

**THE UPPER SAVANNAH WORKFORCE AREA SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
*PURSUANT TO THE*  
***WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)***

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The parties included in this MOU are the Upper Savannah Workforce Development Board (LWDB), Chief Elected Officials (CEO), the Upper Savannah SC Works Operator (OSO) and the required partners identified in the Act and other optional partners (hereinafter referred to as "Parties"). The partners' respective programs are identified on the signature pages of this agreement.

The CEO is responsible for appointing LWDB members, designating the local grant recipient and, in partnership with the LWDB, providing oversight of the local workforce delivery system.

The LWDB is responsible for developing this MOU with the SC Works partners; competitively procuring SC Works operators; strategic planning; and local policy development and oversight.

The OSO's function is to manage the SC Works system and coordinate the delivery of workforce services delivered through the system.

The SC Works system will bring together a series of partner programs and entities responsible for workforce development, education, and other human resources programs to collaborate in the creation of a seamless customer-focused service delivery network that enhances access to the programs' services.

The Workforce Innovation and Opportunity Act (WIOA) identifies the following entities as required partners in the workforce system:

1. Adult, Dislocated Worker, and Youth Programs
2. Adult Education and Family Literacy Act Programs
3. Wagner-Peyser Employment Services Programs
4. Rehabilitation Programs for Individuals with Disabilities
5. Post-Secondary Education Programs (Perkins)
6. Community Services Block Grant Employment and Training Activities
7. Native American Programs
8. HUD Employment and Training Activities
9. Job Corps Programs
10. Veterans Employment and Training Programs
11. Migrant and Seasonal Farmworker Programs
12. Senior Community Service Employment Programs
13. Trade Adjustment Assistance Programs
14. Unemployment Compensation Programs
15. YouthBuild Programs
16. Temporary Assistance for Needy Families (TANF) Programs
17. Second Chance Programs

With approval of the Local Board and chief elected officials, WIOA also allows other partners to be a part of the workforce system, including local employers and community-based, faith-based, and/or non-profit organizations, as well as employment, education, and training programs provided by public libraries or in

- Services provided through electronic means will supplement and not supplant those provided through the physical SC Works delivery system. The term “electronic” includes Web sites, social media, internet chat features, and telephone.

### Services

SC Works centers provide services to customers based on individual needs, including the seamless delivery of multiple services to each customer. There is no required sequence of services. From the services listed in **Attachment A, WIOA Required Services**, an “X” indicates which services are directly provided by each partner program. **Attachment B, Upper Savannah SC Works Partner List**, includes all local area Parties participating in the agreement and their service location(s) and program(s) they represent.

### Career Services

Career services will be provided by all Parties in the SC Works Centers. Career Services include but are not limited to:

- **Initial Assessment:** Begins with intake and focuses on determining a customer’s job readiness level, including workforce skills and access to appropriate services.
- **Job Counseling:** Either individually or in group sessions that helps the jobseeker make the best use of the information and services available.
- **Job Referral:** Services that are tailored to the needs of specific employers and jobseekers. Both workers and employers may also choose to post job announcements and resumes on an electronic system that is open to all.
- **Employer Services:** Access to labor market information; recruitment, screening, and referral of qualified applicants; access to economic development information and resources; posting job vacancies; offering customized job training options; connecting firms to SC Works information; technical assistance on assessment, recruitment, and human resource strategies; advocating for targeted employers in key economic sectors; and assistance with major layoffs and plant closures.
- **Labor Market Information:** Current and projected occupational supply and demand information, current occupational wage information; occupational skill standards; nonproprietary information on employers; and information on education and training program outcomes, including completion rates, placement rates, and wage rates of graduates.
- **Information and Referral:** Access to information regarding services needed by jobseekers, such as income assistance, housing, food, or medical care. Referrals to off-site services within the system will be made electronically in accordance with this agreement.
- **Training Related Information:** Access to and information about vocational exploration, basic skills and literacy training, job search skills, self-employment/entrepreneurial training, training leading to the award of skills certificates, work-based learning, two-year or four-year degree programs and state-approved apprenticeship programs.
- **Unemployment Insurance Information:** Phone accessibility to file for unemployment insurance benefits. Internet Claims filing can be done via the internet. Partner staff will provide meaningful assistance to individuals filing an initial claim.
- **Eligibility Determination:** Access to information regarding employment and training services needed by job seekers and eligibility for federal and state funded programs.
- **Outreach/Orientation/Intake:** Promoting local workforce services and activities to provide individuals with the information necessary to register for programs.
- **Performance Information on Local SC Works Centers:** How the local area is performing on the local performance measures and any additional performance information with respect to the SC Works delivery system in the local area.
- **Follow-up Services:** Including retention services and counseling regarding the workplace.

participants and businesses, meets the workforce development needs of participants and local employers, operates in a cost efficient manner, coordinates services among the SC Works partner programs, and provides maximum access to partner program services even outside regular business hours. These evaluations will include criteria evaluating how well the centers and delivery systems take actions to comply with the disability-related regulations implementing WIOA. All Parties must work together to establish processes and services to achieve and maintain the required certification.

### **Center Management**

The Center Manager is responsible for the day-to-day operation of the identified facilities. The Center Manager will coordinate with Parties to ensure staff is scheduled appropriately within the Center, respond to questions of an operational nature, manage the facilities, coordinate the Sharing of Resources, and will be the primary point of contact for SC Works Certification Standards and other related issues.

The Operator agrees that partner staff will have access to their assigned work areas during standard business hours during the work week and during extended work hours, including weekend hours if necessary, as special projects, information technology maintenance, extraordinary circumstances or workload may require.

### **Eligibility**

Each Partner shall be independently responsible for determining eligibility for their respective programs.

