## RFP #121060 2022 Mortgage Reduction Checklist

To be eligible for funding, projects must be located in, or provide services to residents of one of the member communities of the Dane County Urban County Consortium (See Appendix A).

This form is the coversheet for your proposal response. Please use it to double check that your proposal is complete. Incomplete proposals may be rejected.

Please submit all required documents as ONE file and use the following naming convention for your file:

### **RFP #121060 ORGANIZATION NAME**

The following forms have been complete and are attached to the application file:

| □ Vendor Information | C       |
|----------------------|---------|
| I I Vandor Informati | on ⊢orm |

- □ DANE COUNTY APPLICATION FOR 2022 CDBG Mortgage Reduction
  - o Are resumes attached?
  - o Is there a complete budget

# **VENDOR INFORMATION**

|  | VENDOR                                | NAME:                             |                          |                 |  |                  |                  |
|--|---------------------------------------|-----------------------------------|--------------------------|-----------------|--|------------------|------------------|
| Vendor   | r Informatio                          | n (address b                      | elow wil                 | I be used to    | confirm Local                            | Vendor Prefe     | erence)          |
| Address  |                                       | •                                 |                          |                 | City                                     |                  | ,                |
| State & Zip  |                                       |                                   |                          |                 | County                                   |                  |                  |
| Vendor Rep. Na   | me                                    |                                   |                          |                 | Title                                    |                  |                  |
| Email  |                                       |                                   |                          |                 | Telephone                                |                  |                  |
| Designation  | on of Confid                          | dential and P                     | roprieta                 | ry Informati    | on (Reference (                          | General Guide    | elines 1.7)      |
| Section #  | Page(s) #                             | Topic                             | . органа                 | . y             | (1.1010101100                            | <u> </u>         |                  |
|  |                                       | •                                 |                          |                 |  |                  |                  |
|  |                                       |                                   |                          |                 |  |                  |                  |
|  |                                       |                                   |                          |                 |  |                  |                  |
|  |                                       |                                   |                          |                 |  |                  |                  |
| ☐ No infor   | mation desig                          | nated as con                      | fidential a              | and proprieta   | ary.                                     |                  |                  |
|  | Coope                                 | rative Purc                       | hasing                   | (Reference      | General Guidel                           | ines 1.8)        |                  |
| ☐ I <u>agree</u> to furr   |                                       |                                   |                          |                 | cipalities and state                     |                  |                  |
| ☐ I do not agree   | to furnish th                         | e commodities                     | or service               | s of this bid t | o municipalities ar                      | nd state agencie | es.              |
| L  | ocal Vendo                            | r Purchasino                      | 2 Prefere                | nce (Refere     | ence General Gu                          | uidelines 1.10   | ))               |
| Are you claimi   |                                       |                                   | ,                        |                 | ☐ Columbia                               |                  |                  |
| purchasing pro   | •                                     | □ No                              | □ Yes                    | ☐ Dane          | ☐ Green                                  | ☐ Sauk           | □ Rock           |
| under DCO 25   |                                       |                                   |                          |                 | ☐ Jefferson                              | ☐ Dodge          | □ Iowa           |
| Fair Labor Practice Cortification (Peterones 4.42)   |                                       |                                   |                          |                 |  |                  |                  |
| Fair Labor Practice Certification (Reference 1.12)  Vendor has not been found by the National Labor Relations Board ("NLRB") or the Wisconsin Employment Relations Commission ("WERC") to have violated any statute or regulation regarding labor standards or relations in the seven years prior to the date this bid submission is signed.   |                                       |                                   |                          |                 |  |                  |                  |
| ☐ Vendor has be  | een found by<br>ERC") to hav          | the National La<br>e violated any | abor Relat<br>statute or | tions Board ("  | NLRB") or the Wis<br>garding labor stand |                  |                  |
| Addenda – w  | e hereby ac                           | knowledae r                       | eceipt. r                | eview and i     | use of the follow                        | ving addenda     | . if applicable. |
| ☐ Addendum   |                                       |                                   |                          |                 |  |                  | □ None           |
|  | · · · · · · · · · · · · · · · · · · · |                                   | •                        |                 | •  | '                |                  |
| In signing this proposal, we certify that we have not, either directly or indirectly, entered into any agreement or participated in any collusion or otherwise taken any action in restraint of free competition; that no attempt has been made to induce any other person or firm to submit or not to submit a proposal; that this proposal has been independently arrived at without collusion with any other proposer, competitor or potential competitor; that this proposal has not been knowingly disclosed prior to the opening of proposal to any other proposer or competitor; that the above statement is accurate under penalty of perjury. |                                       |                                   |                          |                 |  |                  |                  |
| The undersigned agrees to hold the County harmless for any damages arising out of the release of any material unless they are specifically identified under the Designation of Confidential and Proprietary Information section. The undersigned, submitting this proposal, hereby agrees with all the terms, conditions, and specifications required by the County in this Request for Proposals, and declares that the attached proposal and pricing are in conformity therewith.  |                                       |                                   |                          |                 |  |                  |                  |
| Signature:   |                                       |                                   |                          |                 | Title:                                   |                  |                  |
| Printed Name   | e:                                    |                                   |                          |                 | Date:                                    |                  |                  |

