

10-1-04 Richard Porter, Chairman/CEO of OIC-GM, letter to Jeskewitz:

- Carl Gee, President/CEO and William Clay, COO are no longer employed by the organization nor do they have any influence on our decision making process.
- As a civil servant you may have concerns regarding the use of taxpayer dollars that have been entrusted to the organization for the operation of various programs.
- Want to reiterate OIC-GM's commitment to the community remains steadfast and it will honor all conditions of its local, state and federal contracts. OIC-GM undergoes an annual independent audit and every year, the agency received subjective opinion that its financial statements presented fairly.
- OIC-GM Board of Directors will maintain a heightened level of involvement to assure the community and civic leaders that its business transactions merit continued confidence.
- OIC-GM will remain a viable force in the state, city and community, working to create a meaningful quality of life for families and individuals.
- Invite you to see, first hand, how our many programs are benefiting the community and your constituents.
- Bios are attached for:
 - Richard Porter, Chairman and CEO
 - Georgia Cameron, Chief Operations Officer
 - Cordella Ekwueme, Chief Financial Officer

11-9-04 OIC-GM Release: OIC-GM Responds to LAB's Financial Review:

* Tyrone Dumas, Interim President: "We are appreciative of the extensive financial review of our agency by the LAB. With these recommendations, we will be better equipped to resolve outstanding questions about the viability of OIC-GM to serve the residents of Milwaukee.

*41% of state's cases are administered by OIC-GM which serves over 5,000 participants

*LAB report identified 7 key areas where OIC-GM can improve its ability to deliver services to W-2 participants.

Recommendations:

1. Legal Service Expenditures:
 - a. Reimburse state \$293,008 in state and federal funds used to pay Mr. Sostarich.
 - working with DWD and DPI on this issue to provide prudent oversight on the use of its resources – no mention of pay back...
 - b. Reimburse state \$113,200 in state and federal funds for payments to Mr. Porter
 - Corrective action is in place to ensure that no officer, board member or employee is a provider of paid professional services and will institute a procedure for use of professional services agreements vs. retainer agreements which provides for specific tasks and services provided - no mention of payback...
2. Advertising and Information Expenditures:
 - a. Repay the \$86,375 in questionable costs or provide additional documentation that justifies the expenditure of program funds

- b. DWD closely review advertising and info expenditures charged to the W-2 program
 - OIC-GM will discontinue use of public funds for these two programs as an approach to reach its W-2 customers and will work with W-2 to develop ways to better reach W-2 customer.

11-9-03 DWD Press Release

- DWD had reviewed the LAB's financial review – affirms DWD's recent findings regarding the need for strong improvements in the fiscal management and operations of the W-2 program in Regions 1, 3 and 4.
- 9-21-04 DWD required OIC-Gm to submit a corrective action plan to address their weak program, financial and management practices and procedures.
- DWD implementing following contract changes to ensure quality service delivery:
 - require that an outside accounting entity be engaged to oversee all fiscal management aspects of the W-2 program in the 3 regions
 - reallocate DWD staff to 3 regions to increase DWD's program management oversight of all W-2 operations on site
 - require the continued presence of a special monitor to ensure that all OIC-GM transition duties are implemented during the 2nd year of the contract
- If OIC-GM, even with these changes, will not have capacity to successfully manage all 3 W-2 regions next year, DWD will take additional steps to reorganize its contract arrangements further
- Includes a chronology of DWD actions taken with OIC-GM since December 2003

11-23-04 DWD Press Release and letter to Tyrone Dumas:

- DWD making changes to the terms of the 2 year contract w/OIC-GM
- 1. 12-1-04 and 05 Virchow Krause will be retained as a fiscal agent with responsibility for overseeing all fiscal managements in these 3 regions. Virchow Krause will assist W-2 with review and approval of all W-2 cost allocated expenses in this region.
- 2. 12-1-04 and 05: 2 DWD staff will be reallocated to the 3 regions to increase program management oversight
- 3. 1-1-05: change W-2 responsibilities and funding:
 - OIC-GM no longer have responsibility for operation of the W-2 program in region 1 or SE corner of region 4
 - OIC-GM continue to have responsibility for program in region 3
 - OIC-GM will subcontract, from its current contract ufnds, with Virchow Kruase for fiscal agent responsibilities in OIC-GM's continuing areas of program responsibility
 - OIC-GM will subcontract with outside staffing agents for assistance in placing W-2 participants in jobs.
 - OIC-GM continue to subcontract with Special Monitor
 - OIC-GM's contract will be reduced in accordance with its changed areas of W-2 program responsibility during 2nd year of contract
 - OIC-GM continue to implement Corrective Action Plan