### **Staff Management**

- a. Each partner shall be responsible for providing the direct supervision and control of its staff in such matters as selection and hiring decisions, personnel planning and evaluation, salary and benefits and other matters directly pertaining to an employer-employee relationship. Each Partner will facilitate cross training opportunities and cooperative staffing arrangements within the Centers, as appropriate.
- b. Regardless of role or position, all staff within the SC Works system is expected to behave in a manner that maintains a civil workplace environment, free of harassment and intimidation. Management bears a responsibility to ensure that respectful behaviors are exhibited at all times and to address those which are not in accordance with ***Attachment D, SC Works Civility Policy***.

### **Dispute Resolution**

All SC Works system staff and management have a responsibility to act in good faith towards maintaining a culture of inclusion, dignity, and understanding for all stakeholders in the workforce system. Disputes should be addressed using approaches that facilitate clear communication and respectful interactions that lead to mutually acceptable solutions. For disputes that cannot be resolved informally, the following mediation/resolution process shall be followed.

1. Should informal efforts fail, the authorized signatory official of the WIOA local grant recipient, or designee, and the executive director(s) of the partner(s), or designee(s), shall meet to mediate and resolve the situation.
2. Should these efforts fail, the situation shall be referred to the chair of the Local Workforce Development Board who shall designate an ad hoc committee to mediate with the parties involved to resolve the situation.
3. Should local efforts fail, and/or situations reoccur, either party may send a written request to the State Workforce Development Board (SWDB) regarding mediation.
4. The Chair will designate the Executive Committee or an ad hoc committee of at least five SWDB members to mediate with the parties involved and attempt to resolve the dispute.
5. The SWDB will hear the dispute and provide a recommendation within 60 days.

assigned responsibilities in support of the services and activities described herein and will comply with applicable laws, including ensuring that Confidentiality Agreements with DEW are executed and maintained by active system users. Each Party expressly agrees to take measures to provide that no PII or other personal or confidential information is accessible by unauthorized individuals.

- c. Customer information, on employers and job seekers, will be shared in accordance with separate partner confidentiality agreements. Parties agree that confidentiality of customer information will be maintained at all times. Parties agree to safeguard and protect confidential and personally identifying information pursuant to applicable Federal and State law, and 2 CFR 200.79. Parties with access to unemployment insurance information from the S.C. Department of Employment and Workforce must maintain these records pursuant to S.C. Code Ann. §§ 41-29-150 through 170, 20 CFR Part 603, and IRS Publication 1075, which require that certain S.C. Department of Employment and Workforce data be kept confidential. These requirements survive the duration of this agreement.
- d. With respect to the use and disclosure of FERPA-protected customer education records and the PII contained therein, any such data sharing agreement must comply with all of the requirements set forth in 20 U.S.C. 1232g and 34 CFR Part 99.
- e. With respect to the use and disclosure of personal information contained in VR records, any such data sharing agreement must comply with all of the requirements set forth in 34 CFR 361.38.

#### **Grants Management**

Each Partner will be responsible for managing funds and activities under their control. Grant administration, including grant management, fiscal activities, evaluation/reporting, and overall coordination activities will be the responsibility of individual Parties.

#### **Compliance**

Each Partner shall be responsible for ensuring that its activities are in compliance with their respective authorizing legislation and all regulations, policies and procedures set forth by the Federal or state government.

#### **Liability Insurance**

Each partner ensures that it will secure and maintain general tort liability insurance through an authorized carrier in at least the amount in South Carolina Code 15-78-120 of the South Carolina Tort Claims Act. Any liability of the Partner or any claims, damages, losses or cost arising out of or related acts performed by the Parties, or their agents, under this agreement shall be governed by the South Carolina Tort Claims Act 15-78-10, et seq. Each party hereto shall be liable for its own acts and omissions, and the acts and omissions of its employees, agents and officers, and nothing herein shall impute or transfer liability to the LWDB or any other party.

#### **Severability**

If any provision of this document is held invalid, the remainder shall not be affected thereby and shall remain in force. Similarly, should any Party withdraw, modify, assign or terminate its participation in this MOU, it shall remain binding and in full force and effect with respect to other remaining parties.

#### **Assurances and Certifications:**

1. The Parties will ensure that no person shall be discriminated against in consideration for or receipt of employment and training services or staff position on the basis of race, color, religion, sex

<b>Abbeville SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 864-366-6690, ext 2291
Address:	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Tuesday 9 am – noon	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

<b>Edgefield SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 803-637-4029
Address: 21 Star Road, Edgefield, SC 29824	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Tuesday 9 am – noon	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

<b>Laurens SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 864-681-1605
Address: 1029 West Main St, Laurens, SC 29360	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Monday – Thursday 8:30 am – 12:00 pm; 1 pm – 5 pm	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

<b>McCormick SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 864-852-3649
Address: 109 West Augusta St, McCormick, SC 29835	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Monday 8:30 am – noon	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

<b>Newberry SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 803-276-2110
Address: 1840 Wilson Rd, Newberry, SC 29108	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Monday – Friday 8:30 am – 5:00 pm	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

<b>Saluda SC Works Center (Satellite)</b>	
Center Manager Name, Title TBA, SC Works Operations Manager	Phone 864-445-2047
Address: 407 West Butler Ave, Saluda, SC 29138	Email Address: <a href="mailto:work@uppersavannah.com">work@uppersavannah.com</a>
Operating Hours: Thursday 9:00 am – noon	Website: <a href="http://www.upperscworks.com">www.upperscworks.com</a>

Each partner agrees to provide the resources necessary to fund their proportionate share of the costs as contained in **Attachment E, Shared Operating Budget**. The IFA should include, but is not limited to the following infrastructure cost items:

- Lease/Rent
- Utilities
- Landscaping
- Janitorial and cleaning maintenance

**Maintenance Costs** - Maintenance costs include the following unless otherwise noted: landscaping, janitorial/cleaning maintenance, routine building maintenance and repairs, including HVAC maintenance, and pest control.

