

**West Central Wisconsin Service Delivery Area
Workforce Development Board /Local Elected Official/Workforce Resource, Inc.**

JOINT AGREEMENT

THIS AGREEMENT, made and entered into by and between the West Central Wisconsin Counties Consortium (hereinafter referred to as the “Consortium”) and the West Central Wisconsin Workforce Development Board (hereinafter referred to as the “WDB”), and Workforce Resource, Inc (herein after referred to as WRI).

WITNESSETH:

WHEREAS, the Consortium is the legal representative of the Local Elected Officials of the West Central Wisconsin Workforce Development Area under the Workforce Investment Act of 1998, Public Law 105-220 (hereinafter referred to as “the Act”); and

WHEREAS, the Consortium is the appointing authority for the WDB under said Act; and has such other roles and responsibilities in conjunction with the WDB as enumerated below,

WHEREAS, the WDB is the body appointed by the Consortium to carry out, in conjunction with the Consortium, the functions of the Workforce Investment Board as required by said Act , and resultant state and federal regulations, and this agreement; including but not limited to; designation of grant recipient and fiscal agent, conducting comprehensive strategic planning for workforce development, development of the Workforce Development Plan, promulgation of policy necessary to carryout that plan, approval of budgets necessary to carry out functions under the act, selection of services providers, appointment of a regional Youth Council, conduct of appropriate and necessary oversight of programs and services conducted in the region, and

WHEREAS, Workforce Resource Inc. is the body named by the Consortium and WDB to function as the administrative entity, grant recipient, fiscal agent and provide workforce development services for the West Central Wisconsin Workforce Development Area, and

NOW, THEREFORE, in consideration of the above premises and the mutual covenants of the parties hereinafter set forth, the receipt and sufficiency of which is acknowledged by each party for itself, the Consortium, the WDB and WRI do agree to the provisions set forth below as follows:

- I. Appointment of the Workforce Development Board (WDB) and Youth Council
 - A. The Consortium shall solicit nominations for and appoint members to the Workforce Development Board in a manner that meets the requirements of the Act, state and federal regulations and any plan of representation adopted by the Consortium.
 - B. Such appointments, including membership vacancies, shall be made in a timely manner based on solicitations to appropriate nominating organizations.

- C. The Workforce Development Board shall inform the Consortium of vacancies in a timely manner in order to facilitate the solicitation and appointment of replacement members.
- D. Youth Council members shall be appointed jointly by the Consortium and WDB in a manner that meets the requirements of the Act, state and federal regulations and any plan of representation adopted by the Consortium. Membership of the Youth Council shall include two members of the Workforce Development Board. The Youth Council shall operate as a committee of the WDB.

II. Development of the Comprehensive Workforce Development Strategic Plan:

- A. Plan Development: There shall be established such planning mechanisms as mutually agreed to by the WDB and Consortium to assure that each respective organization has involvement in the development of the Plan sufficient to meet the needs of each organization.
- B. Staff Assistance: Staff assistance necessary to develop the Plan shall be provided by the Workforce Resource, Inc.
 - 1. The Consortium and WDB shall allocate such financial resources as necessary to allow WRI to complete assigned planning tasks in a timely manner.
 - 2. WRI shall apply such resources as allocated in such a manner as to complete required planning functions and the plan itself in a timely manner.
 - 3. WRI shall designate such staff resources as mutually agreed to by the parties to this agreement to provide the WDB with assistance to carry out its planning, policy development, plan implementation and other functions required under that Act and its regulations in such a manner as to avoid conflict of interest in carrying out those functions. Such measures may include but are not limited to the designation of a staff person who is directly accountable to the WDB and independent of the service delivery structure of WRI.
 - 4. WRI shall provide such staffing assistance as is mutually agreed to by the Consortium and WRI, to the Consortium to allow it to carry out its functions under the Act.
- C. Public Comment: The plan shall be made available for public comment in keeping with the Act and regulations prior to final approval and submission to the Governor. Public comment shall be reviewed and summarized for inclusion in the plan. Written justification shall be provided if the plan is not altered to conform to public comment pursuant to Section 14.281 of Wisconsin Statutes.
- D. Approval of the Plan and Submission to the Governor: The WDB and the Consortium shall concur on the plan prior to its submission to the Governor.

Approval shall be as provided for in Section IV.N. of this agreement. Upon approval by both bodies, the plan shall be submitted jointly to the Governor.