- orders to reimburse DWD for all past inappropriately used funds
 - require OIC-GM to reimburse DWD for inappropriate use of funds identified in LAB review
4. 1-1-05 DWD will contract with YW Works for the provisions of W-2 program services in Region 1 and SE corner of Region 4 - \$12.7 million. YW Works will transition OIC-GM line staff responsible to YW Works staff.
- DWD was having a dialogue with OIC-GM about region 4 when they received a letter to Governor Doyle from OIC-GM's chairman Rev. Crouther saying board recommended discontinuing W-2 operations in region 1 and 4. DWD will continue to work with OIC-Gm and other entities to determine best course of action for servicing region 4.

✍ Recommendation (page 8)

We recommend the Department of Workforce Development require all W-2 agencies to provide information annually on the number of full-time equivalent administrative and program staff positions supported with W-2 funds during the previous contract year.

✍ Recommendation (page 19)

We recommend the departments of Workforce Development, Administration, and Public Instruction require Opportunities Industrialization Center of Greater Milwaukee, Inc., to reimburse the State for \$293,008 in state and federal funds used in supporting payments to Mr. Sostarich.

✍ Recommendation (page 20)

We recommend the departments of Workforce Development, Administration, and Public Instruction require Opportunities Industrialization Center of Greater Milwaukee, Inc., to reimburse the State for \$113,200 in state and federal funds used to support payments to Richard Porter since 1999 and that they no longer fund legal services provided by Richard Porter while he is an officer of the corporation.

✍ Recommendation (page 23)

We recommend the Department of Workforce Development, as part of its ongoing fiscal monitoring efforts, closely review the telecommunications expenditures that agencies charge the W-2 program and the procedures W-2 agencies use for allocating telecommunications costs across programs.

✍ Recommendation (page 25)

We recommend the Department of Workforce Development require Opportunities Industrialization Center of Greater Milwaukee, Inc., to repay \$6,930 in unallowable costs.

✍ Recommendation (page 25)

We recommend the Department of Workforce Development require Opportunities Industrialization Center of Greater Milwaukee, Inc., to either repay the \$86,375 in questioned costs or provide additional documentation that adequately justifies the expenditure of program funds.

✍ Recommendation (page 28)

We recommend the Department of Workforce Development, as part of its ongoing fiscal monitoring efforts, closely review the advertising and information expenditures agencies charge to the W-2 program to ensure such expenditures are necessary to the program's administration, and place limits in future contracts on the amount of advertising and information expenditures that agencies are allowed to charge to the W-2 program.

Audit Hearing

12-1-04

DIC audit

DWD

Sec. Cassman } Submitted written testimony
Bill Clingan }

↳ Div. of Workforce Solutions (oversees W-2 program)

Of 12,000 ind on cash ben. moved 1,000 into jobs (occured this past spring).

Made it clear that Dept. would make decisions for 2nd yr. of the contract based on result of the 3 audits.

DIC is only agency contracting w/ DWD that is under a CAP (Corrective Action Plan).

} P. 2 of written testimony expands

Milwaukee has 6 W-2 regions. Regions 1 and 4 will be transferred to 4th works.

DWD supports all Audit Bureau recommendations.

Page 2+3 of written testimony provides DWD responsive action to LAB recommendations.

Attached to testimony: Chronology of DWD Actions Taken with SIC - GM Since Dec. 2003

CIR commended DWD for moving forward with the LAB recommendations.

CK appreciates Sec. Cassman's absolute responsibility and engagement in issue. Day to day monitoring is critical. Would like some kind of month to month

reporting from DWD to committee for @ least 6 mos -
probably up to a yr.
See. - glad to do this.

CR did rough math - 675,000 ~~owed~~ owed to state.
CR would like to see totals + reimbursement
sch. to state.

In 2 mos. expect a \$140,000 payment but would
like to know what is owed after that.
CR wants a balance sheet.

CR Where are dollars coming from that will be
repaid to state?
Answer: \$444,623 total outstanding due to DWD.
Are other amts. due to City & Mike + DPK.
Expectation is that OIC will have to find the
dollars within their organization.