- a. Contractors, particularly those involved in, but not limited to, building repairs or improvements, should be mutually agreed upon by all financially contributing Parties. Each entity has its own procurement process and is responsible for ensuring that quotes for service are solicited and evaluated according to the appropriate procurement process. Once a need has been determined, the Facility Host designee is responsible for advising the non-Host partner(s) of the need, securing contractor quotes and submitting this detail for review to pertinent parties. Contractor selection must be agreed upon by all parties prior to the execution of work.
- b. Facility hosts with capital improvement needs of any nature must address those needs independent of this agreement and budget. Such repairs could be unresolved ADA modifications, roof repairs, HVAC replacement, etc. Capital improvement shall be the sole financial responsibility of the facility host. However, maintenance and repairs occurring from daily operations will be shared proportionately utilizing the agreed upon cost sharing methodology.

**Supplies** - Supply costs are those related to individual staff in performing their respective job duties and those related to the supply of items needed for public access (i.e. resource room) and common/shared spaces (i.e. restrooms) in each Center. Parties will purchase all staff supplies needed, including business cards, for their staff through the appropriate partner manager. The only shared supply costs will be those specifically related to public access and common/shared spaces as purchased by the Operator. These costs should be reconciled and invoiced to Parties quarterly and will be shared proportionately across all programs located in the Center in accordance with this agreement.

**Equipment Costs** - Equipment costs are those related to the use of rented equipment, such as Xerox machines, etc. (including paper and ink for the machine). Partner staff will be responsible for providing the necessary equipment for their staff and will share in the cost of public access equipment only, as provided by the LWDB and/or Operator, and used only by Center customers. These costs should be reconciled and invoiced to Parties quarterly and will be shared proportionately across all programs located in the Center in accordance with this agreement.

<b>Center/Location</b>	<b>Number and Type of Public Access Equipment (not including PCs)</b>
Greenwood SC Works Center	
Edgefield SC Works Center	All-in-One Copier
Laurens SC Works Center	
McCormick SC Works Center	
Newberry SC Works Center	
Saluda SC Works Center	

**Access to equipment** - Partner staff shall be granted access to all partner equipment in all SC Works facilities, including network closets. The partners agree that all Parties will be granted access to any other properties to verify ownership through the state property system. If equipment is found on the state property inventory list, the Parties agree to return the equipment for off-boarding, transfer, and return to ensure proper handling as required by IRS regulations property ownership and resolution of any depreciated value of the equipment.

Operator is providing phone service, the COG/County and/or the Operator may bill a partner for their proportionate share of monthly billing by the telephone service provider. In cases where a telephone cannot be provided or supported by either party, partners may choose to provide or request alternate communication methods as needed on a case-by-case basis.

**Cost Allocation and Proportionate Share** - WIOA and its related regulations and guidance establish, as a starting point, the expectation that Parties will share proportionately in the infrastructure and shared services cost of the SC Works system. Therefore, the Parties agree that costs will be shared based on the Full-time Equivalency (FTE) model. Shared costs will be allocated on the basis of a partner's number of staff assigned to work in a facility (enjoying the benefits of being in the building) on a weekly basis and counted proportionately by day as defined below:

- **One Day** - .20 (20% of a work week);
- **Two Days** - .40 (40% of a work week);
- **Three Days** - .60 (60% of a work week);
- **Four Days** - .80 (80% of a work week); and
- **Five Days** - 1 (100% of a work week).

Staff assigned to work only "half-days" in a facility on a weekly basis will be counted proportionately as defined below:

- **One Day** - .10 (half of 20% of a work week);
- **Two Days** - .20 (half of 40% of a work week);
- **Three Days** - .30 (half of 60% of a work week);
- **Four Days** - .40 (half of 80% of a work week); and
- **Five Days** - .50 (half of 100% of a work week).

Affiliate locations where services are provided only on a monthly basis will not be included in the proportionate share.

- a. Staffing levels will determine the proportionate share percentage of infrastructure and additional shared services costs for which each Partner will be responsible for by location and program. Billing of each individual Center's costs will be based on the staff count as indicated in the attached Staffing Addendum. The addendum must be completed and signed by all cost-sharing Parties with the execution of this MOU. Staff counts must be based on planned staffing levels for the duration of the PY at the time of signature. Permanent adjustments to staffing levels for the duration of the PY (outside those of routinely occurring vacancies) will require the addendum and effective date to be revised and signed by all Parties. Any Party may request a new staffing addendum be executed at any time based on permanent staffing changes. The staffing addendum will be submitted to the Parties with invoices and supporting documentation reflecting actual expenses for payment.
- b. Any deviations or adjustments made to the proportionate share formulas will be presented in writing and agreed to by all Parties in the form of an addendum to the original agreement.