E. Modification and Updates of the Comprehensive Strategic Plan:

1. Modifications and updates of the plan shall require joint approval of the WDB and the Consortium in accordance with Section IV.N. of the agreement. Either body may request modification of the plan. Such requests shall be forwarded from the requesting body to the chairperson of the other body as per Section V.A. below.
2. The WDB and the Consortium shall act on any request for modification within 30 days of receipt of the request. Upon approval by the WDB and the Consortium, modifications and updates will be published in accordance with provisions of the Act and regulations from DOL DWD in effect at the time of the alteration to the plan. The proposed modification or update shall be forwarded to the Governor in accordance with procedures established by the Department of Workforce Development. In the event of non-concurrence by the WDB and the Board, the provisions of Section IV.K. of this agreement may be invoked.
3. WRI shall prepare and submit any such modifications as authorized and directed by the WDB/Consortium.

III. Selection of the Grant Recipient, Fiscal Agent , Administrative Entity and One Stop Operator

- A. The Act specifies that the Chief Elected Official is the Grant Recipient and Fiscal Agent for funds under the Act, and that the Chief Elected Official may designate an alternate entity for that purpose. The Chief Elected Official for West Central Wisconsin Workforce Development Area is the County Boards' Consortium Chair. The Chief Elected Official hereby designates Workforce Resource, Inc. as the Grant Recipient and Fiscal Agent for funds under the Workforce Investment Act and other related funds granted to the Workforce Development Area for which the Chief Elected Official or Workforce Development Board have jurisdiction.
- B. Workforce Resource, Inc., shall function as the Administrative Entity, carrying out the responsibilities set forth in the Act, the Comprehensive Strategic Plan, this Agreement and related regulations.
- C. The acceptance of Grant Recipient and Fiscal Agent status by WRI, does not relieve the Chief Elected Official or the Consortium from liability for the misuse of funds under the Act.
- D. Workforce Resource, Inc., as grant recipient, fiscal agent and administrative entity shall maintain the following to insure the integrity of the funds granted to it:

1. Corporate Status
 - a. WRI shall maintain a Chapter 181 Corporate status under Wisconsin Statutes.
 - b. WRI shall maintain Internal Revenue Service status as a 501 c) 3 tax exempt corporation.
2. Indemnification
 - a. The parties to this agreement recognize the need to protect all members against loss, liability or damages that may result from their joint and separate actions in performing responsibilities under the Act. The parties agree that adequate insurance shall be provided.
 - b. The Administrative Entity/Grant Recipient shall obtain errors and omissions insurance, bonding and general liability insurance. The Consortium and WDB members shall be named as additional insured on the general liability policy and errors and omissions insurance.
 - c. Each party hereto agrees during the term of this agreement to indemnify and save harmless the other, their successors and assigns, from and against any and every claim, demand, suit, payment, damage, loss; costs and expense that the other party, its successors and assigns, may hereafter suffer, incur, be put to, pay or lay out by reason of the said party performing its obligations, under this agreement.

E. Designation of One Stop Operator (OSO)

1. The West Central Wisconsin Workforce Development Area had an established One Stop/Job Center System based on a partnership model predating passage of the Workforce Investment Act. To facilitate a smooth transition to WIA, the County Boards' Consortium and Workforce Development Board adopted the Consortium Model for One-Stop Operator (OSO) designation as most closely approximating its established partnership system. The specific OSO model currently in effect is that of a single OSO Consortium for the entire region covering all Comprehensive and Alternate Points of Service (APS) Job Center sites. The Consortium shall include three mandatory WIA partners as required by WIA [Sec 121 (d) CFR sec 662.410 (2)] Currently those partners include WIA (Workforce Resource, Inc.), Wagner Peyser (Wisconsin Job Service Division) and Vocational Rehabilitation (Wisconsin Division of Vocational Rehabilitation). Workforce Resource is designated as the lead agency and fiscal agent of the Consortium, due to its being the only partner organization with presence in each of the region's comprehensive and APS sites and its status as WIA Fiscal and Administrative Agent.
2. As lead fiscal and administrative agent for the One Stop Consortium, Workforce Resource shall:

- a. Carry out the Job Center Policy direction established by the West Central Wisconsin Workforce Development Board and County Boards' Consortium.
- b. Be the primary provider of WIA Title 1 services within area Job Centers and Alternate Points of Service.
- c. Coordinate those WIA services with such other workforce development and related services as may exist in the region to assure effective service delivery to area job seekers and employers.
- d. Determine the on-site management structure necessary to effectively operate designated One Stop/Job Center service sites in cooperation with Consortium partners.