Jesk: Is state going after folks who rec'd \$? ~~yes~~

~~what~~
Ans: If I were OIC, I may go after Porter et al
It is for the organization to pursue - not DWD.

Jesk: Diff. agencies in OIC + many of the same people
serving on several boards? Is DWD looking into?

Ans: yes, DWD looking into.

Carlos - concerned that repayment will not change OIC behavior
Ans: DWD goal is to ① recoup dollars ② set up a system to
ensure that this does not happen again.

Carlos: Any \$ in contract to disallow \$ for radios / advertising
Ans: Yes, will be in contract that this is disallowed

Carlos - Recently lobbied by OIC - does contract disallow this?

Ans: W-2 funds cannot support lobbying. Contract states that W-2 dollars must be spent on W-2 purposes. Lobbying would be a misuse of dollars. Lobbying would have to come from another pot.

Lesk: Radio issue. Radio good way to outreach to W-2 clients.

Could OIC demonstrate ads that are cost-effective & useful. Would hope that all advertising would not be disallowed.

Ans: Will look into. However, 10,000 people on W-2 in MIke - radio may not be best way to target people. It may be better spent in other ways.

CR Concerned about internal procedures for new staff brought in, i.e. Krause.

Are they brought in daily?

Ans: Depends on how things are going. If they feel things are on track, Krause will be there less. If they feel more is needed, they'll be there everyday.

CR Has not met new staff. She is concerned about leadership & Board members there. For things to get as bad as they are, the checks & balances were not there. What will transpire in terms of diff. constitution of the Bd.

Ans: New CEO of Board. Tyrin Dumas. He is a quality person and has integrity. Bill's perception of last yr. got sense of resistant to openness of communication. Now, this has changed.

Porter is off of Bd.
CR Needs to be financial representation on Bd. CR recommends this be done.

CR Can't even tell you ^{now} that a defensive attitude of OIG before was so abhorrent. Anyone who was practicing that type of behaviour - part of old system - should be let go.

Jost: encouraged by DOD activities thus far; feels we will turn this around.

Darling: Unfortunately that good things OIG has done have been overshadowed by recent behaviour. Need audit every year.

Ans: Yes, it is mandated that an audit be done each yr.

Darling: Wants list of best practices - accountability is needed. Need to be ensured that measures are being taken to ensure accountability.

CR would like to see what changes - new oversight measures - what Dept. has changed.

CR welcomed Rep. elect Taylor to sit @ table - participate in hearing.

Audit Bureau

Jan Mueller

Paul Steber - Directed audit effort

Also provided power Pt. Pres. / Head of presentation.

OIG paid organizations \$1.2 million (see org. slide p. 2)
" leases space in buildings - one is owned by former pres (Mr. Gee?).

OIG ^{sent} 2/3 more than maximum for tel communications. (slide 7)

184,700 was found to be attributable to new phone system.
(Slide 7 - related to OIC telecommunication costs).

Unidentified costs total ~~only~~ about \$7,000. (Slide 9).

~~Unidentified~~

Jan - Closing

So much has occurred since release of audit. Clearly
only agency in charge (OIC).

Thanked Mr. Dumas for cooperation. Thanked DWD.

Complexity of organization is nothing like they've seen
in any other W-2 agency.

* There is a potential for agencies to benefit due to } referrals
Non competitive agreements. } to agencies
that are
subsidiary
of OIC.

CR Competitive bids - wants to know more about.
Also - should there be cause for DWD being charged
with a formal responsibility on site - i.e. a take
over by state of any piece of the operations. (like DHS
welfare).
You'll be looking back further than 02-03?

Ans: 97-02 LAB questions radio cost. DWD will need
to decide if they will be seeking \$ for 97-02.

CR would like to look back past '02.
Jan - Gets complicated quickly due to unrestricted profits
(\$1.7 mill in '98) they were allowed to spend. OIC
can pt. to those funds. It would be difficult
for LAB to track dollars.

CR Make sense to look @ '01-02 since profit \$ stopped
being paid in '01.

Jan - would be difficult to track it. May not have spent
probably in yrs. rec'd.
(CR) okay.

Jan - on takeover issue - Mr. Dumas will have comment.
She thinks they'll argue - let us work on it for a time.
Dept. increasingly monitoring / very aggressive.
This is positive. Takeover not nec. now.

(CR) Difficult to follow flow of B between OIC agencies.
would like an understanding of this. OIC / LAB
should give committee an explanation.
LAB - No competitive bidding, statutorily nec. with
subcontracts.

