

Exhibit A**2015 Milwaukee County Department of Child Support Services NPFF**

**MEMORANDUM OF UNDERSTANDING
MILWAUKEE COUNTY DEPARTMENT OF CHILD SUPPORT SERVICES
SUBCONTRACTORS AND OTHER KEY PARTNERS
FOR ACF NEW PATHWAYS FOR FATHERS AND FAMILIES GRANT PROGRAM**

PREAMBLE

The Milwaukee County Department of Child Support Services (CSS) and its partners represent a wide range of community sectors that have demonstrated capacity in providing Responsible Fatherhood (RF) and related support services (such as mental health, substance abuse treatment, and trauma-informed care). CSS is taking the lead on behalf of an established system of experienced organizations to promote RF in the City and County of Milwaukee. The multi-faceted strategy includes services designed to strengthen positive father-child engagement, improve employment and economic mobility opportunities, and improve healthy relationships (including couple and co-parenting) and marriage. All parties to this agreement commit to using grant and leveraged resources to help fathers (particularly low-income adult fathers, and those between the ages of 16 and 24), residing in Milwaukee County and meeting all ACF eligibility criteria, establish or strengthen relationships with their children, improve long-term economic stability, and overcome obstacles and barriers that prohibit them from being the most effective and nurturing parents. This MOU contains the level of involvement, responsibilities, and resource commitment of each partner.¹

AGREEMENT

This 3rd party agreement and statement of assurances is entered into by the following entities:

Milwaukee County Department of Child Support Services (CSS) will serve as the applicant, administrative agency, and fiscal agent for the project. CSS will oversee the project-wide objective of serving 4,062 low-income fathers over the course of the five-year grant; 242 in Year 1 (post-planning period) and an average of 955 for each of Years 2-5). Of these fathers 1,414 are projected to be young fathers (ages 16-24), of which 262 are projected to be incarcerated; 1,201 incarcerated fathers over the age of 24; and 1,447 other low-income fathers over the age of 24. CSS will oversee implementation of all activities, outputs, objectives and outcomes described in this application. In addition to providing project oversight, CSS will deliver a range of child support services (including establishing paternity, obtaining support orders, conducting modification reviews, and Alternative Dispute Resolution) to noncustodial fathers enrolled in MNPPF integrated cohort programs (ICP). In addition, CSS will deliver a workshop, Child Support 101, which will be offered as part of the ICP of each FIP. CSS will oversee a total project budget of \$2,000,000 annually (\$10,000,000 over the course of the 5-year grant) and will provide project administration and child support services with \$447,862 per year in grant funds (\$2,239,309 over 5 years) and an estimated \$102,408/year in leveraged resources (\$512,040 over 5 years).

FULL IMPLEMENTATION PARTNERS (FIPS)

Each of the Full Implementation Partners (FIPs) agrees to the following project responsibilities:

Table 21: Responsibilities of Full Implementation Partner (FIP)	
1.	Enroll & administer needs assessment to fathers who meet ACF & project eligibility criteria.
2.	Assign a case manager to each participant who will:
a.	Develop an integrated services plan for each participant.

¹ Wisconsin Department of Corrections, for legal reasons, has opted to submit a separate Letter of Commitment (LOC) with CSS, p. 90. CSS has entered into a separate LOC with the Evaluators, which can be found on pp. 98-99.

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b. Identify community resources and supportive services necessary for achieving the objectives of the service plan.
c. Provide coaching, as necessary, to help the father to achieve his goals.
d. Coordinate service provision among all participant-involved systems and providers, and assure integration of all program components.
e. Monitor progress on service plan objectives.
3. Provide an Integrated Responsible Fatherhood Program (IRFP) using an integrated cohort program model that covers and integrates each of the Responsible Fatherhood (RF) activity areas: 1) Responsible Parenting, 2) Economic Stability, and 3) Healthy Marriage.
4. Obtain and maintain data in the Management Information System (MIS) developed by ACF to comply with the requirement of performance measure data collection in the nFORM system.
5. Assist fathers to complete pre- and post-tests via an audio-computer assisted self-interview on an enabled online survey on a computer or tablet that will link to the nFORM system.