IV. Development of Budgets, Contracts and Selection of Service Providers:

A. Program and Administrative Budgets:

- 1. It shall be the responsibility of the Administrative Entity (WRI) to develop budgets for funds under the Act, and other funding sources allocated to the WDB, to provide adequate delivery of services, plan administration and oversight under the Act. The Administrative Entity (WRI) shall prepare such budgets under the appropriate direction of and approval by the WDB and the Consortium.
- 2. Such budget documents shall include costs associated with the Administrative Entity (WRI) the WDB, the Consortium and related costs of core, intensive and training services or such other cost categories as required by funding sources. Budget cost categories shall include program and Workforce Development Area administration, service delivery operations and the costs to secure such additional core, intensive and training services as needed to carry out the provisions of the Act and other relevant funding sources.
- 3. Budget line-item modifications in excess of 15% shall be jointly approved by the WDB and the Consortium. Sub-account transfers may be authorized by WRI in accordance with approved WRI procedures.

B. Awarding of contracts and selection of service providers

- 1. Selection of service providers shall be in keeping with standards set forth by applicable laws, regulations, and procedures approved by the WDB/Consortium.
- 2. For the period of this agreement, WRI as the Administrative Entity shall provide those core, and intensive services as identified in the Act and in

the Comprehensive Plan, in keeping with budgets prepared in accordance with the provisions in item 1 above.

3. For selection of service providers other than those specified in paragraph above:
 - a. WRI shall develop and utilize approved Purchase of Service and/or Individual Training Account procedures for securing individual participant or employer services which shall be based on assessed needs secured within approved budgets, or
 - b. WRI shall conduct, or secure the services of an alternative entity to conduct should WRI be a bidder, such other procurement processes as required or directed by the WDB/Consortium, as follows:
 - 1) Draft specifications which identify services to be let, service levels and outcomes to be attained, and other specifications as may be required by the WDB/Consortium and applicable laws and regulations.
 - 2) Disseminate those specifications as directed by the WDB or otherwise determined necessary to secure adequate responses to the solicitation
 - 3) Establish and administer rating procedures to select service providers based on cost, performance, quality of service and demonstrated effectiveness or other criteria established by the WDB/Consortium or applicable laws and regulations.
 - 4) Develop and execute such contracts or other instruments as necessary to secure desired services and provide assurance for the delivery of services in accordance with agreed upon specifications.
 - 5) Monitor and evaluate the effectiveness of those services and report as needed to the WDB/Consortium.
 - c. The Consortium shall be informed of the funding decisions of the WDB and the Consortium may request review of such recommendation by the Joint Executive Committee by contacting the WDB and/or WRI within 10 days of the mailing thereof, as determined by the postmark or the electronic date indicator thereon.
 - 1) Upon receipt of the request for review, the WDB Executive Director shall inform the CEO and the WDB Chairperson who shall convene the Joint Executive Committee to review the requested recommendation.

- 2) If the Committee concurs in the recommendation, it shall authorize execution of a contract for services under paragraph 3 b 4) above.
- 3) If the Committee does not concur, it shall forward its objections to the WDB for further action.
- 4) If no request for review is tendered, or upon resolution of concerns, a contract for services may be authorized under paragraph 4 b 4) above.

V. Oversight

- A. The WDB and Consortium are required to provide oversight, including review, monitoring and evaluation of the programs conducted under the Workforce Investment Comprehensive Strategic Plan in accordance with procedures established by the Board.
- B. WRI shall conduct monitoring of all activities carried out under the Act and shall provide such reports on activities, performance, financial transactions, financial and programmatic audits as the WDB and Consortium deem necessary to determine the integrity of funds and appropriateness and quality of services being provided under the Act and other related funding sources.
- C. The performance of duties by the WRI under B. above does not absolve the WDB or Consortium of their oversight obligations under the Act.
- D. The WDB and Consortium maintain the right and obligation to oversee the general progress and conduct of the Comprehensive Strategic Plan and to that end, the WRI agrees to submit to such audits as the WDB and Consortium may from time to time require. The WDB and Consortium agree that such audits shall only be instituted as necessary to carry out their responsibilities to insure the appropriate utilization of funds under the Act.