Kaufert: Who is paying for 2 DDD staff?
LAB - Believes B coming out of contract.
* Kaufert would like to know for sure

Cullen - Concerned that some OIC employees making
more than city exec. Mayor etc.

LAB: * JS had to leave to give ER napkin - missed response.

Darling - Evident there is a weakness on DDD's part to
monitor public money.

Carlos: How salaries been brought into line w/ market
conditions.

LAB: Unknown @ this time.
Current. Exec Dir 200,000.

Carlos - Has OIC fired those involved with finances?

LAB - CFO + other financial folks still there.

Carlos - doesn't make sense. Should not have those
people there.

Taylor: \$113,000 pd. to member
LAB: Attorney's fees

Taylor: Of \$ recouped - how does this get back to people in district

LAB: Need to work w/ DWD. Much of the money is TANF and will be available for re-allocation.

CR) Lobbying expenditures

LAB: Lobbying is prohibited under TANF regulations. Intergovernmental transfers + contact is allowed.

CR) What funds are being appropriated for that purpose. Want to make sure no state \$ used.

Full report due out Jan. 15th

OIC

Tyrone Dumas

Rev. Dr. Fred Crouther

} Submitted written testimony

- Michelle Buckingham - W2 - Admin
Georgia Cameron - CEO
Cordilia - CFO

} all employed when criminal activity occurred.

- CR - Concern with ~~people~~ employees in place that were before - she thinks they should be let go.

CR) - Provide audit committee with monthly progress report on all the items outlined on p 2 of testimony. Asking for a copy of the compensation study etc. This can be sent along with DWD monthly report.

OIC - Agreed

Flight of the Buffalo = a book
Tyrone
1.205
mgmt/
leadership

Tyrone's prior position was with MFS.

rev. Craythor (bio in folder provided by OIC).

CR asked when he left Board Treasurer post. Then said he should be prepared to ans. tough quest. following his testimony. (no ~~q~~ q. for him to ans. when he left treasurer post)

ICR CR reminded treasurer question.
CR would like monthly progress report on Board activity.
CR concern w/ current staff.

~~CR~~

Tyrone: What people here w/ him today - he would not be where he is at today.

ICR problem in that there wasn't proper attitude on part of those being questioned - much resistance.

Ans: When you're working in the field - you do what you are told to do. Can't fault those that would have taken orders.

ICR Staff have resp. when propriety is involved. Financial persons know what is proper procedure in that arena.

She wants them to look back - look at responsibilities inherent in the job and see if they were carried out. Make changes as nec.

Jest: Go through Bd Members - new/old.

Ans: All on list are dd. ~~One new has pe been appt'd~~
7 new will be appointed. Linda Stewart - newest member.

Rev: OIC was not micromanaged by management / Board.
They didn't ask enough, maybe didn't pick
up on certain things that should have been
talked @ closer.
Rde of Brd. will now ~~be~~ micromanage.

Jest: "Once fiscal task force in place" - what will
role be.

OIC: We owe them money. Will monitor finances.

OIC: After new yr., plans to do a 3 month training
for Brd. members.

Carol: Who appts Brd?

OIC: Chairman - Rev.

Carol: Need to build a board that can go toe to toe
w/ mgmt.

Rev: Do have 2 bankers on the brd.

Carol: Compensation study - who's doing?

Rev: Indp. entity - don't have name but will give
it to Committee.

Carol think it could be done w/ out payment.

Carol - How are lobbyists being paid for.

Rev: Martin Schreiber was there when Tyrone got there.
As of ~~12/31~~ 12/31/04 ~~they~~ they will no longer
have that representation.

Darling: Breach of trust / unacceptable. Accountability.
Ask CFO + Controller if they notified upper mgmt
that there were illegal / inappropriate use of dollars
occurring.
Calls on them to find this out.

Jourling - need to restructure Brd. Need more than 2 bankers. Need people who know what questions to ask.

Applaud for quick steps but need to see a lot more.

Culture of "we didn't know" needs to be removed

What are you going to do to ensure that you do know.

Dale: Culture of corruption, "I've got mine." Not open. Encouraged by 1st steps. Has respect for Tyrone - knows he

Taylor: Thanked Tyrone for taking on role. Will you be able to service clients + staff w/ current payment sch.

Tyrone: NATs. w/ David this afternoon + w/ financial people later. Will be painful, not a nice time of yr to let people go - but will have to.