**Agreement Management**

The Agreement Manager responsible for oversight and review of shared costs, as well as the monitoring of the allocation methodology and funding information for each partner is:

Partner Entity: Upper Savannah	Partner Entity: SC Dept of Employment and Workforce	Partner Entity: SC Vocational Rehabilitation
Name & Title: Ann Skinner, Workforce Development Director	Name & Title: Scott Ferguson, Policy & Compliance Manager	Name & Title: Jacob Chorey, Director of Planning & Program Evaluation
Mailing Address: 430 Helix Rd, Greenwood SC 29646	Mailing Address: 1550 Gadsden St PO Box 995, Columbia SC 29202	Mailing Address: 1410 Boston Avenue, West Columbia SC 29170
Phone: 864-941-8074	Phone: 803-737-2671	Phone: 803-896-7047
Email: <a href="mailto:askinner@uppersavannah.com">askinner@uppersavannah.com</a>	Email: <a href="mailto:RSFerguson@dew.sc.gov">RSFerguson@dew.sc.gov</a>	Email: <a href="mailto:jchorey@scvrd.net">jchorey@scvrd.net</a>

Partner Entity: Greenwood County Adult Education	Partner Entity: SC Commission for the Blind	Partner Entity: SC Dept of Social Services
Name & Title: Travis Blizzard, Director of Adult Education	Name & Title: Karma Marshall, Consumer Services Director	Name & Title: Tammy James, Director Division of Employment Services
Mailing Address: 400 Glenwood St, Greenwood SC 29649	Mailing Address: 1430 Confederate Ave, Columbia SC 29202	Mailing Address: PO Box 1520, Columbia SC 29202-1520
Phone: 864-941-5450	Phone: 803-898-3552	Phone: 803-898-1097
Email: <a href="mailto:blizzardt@gwd50.org">blizzardt@gwd50.org</a>	Email: <a href="mailto:Karma.Marshall@sccb.sc.gov">Karma.Marshall@sccb.sc.gov</a>	Email: <a href="mailto:Tamara.James@dss.sc.gov">Tamara.James@dss.sc.gov</a>

Partner Entity: GLEAMNS Human Resources Commission Inc CSBG	Partner Entity: Job Corp	Partner Entity:
Name & Title: Marcella Kennedy, CSBG Program Director	Name & Title: Johnell Gaines Bamberg Center Director	Name & Title:
Mailing Address: 301 N Hospital St, Greenwood SC 29646	Mailing Address:	Mailing Address:
Phone: 864-229-8864	Phone: (603) 566-0682	Phone:
Email: <a href="mailto:mkennedy@gleamnshrc.org">mkennedy@gleamnshrc.org</a>	Email: <a href="mailto:gaines@jobcorps.org">gaines@jobcorps.org</a>	Email:

**Authority and Signatures**

The individuals signing this agreement have the authority to commit their respective organizations to the terms of this MOU and do so by signature below. Electronic signatures are authorized and strongly encouraged to ensure timely execution of the MOU. The following individual signature pages reflect the entity who is the grant recipient, administrative entity, or organization responsible for administering the funds and carrying out the specified programs and activities in the local area.

**Effective Date**

Without regard to the date of signatures below, the Parties agree the effective date of this agreement is July 1, 2023.



**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

Chief Elected Officials:

Abbeville County Council  
William C. Norris, Chair



William C Norris 4/17/23  
Signature Date

\_\_\_\_\_  
Signature Date

Edgefield County Council  
Dean Campbell, Chair

Newberry County Council  
Todd Johnson, Chair

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Signature Date

Greenwood County Council  
Chuck Moates, Chair

Saluda County Council  
Jim Moore, Chair

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Signature Date

Laurens County Council  
Brown Patterson, Chair

\_\_\_\_\_  
Signature Date

THE UPPER SAVANNAH WORKFORCE AREA

SC WORKS SYSTEM

MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Chief Elected Officials:

Abbeville County Council  
William C. Norris, Chair

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_



Richmond County Council  
Les Jennings, Chair

Edgefield County Council  
Dean Campbell, Chair

  
Signature \_\_\_\_\_

Newberry County Council  
Todd Johnson, Chair

Signature \_\_\_\_\_

Date \_\_\_\_\_

4/15/23

Date

Greenwood County Council  
Chuck Moates, Chair

Signature \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Laurens County Council  
Brown Patterson, Chair

Signature \_\_\_\_\_

Date \_\_\_\_\_

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
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**Chief Elected Officials:**

Abbeville County Council  
William C. Norris, Chair

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Signature

\_\_\_\_\_  
Date

McClintock County Council  
Charles Jennings, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Edgefield County Council  
Dean Campbell, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Newberry County Council  
Todd Johnson, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Greenwood County Council  
Chuck Moates, Chair

\_\_\_\_\_  
Signature

*CL Moates*  
5/1/23  
Date

Saluda County Council  
Jim Moore, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Laurens County Council  
Brown Patterson, Chair

\_\_\_\_\_  
Signature

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Date

THE UPPER SAVANNAH WORKFORCE AREA  
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Chief Elected Officials:

Abbeville County Council  
William C. Norris, Chair

McClintock County Council  
Charles Jennings, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



Edgefield County Council  
Dean Campbell, Chair

Newberry County Council  
Todd Johnson, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
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\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Greenwood County Council  
Chuck Moates, Chair

Saluda County Council  
Jim Moore, Chair

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Signature

\_\_\_\_\_  
Date

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Signature

\_\_\_\_\_  
Date

Laurens County Council  
Brown Patterson, Chair

\_\_\_\_\_  
Signature

*Brown Patterson*  
4.25.23  
\_\_\_\_\_  
Date

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
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WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)



Chief Elected Officials:

Abbeville County Council  
William C. Norris, Chair

McCormick County Council  
Charles Jennings, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

*Charles Jennings* 4/26/23  
\_\_\_\_\_  
Signature Date

Edgefield County Council  
Dean Campbell, Chair

Newberry County Council  
Todd Johnson, Chair

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Signature

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Signature

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Greenwood County Council  
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Saluda County Council  
Jim Moore, Chair

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Laurens County Council  
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Chief Elected Officials:

Abbeville County Council  
William C. Norris, Chair

McCormick County Council  
Charles Jennings, Chair

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Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Edgefield County Council  
Dean Campbell, Chair

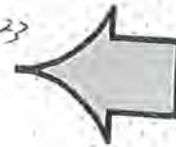
Newberry County Council  
Todd Johnson, Chair