Center for Self-Sufficiency (CFSS) will deliver an IRFP to 532 low-income fathers over the course of the 5-year grant; 32 in Year 1 (post-planning period) and 125 for each of Years 2-5), of which around 50 will be younger incarcerated fathers (ages 16-24) returning to Milwaukee, 50 incarcerated fathers over age 24, and 25 other low-income fathers older than age 24. These services will be provided with \$100,000 per year in grant funds (500,000 over 5 years) and an estimated \$75,000 in leveraged resources each year of the grant, \$375,000 over 5 years.

Community Advocates (CA) will deliver an IRFP to 532 low-income fathers over the course of the five-year grant; 32 in Year 1 (post-planning period) and 125 for each of Years 2-5), of which an estimated 25 will be younger fathers ages 16-24, and 100 who will be other low-income fathers over the age of 24. NDF will facilitate one IRFP each year onsite at the Wisconsin Regional Training Partnership (WRTP) to a cohort enrolled in a construction and/or manufacturing sector-based pre-apprenticeship program operated by WRTP. In addition, eligible participants will have access to an extensive array of CA support services, on condition of availability and assessed need, including permanent supportive housing, protective payee services, rental assistance, energy assistance program, telephone and utilities services assistance programs; DV services and shelter; batterers program; and behavioral health services. These services will be provided with \$125,000 per year (\$625,000 over 5 years) in grant funds, an estimated \$75,000 in Year 1 and \$150,000 in each of years 2-5, (\$675,000 over 5 years) in leveraged resources.

COMPEL will deliver an IRFP to 532 incarcerated low-income fathers² over the course of the five-year grant; 32 in Year 1 (post-planning period) and 125 for each of Years 2-5). These services will be provided with \$125,000 per year in grant funds, (625,000 over 5 years).

Milwaukee Fatherhood Initiative agrees to deliver an IRFP to 340 low-income fathers over the course of the five-year grant; 20 in Year 1 (post-planning period) and 80 for each of Years 2-5 of which approximately 80% will be incarcerated fathers returning to Milwaukee upon release, and 20% other low-income fathers through such sources as the Compete Milwaukee Transitional Jobs program, which includes 18-21 year-old fathers who are aging out of foster care. These services will be provided with \$75,000 per year (\$375,000 over 5 years) in grant funds.

My Father's House, Inc. (MFH) will deliver an IRFP to 1,403 low-income fathers over the course of the 5-year grant; 83 in Year 1 and an average of 330 for each of Years 2-5, of which approximately 50% will be younger fathers (ages 16-24), 30% incarcerated fathers returning to

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Milwaukee,² and 20% other low-income fathers older than age 24. MFH will also serve as the site of the Impact Local Evaluation, for which, in addition to the functions of FIPs outlined above, it will assist UWM in tracking and locating participants during the 12-month follow-up period. These services will be provided with \$380,000 per year in grant funds, \$1.9 million over 5 years.

Next Door Foundation (NDF) will deliver an IRFP 425 low-income fathers over the course of the five-year grant; 25 in Year 1 and 100 for each of Years 2-5, of which approximately 15 will be younger fathers ages 16-24, and 85 who will be other low-income fathers over the age of 24. NDF will facilitate one IRFP each year onsite at Northcott Neighborhood House (NNH) to a cohort enrolled in a construction sector-based pre-apprenticeship program operated by NNH. These services will be provided with \$100,000 per year in grant funds, \$500,000 over 5 years.