# DANE COUNTY APPLICATION FOR 2022 CDBG FUNDS: MORTGAGE REDUCTION

| APPLICATION SUMMARY                                   |                     |  |    |                                 |                      |
|---|---------------------|--|----|---------------------------------|----------------------|
| ORGANIZATION NAME                                     |                     |  |    |                                 |                      |
| MAILING ADDRESS                                       |                     |  |    |                                 |                      |
| If P.O. Box, include Street<br>Address on second line |                     |  | ,  |                                 |                      |
| TELEPHONE   |                     |  |    | L                               | EGAL STATUS          |
| FAX NUMBER  |                     |  |    | ☐ Municipality                  | 1                    |
| NAME CHIEF ADMIN/                                     |                     |  |    | Private, No                     | n-Profit             |
| CONTACT   |                     |  |    | ☐ Private, For                  | - Profit             |
| INTERNET WEBSITE                                      |                     |  |    | Other: LLC,                     | LLP, Sole Proprietor |
| (if applicable)                                       |                     |  |    | Federal EIN: _                  |                      |
| E-MAIL ADDRESS  |                     |  |    | DUNS Number                     | r:                   |
| DDO IFOT NAME: Division in                            |                     |  |    |                                 |                      |
| PROJECT NAME: Please list PROJECT NAM                 | · •                 | PROJECT CONTACT                            | Т  | PHONE<br>NUMBER                 | E-MAIL               |
|   |                     |  |    |                                 |                      |
|   |                     |  | •  |                                 |                      |
| FUNDS REQUESTED: Please                               |                     | and source of funding for NT OF CDBG FUNDS |    | you are applying<br>ENT OF CDBG |                      |
| TOTAL PROJECT COS                                     | T AMOU              | REQUESTES                                  |    | OTAL PROJEC                     |                      |
| \$  | \$                  |  | \$ |                                 |                      |
|   |                     |  |    |                                 |                      |
|   |                     |  |    |                                 |                      |
| Signature of Chief Elected Off                        | ficial/Organization | Head Title                                 |    |                                 |                      |
|   |                     |  |    |                                 |                      |
| Printed Name  |                     | Date                                       |    |                                 |                      |

### **NEED AND JUSTIFICATION**

| ВЕ | ENEFICIARIES                           |                             |                            |                           |             |
|----|--|-----------------------------|----------------------------|---------------------------|-------------|
| В. | POPULATION TO BE SERVED: this project. | In the space below, provide | e a brief description of t | he population that will b | enefit from |
|    |  |                             |                            |                           |             |
|    |  |                             |                            |                           |             |
|    |  |                             |                            |                           |             |
|    |  |                             |                            |                           |             |
|    |  |                             |                            |                           |             |