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Signature

\_\_\_\_\_  
Date

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Signature

4-12-23  
\_\_\_\_\_  
Date



Greenwood County Council  
Chuck Moates, Chair

Saluda County Council  
Jim Moore, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Laurens County Council  
Brown Patterson, Chair

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McCormick County Council  
Charles Jennings, Chair

\_\_\_\_\_  
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\_\_\_\_\_  
Date

Edgefield County Council  
Dean Campbell, Chair

\_\_\_\_\_  
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\_\_\_\_\_  
Date

Newberry County Council  
Todd Johnson, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Greenwood County Council  
Chuck Moates, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Saluda County Council  
Jim Moore, Chair

*Jim Moore*  
\_\_\_\_\_  
Signature

*14 Apr 23*  
\_\_\_\_\_  
Date

Laurens County Council  
Brown Patterson, Chair

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**THE UPPER SAVANNAH WORKFORCE AREA**  
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**The Upper Savannah Workforce Development Board** is the designated entity responsible for oversight of the local SC Works delivery system including developing this MOU with the SC Works Parties, designating or certifying SC Works operators, strategic planning, and policy development.



Taiese Kidd, Board Chair

Date:

8/3/23

\_\_\_\_\_  
Kal Kunkle  
VP Operations, Eckerd Connects

Date: \_\_\_\_\_



THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The Upper Savannah Workforce Development Board is the designated entity responsible for oversight of the local SC Works delivery system including developing this MOU with the SC Works Parties, designating or certifying SC Works operators, strategic planning, and policy development.

\_\_\_\_\_  
Taiese Kidd, Board Chair

Date: \_\_\_\_\_

  
\_\_\_\_\_  
Kal Kunkle  
VP Operations, Eckerd Connects


Date: 11/13/23

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The Upper Savannah Workforce Development Board is the designated entity responsible for oversight of the local SC Works delivery system including developing this MOU with the SC Works Parties, designating or certifying SC Works operators, strategic planning, and policy development.

\_\_\_\_\_  
Taiese Kidd, Board Chair

Date: \_\_\_\_\_

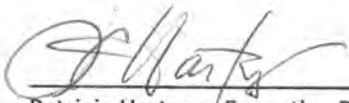
  
\_\_\_\_\_  
Kal Kunkle  
VP Operations, Eckerd Connects

Date: 6/30/23

**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

Upper Savannah Council of Governments is the designated local grant recipient responsible for administering the following title I WIOA programs:

- Adults;
- Dislocated Workers; and
- Youth



\_\_\_\_\_  
Patricia Hartung, Executive Director  
Upper Savannah Council of Governments  
Local Grant Recipient Authorized Official

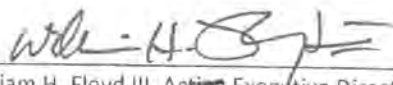
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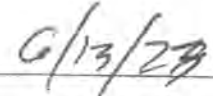
11/15/2023

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The South Carolina Department of Employment and Workforce is the sole entity and designated State agency responsible for administering the funds of the following:

- Employment services authorized under the Wagner-Peyser Act (29 U.S.C. 49 *et seq.*);
- Trade Adjustment Assistance activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 *et seq.*);
- Jobs for Veterans State Grants programs authorized under chapter 41 of title 38, U.S.C.;
- Programs authorized under State unemployment compensation laws (in accordance with applicable Federal law)
- Migrant and Seasonal Farmworkers (MSFW) programs

  
\_\_\_\_\_  
William H. Floyd III, ~~Acting~~ Executive Director  
SC Department of Employment and Workforce  
ws

Date: 


**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

The South Carolina Vocational Rehabilitation Department is a designated agency specified under sec. 101(a) (2) of the Rehabilitation Act that is primarily concerned with vocational rehabilitation, or vocational and other rehabilitation, of individuals with disabilities in the State and is responsible for administering or supervising policy for the Vocational Rehabilitation program, authorized under title I of the Rehabilitation Act, with the exception of Vocational Rehabilitation programs for individuals who are blind which are administered by the South Carolina Commission for the Blind.

  
\_\_\_\_\_  
Felicia W. Johnson, Commissioner  
SC Vocational Rehabilitation Department

Date: 06/14/2023

**"APPROVED AS TO FORM AND CONTENT"**

  
\_\_\_\_\_  
Deanna T. Harvey  
SCVTD Legal Counsel

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The **South Carolina Commission for the Blind** is a designated agency specified under the Rehabilitation Act of 1973 that is primarily concerned with providing quality individualized vocational rehabilitation services, independent living services and prevention-of-blindness services to blind and visually impaired consumers leading to competitive employment and social and economic independence.



\_\_\_\_\_  
Darline Graham, Commissioner  
SC Commission for the Blind

Date: 5/25/23

**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

The **South Carolina Department of Social Services** is the sole entity and designated State agency responsible for administering:

- The Temporary Assistance to Needy Families (TANF) program authorized under the Personal Responsibility and Work Opportunity Reconciliation Act of 1996;
- The Supplemental Nutrition Assistance Program (SNAP) under the provisions in the Food and Nutrition Act of 2008.

**Susan Roben** Digitally signed by Susan Roben  
Date: 2023.06.05 12:34:31  
-04'00'

\_\_\_\_\_  
Susan Roben, Chief Financial Officer  
SC Department of Social Services

Date: \_\_\_\_\_

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

GLEAMNS Human Resources Commission, Inc. is the Community Services Block Grant provider in the Upper Savannah Region. GLEAMNS CSBG has a presence in all seven counties. It is onsite in Edgefield, McCormick, and Saluda counties.

