINGS

The headings of the sections of this Agreement are inserted only for the purpose of convenience and reference and shall in no way restrict or otherwise affect the

construction of the terms and conditions herein.

510. AGREEMENT TERM

510.1 The term of this Agreement shall begin on the date it is fully executed by both parties and shall end on September 30, 2026.

510.2 This Agreement may be renewed for additional two, one-year terms subject to performance and CSNCFL governing boards' approval.

EXECUTION PAGE

IN WITNESS THEREOF, the parties hereto have made and executed this document on the respective dates under each signature: SCAD MEDIA, signing by and through its President/Owner on the \_\_\_ day of \_\_\_\_\_, 2025 and CareerSource North Central Florida signing by and through its CEO, following governing boards' Action on 17th day of September \_\_\_ 2025.

AS TO SCAD MEDIA:

ATTEST:

Bethany Gaffey

Bethany Gaffey, Digital Marketing Manager

BY: Alexander Ganz  
(Signature)

NAME: \_\_\_\_\_  
TITLE: President/Founder  
DATE: 10/9/2025

AS TO CAREERSOURCE NORTH CENTRAL FLORIDA:

ATTEST .

Deane Burr  
Karen [Signature]

BY: Phyllis Marty  
(Signature)

NAME: Phyllis Marty  
TITLE: CEO  
DATE: 9/17/25

Approved as to form

BY: \_\_\_\_\_  
Rochelle J. Daniels  
Attorney

EXHIBIT A  
ASSURANCES AND CERTIFICATIONS

The grantor will not award a grant where the Grantee has failed to accept the ASSURANCES AND CERTIFICATIONS contained in this section. In performing its responsibilities under this agreement, the Grantee hereby certifies and assures that it will fully comply with the following:\

- A. Assurances- Non-Construction Programs (SF 424 B)
- B. Debarment and Suspension Certification (29 CFR Part 98)
- C. Certification Regarding Lobbying (29 CFR Part 93)
- D. Drug free Workplace Certification (29 CFR Part 98)
- E. Nondiscrimination & Equal Opportunity Assurance (29 CFR Part 37)

By signing the agreement, the Grantee is providing the above assurances and certifications as detailed below:

- A. ASSURANCES - NON-CONSTRUCTION PROGRAMS. NOTE: Certain of these Assurances may not be applicable to your project or program. If you have questions, please contact the Grantor agency.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.\
2. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 US C. 1681-1683, and 1685-1686), which prohibits discrimination on the basis of handicaps; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. '794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C 6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255) as amended, relating to nondiscrimination on the basis of

drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616) as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) Sections 523 and 527 of the Public Health Service Act of 1912 (42 US C. 290 dd.3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights act of 1968 (42 U.S.C. 3601 et seq.) as amended, relating to nondiscrimination in the sale, rental or financing of housing; (I) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and U) the requirements of any other non-discrimination statute(s) which may apply to the application.

3. Will comply with the provisions of the Hatch Act (U.S C. 1501-1508 and 7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
4. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 USC 276c and 18 USC 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction sub-agreements.
5. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (PL 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et. seq.); (f) conformity of Federal actions to State (Clear Air) Implementation Plans under Section 176(c) of the Clear Air Act of 1955, as amended (42 U S.C 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P L 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205).
6. Will cause to be performed the **required** financial and compliance audits in accordance with the single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
7. Will comply with all applicable requirements of all other Federal laws,

executive order, regulations and policies governing this program.

**B. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS- PRIMARY COVERED TRANSACTION.**

The prospective Grantee certifies to the best of its knowledge and belief, that it and its principals: Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by a Federal department or agency;

Have not within a three-year period preceding this proposal been convicted or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

Are not presently indicted or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and,

Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause of default.

Where the prospective Grantee is unable to certify to any of the statements in this certification, such prospective Grantee shall attach and explanation to this proposal [or plan].

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**C. CERTIFICATION REGARDING LOBBYING- Certification for Contracts. Grants. Loans, and Cooperative Agreements.**

The undersigned (i.e. Grantee) certifies, to the best of his or her knowledge and belief, that:

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

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

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

#### **D. CERTIFICATION REGARDING DRUG-FREE WORKPLACE REQUIREMENTS.**

Pursuant to the Drug-Free Workplace Act of 1988 and its implementing regulations codified at 29 CFR 98, Subpart F. I, the undersigned Grantee, attests and certifies that the Grantee will provide a drug-free workplace by the following actions.