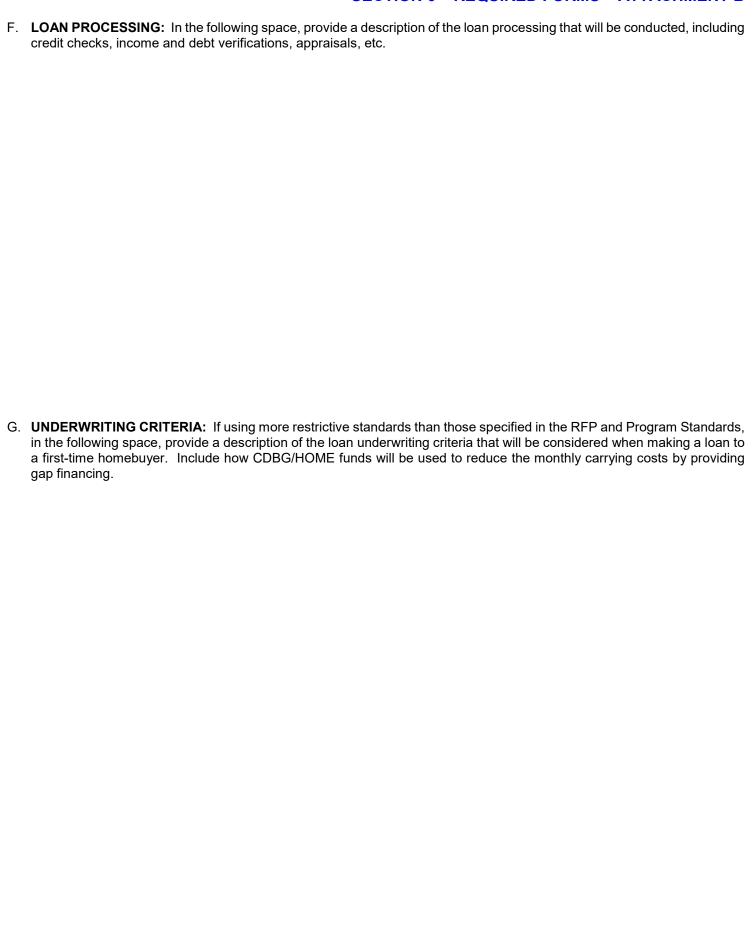
A. **PROJECT NEED:** In the space below, provide a brief description of the need or problem that will be addressed.

C. **GEOGRAPHIC SERVICE AREA:** In the space below, provide a brief description of the location(s) where the project or services will take place. Maps may be included as separate attachments.

### PROJECT APPROACH

| D. | REFERRAL/PRE-SCREENING/APPLICATION PROCESS: In the space below, provide a description of the referral, pre- |
|----|---|
|    | screening, and application process for first-time homebuyers that will be undertaken.                       |
|    |   |

E. **FIRST-TIME HOMEBUYER CLASSES:** In the space below, describe how first-time homebuyers will be referred to or provided first-time homebuyer classes or counseling that complies with HUD Housing Counseling Certification requirements. Include information on the number of hours of classes to be provided and costs to the prospective homebuyer associated with the classes/counseling services.



H. WORK PLAN WITH TIMELINE AND MILESTONES: In the space below, provide a work plan for how the project will be organized, implemented, and administered. Include a timeline and accomplishments from initiation through project completion. This should assume that contracts will be awarded in the second quarter of 2021 (April 1 – June 30, 2021). Add in extra quarters as needed.

| ON OR BEFORE       | ACCOMPLISHMENTS |
|--------------------|-----------------|
| June 30, 2022      |                 |
| September 30, 2022 |                 |
| December 31, 2022  |                 |
|                    |                 |
|                    |                 |
|                    |                 |
|                    |                 |
|                    |                 |
|                    |                 |
|                    |                 |
|                    |                 |

| I. | OUTREACH AND MARKETING INITIATIVES: In the space below, provide a description of the outreach and marketing                       |
|----|---|
|    | initiatives that will be undertaken to inform potential participants of the project, eligibility criteria, and method(s) by which |
|    | they may participate.   |

| J. | <b>OUTCOMES/PROPOSED ACCOMPLISHMENTS:</b> | Provide information regarding the unduplicated number of households |
|----|---|---|
|    | to be served with these funds in 2022.    |   |
|    |   |   |

Number of households to be served.