*Marcella A. Kennedy*

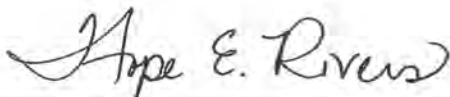
\_\_\_\_\_  
Marcella A. Kennedy, Community Services Director  
GLEAMNS Human Resources Commission, Inc.

Date: 05/23/2023



THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**Piedmont Technical College** is a designated agency specified under the Carl D. Perkins Career and Technical Education Act of 2006. The College offers post-secondary training for a wide variety of occupations. Piedmont Technical College does not contribute towards Center expenses. Instead, it provides its facilities for SC Works job fairs.



Date: 11/28/23

\_\_\_\_\_  
Dr. Hope Rivers, President  
Piedmont Technical College

**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

**Goodwill Industries of Upstate/Midlands SC** is recognized as a required partner in the SC Works System because it provides assistance through the Senior Community Service Employment Program. It is invited to be a part of the system because of its commitment to helping individuals find and retain employment. Goodwill pledges to make referrals when appropriate, work together to increase services available in the community and coordinate assistance to businesses.

  
\_\_\_\_\_  
Tiffany Foster  
Senior Missions Manager  
Goodwill Industries of Upstate/Midlands SC

Date: 6/9/23

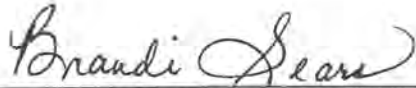
THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**Job Corps** is a required partner in the SC Works System. Job Corp is funded under the Workforce Innovation and Opportunity Act, Section C.

**Johnell Gaines** \_\_\_\_\_ Date: **June 12, 2023** \_\_\_\_\_  
Johnell Gaines, Center Director  
Job Corps

**THE UPPER SAVANNAH WORKFORCE AREA**  
**SC WORKS SYSTEM**  
**MEMORANDUM OF UNDERSTANDING**  
**PURSUANT TO THE**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

**Abbeville County Adult Education** is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Abbeville County, South Carolina.



\_\_\_\_\_  
Brandi Sears, Adult Education Director  
Abbeville County School District

Date: 5/23/23

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Edgefield-McCormick County Adult Education is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Edgefield and McCormick counties, South Carolina.

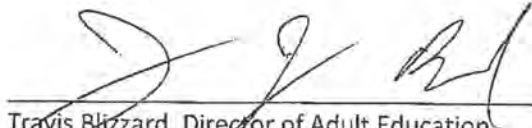


\_\_\_\_\_  
Dr. Kevin L. O'Gorman, Superintendent  
Edgefield County School District

Date: 10/23/23

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)


**Greenwood County Adult Education** is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Greenwood County, South Carolina.

  
\_\_\_\_\_  
Travis Blizzard, Director of Adult Education  
Greenwood County Adult Education

Date: 8/1/2023

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**Laurens County Adult Education** is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Laurens County, South Carolina.



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Dr. Joseph Makla, Director  
Laurens County Adult Education

Date: 11/27/23

THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Newberry County Adult Education is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Newberry County, South Carolina.



Mr. Alvin Pressley, Superintendent  
Newberry County School District


Date: 6/15/23





THE UPPER SAVANNAH WORKFORCE AREA  
SC WORKS SYSTEM  
MEMORANDUM OF UNDERSTANDING  
PURSUANT TO THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**Saluda County Adult Education** is the designated agency specified for operating the Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act services in Saluda County, South Carolina.

  
\_\_\_\_\_  
Dr. Harvey H. Livingston, Superintendent  
Saluda County School District

Date: 10-23-2023

MOU Attachment A: WIOA REQUIRED SERVICES

REQUIRED PARTNERS	Eligibility Deters.	Outreach & Orientation	Skills Assessments	Labor Exchange	Partner Referrals	Provision of LMI	Provision of Performance Information	Supportive Services	UI Filing	Financial Aid Assistance	Individual Career Services	Access to Training Services	Business Services
Adult, DW, and Youth	X	X	X	X	X	X	X	X		X	X	X	X
Adult Education/Family Literacy		X	X	X	X	X	X	X		X	X	X	X
Wagner-Peyser		X	X	X	X	X	X	X	X	X	X	X	X
Rehab. Programs for Indiv. w/Disabilities		X	X	X	X	X	X	X	X	X	X	X	X
Post-Sec. Career & Tech. Ed. (Perkins)		X	X	X	X	X	X	X		X	X	X	X
CSBG Employment and Training		X	X	X	X	X	X	X		X	X	X	X
Native American Programs		X	X	X	X	X	X	X		X	X	X	X
HUD Employment and Training													
Job Corps		X	X	X	X	X	X	X		X	X	X	X
Veterans Employment and Training		X	X	X	X	X	X	X		X	X	X	X
Migrant and Seasonal Farmworker		X	X	X	X	X	X	X		X	X	X	X
Senior Community Svc. Employment		X	X	X	X	X	X	X		X	X	X	X
Trade Adjustment Assistance		X	X	X	X	X	X	X		X	X	X	X
Unemployment Compensation		X	X	X	X	X	X	X	X	X	X	X	X
YouthBuild		X	X	X	X	X	X	X		X	X	X	X
TANF		X	X	X	X	X	X	X		X	X	X	X
Second-Chance Act		X	X	X	X	X	X	X		X	X	X	X

**Eligibility Determinations:** Determination if an individual is eligible for WIOA Adult, DW, or Youth programs.

**Outreach & Orientation:** Information on and access to services in the SC Works system.

**Skills Assessments:** Initial assessment of skill levels including literacy, numeracy, English language proficiency, and aptitudes and abilities (including skills gaps).