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition.
2. Establishing an ongoing drug-free awareness program to inform employees concerning:
  - a. The dangers of drug abuse in the workplace.
  - b. The policy of maintaining a drug-free workplace.
  - c. Any available drug counseling, rehabilitation and employee assistance programs.
  - d. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
3. Making it a requirement that each employee to be engaged in the performance of the contract be given a copy of the statement required by paragraph 1.

4. Notifying the employee in the statement required by paragraph 1 that, as a condition of employment under the contract, the employee will:
  - a. Abide by the terms of the statement
  - b. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five (5) calendar days after such conviction.
5. Notifying the agency in writing ten (10) calendar days after receiving notice under subparagraph 4.b. from an employee or otherwise receiving actual notice of such conviction. We will provide such notice of convicted employees, including position title, to every Grant officer on whose Grant activity the convicted employee was working. The notice shall include the identification number(s) of each affected contract/Grant
6. Taking one of the following actions, within thirty (30) calendar days of receiving notice under subparagraph 4.b., with respect to any employee who is so convicted.
  - a. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973 as amended.
  - b. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local, health, law enforcement or other appropriate agency
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of this entire certification.

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Notwithstanding, it is not required to provide the workplace address under the contract As of today, the specific sites are known and we have decided to provide the specific addresses with the understanding that if any of the identified places change during the performance of the contract, we will inform the agency of the changes. The following are the sites for the performance of work done in connection with the specific contract including street address, city, county, state and zip code:

Check ( ) if there are workplaces on file that are not identified here.

Check ( ) if an additional page was required for the listing of the workplaces.

## **E. NONDISCRIMINATION & EQUAL OPPORTUNITY ASSURANCE:**

As a condition to the Grantee the Grantee assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

1. Section 188 of the Workforce Innovation and Opportunity Act of 2014 (WIOA) which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex national origin, age disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIOA Title I B financially assisted program or activity;
2. Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color and national origin;
3. Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
4. The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
5. Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

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

## Exhibit B

### CERTIFICATION REGARDING DRUG-FREE WORKPLACE

Pursuant to the Drug-Free Workplace Act of 1988 and its implementing regulations codified at 29 CFR 98, Subpart, F.I, Tom Gallagher, the undersigned, in representation of the Department of Education, the Contractor, attests and certifies that the Contractor will provide a drug-free workplace by the following actions.

- A. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Contractor's workplace and specifying the actions that will be taken against employees for violation of such prohibition.
- B. Establishing an ongoing drug-free awareness program to inform Employees concerning:
  - 1. The dangers of drug abuse in the workplace.
  - 2. The policy of maintaining a drug-free workplace.
  - 3. Any available drug counseling, rehabilitation and employees assistance programs.
  - 4. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- C. Making it a requirement that each employee to be engaged in the performance of the contract be given a copy of the statement required by paragraph A.
- D. Notifying the employee in the statement required by paragraph A that, as a condition of employment under the contract, the employee will:
  - 1. Abide by the terms of the statement.
  - 2. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five (5) calendar days after such conviction.

- E. Notifying the agency in writing ten (10) calendar days after receiving notice under subparagraph 0.2. from an employee or otherwise receiving actual notice of such conviction. We will provide such notice of convicted employees, including position title, to every Grant officer on whose Grant activity the convicted employee was working. The notice shall include the identification number (s) of each affected contract/Grant
  
- F. Taking one of the following actions, within thirty (30) calendar days of receiving notice under subparagraph 0.2., with respect to any employee who is so convicted.
  - 1. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973 as amended.
  - 2. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local, health, law enforcement or other appropriate agency.
  
- G. Making a good faith effort to continue to maintain a drug-free workplace through implementation of this entire certification.
  
- H. Notwithstanding, it is not required to provide the workplace address under the contract. As of today, the specific sites are known and we have decided to provide the specific addresses with the understanding that if any of the identified places change during the performance of the contract, we will inform the agency of the changes. The following are the sites for the performance of work done in connection with the specific contract including street address, city, county, state and zip code:

Check ( ) if there are workplaces on file that are not identified here.  
 Check ( ) if an additional page was required for the listing of the workplaces.