VI. Operating Procedures

- A. Bylaws: The WDB, Consortium and WRI shall establish bylaws and/or operating procedures for their respective organizations which are consistent with the provisions of this or any other bilateral agreement between the affected parties. In the event that any such bylaws or procedures shall be found to be in conflict with the provisions of this or any other bilateral agreement(s), the provisions of said bilateral agreement(s) shall prevail.
- B. WDB Membership Criteria: Members of the WDB are appointed to represent sectors of the Workforce Development Area as outlined in the Act, state and federal regulations, and the plan of appointment approved by the Consortium. All members of the WDB shall be employed within the West Central Workforce Development Area. Any change in employment or other status which affects the

representative status of a WDB member shall be forwarded to the Chairperson of the Consortium within 30 days of said change. Changes of status which render a WDB member no longer representative of the sector from which originally appointed may result in the Consortium declaring said position vacant.

- C. Consortium Membership Criteria: The Consortium shall consist of one representative for each County in the Workforce Development Area who shall be the County Board Chairperson or a permanent designee as specified in the West Central Wisconsin Inter-county Consortium Agreement.
- D. WRI Board Membership: WRI membership shall consist of at least three representatives of Local Government appointed by the Consortium Chief Elected Official and four business representatives appointed by the Chair of the WDB. A majority of members of the WRI Board shall be representatives of business and the appointees from the Consortium and WDB combined shall always form a majority of WRI board members.
- E. Alternates: In the course of the WDB's operation, a single official alternate member may be appointed at the discretion of the County Boards' Consortium to represent the official appointee to the Board. Such requests for alternate representation must be submitted in writing to the Chair of the County Boards' Consortium at least one week in advance of an official meeting of the Consortium and acted upon by the Consortium membership at a properly convened meeting. Such appointed alternates may attend meetings, be counted toward quorum and may vote in place of the appointed member. Alternates for Consortium members may be appointed as provided in the Consortium Agreement by submission of an official appointment letter to the Chief Elected Official. The Workforce Resource Board shall not allow the appointment of alternates.
- F. Cause for Removal: Any member(s) of the WDB and WRI Board may be removed therefrom by the Consortium for cause including the following:
 - 1. Those causes specified in Section 17.16(2), Wisconsin Statutes.
 - 2. Failure to fulfill in timely and proper manner its obligations under this agreement, or if the member shall violate any of the covenants or stipulations of this agreement.
 - 3. For conviction of any federal or state felony.
 - 4. For absence from three regular meetings in any one year period without just cause.
 - 5. For changes in status that affect representation as outlined in Section IV.B. of this agreement.

G. Resignations and Filling of Vacancies:

1. All resignations shall be in writing addressed to the CEO and shall take effect upon receipt unless another date is specified therein. A copy of the resignation shall be sent to the WDB Chairperson by the CEO.
2. Vacancies in the WDB and WRI shall be filled by appointment by the Consortium or WDB in accordance with the Act, the Consortium Agreement, this Joint Agreement and/or the effected organization's Bylaws in effect at the time of the vacancy. The appointing bodies agree to fill vacancies on the WDB in a timely manner.

H. Conflict of Interest:

1. No member of the Consortium, WDB or WRI shall cast a vote on the provision of services by that member of any organization which that member directly represents nor shall any member vote on any matter which would provide direct financial benefit to that member or the organization he/she represents. In this context, "vote" includes speaking in support of or informally soliciting support from other members for any motion or resolution for which a member may not directly vote.
2. No contract or other transaction authorized by the WDB or carried out by WRI and one or more of its members or any other corporation, firm, association, or entity in which one or more of its members are directors or officers or has a material financial interest, shall be either void or voidable because of such relationship or interest or because such member or members are present at the meeting of the WDB or a Committee thereof which authorizes, approves or ratifies such contract of transaction or because his or their votes are counted for such purpose, if (1) the fact of such relationship or interest is disclosed or known to the WDB, WRI or committee which authorizes, approves or ratifies the contract or transaction by a vote or consent sufficient for the purpose without counting the votes or consents of such interested members, or (2) the fact of such relationship or interest is disclosed or known to the members entitled to vote and they authorize, approve, or ratify such contract or transaction by vote or written consent, or (3) the contract or transaction is fair and consistent with the area plan. Common or interested members may be counted in determining the presence of a quorum at a meeting of the WDB or a committee thereof which authorizes, approves or ratifies such contract or transaction.