Taylor: Needs to know how bankers will allow them to pay debt + operate.

Tyrone: Will know #'s by Tuesday.

Taylor: Do you do a bid process for sub contractors.

Tyrone: Reviewing all affiliates now.

By Jan a structure will be laid out as to how they will be operating.

Taylor: "Brd saw no need to question; didn't have knowledge to question." Rev. statement earlier. Taylor encourages again that Brd. should reflect more new people than old.

She also encourages them to go after mal practice ins. for mis advice by attorneys.

Kaufert: Are Brd positions paid?

Ans. no. There is a \$100 per month (1 mtg).

CR ① ~~is~~ Bidding of services in the future?

Ans: Have sent letter to those w/ retainers / contracts.

Ronald Stinson OIC

Angel Young - Success story

• Angel was a former CSJ. She works for a health clinic. (Mike Health Services). She is a Clerk.

• 35 yr. old mother of 3 (15, 12, 8). 10 mos. of sending out resumes - no responses.

Heard from a friend about OIC.

Learning Opp. Center - worked there for 3 mos.

Got a job shortly after.

• Future: own business of her own someday - ~~Day care~~ → own a night club.

CR - Do you see a need for furthering education. Goes to Cardinal Stritch. Human Res. Management. 2yr. program - assoc. degree.

Susan McMurray

AFSCME

• encourages employment of public employees

• CR not in agreement that criminal activity would not have happened with public employees in place.

DW: Sec. Gassman } Submitted
Bill Clingan }

OIC Audit

DWD: Sec. Gassman
Bill Clingan

Audit: Jan Mueller
Paul Steber

OIC: Tyrone Dumas
Rev. Dr. Fred Crauther
Ronald Stinson

Angel Young (OIC success story)

AFSCME: Susan McMurray

OIC - Tyrone

- multiple challenges
- \$13 mill loss in funding
- face challenges head on
- immediate freeze on adm discuss stability

Northwest Bank, Legacy Bank &

- how effectively pd. w/ the market
- reorganizing structure
- coord. w/ OIC



- pls. provide a no. progress report if realigning → could not be solidified
- what is the procedure instituting
- compare study - want to see this comm. & future

OIC reports as part of OIC no. report it will be done

Dec 8
9:00

→ CR brought up her mileage claim
I wholeheartedly agree w/ you
have to have integrity & love & security for the job

could be dismissed depends on dictator & democracy - what needs to be accomplished
"flight of buffalo" - book
goose - never miss a beat
someone step in deliver

Rev. Cauthers comment - put me at ease
he is boss

interview

what troubles her - juror. judiciary resp. → need receipts unless doing fraudulent

don't think look at luxuries
responsibilities adhered to

don't want to rest

Bankers last force -

directives to board?
3 day training probably

disagree - could have done w/o
who's paying for lobbyist
PR & marketing -> Schriber
how much paying lobbyist
o as of 12/3/14 done
o started mid Oct. brought lobbyist on bid.
\$1500/mo.

- ask controller CFO that there
were mismanagement
in app. use of funds

- restructure board - what skills & background
& experiences

Alberta -> \$230 mil
more than a w/ financ. expertise
go back to reports
no way to sugar coat this

Done a lot of good in community - keep trying
culture really removed of "we
didn't know"

what consequences for mismanagement
what do w/ people giving info
to make sure getting accurate info

move forward & do st. thing

Plate

Culture - cover up a cash out
very encouraged by LAFB
goes deeper -> eradicate cancer -> the culture

get mo. report in January -> you will know
how much has changed

Taylor - glad present as Plate said 3

no question integrity &
help - help organiz & residents
put career on line
change staff, bid of director
I see the 2 in the midst but still have some
questions

Repayments of funds in 60 days - meet
w/ DUB today at 1:15
want to figure out how we do it
then go back & talk w/ finance personnel

organiz serves the majority of w-2
Report sched. on path of self destruction

1 - see ~~clarity~~ property - need
clarity - not 1 center
respect jobs & one of largest employers
of minorities
look forward to hearing from
you Tuesday

Porter - only word: frustrating
say to you the element that made
people go along w/ program
goes directly affiliate

do you do a bid process - improper
currently do now look at every affiliate
relationship - all under review
as we speak

Here those things
→ proper trans. region & component of reg.
by Jan

2-3 dominos knocked all dominos down

(*)

code of ethics - pls. make sure we get this ⁴

2 more new people on bid than old

* lobbyist - \$15,000/mo.

brought Martin Schreiber on BY

Success story

Bon Stinson - w/OTE 9 yrs.

