

PROFESSIONAL SERVICES AGREEMENT

For

VIOLENCE PREVENTION, INTERVENTION AND REDUCTION GRANTS

CONTRACT NO. 13-53-090J

BETWEEN



COOK COUNTY GOVERNMENT

COOK COUNTY JUSTICE ADVISORY COUNCIL

AND

STRUGGLING YOUTH EQUALS SUCCESSFUL ADULTS (SYESA)

**APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS**

JUL 17 2013

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**Toni Preckwinkle
Cook County Board President**

**Shannon E. Andrews
Chief Procurement Officer**

PROFESSIONAL SERVICES AGREEMENT

TABLE OF CONTENTS

TERMS AND CONDITIONS 1

ARTICLE 1) INCORPORATION OF BACKGROUND 1

ARTICLE 2) DEFINITIONS..... 1

 a) Definitions..... 1

 b) Interpretation..... 2

 c) Incorporation of Exhibits 3

ARTICLE 3) DUTIES AND RESPONSIBILITIES OF CONTRACTOR 3

 a) Scope of Services 3

 b) Deliverables 3

 c) Standard of Performance..... 4

 d) Personnel..... 4

 e) Insurance 5

 f) Indemnification 8

 g) Confidentiality and Ownership of Documents 8

 h) Patents, Copyrights and Licenses 9

 i) Examination of Records and Audits 9

 j) Subcontract Subcontracting or Assignment of Contract or Contract Funds..... 10

ARTICLE 4) TERM OF PERFORMANCE..... 11

 a) Term of Performance 11

 b) Timeliness of Performance 11

ARTICLE 5) COMPENSATION 12

 a) Basis of Payment..... 12

 b) Method of Payment..... 12

 c) Funding 12

 d) Non-Appropriation..... 12

 e) Taxes 12

 f) Price Reduction..... 13

 g) Contractor Credits 13

ARTICLE 6) DISPUTES 13

ARTICLE 7) COMPLIANCE WITH ALL LAWS 14

ARTICLE 8) SPECIAL CONDITIONS 14

a) Warranties and Representations..... 14

b) Ethics..... 15

c) Joint and Several Liability 15

d) Business Documents 16

e) Conflicts of Interest..... 16

f) Non-Liability of Public Officials 17

ARTICLE 9) EVENTS OF DEFAULT, REMEDIES, TERMINATION, SUSPENSION
AND RIGHT TO OFFSET 17

a) Events of Default Defined 17

b) Remedies 18

c) Early Termination 20

d) Suspension 21

e) Right to Offset..... 21

f.) Delays 22

g.) Prepaid Fees 22

ARTICLE 10) GENERAL CONDITIONS 22

a) Entire Agreement..... 22

b) Counterparts..... 23

c) Modifications and Amendments 23

d) Governing Law and Jurisdiction..... 24

e) Severability 24

f) Assigns..... 24

g) Cooperation..... 24

h) Waiver..... 25

i) Independent Contractor..... 25

j) Governmental Joint Purchasing Agreement 26

ARTICLE 11) NOTICES..... 26

ARTICLE 12) AUTHORITY 26

Economic Disclosure Statement

List of Exhibits

- Exhibit 1 Scope of Services
- Exhibit 2 Schedule of Compensation
- Exhibit 3 Evidence of Insurance

AGREEMENT

This Agreement is made and entered into by and between the County of Cook, a public body corporate of the State of Illinois, on behalf of Office of the Chief Procurement Officer hereinafter referred to as "County" and Struggling Youth Equals Successful Adults (SYESA), doing business as a Corporation of the State of Illinois, hereinafter referred to as "Contractor.

BACKGROUND

The County of Cook issued a Request for Proposals "RFP" for Violence Prevention, Intervention and Reduction Grants. Proposals were evaluated in accordance with the evaluation criteria published in the RFP. The Contractor was selected based on the proposal submitted and evaluated by the County representatives. Contractor represents that it has the professional experience and expertise to provide the necessary services and further warrants that it is ready, willing and able to perform in accordance with the terms and conditions as set forth in this Agreement.