- K. **OTHER NARRATIVE REGARDING OUTCOMES/PROPOSED ACCOMPLISHMENTS:** In the space that follows, please answer the following questions:
  - 1. Provide a description of the outcomes or expected benefits of this project for the population to be served.
  - 2. Is this a new or an existing program?
  - 3. Describe the risks to undertaking this project and your plans to address them.
  - 4. Will this project involve the displacement of families, households, partnerships, businesses, etc. from their homes or businesses? If yes, describe the notices and assistance your organization expects to provide and the amount of funds allocated to do so.

| EX | (PERIENCE AND QUALIFICATIONS  |
|----|---|
| L. |   |
|    |   |
|    |   |
| M. | INCOME DOCUMENTATION: Describe the experience and qualifications of your organization related to performing income documentation for program eligibility. |
|    |   |

RFP# 121060 31



### P. PERSONNEL SCHEDULE

Please complete the Personnel Schedule for all staff who will be assigned to this project.

- Column 1) each individual staff position by title.
- Columns 2) indicate the full time equivalent (FTE) of each position in the noted year.
- Column 3) indicate the estimated total salary for that staff position for noted year.
- Column 4) indicate the estimated number of hours that this staff person will work on this project.
- Column 5), for each staff person whose time will be charged to this project, please indicate the amount of funds being requested for this individual through the CDBG Program. Do <u>not</u> include payroll taxes or benefits in this table.

|                   | 2022 E | STIMATED           | CDBG-F                             | UNDED                                      |
|-------------------|--------|--------------------|------------------------------------|--|
| 1) POSITION TITLE | 2) FTE | 3) TOTAL<br>SALARY | 4) ESTIMATED HOURS ON THIS PROJECT | 5) CDBG –<br>FUNDED<br>AMOUNT<br>OF SALARY |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |
|                   |        |                    |                                    |  |

| Q. | LIST PERCENT OF STAFF TURNOVER                    |  |
|----|---|--|
|    | 2020 by the total number of budgeted positions.   | Do not include seasonal positions. Explain if you had 20% or more turnover     |
|    | in a certain staff position/category. Discuss any | other noteworthy staff retention issues, or policies to reduce staff turnover. |

| R. | AGENCY/ORGANIZATION GOVERNING BODY: | How many Board meetings has your governing body or Board of |
|----|-------------------------------------|---|
|    | Directors scheduled for 2021?       |   |

Please list your current Board of Directors or your organization's governing body. Include names, addresses, primary occupation and board office held. If you have more members, please copy this page.

| Board<br>President's<br>Name |                     |                   | Board Vice-<br>President's<br>Name |                     |                   | Name           |                     |                   |
|------------------------------|---------------------|-------------------|------------------------------------|---------------------|-------------------|----------------|---------------------|-------------------|
| Home<br>Address              |                     |                   | Home<br>Address                    |                     |                   | Home Address   |                     |                   |
| Occupation                   |                     |                   | Occupation                         |                     |                   | Occupation     |                     |                   |
| Representing                 |                     |                   | Representing                       |                     |                   | Representing   |                     |                   |
| Term of<br>Office            | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of<br>Office                  | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) |
| Board<br>Secretary's<br>Name |                     |                   | Board<br>Treasurer's<br>Name       |                     |                   | Name           |                     |                   |
| Home<br>Address              |                     |                   | Home<br>Address                    |                     |                   | Home Address   |                     |                   |
| Occupation                   |                     |                   | Occupation                         |                     |                   | Occupation     |                     |                   |
| Representing                 |                     |                   | Representing                       |                     |                   | Representing   |                     |                   |
| Term of<br>Office            | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of<br>Office                  | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) |
|                              |                     |                   |                                    |                     |                   |                |                     |                   |
| Name                         |                     |                   | Name                               |                     |                   | Name           |                     |                   |
| Home<br>Address              |                     |                   | Home<br>Address                    |                     |                   | Home Address   |                     |                   |
| Occupation                   |                     |                   | Occupation                         |                     |                   | Occupation     |                     |                   |
| Representing                 |                     |                   | Representing                       |                     |                   | Representing   |                     |                   |
| Term of<br>Office            | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of<br>Office                  | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) |
| Name                         |                     |                   | Name                               |                     |                   | Name           |                     |                   |
| Home<br>Address              |                     |                   | Home<br>Address                    |                     |                   | Home Address   |                     |                   |
| Occupation                   |                     |                   | Occupation                         |                     |                   | Occupation     |                     |                   |
| Representing                 |                     |                   | Representing                       |                     |                   | Representing   |                     |                   |