UMOS, Inc., a bilingual/bicultural (Hispanic) Comprehensive American Job Center (AJC) Operator serving as the central access point for project services on Milwaukee's near South side, deliver an IRFP to 298 low-income fathers who seek workforce development services through the AJC over the course of the 5-year grant; 18 in Year 1 and 70 for each of Years 2-5, of which approximately 14 will be younger fathers ages 16-24, and 56 who will be other low-income fathers over the age of 24. In addition, UMOS will provide, to all eligible project participants, as and if indicated by an individual's integrated services plan, and on condition of available funding: WIA/WIOA individual training accounts, W2 (TANF) services (income support, employment services, child care, transportation and emergency assistance; occupational skills training; Children First (child support services), Transform Milwaukee Jobs (transitional jobs), Adult Basic Education (GED), and domestic violence services through its Latina Resource Center. In addition, UMOS will use its job placement resources, as available and appropriate, to place participants in jobs. These services will be provided with \$85,000 per year (\$425,000 over 5 years) in grant funds and an estimated \$56,950 in leveraged resources for each year of the grant, \$284,750, over 5 years.

OTHER KEY GRANT PARTNERS

The Milwaukee Area Workforce Investment Board (MAWIB) is the largest workforce development board in Wisconsin. MAWIB has recently implemented a business-driven model for regional workforce development that is based on a "demand and supply" approach which identifies and connects employers' real-time hiring needs with effective systems and partners to screen, match, and secure workers for those positions. Consistent with this approach, MAWIB will designate a MNPPF Career Pathways Coordinator (CPC) and a Business Services Coordinator (BSC) to provide support and technical assistance to the team of Case Managers within the MNPPF network of service providers. Those services will include:

- A dedicated point of contact to assist case managers with navigating the local workforce development system on behalf of their clients,
- Connecting (whenever possible) case managers with training programs and providers that can assist participants to gain the skills and competencies necessary to gain career-track employment, and
- Intentionally connecting fathers with employment opportunities as they become available through MAWIB's Industry Advisory Boards & Coordinating Council structures.

MAWIB will reach 120 fathers annually through its "Workforce System 101" workshop, assist in referring 150 eligible fathers annually to the DCF set-aside of Transitional Jobs (per this LOC), and leverage \$100,000 in WIOA training dollars over the 5-year project to assist fathers to access the

² About 20% of incarcerated fathers are projected to be ages 16-24.

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training resources they need to be ready for career-path employment. MAWIB will leverage WIOA resources to provide, through MAWIB's two Comprehensive American Job Centers, training that leads to industry-recognized credentials and workforce activities that lead to employment. These services will be provided with \$92,138 in grant funds per year (\$460,690 over 5 years), as well as an estimated \$20,000 per year in leveraged resources as funding is available.

WI Department of Children and Families (DCF) through funding to UMOS and to MAWIB, will prioritize project participants for Transitional Jobs slots. In addition, the DCF Bureau of Milwaukee Child Welfare (BMCW) will refer noncustodial fathers of mother-headed families reported to BMCW for alleged child/abuse/neglect. BMCW will also provide training on the project child maltreatment protocol (which it helped develop for CSS current Responsible Fatherhood project), to include screening techniques and mandatory reporting requirements. DCF will provide these services at no charge to the grant. On condition of continued legislative authorization of funding at the current level, the value of the Transitional Jobs leverage resource for approximately 150 participants annually (750 total over 5-years) working full-time over a 6-month period is estimated to be \$1,131,000 annually, (\$5,655,000 over 5-years).

ResCare, the nation's largest one-stop workforce contractor, administers the Food Share Employment and Training (FSET) program in Milwaukee County. In order to be eligible for FSET benefits, individuals must be enrolled in the Food Share (formerly Food Stamp) program. A large majority of the FSET population are able-bodied adults without dependent children (ABAWDs), 18-49 years of age; a population that significantly overlaps with the NPFF target population of low-income fathers. ResCare has a contract with MAWIB to fund the equivalent of WIA/WIOA training slots. The current contract includes slots for specific training to support career pathways for two MAWIB-designated demand sectors, Manufacturing and Construction. In addition, NPFF participants enrolled in Food Share will be eligible for additional FSET services including job readiness ("soft skills") workshops; ResCare Academy: online training platform that offers more than 4,000 courses, which can be used for GED preparation and credential-earned training in more than 100 industries; Supportive services related to employment such as bus tickets; mileage reimbursement; work clothing, uniforms, boots; and fees for occupation-related tests.