NOW, THEREFORE, the County and Contractor agree as follows:

TERMS AND CONDITIONS

ARTICLE 1) INCORPORATION OF BACKGROUND

The Background information set forth above is incorporated by reference as if fully set forth here.

ARTICLE 2) DEFINITIONS

a) Definitions

The following words and phrases have the following meanings for purposes of this Agreement:

"Additional Services" means those services which are within the general scope of Services of this Agreement, but beyond the description of services required under Article 3, and all services reasonably necessary to complete the Additional Services to the standards of performance required by this Agreement. Any Additional Services requested by the Department require the approval of the Chief Procurement Officer in a written modification to this Agreement before Contractor is obligated to perform those Additional Services and before the County becomes obligated to pay for those Additional Services.

"Agreement" means this Professional Services Agreement, including all exhibits attached to it and incorporated in it by reference, and all amendments, modifications or revisions made in accordance with its terms.

"Chief Procurement Officer" means the Chief Procurement Officer for the County of Cook and any representative duly authorized in writing to act on his behalf.

"Department" means the Cook County Justice Advisory Council.

"Services" means, collectively, the services, duties and responsibilities described in Article 3 of this Agreement and any and all work necessary to complete them or carry them out fully and to the standard of performance required in this Agreement.

"Subcontractor" means any person or entity with whom Contractor contracts to provide any part of the Services, including subcontractors of any tier, suppliers and materials providers, whether or not in privity with Contractor.

b) Interpretation

- i) The term **"include"** (in all its forms) means "include, without limitation" unless the context clearly states otherwise.
- ii) All references in this Agreement to Articles, Sections or Exhibits, unless otherwise expressed or indicated are to the Articles, Sections or Exhibits of this Agreement.
- iii) Words importing persons include firms, associations, partnerships, trusts, corporations and other legal entities, including public bodies, as well as natural persons.
- iv) Any headings preceding the text of the Articles and Sections of this Agreement, and any table of contents or marginal notes appended to it, are solely for convenience or reference and do not constitute a part of this Agreement, nor do they affect the meaning, construction or effect of this Agreement.
- v) Words importing the singular include the plural and vice versa. Words of the masculine gender include the correlative words of the feminine and neuter genders.
- vi) All references to a number of days mean calendar days, unless expressly indicated otherwise.

c) Incorporation of Exhibits

The following attached Exhibits are made a part of this Agreement:

- Exhibit 1 Scope of Services
- Exhibit 2 Schedule of Compensation
- Exhibit 3 Evidence of Insurance

ARTICLE 3) DUTIES AND RESPONSIBILITIES OF CONTRACTOR

a) Scope of Services

This description of Services is intended to be general in nature and is neither a complete description of Contractor's Services nor a limitation on the Services that Contractor is to provide under this Agreement. Contractor must provide the Services in accordance with the standards of performance set forth in Section 3c. The Services that Contractor must provide include, but are not limited to, those described in Exhibit 1, Scope of Services and Time Limits for Performance, which is attached to this Agreement and incorporated by reference as if fully set forth here.

b) Deliverables

In carrying out its Services, Contractor must prepare or provide to the County various Deliverables. "**Deliverables**" include work product, such as written reviews, recommendations, reports and analyses, produced by Contractor for the County.

The County may reject Deliverables that do not include relevant information or data, or do not include all documents or other materials specified in this Agreement or reasonably necessary for the purpose for which the County made this Agreement or for which the County intends to use the Deliverables. If the County determines that Contractor has failed to comply with the foregoing standards, it has 30 days from the discovery to notify Contractor of its failure. If Contractor does not correct the failure, if it is possible to do so, within 30 days after receipt of notice from the County specifying the failure, then the County, by written notice, may treat the failure as a default of this Agreement under Article 9.

Partial or incomplete Deliverables may be accepted for review only when required for a specific and well-defined purpose and when consented to in advance by the County. Such Deliverables will not be considered as satisfying the requirements of this Agreement and partial or incomplete Deliverables in no way relieve Contractor of its commitments under this Agreement.

c) Standard of Performance

Contractor must perform all Services required of it under this Agreement with that degree of skill, care and diligence normally shown by a Contractor performing services of a scope and purpose and magnitude comparable with the nature of the Services to be provided under this Agreement. Contractor acknowledges that it is entrusted with or has access to valuable and confidential information and records of the County and with respect to that information, Contractor agrees to be held to the standard of care of a fiduciary.