CERTIFICATION

Signature: Alexander Ganz

Organization: SCAD Media, LLC

Title: Chief Executive Officer

Date: 10/9/2025

## EXHIBIT C

### Certification Regarding Debarment, Suspension, and Other Responsibility Matters Primary Covered Transactions

This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension 20 CFR Part 98, Section 98.510 Participants' responsibilities.

#### NOTE PLEASE READ INSTRUCTIONS BEFORE SIGNING CERTIFICATION

1. The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:
  - (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
  - (b) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
  - (c) Are not presently indicted for otherwise criminally or civilly charged by a government entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1) (b) of this certification; and
  - (d) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.
  
2. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation of this proposal.

#### CERTIFICATION

Signature: Alexander Ganz

Organization: SCAD Media, LLC

Title: Chief Executive Officer

Date: 10/9/2025

## EXHIBIT D

### Instructions for Completion of SF-LLL Disclosure of Lobbying Activities

This disclosure form shall be completed by the reporting entity, whether sub-awardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C., section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Use the SF-LLL-A Continuation Sheet for additional information if the space on the form is inadequate. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
2. Identify the status of the covered Federal action.
3. Identify the appropriate classification of this report. If this is a follow-up report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
4. Include but are not limited to subcontracts, sub grants, and contract awards under grants.
5. If the organization filing the report in item 4 checks "Sub-awardee", then enter the full name, address, city, state and zip code of the prime Federal recipient. Include Congressional District, if known.
6. Enter the name of the Federal agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
7. Enter the Federal program name or description for the *covered* Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number, Invitation for Bid (IFB) number, grant announcement number, the contract, grant, or loan award number, the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001."
9. For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
10. (a) Enter the full name, address, city, state and zip code of the lobbying entity engaged by the reporting entity identified in item 4 to influence the *covered* Federal action.

(b) Enter the full names of the individual(s) performing services, and include full address if different from 10 (a). Enter Last Name, First Name, and Middle Initial (MI).

11. Enter the amount of compensation paid or reasonably expected to be paid by the reporting entity (item 4) to the lobbying entity (item 10). Indicate whether the payment has been made (actual) or will be made (planned). Check all boxes that apply. If this is a material change report, enter the cumulative amount of payment made or planned to be made.
12. Check the appropriate box (es). Check all boxes that apply. If payment is made through an in-kind contribution, specify the nature and value of the in-kind payment.
13. Check the appropriate box (es). Check all boxes that apply. If other, specify nature.
14. Provide a specific and detailed description of the services that the lobbyist has performed, or will be expected to perform, and the date(s) of any services rendered. Include all preparatory and related activity, not just time spent in actual contact with Federal officials. Identify the Federal official(s) or employee(s) contacted or the officer(s), employee(s), or Member(s) of Congress that were contacted.
15. Check whether or not a SF-LLL-A Continuation Sheet(s) is attached.
16. The certifying official shall sign and date the form; print his/her name, title, and telephone number.
17. Enter the full name, address, city, state and zip code of the reporting entity.
18. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or sub award recipient. Identify the tier of the sub-awardee, e.g., the first sub-awardee of the prime is the 1<sup>st</sup> tier. Sub awards <sup>1</sup>

### DISCLOSURE OF LOBBYING ACTIVITIES

Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1352

Approved by OMB  
0348-0046

(See reverse for public burden disclosure.)

<p><b>1. Type of Federal Action:</b></p> <p><input type="checkbox"/> a. contract</p> <p><input type="checkbox"/> b. grant</p> <p>c. cooperative agreement</p> <p>d. loan</p> <p>e. loan guarantee</p> <p>f. loan insurance</p>	<p><b>2. Status of Federal Action:</b></p> <p><input type="checkbox"/> a. bid/offer/application</p> <p><input type="checkbox"/> b. initial award</p> <p>c. post-award</p>	<p><b>3. Report Type:</b></p> <p><input type="checkbox"/> a. initial filing</p> <p><input type="checkbox"/> b. material change</p> <p><b>For Material Change Only:</b></p> <p>year _____ quarter _____</p> <p>date of last report _____</p>
<p><b>4. Name and Address of Reporting Entity:</b></p> <p><input type="checkbox"/> Prime      <input type="checkbox"/> Subawardee</p> <p>Tier _____, <i>if known:</i></p> <p>Congressional District, <i>if known:</i> <sup>4c</sup></p>	<p><b>5. If Reporting Entity in No. 4 is a Subawardee, Enter Name and Address of Prime:</b></p> <p>Congressional District, <i>if known:</i></p>	
<p><b>6. Federal Department/Agency:</b></p>	<p><b>7. Federal Program Name/Description:</b></p> <p>CFDA Number, <i>if applicable:</i> _____</p>	
<p><b>8. Federal Action Number, <i>if known:</i></b></p>	<p><b>9. Award Amount, <i>if known:</i></b></p> <p>\$ _____</p>	
<p><b>10. a. Name and Address of Lobbying Registrant</b> <i>(if individual, last name, first name, MI):</i></p>	<p><b>b. Individuals Performing Services</b> <i>(including address if different from No. 10a)</i> <i>(last name, first name, MI):</i></p>	
<p><b>11.</b> Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.</p>	<p>Signature: _____</p> <p>Print Name: _____</p> <p>Title: _____</p> <p>Telephone No.: _____ Date: _____</p>	
<p><b>Federal Use Only:</b></p>		<p>Authorized for Local Reproduction Standard Form LLL (Rev. 7-97)</p>