| Term of<br>Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of<br>Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) |
|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|----------------|---------------------|-------------------|
| Name              |                     |                   | Name              |                     |                   | Name           |                     |                   |
| Home<br>Address   |                     |                   | Home<br>Address   |                     |                   | Home Address   |                     |                   |
| Occupation        |                     |                   | Occupation        |                     |                   | Occupation     |                     |                   |
| Representing      |                     |                   | Representing      |                     |                   | Representing   |                     |                   |
| Term of<br>Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of<br>Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) | Term of Office | From:<br>(DD/MM/YY) | To:<br>(DD/MM/YY) |

S. **STAFF/BOARD/VOLUNTEERS DESCRIPTORS:** For your organization's **2021** staff, board and volunteers, indicate by number and percentage the following characteristics.

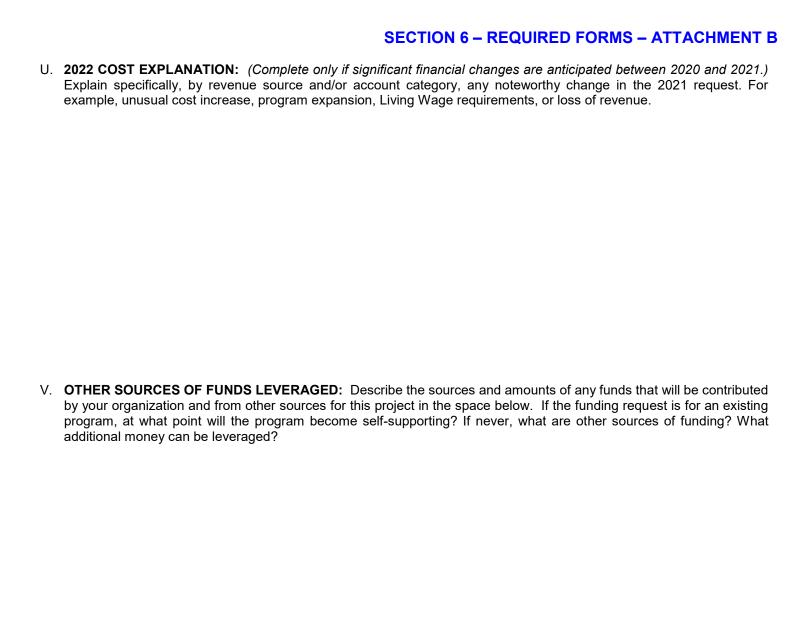
| DECODIDECE                | STA    | AFF     | ВО     | ARD     | VOLUI  | NTEER   |
|---------------------------|--------|---------|--------|---------|--------|---------|
| DESCRIPTOR                | Number | Percent | Number | Percent | Number | Percent |
| TOTAL                     |        | 100%    |        | 100%    |        | 100%    |
| GENDER                    |        |         |        |         |        |         |
| MALE                      |        |         |        |         |        |         |
| FEMALE                    |        |         |        |         |        |         |
| AGE                       |        |         |        |         |        |         |
| LESS THAN 18 YRS          |        |         |        |         |        |         |
| 18 – 59 YRS               |        |         |        |         |        |         |
| 60 AND OLDER              |        |         |        |         |        |         |
| RACE                      |        |         |        |         |        |         |
| WHITE                     |        |         |        |         |        |         |
| BLACK                     |        |         |        |         |        |         |
| HISPANIC                  |        |         |        |         |        |         |
| NATIVE AMERICAN           |        |         |        |         |        |         |
| ASIAN/PACIFIC ISLE        |        |         |        |         |        |         |
| MULTI-RACIAL              |        |         |        |         |        |         |
| ETHNICITY                 |        |         |        |         |        |         |
| HISPANIC                  |        |         |        |         |        |         |
| NON-HISPANIC              |        |         |        |         |        |         |
| PERSONS WITH DISABILITIES |        |         |        |         |        |         |