Contractor must assure that all Services that require the exercise of professional skills or judgment are accomplished by professionals qualified and competent in the applicable discipline and appropriately licensed, if required by law. Contractor must provide copies of any such licenses. Contractor remains responsible for the professional and technical accuracy of all Services or Deliverables furnished, whether by Contractor or its Subcontractors or others on its behalf. All Deliverables must be prepared in a form and content satisfactory to the Department and delivered in a timely manner consistent with the requirements of this Agreement.

If Contractor fails to comply with the foregoing standards, Contractor must perform again, at its own expense, all Services required to be re-performed as a direct or indirect result of that failure. Any review, approval, acceptance or payment for any of the Services by the County does not relieve Contractor of its responsibility for the professional skill and care and technical accuracy of its Services and Deliverables. This provision in no way limits the County's rights against Contractor either under this Agreement, at law or in equity.

d) Personnel

i) Adequate Staffing

Contractor must, upon receiving a fully executed copy of this Agreement, assign and maintain during the term of this Agreement and any extension of it an adequate staff of competent personnel that is fully equipped, licensed as appropriate, available as needed, qualified and assigned exclusively to perform the Services. Contractor must include among its staff the Key Personnel and positions as identified below. The level of staffing may be revised from time to time by notice in writing from Contractor to the County and with written consent of the County, which consent the County will not withhold unreasonably. If the County fails to object to the revision within 14 days after receiving the notice, then the revision will be considered accepted by the County.

ii) **Key Personnel**

Contractor must not reassign or replace Key Personnel without the written consent of the County, which consent the County will not unreasonably withhold. "Key Personnel" means those job titles and the persons assigned to those positions in accordance with the provisions of this Section 3.d(ii). The Department may at any time in writing notify Contractor that the County will no longer accept performance of Services under this Agreement by one or more Key Personnel listed. Upon that notice Contractor must immediately suspend the services of the key person or persons and must replace him or them in accordance with the terms of this Agreement. A list of Key Personnel is found in Exhibit 1, Scope of Services.

iii) **Salaries and Wages**

Contractor and Subcontractors must pay all salaries and wages due all employees performing Services under this Agreement unconditionally and at least once a month without deduction or rebate on any account, except only for those payroll deductions that are mandatory by law or are permitted under applicable law and regulations. If in the performance of this Agreement Contractor underpays any such salaries or wages, the Comptroller for the County may withhold, out of payments due to Contractor, an amount sufficient to pay to employees underpaid the difference between the salaries or wages required to be paid under this Agreement and the salaries or wages actually paid these employees for the total number of hours worked. The amounts withheld may be disbursed by the Comptroller for and on account of Contractor to the respective employees to whom they are due. The parties acknowledge that this Section 3.4(c) is solely for the benefit of the County and that it does not grant any third party beneficiary rights.

e) **Insurance**

Contractor must provide and maintain at Contractor's own expense, during the term of this Agreement and any time period following expiration if Contractor is required to return and perform any of the Services or Additional Services under this Agreement, the insurance coverages and requirements specified below, insuring all operations related to this Agreement.

i) **Insurance To Be Provided**

(1) Workers Compensation and Employers Liability

Workers Compensation Insurance, as prescribed by applicable law, covering all employees who are to provide a service under this Agreement and Employers Liability coverage with limits of not less than \$500,000 each accident or illness.

(2) Commercial General Liability (Primary and Umbrella)

Commercial General Liability Insurance or equivalent with limits of not less than \$2,000,000 per occurrence for bodily injury, personal injury and property damage liability. Coverages must include the following: All premises and operations, products/completed operations, separation of insureds, defense and contractual liability (with no limitation endorsement). Cook County is to be named as an additional insured on a primary, non-contributory basis for any liability arising directly or indirectly from the Services.