## INSTRUCTIONS FOR COMPLETION OF SF-LLL, DISCLOSURE OF LOBBYING ACTIVITIES

This disclosure form shall be completed by the reporting entity, whether sub-awardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C. section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
2. Identify the status of the covered Federal action.
3. Identify the appropriate classification of this report. If this is a follow up report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
4. Enter the full name, address, city, State and zip code of the reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or subaward recipient. Identify the tier of the sub-awardee, e.g., the first sub-awardee of the prime is the 1st tier. Subawards include but are not limited to subcontracts, subgrants and contract awards under grants.
5. If the organization filing the report in item 4 checks "Sub-awardee," then enter the full name, address, city, State and zip code of the prime Federal recipient. Include Congressional District, if known.
6. Enter the name of the Federal agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
7. Enter the Federal program name or description for the covered Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number; grant announcement number; the contract, grant, or loan award number; the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001."
9. For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
10. (a) Enter the full name, address, city, State and zip code of the lobbying registrant under the Lobbying Disclosure Act of 1995 engaged by the reporting entity identified in item 4 to influence the covered Federal action.  
  
(b) Enter the full names of the individual(s) performing services, and include full address if different from 10 (a). Enter Last Name, First Name, and Middle Initial (MI).
11. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is OMB No. 0348-0046. Public reporting burden for this collection of information is estimated to average 10 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, DC 20503.

## Exhibit E

### CERTIFICATION REGARDING LOBBYING CERTIFICATION FOR CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an Officer or Employee of the Agency, a Member of Congress, an Officer or Employee of Congress, or an Employee or a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan or cooperative agreement.
- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of the Congress, an Officer of Employee of Congress, or an Employee of a Member of Congress, in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL. "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub grants, and contracts under grants, loans, and cooperative agreements) and that subrecipients shall certify and disclose accordingly.

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

\*Note: In these instances, "all", in the Final Rule is expected to be clarified to show that it applies to covered contract/grant transactions over \$100,000 (per OMB). *Lobbying Certification (29 CFR Part 93)*

CERTIFICATION

Signature: \_\_\_\_\_

Organization: SCAD Media, LLC

Title: Chief Executive Officer

Date: 10/9/25 \_\_\_\_\_

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## EXHIBIT F

### CERTIFICATION REGARDING ENVIRONMENTAL TOBACCO SMOKE

Public Law 103227, Part C Environmental Tobacco Smoke, also known as the Pro Children Act of 1994, requires that smoking not be permitted in any portion of any indoor routinely owned or leased or contracted for by an entity and used routinely or regularly for provision of health, day care, education, or library services to children under the age of 18, if the services are funded by Federal programs either directly or through State or local governments, by Federal grant, contract, loan, or loan guarantee. The law does not apply to children's services provided in private residences, facilities funded solely by Medicare or Medicaid funds, and portions of facilities used for inpatient drug or alcohol treatment. Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1000 per day and/or the imposition of an administrative compliance order on the responsible entity by signing and submitting this application the applicant/grantee certifies that it will comply with the requirements of the Act

The applicant/grantee further agrees that it will require the language of this certification be included in any sub-awards which contain provisions for the children's services and that all subgrantees shall certify accordingly.

### CERTIFICATION

Signature: *Alexander Ganz*

Organization: SCAD Media, LLC

Title: Chief Executive Officer

Date: 10/9/25