### **FINANCIAL INFORMATION**

T. ORGANIZATION BUDGET: 2021 and 2022 Proposed Budget. Identify the 2021 and proposed 2022 budget for your entire organization by source and use of revenue. (You may change row headings to make them applicable to your organization.)

| ACCOUNT CATEGORY   | 2021<br>REVENUE | PERSONNEL | OPERATING | SPACE | SPECIAL<br>COSTS |
|--------------------|-----------------|-----------|-----------|-------|------------------|
| Source             | SOURCE TOTAL    |           |           |       | 300.0            |
| DANE CO HUMAN SERV |                 |           |           |       |                  |
| DANE CO CDBG       |                 |           |           |       |                  |
| MADISON COMM SERV  |                 |           |           |       |                  |
| MADISON CDBG       |                 |           |           |       |                  |
| UNITED WAY ALLOC   |                 |           |           |       |                  |
| UNITED WAY DESIG   |                 |           |           |       |                  |
| OTHER GOVT         |                 |           |           |       |                  |
| FUND RAISING       |                 |           |           |       |                  |
| USER FEES          |                 |           |           |       |                  |
| OTHER              |                 |           |           |       |                  |
| TOTAL              |                 |           |           |       |                  |

| ACCOUNT CATEGORY   | 2022 REVENUE<br>SOURCE TOTAL | PERSONNEL | OPERATING | SPACE | SPECIAL<br>COSTS |  |
|--------------------|------------------------------|-----------|-----------|-------|------------------|--|
| Source             | OOOROL TOTAL                 |           |           |       | 00010            |  |
| DANE CO HUMAN SERV |                              |           |           |       |                  |  |
| DANE CO CDBG       |                              |           |           |       |                  |  |
| MADISON COMM SERV  |                              |           |           |       |                  |  |
| MADISON CDBG       |                              |           |           |       |                  |  |
| UNITED WAY ALLOC   |                              |           |           |       |                  |  |
| UNITED WAY DESIG   |                              |           |           |       |                  |  |
| OTHER GOVT         |                              |           |           |       |                  |  |
| FUND RAISING       |                              |           |           |       |                  |  |
| USER FEES          |                              |           |           |       |                  |  |
| OTHER              |                              |           |           |       |                  |  |
| TOTAL              |                              |           |           |       |                  |  |



| W. | FUNDS NEEDED: In the space below, please describe why CDBG funds are needed to ensure the viability of this            |
|----|--|
|    | project. Also describe how funds are being used to address greatest need and how that determination was made. Car      |
|    | all funds awarded in 2022 be reasonably expected to be expended? If this is a multi-year project, what amount of funds |
|    | will be spent in each year?  |

### X. DETAILED PROJECT BUDGET

Following the description of allowable costs that may be charged to the CDBG Program is the Project Budget. Items not detailed on the list of allowable costs may not be charged. Complete the budget identifying the amount and source of all funds and their uses. Use additional pages as necessary. An Excel file may be submitted in lieu of this Project Budget provided that it contains all of the same column and row headers.

| Column 1             | TOTAL PROJECT BUDGET. This is the total amount budgeted for this project.        |
|----------------------|--|
| Column 2             | CDBG FUNDED. This is the County CDBG funded portion of the total project budget. |
| Remaining<br>Columns | Identity the remaining sources of funds and their uses for this project.         |