Subcontractors performing Services for Contractor must maintain limits of not less than \$1,000,000 with the same terms in this Section 3.6(a)(ii).

(3) Automobile Liability (Primary and Umbrella)

When any motor vehicles (owned, non-owned and hired) are used in connection with Services to be performed, Contractor must provide Automobile Liability Insurance with limits of not less than \$1,000,000 per occurrence limit, for bodily injury and property damage. The County is to be named as an additional insured on a primary, non-contributory basis.

(4) Professional Liability

When any professional Contractors perform Services in connection with this Agreement, Professional Liability Insurance covering acts, errors or omissions must be maintained with limits of not less than \$2,000,000. Coverage must include contractual liability. When policies are renewed or replaced, the policy retroactive date must coincide with, or precede, start of Services on this Agreement. A claims-made policy which is not renewed or replaced must have an extended reporting period of 2 years.

Subcontractors performing Services for Contractor must maintain limits of not less than \$1,000,000 with the same terms in this Section 3.6(a)(iv).

(5) Valuable Papers

When any designs, drawings, specifications and documents are produced or used under this Agreement, Valuable Papers Insurance must be maintained in an amount to insure against any loss whatsoever, and must have limits sufficient to pay for the re-creation and reconstruction of such records.

ii) **Additional Requirements**

(1) Contractor must furnish the County of Cook, Cook County, Office of the Chief Procurement Officer, 118 N, Clark St., Room 1018, Chicago, IL 60602, original Certificates of Insurance, or such similar evidence, to be in force on the date of this Agreement, and Renewal Certificates of Insurance, or such similar evidence, if the coverages have an expiration or renewal date occurring during the term of this Agreement. Contractor must submit evidence of insurance on the County Insurance Certificate Form (copy attached as Exhibit 3) or equivalent prior to Agreement award. The receipt of any certificate does not constitute agreement by the County that the insurance requirements in this Agreement have been fully met or that the insurance policies indicated on the certificate are in compliance with all Agreement requirements. The failure of the County to obtain certificates or other insurance evidence from Contractor is not a waiver by the County of any requirements for Contractor to obtain and maintain the specified coverages. Contractor must advise all insurers of the provisions in this Agreement regarding insurance. Non-conforming insurance does not relieve Contractor of the obligation to provide insurance as specified in this Agreement. Nonfulfillment of the insurance conditions may constitute a violation of this Agreement, and the County retains the right to terminate this Agreement or to suspend this Agreement until proper evidence of insurance is provided.

(1) The insurance must provide for 60 days prior written notice to be given to the County in the event coverage is substantially changed, canceled or non-renewed. All deductibles or self-insured retentions on referenced insurance coverages must be borne by Contractor. Contractor agrees that insurers waive their rights of subrogation against the County of Cook, its employees, elected officials, agents or representatives.

(2) The coverages and limits furnished by Contractor in no way limit Contractor's liabilities and responsibilities specified within this Agreement or by law. Any insurance or self-insurance programs maintained by the County of Cook apply in excess of and do not contribute with insurance provided by Contractor under this Agreement.

(3) The required insurance is not limited by any limitations expressed in the indemnification language in this Agreement or any limitation placed on the indemnity in this Agreement given as a matter of law.

(4) Contractor must require all Subcontractors to provide the insurance required in this Agreement, or Contractor may provide the coverages for Subcontractors. All Subcontractors are subject to the same insurance requirements as Contractor unless otherwise specified in this Agreement. If Contractor or Subcontractor desires additional coverages, the party desiring the additional coverages is responsible for its acquisition and cost.