**Labor Exchange:** Job search and placement assistance, career counseling, and non-traditional employment information.

**Partner Referrals:** Referrals to and coordination with programs and services within the SC Works system and other workforce programs.

**Provision of LMI:** Local, regional, and national labor market statistics including: job vacancy listings, skills needed to obtain those jobs, in-demand occupations and earnings, and advancement opportunities available.

**Provision of Performance Information:** Partner specific data on how local areas are performing on accountability measures relating to the area's overall SC Works system.

**Supportive Services:** Information relating to the availability of supportive services, such as child care and transportation, and referrals to supportive service programs, as needed.

**Unemployment Insurance Filing:** Information and assistance regarding filing claims for unemployment compensation.

**Financial Aid Assistance:** Assistance in establishing eligibility for financial aid programs not provided under WIOA.

**Individualized Career Services:** Individualized services provided to eligible customers, such as counseling and career planning, to help the customer obtain or retain employment.

**Access to Training Services:** Access to training services such as On-the-Job training, entrepreneurial, adult education and literacy, and customized training.

**Business Services:** Employer services, such as job fairs, recruitment assistance, and incumbent worker training, are made available to local employers.

MOU Attachment B: Upper Savannah SC WORKS PARTNER LIST

Greenwood SC Works Center, Comprehensive  
927 East Cambridge Ave, Greenwood

Abbeville SC Works Center  
903 West Greenwood St, Abbeville

Edgefield SC Works Center  
21 Star Road, Edgefield

Laurens SC Works Center  
1029 West Main Street, Laurens

McCormick SC Works Center  
109 W. Augusta Street, McCormick

Newberry SC Works Center  
1840 Wilson Rd, Newberry

Saluda SC Works Center  
407 West Butler Avenue, Saluda

SC Works Partner	Location	Required or Optional	Representing
	<b>Location:</b> Primary location listed first, Then Initials to Indicate if staff are located one day a week or more in Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda Centers. Center Addresses are listed below.		
Upper Savannah Council of Governments, Workforce Division	Comprehensive Center 927 East Cambridge Ave., Greenwood SC 29646 Also A, E, L, M, N S Centers	Required	Workforce Innovation and Opportunity Act (WIOA)
Eckerd Workforce Solutions	Comprehensive Center 927 East Cambridge Ave., Greenwood SC 29646 Also A, E, L, M, N S Centers	Required	WIOA
Abbeville Adult Education	400 Greenville Street, Abbeville SC 29620	Required	Adult Education
Edgefield/McCormick Adult Education	117 Cardinal Drive, Johnston SC 29832	Required	Adult Education

MOU Attachment B: Upper Savannah SC WORKS PARTNER LIST

SC Works Partner	Location	Required or Optional	Representing
GLEAMNS Human Resources Comm. CSBG	301 North Hospital St, Greenwood SC 29646; 221-A West Laurens St, Laurens SC 29360; and 706 Carolina Circle, Abbeville SC 29620 Also in E, M, and S Centers	Required	Community Services Block Grant
SC Department of Social Services	Comprehensive Center 927 East Cambridge Ave, Greenwood SC 29646	Required Optional	TANF SNAP
Goodwill	Senior Community Service Employment 1306 Montague Ave, Greenwood SC 29649 908 B East Main Street, Laurens SC 29360	Required	Employment and Training Services
Bamberg Job Corps Center	19 Job Corps Avenue, Bamberg SC 29003 Visit one day a week	Required	Job Corp

MOU Attachment B: Upper Savannah SC WORKS PARTNER LIST

SC Works Partner	Location	Required or Optional	Representing
Greenwood Adult Education	Genesis Education Center 400 Glenwood Street, Greenwood SC 29649	Required	Adult Education
Laurens Adult Education	663 Medical Ridge Road, Clinton SC 29325	Required	Adult Education
Newberry Adult Education	709 Kendall Road, Newberry SC 29108, PO Box 718, Newberry SC 29108	Required	Adult Education
Saluda Adult Education	401 North Calhoun Street, Saluda SC 29138	Required	Adult Education
SC Department of Employment and Workforce	Comprehensive Center 927 E Cambridge Avenue, Greenwood SC 29646 Also A, L, and N Centers	Required	Wagner Peyser, Veterans Employment, Migrant Farmworkers, Trade, Unemployment
SC Vocational Rehabilitation	2345 Hwy 72/221 E., Greenwood SC 29649; 22861 Hwy 76 E., Clinton SC 29325; and 2601 Evans Street, Newberry SC 29108 Also in G, S, and E.	Required	Vocational Rehabilitation
SC Commission for the Blind	108-B Bypass 225 South, Greenwood SC 29646	Required	Vocational Rehabilitation
Piedmont Technical College	620 N. Emerald Road, Greenwood SC 29646; 143 Hwy 72W, Abbeville SC 29620; 506 Main Street, Edgefield SC 29824; 663 Medical Ridge Road, Clinton SC 29325; 1008 Kelly Street, McCormick SC 29835; 1922 Wilson Road, Newberry SC 29108; 701 Batesburg Highway, Saluda SC 29138; and 109 Innovation Drive, Laurens SC 29360	Required	Carl Perkins Fund

MOU ATTACHMENT D

SC Works Civility Policy

Regardless of role or position, all staff within the SC Works system is expected to behave in a manner that maintains a civil workplace environment, free of harassment and intimidation. Management bears a responsibility to ensure that respectful behaviors are exhibited at all times and to address those which are not. Indeed, management should exemplify the behavior expected of all staff in maintaining a positive and productive work culture.