The value of leveraged resources for a projected 20 participants per year is estimated to be \$40,000 (\$200,000 over the course of the 5-year project), on condition of available resources.

The Alma Center (Alma) specializes in working with men to provide trauma-informed healing, education, supportive services and a positive peer community promoting lifestyle transformation for participants who have been perpetrators of violence, abuse and control in their intimate and family relationships. Alma has an expert team with collectively more than 100 years of experience in the domestic violence field. Alma will provide staff training that will focus on how to screen for Adverse Childhood Experiences and adult trauma symptoms and how to refer to community resources (not ACF-funded). As needed they will offer presentations on childhood trauma, adult trauma symptoms (core wounds) and strategies and services to improve their coping mechanisms to avoid destructive behaviors. Alma will also provide trainings for project and partner staff on the administration of trauma screening tools that can be used with men and women who are either victims of domestic violence or perpetrators. Alma, based on need, may facilitate ongoing trainings for staff and participants in the areas of Trauma Identification/ Awareness, Trauma Resolution, Emotional Wellness and Domestic Violence. Alma also will refer individuals to Project Full Implementation Partners from the intake unit that ALMA operates for Milwaukee County's Domestic Violence Court (DVC). Alma will accept referrals to their domestic violence programs for

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men. These services will be provided with \$10,000 per year (\$50,000 over 5 years) in grant funds and an estimated \$18,250 per year in leveraged resources (\$91,250 over 5 years).

Wisconsin Regional Training Partnership (WRTP), a nationally recognized workforce development intermediary that operates industry-led strategies and programs in the manufacturing and construction sectors. For this project, utilizing its intermediary role, WRTP will partner with CSS and CA to identify appropriate NPFF participants for enrollment into sector-based pre-employment training and apprenticeship readiness connected to employment opportunities/ placement of up to 25 individuals in manufacturing and construction jobs with a pay range of \$12-\$26 per hour. In addition, WRTP will host an IRFP delivered by CA for fathers receiving the grant-funded WRTP services. These services will be compensated on a fee-for service basis with a budgeted amount of up to \$25,000 in grant funds on an annual basis, \$125,000 for the 5 years, as well as an estimated \$10,000 per year in leveraged resources (\$50,000 over 5 years).

Northcott Neighborhood House will provide sector-based training in construction and home rehabilitation for 25 participants and will assist in placing all into full-time employment, half (13) of who will be retained in their jobs for at least 90 days. In addition, Northcott will host an IRFP delivered by Next Door Foundation for fathers receiving the grant-funded Northcott services. These services will be compensated on a fee-for service basis with a budgeted amount of up to \$25,000 in grant funds on an annual basis, \$125,000 for the 5 years.

Social Development Commission (SDC) will offer participants an array of Education and Training programs to include GED/HSED; Skills Enhancement Program for adults who work at least 20-hours per week and are looking to gain a certification/license which will lead to better employment; Career Enhancement and Employment Services offers young adults training that provides them with credentials, marketable skills, soft skills training and hands-on work experiences; Assessments and Diagnostic Testing including TABE, Career Locker (career interests) and *Accuplacer* (connect students to career pathways-linked short term training programs, and entrance to degree programs offered at MATC; Volunteer Income Tax Assistance: free assistance with income tax preparation with an emphasis on tax credits; Financial Capability combines financial education, one-on-one coaching, and access to financial products to provide clients with the knowledge they need to better manage their income so they can build assets and become more self-sufficient.

These services will be compensated on a fee-for service basis with a budgeted amount of up to \$25,000 in grant funds on an annual basis, \$125,000 for the 5 years.