(5) The County's Risk Management Office maintains the right to modify, delete, alter or change these requirements. "Risk Management Office" means the Risk Management Office, which is under the direction of the Director of Risk Management and is charged with reviewing and analyzing insurance and related liability matters for the County.

f) Indemnification

The Contractor covenants and agrees to indemnify and save harmless the County and its commissioners, officials, employees, agents and representatives, and their respective heirs, successors and assigns, from and against any and all costs, expenses, attorney's fees, losses, damages and liabilities incurred or suffered directly or indirectly from or attributable to any claims arising out of or incident to the performance or nonperformance of the Contract by the Contractor, or the acts or omissions of the officers, agents, employees, contractors, subcontractors, licensees or invitees of the Contractor. The Contractor expressly understands and agrees that any Performance Bond or insurance protection required of the Contractor, or otherwise provided by the Contractor, shall in no way limit the responsibility to indemnify the County as hereinabove provided.

g) Confidentiality and Ownership of Documents

Contractor acknowledges and agrees that information regarding this Contract is confidential and shall not be disclosed, directly, indirectly or by implication, or be used by Contractor in any way, whether during the term of this Contract or at any time thereafter, except solely as required in the course of Contractor's performance hereunder. Contractor shall comply with the applicable privacy laws and regulations affecting County and will not disclose any of County's records, materials, or other data to any third party. Contractor shall not have the right to compile and distribute statistical analyses and reports utilizing data derived from information or data obtained from County without the prior written approval of County. In the event such approval is given, any such reports published and distributed by Contractor shall be furnished to County without charge.

All documents, data, studies, reports, work product or product created as a result of the performance of the Contract (the "Documents") shall be included in the Deliverables and shall be the property of the County of Cook. It shall be a breach of this Contract for the Contractor to reproduce or use any documents, data, studies, reports, work product or product obtained from the County of Cook or any Documents created hereby, whether such reproduction or use is for Contractor's own purposes or for those of any third party. During the performance of the Contract Contractor shall be responsible of any loss or damage to the Documents while they are in Contractor's possession, and any such loss or damage shall be restored at the expense of the Contractor. The County and its designees shall be afforded full access to the Documents and the work at all times.

h) Patents, Copyrights and Licenses

If applicable, Contractor shall furnish the Chief Procurement Officer with all licenses required for the County to utilize any software, including firmware or middleware, provided by Contractor as part of the Deliverables. Such licenses shall be clearly marked with a reference to the number of this County Contract. Contractor shall also furnish a copy of such licenses to the Chief Procurement Officer. Unless otherwise stated in these Contract documents, such licenses shall be perpetual and shall not limit the number of persons who may utilize the software on behalf of the County.

Contractor agrees to hold harmless and indemnify the County, its officers, agents, employees and affiliates from and defend, at its own expense (including reasonable attorneys', accountants' and Contractors' fees), any suit or proceeding brought against County based upon a claim that the ownership and/or use of equipment, hardware and software or any part thereof provided to the County or utilized in performing Contractor's services constitutes an infringement of any patent, copyright or license or any other property right.

In the event the use of any equipment, hardware or software or any part thereof is enjoined, Contractor with all reasonable speed and due diligence shall provide or otherwise secure for County, at the Contractor's election, one of the following: the right to continue use of the equipment, hardware or software; an equivalent system having the Specifications as provided in this Contract; or Contractor shall modify the system or its component parts so that they become non-infringing while performing in a substantially similar manner to the original system, meeting the requirements of this Contract.

i) Examination of Records and Audits

The Contractor agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after the final payment under the Contract, have access and the right to examine any books, documents, papers, canceled checks, bank statements, purveyor's and other invoices, and records of the Contractor related to the Contract, or to Contractor's compliance with any term, condition or provision thereof. The Contractor shall be responsible for establishing and maintaining records sufficient to document the costs associated with performance under the terms of this Contract.

The Contractor further agrees that it shall include in all of its subcontracts hereunder a provision to the effect that the subcontractor agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after final payment under the subcontract, have access and the right to examine any books, documents, papers, canceled checks, bank statements, purveyor's and other invoices and records of such subcontractor involving transactions relating to the subcontract, or to such subcontractor's compliance with any term, condition or provision thereunder or under the Contract.

In the event the Contractor receives payment under the Contract, reimbursement for which is later disallowed by the County, the Contractor shall promptly refund the disallowed amount to the County on request, or at the County's option, the County may credit the amount disallowed from the next payment due or to become due to the Contractor under any contract with the County.