Respectful workplace behaviors are those that promote positivity and professionalism including, but not limited to:

- Using respectful and courteous language in all interactions;
- Questioning an individual's position on an issue politely and seeking to understand his/her position;
- Giving an individual direct, non-personal feedback and where appropriate, in a private setting;
- Not displaying a negative attitude and understanding how one's attitude can affect the work environment;
- Approaching conflict with maturity and a true desire for resolution rather than an opportunity to disagree;
- Respecting the chain of command and raising concerns to management at the appropriate time/place and with the appropriate tone; and
- Using discretion when communicating about issues that may be considered to be personal.

Inappropriate or unacceptable workplace behaviors are statements or acts that may negatively impact the work environment including, but not limited to:

- Using profane, abusive, vulgar, or harassing language;
- Berating or unnecessarily criticizing people in public;
- Gossiping;
- Deliberately embarrassing people;
- Using e-mail or text messages as a shield for rudeness or to further any other inappropriate or unacceptable workplace behaviors; and
- Addressing people in an unprofessional manner or tone.

All SC Works system staff and management have a responsibility to act in good faith towards maintaining a culture of inclusion, dignity, and understanding for all stakeholders in the workforce system. Disputes should be addressed using approaches that facilitate clear communication and respectful interactions that lead to mutually acceptable solutions. For disputes that cannot be resolved informally, the following mediation/resolution process shall be followed.

1. Should informal efforts fail, the authorized signatory official of the WIOA local grant recipient, or designee, and the executive director(s) of the partner(s), or designee(s), shall meet to mediate and resolve the situation.
2. Should these efforts fail, the situation shall be referred to the chair of the Local Workforce Development Board who shall designate an ad hoc committee to mediate with the parties involved to resolve the situation.
3. Should local efforts fail, and/or situations reoccur, either party may send a written request to the State Workforce Development Board (SWDB) regarding mediation.

## MOU ATTACHMENT C

### CROSS REFERRAL AGREEMENT

1. The parties agree that each partner shall receive referrals from and make referrals to the SC Works system in accordance with this Cross Referral Agreement.

- (a) Referral Definition

- A referral is defined as a good faith effort by each local SC Works Partner to direct customers to the right service at the right time.

- Referrals are made in SC Works Online Services (SCWOS), or if the partner does not have a SCWOS staff account, the Partner Referral Form (Attachments C-1).

- Referrals between Parties will be counted when a Referral Form is received by any one partner. It will be incumbent on each partner to follow-up with referrals received from other Parties, to facilitate each partner's individual intake process.

2. Each partner will use the attached referral form or SCWOS Referral in referring individuals for services they are not able to provide. This agreement will be updated to include any necessary performance standards, tracking requirements, etc. as WIOA implementation progresses.

3. The parties agree to make discussion of the referral process (for review and enhancement) a permanent agenda item at all regularly scheduled partner meetings, to include:

- ◇ Provide feedback on the success of cross-referral arrangements;
  - ◇ Cross-train their respective staffs;
  - ◇ Consider co-enrollment options and practices;
  - ◇ Consider the effect of cross-referrals on mutual performance expectations; and
  - ◇ Constantly improve the joint delivery of services to customers.







Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

Signature Page for Upper Savannah Headcount Used In Resource Sharing Calculation

The above staff roster reflects my organization's plans to utilize the Upper Savannah SC Works Centers. If an organization has significant change they may request that all partners complete a new headcount so that the costs may be re-calculated. It is not expected that headcounts will change due to temporary vacancies or assignments.

Signed by


GLEAMNS HRC. INC.	<i>Marcella A. Kennedy</i>	Marcella A. Kennedy	05/23/2023
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

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Signed by

SC Department of Employment and Workforce		Roy C. Lowe Jr. Regional Manager	1/11/2024
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

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Signed by

SC Department of Social Services	Tammy James <small>(Digitally signed by Tammy James Date: 2024.01.10 13:14:20 -0500)</small>	Tammy James Director, Division of Employment Services	01/10/2024
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

Signature Page for Upper Savannah Headcount Used in Resource Sharing Calculation

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Signed by

SC Commission For The Blind	<i>Carol C. Anderson</i>	Carol C. Anderson, Consumer Services Director	02/02/2024
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

Signature Page for Upper Savannah Headcount Used in Resource Sharing Calculation

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Signed by


Vocational Rehabilitation	<i>Jacob Chorey</i>	Jacob Chorey, Director of Planning & Program Eval.	6-15-23
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

Signature Page for Upper Savannah Headcount Used in Resource Sharing Calculation

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Signed by

Greenwood Adult Ed		Travis Bizzard Director	
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date

Percent Share So Total Equals 100%									
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%

Signature Page for Upper Savannah Headcount Used in Resource Sharing Calculation

The above staff roster reflects my organization's plans to utilize the Upper Savannah SC Works Centers. If an organization has significant change they may request that all partners complete a new headcount so that the costs may be re-calculated. It is not expected that headcounts will change due to temporary vacancies or assignments.

Signed by

Bamberg Job Corps	<i>Kristin Dube</i>	Kristin Dube	12/7/2023
Name of Organizations	Signature of Representative	Typed Name of Representative and Title CIVIC'S Manager	Date

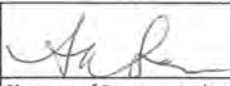


Percent Share So Total Equals 100%										
Total Per Center	0.7	2	18.3	4.1	1.7	5.3	1.5	5.6	39.2	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	100.0%	

Signature Page for Upper Savannah Headcount Used in Resource Sharing Calculation

The above staff roster reflects my organization's plans to utilize the Upper Savannah SC Works Centers. If an organization has significant change they may request that all partners complete a new headcount so that the costs may be re-calculated. It is not expected that headcounts will change due to temporary vacancies or assignments.

Signed by

Upper Savannah W10H		Ann Skinner <sup>WFD</sup> Director	6/16/23
Name of Organizations	Signature of Representative	Typed Name of Representative and Title	Date