Centro Legal (CL) will provide legal education/support services (as allowable under ACF regulations) to individual participants (based on assessed need) including information about (1) family law issues such as child custody and placement, child support, divorce, spousal support, and restraining orders; (2) family court processes and procedures; and (3) resources available at the courthouse and guidelines for navigating the courthouse. CL will also provide referrals for additional legal help outside the permitted scope of ACF funding. If the individual is eligible for such services funded by leveraged CL sources, CL will provide them. In addition, CL will provide *Family Law 101* classes within the IRFPs of all FIPs. The class will cover such topics as (1) common family law issues and terminology, including child custody and placement, child support, divorce, spousal support, and restraining orders; (2) family court processes/procedures, (3), explanation of court documents; (4) expectations of judges, court commissioners, and guardian ad litem; (5) types of remedies available (and not available) through litigation; (6) common myths and misconceptions; and (7) advice for avoiding future legal problems. These services will be provided with \$50,000 per year in grant funds, (\$250,000 over 5 years), with an estimated \$7,000 per

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year (\$35,000) in leveraged resources underwriting additional legal services not available through the grant.

ADDITIONAL SUPPORT SERVICES PARTNERS

Milwaukee County Behavioral Health Division Community Access to Recovery Services (BHD CARS) agrees to provide, for eligible uninsured participants:

1. Substance Abuse Treatment Services (within the limits of available funding, and as indicated by –the comprehensive screen) through the County's public sector services delivery system including:
 - Central Intake using standardized assessment to assure an appropriate substance abuse treatment level of care for individuals who qualify for funding.
 - A Recovery Support Coordinator, if deemed appropriate, to coordinate services.
 - Referral and authorization of payment vouchers to the BHD Provider Network.
 - Services provided to uninsured participants as indicated by assessment include 12 levels of clinical care and Recovery Support Services to foster success in treatment.
2. Mental Health Services (within the limits of available funding, and as indicated by each participant's assessment) through a continuum of care that includes Group Home Placements, Community Support Program, Comprehensive Community Services, Targeted Case Management, Day Treatment, and Outpatient Services.

These leveraged services will be provided at no charge to the grant.

Center for Veterans Issues will offer support services to veteran fathers: CSS-funded Children First employment services for noncustodial parents seeking to fulfill child support obligations; housing and rental assistance; peer support; transportation; preparation, presentation, and prosecution of VA benefit claims. The value of leveraged resources for a projected 10 veterans per year is estimated to be \$10,000 (\$50,000 over the course of the 5-year project).

Penfield Children's Center will provide screening and diagnostic assessments for children ages Birth to Three; as well as therapies for eligible children who are identified as needing these services. The estimated value of these leveraged resources for a projected 15 children annually will total approximately \$45,000 (\$225,000 over the five year grant period).

4-C for Children will offer Child Care Resource and Referral services including customized searches for regulated child care programs via a database consisting of over 3,600 regulated child care programs to include. 4C tracks extensive data to provide customized searches based on the individual needs of each family. The value of these leveraged resources are estimated to be approximately \$4,800 per year, \$24,000 over the five-year grant period.

Housing Authority of the City of Milwaukee (HACM) will accept referrals for housing and potential placement from eligible applicants, pending an open wait list and acceptance based upon HACM's eligibility and suitability criteria. These housing resources could include a public housing apartment, Housing Choice Voucher, or a market-rate apartment. These leveraged resources, for an estimated 15 units per year (75 over the 5-year project), will total approximately \$50,000 on an annual basis, \$250,000 for the 5-year grant period.

Wisconsin Community Services (WCS), will provide 2 driver's license recovery services: 1) assess the license status of fathers and 2) provide driver's license recovery services, in order to enhance their value to employers. These services will be compensated on a fee-for service basis with a budgeted amount of up to \$25,000 in grant funds per year, \$125,000 over 5 years.

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Covering Kids & Families Wisconsin (CKF), assuming continuing availability of CKF's current level of funding, provide Affordable Care Act (ACA) technical assistance and training to project staff. The training will cover 1) how to help their participants access health insurance through Medicaid or through the ACA Healthcare Marketplace and 2) how project staff can become Certified Application Counselors (CACs). As convener of the Milwaukee Enrollment Network (MKEN), CKF will add project staff to the MKEN list serve and upon project partner agencies becoming CAC organizations, she will facilitate publication of such in the Milwaukee Enrollment Directory. In addition, CKF will offer its own Navigator services directly to participants to enroll them in health insurance plans. These services will be provided to the project as a leveraged resource, the value of which is estimated to be \$1,596 /year, \$7,980 over 5 years.