To the extent this Contract pertains to Deliverables which may be reimbursable under the Medicaid or Medicare Programs, Contractor shall retain and make available upon request, for a period of four (4) years after furnishing services pursuant to this Agreement, the contract, books, documents and records which are necessary to certify the nature and extent of the costs of such services if requested by the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives. If Contractor carries out any of its duties under the Agreement through a subcontract with a related organization involving a value of cost of \$10,000.00 or more over a 12 month period, Contractor will cause such subcontract to contain a clause to the effect that, until the expiration of four years after the furnishing of any service pursuant to said subcontract, the related organization will make available upon request of the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives, copies of said subcontract and any books, documents, records and other data of said related organization that are necessary to certify the nature and extent of such costs. This paragraph relating to the retention and production of documents is included because of possible application of Section 1861(v)(1)(I) of the Social Security Act to this Agreement; if this Section should be found to be inapplicable, then this paragraph shall be deemed inoperative and without force and effect.

j) Subcontract Subcontracting or Assignment of Contract or Contract Funds

Once awarded, this Contract shall not be subcontracted or assigned, in whole or in part, without the advance written approval of the Chief Procurement Officer, which approval shall be granted or withheld at the sole discretion of the Chief Procurement Officer. In no case, however, shall such approval relieve the Contractor from its obligations or change the terms of the Contract. The Contractor shall not transfer or assign any Contract funds or any interest therein due or to become due without the advance written approval of the Chief Procurement Officer. The unauthorized subcontracting or assignment of the Contract, in whole or in part, or the unauthorized transfer or assignment of any Contract funds, either in whole or in part, or any interest therein, which shall be due or are to become due the Contractor shall have no effect on the County and are null and void.

Prior to the commencement of the Contract, the Contractor shall identify in writing to the Chief Procurement Officer the names of any and all subcontractors it intends to use in the performance of the Contract. The Chief Procurement Officer shall have the right to disapprove any subcontractor. Identification of subcontractors to the Chief Procurement Officer shall be in addition to any communications with County offices other than the Chief Procurement Officer. All subcontractors shall be subject to the terms of this Contract. Contractor shall incorporate into all subcontracts all of the provisions of the Contract which affect such subcontract. Copies of subcontracts shall be provided to the Chief Procurement Officer upon request.

The Contractor must disclose the name and business address of each subcontractor, attorney, lobbyist, accountant, Contractor and any other person or entity whom the Contractor has retained or expects to retain in connection with the Matter, as well as the nature of the relationship, and the total amount of the fees paid or estimated to be paid. The Contractor is not required to disclose employees who are paid or estimated to be paid. The Contractor is not required to disclose employees who are paid solely through the contractor's regular payroll. "Lobbyist" means any person or entity who undertakes to influence any legislation or administrative action on behalf of any person or entity other than: 1) a not-for-profit entity, on an unpaid basis, or (2), himself. "Lobbyist" also means any person or entity any part of whose duties as an employee of another includes undertaking to influence any legislative or administrative action. If the Contractor is uncertain whether a disclosure is required under this Section, the Contractor must either ask the County, whether disclosure is required or make the disclosure.

The County reserves the right to prohibit any person from entering any County facility for any reason. All contractors and subcontractors of the Contractor shall be accountable to the Chief Procurement Officer or his designee while on any County property and shall abide by all rules and regulations imposed by the County.

ARTICLE 4) TERM OF PERFORMANCE

a) Term of Performance

This Agreement takes effect when approved by the Cook County Board and its term shall begin on August 1, 2013 ("**Effective Date**") and continue until July 31, 2014 or until this Agreement is terminated in accordance with its terms, whichever occurs first.

b) Timeliness of Performance

- i) Contractor must provide the Services and Deliverables within the term and within the time limits required under this Agreement, pursuant to the provisions of Section 4.a and Exhibit 1. Further, Contractor acknowledges that TIME IS OF THE ESSENCE and that the failure of Contractor to comply with the time limits described in this Section 4.2 may result in economic or other losses to the County.
- ii) Neither Contractor nor Contractor's agents, employees or Subcontractors are entitled to any damages from the County, nor is any party entitled to be reimbursed by the County, for damages, charges or other losses or expenses incurred by Contractor by reason of delays or hindrances in the performance of the Services, whether or not caused by the County.