# **CDBG Allowable Activity Costs**

|     | ltem   | Activity<br>Related<br>Costs |
|-----|--|------------------------------|
| a.  | Activity Hard Costs  |                              |
| 1.  | These are detailed in the program standards and defined under 24 CFR 570.201, 202, 203, and 204. Depending on the activity this may include: acquisition; disposition; clearance and remediation activities; acquisition, construction, reconstruction, rehabilitation, or installation of public facilities and improvements; public services; homeownership assistance; economic development, etc.   | X                            |
| b.  | Activity Personnel Costs   |                              |
| 2.  | Staff and overhead costs <b>DIRECTLY</b> related to carrying out the activity specified in 24 CFR 570.201-204, such as providing direct services to consumers, work specifications preparation, loan processing inspections, and other services related to assisting potential clients, owners, tenants, and homebuyers. This may include staff time spent supervising staff who are carrying out the activities specified in 24 CFR 570.201-204 when that time is spent addressing a direct consumer, service, or property issue. It does not include supervisory time spent on such functions as employee evaluations. | X                            |
| C.  | Related Soft Costs/Operating Costs   |                              |
| 3.  | <b>PUBLIC SERVICES ONLY</b> : Operating and maintenance expenses associated with public service activities, interim assistance, and office space for program staff employed in carrying out the CDBG program. <sup>1</sup> 24 CFR 570.207 (b) (2)  | Х                            |
| 4.  | Architectural, engineering, or related professional services required to prepare plans, drawings, specifications, or work write-ups.   | X                            |
| 5.  | Costs to process and settle the financing for a project, such a private lender origination fees, credit reports, fees for title evidence, fees for recordation and filing of legal documents, building permits, attorney's fees, private appraisal fees, and fees for an independent cost estimate, builders or developers fees.   | х                            |
| 6.  | Costs of a project audit   | Х                            |
| 7.  | Costs to provide activity related information services, such as affirmative marketing and fair housing information to prospective homeowners and tenants.  | Х                            |
| 8.  | Impact fees that are charged to all projects within Dane County.   | X                            |
| 9.  | Environmental Reviews.   | Х                            |
| d   | Relocation costs for persons displaced by the project.   |                              |
| 10. | Relocation payments – replacement housing payments, moving expenses, and payments for reasonable out-of-pocket costs incurred in the relocation of persons.  | Х                            |
| 11. | Other relocation assistance – staff and overhead costs directly related to providing advisory and other relocation services to persons displaced by the project, including timely written notices to occupants, referrals to comparable and suitable replacement property, property inspections, counseling, and other assistance necessary to minimize hardship assistance.   | Х                            |

<sup>&</sup>lt;sup>1</sup> For example the use of CDBG funds to pay the allocable costs of operating and maintaining a facility used in providing a public service would be eligible under 570.201 (e), even if no other costs of providing such a service are assisted with such funds. 24 CFR 570.207 (b) (2).

# **Detailed Project Budget**

Include the dollar amount and all sources of funding for the project.

| include the dollar amount and all sources of | or runding for the pr      | SOURCES       |        |         |         |         |         |  |  |
|--|----------------------------|---------------|--------|---------|---------|---------|---------|--|--|
| USES   | TOTAL<br>PROJECT<br>BUDGET | CDBG<br>FUNDS | SOURCE | SOURCE: | SOURCE: | SOURCE: | SOURCE: |  |  |
| HARD COSTS:                                  |                            |               |        |         |         |         |         |  |  |
| Homebuyer Loans                              |                            |               |        |         |         |         |         |  |  |
| Other:                                       |                            |               |        |         |         |         |         |  |  |
| SOFT COSTS:                                  |                            | 11            |        |         |         |         |         |  |  |
| Appraisal, Survey, and Credit Reports        |                            |               |        |         |         |         |         |  |  |
| Title, Title Insurance, and Recording Fees   |                            |               |        |         |         |         |         |  |  |
| Legal Fees                                   |                            |               |        |         |         |         |         |  |  |
| Other:                                       |                            |               |        |         |         |         |         |  |  |
| PERSONNEL:                                   |                            |               |        |         |         |         |         |  |  |
| Salaries                                     |                            |               |        |         |         |         |         |  |  |
| Taxes  |                            |               |        |         |         |         |         |  |  |
| Benefits                                     |                            |               |        |         |         |         |         |  |  |
| Other:                                       |                            |               |        |         |         |         |         |  |  |
| TOTALS                                       |                            |               |        |         |         |         |         |  |  |