Milwaukee County House of Correction (HOC) maintains and ensures a safe and secure environment that consists of correctional programs to rehabilitate and re-introduce our citizens back into the Milwaukee County. HOC commits to continuing to allow the Milwaukee Father's Initiative and My Father's House to provide Responsible Fatherhood programming to individuals incarcerated at HOC. HOC agrees to the following project responsibilities:

- Refer appropriate offenders returning to the Milwaukee area to the project.
- Provide space for delivery of project services.
- Provide security training and clearance for project staff that will provide services with HOC.
- Ensure security staff are available to ensure the safety of MAWIB funded staff and individuals enrolled in the program.
- Assure access for project educators /case managers to the HOC facility and to participants for purposes of transition plan development and instruction of relationship and parenting curricula;
- Delivery of existing rehabilitative services offered at the HOC including Onsite American Job Center operated at HOC by MAWIB through new DOL grant to begin July 2015.
- Allow CSS staff to administer participants an ACF-required performance assessment pre-test via an audio-computer assisted self-interview, on a tablet linked directly to the nFORM system.

The value of these leveraged resources is estimated to be \$65,287 on an annual basis, \$ 326,435 over the five years of the grant program.

Milwaukee Area Technical College (MATC) will work with project staff to connect participants to academic and training programs leading to employment in high-demand fields through their offerings for individuals at various levels of academic preparedness and job readiness:

1) Pre-College: I-BEST (Integrated Basic Education and Skills Training) program, which provides pathways to career opportunities by providing both basic academic (including Adult Basic Education and GED) "soft" employment skills, and occupational skills training. 2) Certificate Programs: 32 offerings; 3) Technical Diplomas: 54 offerings; 4) Associate Degrees: 86 offerings. Federal financial aid is available for individuals who enroll in our Associate Degree programs. Financial support is available for MATC programs to anyone eligible for food stamps through the WI Food-Shares Employment and Training FSET program. For those not eligible for food stamps, expenses will be supported by state grants received by MATC, based on financial need. The value of these services for an estimated 75 participants per year at various levels of educational programs attending part-time is estimated to be \$157,500, and \$787,500 over 5 years.

Aurora Family Services (AFS) will offer fathers and their partners couples (also individual & family, as indicated) therapy to help them with their relationships. AFS, which has been involved in the local Fatherhood movement since 2001, specializes in marital & family therapy. AFS will accept Medicaid and other insurance payments, and has United Way funding to serve those without

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insurance. They will help any uninsured participants to sign up for coverage through Medicaid or the Healthcare Marketplace. These leveraged services will be provided at no charge to the grant.

CURRICULUM DEVELOPERS/TRAINERS

Marline Pearson, M.A., a HM curriculum developer & trainer for 17 years, will provide two-day onsite trainings for each of the *Within My Reach* (lead author) and *Walking the Line* curricula. She has approved the curricula adaptations as described in the proposal as they retain the core components, and confirms the curricula is appropriate for use with the target populations of low-income fathers (including younger fathers) and incarcerated fathers, is culturally appropriate for mostly African American fathers in urban setting, and ensures the curricula support program goals and outcomes. The training and technical assistance will be provided for a total cost of \$7,000.

Jeffrey Johnson, Ph.D., President/CEO, National Partnership for Community Leadership, will provide a 3-day onsite training for the *Fatherhood Development* curriculum. Dr. Johnson confirms the curriculum is appropriate for use with the target populations of low-income fathers (including younger fathers) and incarcerated fathers, is culturally appropriate for mostly African American fathers in urban Milwaukee, and ensures that the curriculum supports program goals and outcomes. The training and technical assistance will be provided for a total cost of \$8,500.