- I. Maintenance of Effort: To insure maintenance of effort, no contracts to service providers shall be in violation of maintenance of effort requirements of federal laws, regulations or rules of the Department of Workforce Development or other funding sources.
- J. Grievance Procedures: WRI shall establish and maintain procedures for the resolution of grievances and complaints that comply with all applicable laws and regulations. These procedures shall include designation of a Complaints and Appeals Officer. In the event that such procedures are insufficient to resolve a disputed action, a grievance panel, consisting of two disinterested members of the WDB selected by the WDB Chairperson, and the Chairperson of the Consortium (or his designee) shall hear all such grievances filed within the Workforce Development Area.
- K. The Joint Executive Committee: The committee shall consist of two officers of the WDB, two officers of the Consortium and one officer of WRI, chosen in accord with their respective bylaws. In the event of the need to resolve conflicts over issues of mutual concern, the committee shall be convened at the request of either the WDB Chair or CEO, or the WRI Chair, one of whom shall chair the Joint Executive Committee. The committee shall recommend resolution of such conflicts to the WDB, Consortium and WRI for final approval unless the WDB, Consortium and WRI have specifically authorized the committee to resolve the issue.
- L. The WDB, Consortium and WRI shall commence, carry on, and complete its obligations under this agreement with all deliberate speed and in a sound, economical and efficient manner, in accordance with this agreement and all applicable laws.
- M. Voting:
 - 1. All approvals under this agreement shall require approval of a majority of the members present at a meeting of such said bodies, unless a vote or greater than a simple majority is called for in the Bylaws of the respective body.
 - 2. Votes on matters requiring concurrence shall be conducted in accordance with each body's rules of order.
 - 3. At no time shall the WDB, the Consortium or WRI vote jointly as a single unit.
 - 4. Absentee voting is not allowed by either the WDB, the Consortium, or the WRI. However, voting through electronic/telephonic or other mediated distance participation shall be allowed for members of the WDB, the

Consortium and the WRI provided such participation allows for two-way audio communication.

- N Quorum: At minimum, a majority of the current membership of the Consortium and WRI is required to be in attendance to constitute a quorum for purposes of conducting business by each of the respective bodies. For the WDB, a majority of the seated business representatives of the Board being present shall constitute a quorum. Remote participation through electronic/telephonic means shall be allowed and be counted as present for purposes of quorum for the WDB, Consortium, and WRI provided such participation allows for two-way audio communication. A quorum for joint committees of the WDB and Consortium shall require a majority of appointed members from each body be in attendance.

VII. General Administrative Provisions:

- A. Delivery of Notices and Reports: Notices and reports required by this agreement shall be deemed delivered as of the date of postmark if deposited in a United States mailbox, first class postage attached, addressed to the party's address as set forth below; or by "date sent" identifier incorporated into electronic mail. It shall be the duty of a party changing its address to notify the other party in writing within a reasonable time:
1. To the Consortium addressed to: the current CEO at his/her last known address.
 2. To the WDB addressed to: the current WDB Chair at his/her last known address.
 3. To the WRI addressed to: the current WDB Chair at his/her last known address.
- B. Open Meetings Required: The provisions of Subchapter IV of Chapter 19, Wisconsin Statutes, regarding open meetings of governmental bodies shall apply to all meetings and proceedings of the WDB, the Consortium and WRI including those of formally constituted sub-units. The provisions of Section 19.96, Wisconsin Statutes, specifically shall apply. Telephone conference meetings may be permitted if in compliance with Open Meeting Law requirements.
- C. Public Records
1. The WDB, WRI and the Consortium shall maintain copies of records of their activities in all major areas, including all meeting agendas and minutes, contracts, fiscal and management documentation.
 2. The Administrative Entity Director shall be the custodian of the public records of the WDB, WRI and the Consortium.