5

Angel-Community Serv. jobs participant

• Isaac Cooper

→ we are out here doing

- 35 yr. old mother of 3 - laid off from Y.
15 ~~yr.~~ yr.
12 yr.
8 yr.

• heard about OTC from a friend there 3 mos.

• asked for resume - looked for 10 mos.

• Know a lot of people coming to work for Millie Co. Health
↳ clerk

Plan to own own business

Know what to do

about 10 mos. → go to Cardinal Strick
been there 6 mos.

HR management dip. assoc then 2 yrs later

• own a night club

• seek to you as a woman as influence particularly women pathfinder

AFSCME - message

"told you so" →

- 1996 - said not prioritize whd
- State employees → cheaper + better
- reopening bidding accountability process - encourage M. Co. engaged
↳ whd services
can do w/ more integrity

I was of that same mindset

- Co's lot of refusals
- but were doing accountability
- public emp's - I think fraud can happen

OIC-GM - DWD Cassman Conf
1. 1st half hour
2. appreciate LAB report
call notes 11-29-04

- 30 some min.
- strong controls not just monitor - watch in very closely
- not see progress wanted to see
- Sept correct action plan
- identify issues DWD found, Virchow
Krause audit & LAB audit
- wanted audit completed in June -
not get till end of Dec (Virchow)
- take very seriously.
take our findings incorp into what
must do
add spending pd.

- look at monitoring & see if continue in
dod year

- are making is in best interest of
state, taxpayers & participants
1 to 3 regions in 1 year
don't have current capacity for as
large of an area
- support of LAB
- summary of DWD
- big picture goals
 - work force attachment
not confident level needed
to connect to jobs
 - with improved economy
outside accounting oversee
Region 1 - VW Works
bringing in manpower -
work w/ Victory Personnel
- continue monitor
2 squares in Region 4
what long term do

How see OTC's ability to pay?

- they are working w/ major financ. inst't.
- owe M&I & Legacy Bank
- of \$24 mill - used a little more than half - tighten in mgt. regions in Region 3 a work w/ who they owe

- Dumas - Interim Dir 6-7 wks.
- Pres of Bd. Rev Crathens
- need savvy bus. leaders on bd.

- hearing LFB
- DWD agency
- what gives us confidence

Yw works

- why confidence w/ them b/c had them subcontract w/ OTC-GM?

- had fiscal concerns w/ - has a presence in Region 1 Yw works has to have Vichard oversee - not complete responsibility - fiscal oversight of Reg 1 & corner of Region 4

→ Betty Rogers, Atty MMSW soc worker, african american in the monitor

from existing resources pay take out of adm. costs - not take from benefits

Shirley Lerner Head of Legacy Bank?

Sec Gassman, Deborah Simms Pres & CEO of →

CR said - quarterly reports CFO is leaving - too ~~slowly~~ defensive

- Cameron is new
- Better too many hats

3

Sue & Pam visit

- didn't make excuses

green = keeping
red = stop LAB

- memo sent
- editorial

OTC

- Marty Schreiber joined - active w/ black caucus

- release
hope to have a hearing

- begin rfp process

w-a report
comprehensive review in w-a

~~concerns about financial mgt,~~
^{so great}
~~pulled out~~

- Partner

indication they are the most troubled

concerns w/ financ. ^{management} statements made this
more urgent b/c
imp't. enough to pull out

- DWD on corrective action plan
more timely impact on correcting

question
000,000,000
add 200,000

DOA - put weathering out to bid

pg. 9
found no evidence

" min \$4 mil in indirect costs
have to submit cost allocation
admin, ^{staff} front, utilities, HR, telecom,
insurance
basic info unavailable

Steve Schultz MS

Virchow Krause AWP hired w/ OTC funds

financial info not avail. for 2003
still no time estimate

table 8 - pg. 15

why spend \$/mill for alt. fees
for a service program for welfare clients

legal services pooled

can't use state + fed funds

Howard Bernstein - bldg upon-cooperative

- have a hearing
seek to recover the funds

table 13 pg 23 telecommunic.

1 for T basis

telephones / internet access / cell phone

A1 cellular

overall questions on level of expenditures

couldn't say inappropriate

Radio

- excessive / unnecessary
- only 2 days w-2 the topic
- health care or weatherization