STATEMENT OF ASSURANCES

CSS and all subcontractors and partners commit to adhere to all FOA (HHS-2015-ACF-OFA-FK-0993) requirements. All signatories commit to providing these services over the full 5-year term of the grant. The project partners provide the following ASSURANCES REQUIRED BY THE FOA:

1. We ensure participation in the program is voluntary and will inform potential participants verbally and in writing, as part of the enrollment process, that their involvement is voluntary.
2. We commit to the following restrictions on the **Use of Funds**: We will not use grant funds:
 - for any purposes other than the activities specified in the authorizing legislation and this FOA;
 - for any unallowable activity. We will consider in our use of funds if a cost is allowable, reasonable, allocable, and necessary;
 - for unauthorized activities, including, but not limited to, an Abstinence Educ. program;
 - to provide any activities on a fee-for-service basis; and
 - to subsidize housing, provide housing vouchers or rental assistance.
3. We commit to the following re: **Data and Local Evaluation**: We will:
 - document, store, and report on performance using the full set of uniform measures to be provided by ACF; and
 - conduct a local evaluation as described in the CSS application.
4. We commit to the following re: **Federal Evaluation**: We will:
 - accept, and fully participate in all aspects of, the federal evaluation if selected,
 - and adhere to all evaluation protocols established by ACF and conducted by its designee contractors;

We understand that:

- the federal government may incorporate the local evaluation into the federal evaluation;
- the federal government may waive the local evaluation requirement; or
- the local evaluation may continue in parallel to the federal evaluations; and

All parties to this agreement agree to comply with the federal evaluation award condition.

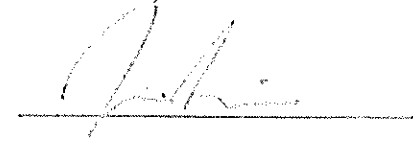
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5. **Non-Supplantation.** We will ensure that any award of Federal funds under this FOA will not supplant other Federal, State, or local funds, which otherwise have been made available. The ACF funds will be used to supplement current funding available to CSS, not supplant it. CSS records will document an increase in level of services in proportion to the amount of grant funding. CSS will also include language in subcontracts requiring that any ACF funds will not supplant other Federal, State, or local funds, which otherwise have been made available for Fatherhood activities. Subcontracts will further state that activities to be funded by the ACF grant must be offered in addition to, not in place of, activities funded by other sources. CSS will monitor for compliance through annual review of subcontractors' financial records.

We, the undersigned agree, on June 30, 2015, to these stated commitments and assurances:

Milw. County Child Support Enforcement

Jim Sullivan, Director



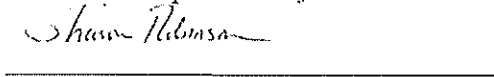
Community Advocates, Inc.

Andi Elliot, President & CEO



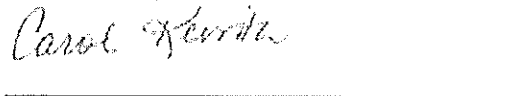
Milwaukee Fatherhood Initiative

Sharon Robinson, Director, City of Milwaukee Department of Administration



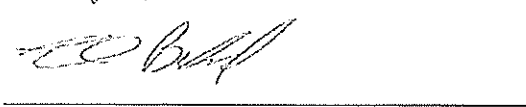
Next Door Foundation

Carol Keintz, Executive Director



Milw. Area Workforce Investment Board

Earl Buford, President and CEO



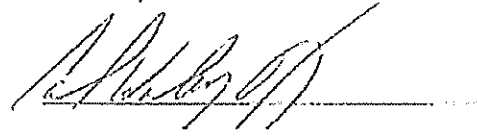
ResCare, Inc.

Gary Rudzinski, Regional Manager



Center for Self-Sufficiency, Inc.

Carl Wesley, President and CEO



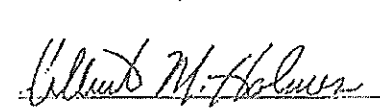
Compel Milwaukee

Angela Robbins, Executive Director



My Father's House, Inc.

Albert Holmes, President



UMOS, Inc.


Lupe Martinez, President & CEO



WI Department of Children & Families

Ron Hunt, Deputy Secretary

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Ron Hunt
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The Alma Center

Terri Strodtloff, Executive Director