3. In case of doubt, authorization for release of any public records of the WDB, WRI or the Consortium shall be authorized by the Chairpersons of the respective bodies. The WDB, WRI and Consortium shall each adopt policies under the public records law for the duplication and distribution of copies of public records and the charges therefore. The Administrative Entity shall cause such policies to be posted in its office.
 4. The Consortium, WRI and the WDB shall have complete access to the records of each party to this agreement, except for records of closed sessions pursuant to Section 19.85, Statutes and this agreement wherein persons not members of that body may be excluded.
 5. The WDB, WRI and the Consortium shall provide access to all agendas and minutes and documents related to the activities of each respective party to this agreement to the membership of each other body by such means as deemed acceptable to the membership of that body.
- D. Non-Exclusion of Members: The WDB, WRI and the Consortium shall not exclude members of any party to this agreement from meetings in closed session pursuant to Section 19.85, Statutes, when the matter under discussion concerns programs, plans, budgets, or staff under this agreement.
- E. Nondiscrimination:
- During the term of this agreement, the WDB, the Consortium, WRI (the Administrative Entity and Grant Recipient) agree not to discriminate against any person, whether a recipient or services (actual or potential), an employee, or an applicant for employment on the basis of factors prohibited by federal or state law, including Section 167 of the Act and Section 111.31, Wisconsin Statutes. The aforementioned agree to post in conspicuous places, available to all employees and applicants for employment and all recipients of services, actual or potential, notices setting forth the provisions of this agreement as they relate to nondiscrimination. The aforementioned shall, in all solicitations for employment placed on their behalf, state that the aforementioned are "Equal Opportunity Employers."
- F. Term of Agreement: The term of this agreement shall commence as of the date executed below and remain in force from date of enactment until modified, replaced or nullified by agreement of the parties hereto.
- G. Amendment of Agreement:
1. Any party may propose amendments to this agreement at any time. Requests for amendment shall be authorized in accordance with the bylaws of the body initiating the request. Parties to the agreement are not

required to act on any amendment unless a written copy has been mailed to the members of the body at least 10 days prior to consideration. An amendment to amendment(s) so proposed shall be in order.

2. Proposed amendments approved in accord with the above shall be mailed to the other party (in accord with V.A. above) and shall be acted upon by that party within 30 days following receipt.
 3. The other parties must respond with a written notice of concurrence or non-concurrence, or a written request to negotiate under Section IV.K. above within 10 days of consideration of the amendment.
- H. Assignment or Transfer: Neither the WDB, WRI nor the Consortium shall assign or transfer any interest or obligation in this Agreement without prior written consent, except that the Consortium does hereby consent to the assignment of this Agreement to WDB's or WRI's successors which shall be bound in all respects as is the WDB or WRI unless specifically relieved by the Consortium.
- I. Wisconsin Law Controlling: It is expressly understood and agreed to by the parties hereto that, in the event of any disagreement or controversy between the parties, Wisconsin Law shall be controlling to the extent that there is no superseding federal law applicable.
- J. Construction: Should any part, clause, paragraph, or sentence of this agreement be construed by a court of competent jurisdiction to be in violation of any federal or state law, rule or regulation, the remainder of the agreement shall remain in full force and effect unless amended in accord with the article.
- K. Signatory Powers: Accept as provided below, the Chair of the WDB, the WRI Chair, and the Consortium Chair, or in their absence or disability, the Vice-Chairpersons of the respective organizations, shall be the signatories when authorized to execute any document on behalf of said bodies by formal action thereof. The signatures shall be duly attested by the Secretary or Clerk of the respective body.
- L. The Executive Director of the Workforce Resource, Inc. is authorized to sign any and all documents needed for the efficient administrative operation of the Workforce Development Area, Administrative Entity, Grant Recipient and Fiscal Agent, except those expressly requiring the signature of the Consortium, WRI or WDB chairs.
- M. Entire Agreement: The entire agreement of the parties is contained herein, and this agreement supersedes any and all prior written or oral agreements and negotiations between the parties relating to the subject matter thereof. Previous agreements, are hereby rescinded.

VIII. Ratification of Agreement:

- A. This agreement shall require the approval of the WDB, WRI and the Consortium by a majority vote of its members present at a meeting of each body, authorizing the execution of the agreement.
- B. Each signatory certifies that he/she has the legal authority of the governing body of the parties thereto to enter into this agreement, and the parties jointly and separately accept the responsibility for the operation of the program under the Act.

IN WITNESS WHEREOF, the duly authorized signatories for the Consortium, the Workforce Development Board and Workforce Resource, Inc. have executed this agreement and its schedules as of August 16, 2013.

FOR THE WEST CENTRAL WISCONSIN
WORKFORCE DEVELOPMENT BOARD

ATTEST:

Chair

Witness

FOR THE BOARD OF COMMISSIONERS OF THE
WEST CENTRAL WISCONSIN CONSORTIUM:

ATTEST:

Chief Elected Official
(County Boards' Consortium Chair)

Witness

FOR WORKFORCE RESOURCE, INC.

ATTEST:

President

Witness