ARTICLE 5) COMPENSATION

a) Basis of Payment

The County will pay Contractor \$80,000.00 for the services listed in Exhibit 1, Scope of Services.

b) Method of Payment

Contractor shall submit all invoices to the Justice Advisory Council for payment. The invoices shall contain a detailed description of the Deliverables for which payment is requested. All invoices shall reflect the amounts invoiced by and the amounts paid to the Contractor as of the date of the invoice, and shall be submitted together with a properly completed County Voucher form (29A). Invoices for new charges shall not include "past due" amounts, if any, which amounts must be set forth on a separate invoice. No payments shall be made with respect to invoices which do not include the County Voucher form or which otherwise fail to comply with the requirements of this paragraph. Contractor shall not be entitled to invoice the County for any late fees or other penalties.

c) Funding

Payments under this Agreement must not exceed \$80,000.00 without a written amendment in accordance with Section 10.c.

d) Non-Appropriation

If no funds or insufficient funds are appropriated and budgeted in any fiscal period of the County for payments to be made under this Agreement, then the County will notify Contractor in writing of that occurrence, and this Agreement will terminate on the earlier of the last day of the fiscal period for which sufficient appropriation was made or whenever the funds appropriated for payment under this Agreement are exhausted. Payments for Services completed to the date of notification will be made to Contractor. No payments will be made or due to Contractor and under this Agreement beyond those amounts appropriated and budgeted by the County to fund payments under this Agreement.

e) Taxes

Federal Excise Tax does not apply to materials purchased by the County by virtue of Exemption Certificate No. 36-75-0038K. Illinois Retailers' Occupation Tax, Use Tax and Municipal Retailers' Occupation Tax do not apply to deliverables, materials or services purchased by the County by virtue of statute. The price or prices quoted herein shall include any and all other federal and/or state, direct and/or indirect taxes which apply to this Contract. The County's State of Illinois Sales Tax Exemption Identification No. is E-9998-2013-05.

f) Price Reduction

If at any time after the contract award, Contractor makes a general price reduction in the price of any of the Deliverables, the equivalent price reduction based on similar quantities and/or considerations shall apply to this Contract for the duration of the Contract period. For purposes of this Section 5.f., Price Reduction, a general price reduction shall include reductions in the effective price charged by Contractor by reason of rebates, financial incentives, discounts, value points or other benefits with respect to the purchase of the Deliverables. Such price reductions shall be effective at the same time and in the same manner as the reduction Contractor makes in the price of the Deliverables to its prospective customers generally.

g) Contractor Credits

To the extent the Contractor gives credits toward future purchases of goods or services, financial incentives, discounts, value points or other benefits based on the purchase of the materials or services provided for under this Contract, such credits belong to the County and not any specific using department. Contractor shall reflect any such credits on its invoices and in the amounts it invoices the County.

ARTICLE 6) DISPUTES

Any dispute arising under the Contract between the County and Contractor shall be decided by the Chief Procurement Officer. The complaining party shall submit a written statement detailing the dispute and specifying the specific relevant Contract provision(s) to the Chief Procurement Officer. Upon request of the Chief Procurement Officer, the party complained against shall respond to the complaint in writing within five days of such request. The Chief Procurement Officer will reduce her decision to writing and mail or otherwise furnish a copy thereof to the Contractor. The decision of the Chief Procurement Officer will be final and binding. Dispute resolution as provided herein shall be a condition precedent to any other action at law or in equity. However, unless a notice is issued by the Chief Procurement Officer indicating that additional time is required to review a dispute, the parties may exercise their contractual remedies, if any, if no decision is made within sixty (60) days following notification to the Chief Procurement Officer of a dispute. No inference shall be drawn from the absence of a decision by the Chief Procurement Officer. Notwithstanding a dispute, Contractor shall continue to discharge all its obligations, duties and responsibilities set forth in the Contract during any dispute resolution proceeding unless otherwise agreed to by the County in writing.

ARTICLE 7) COMPLIANCE WITH ALL LAWS

The Contractor shall observe and comply with the laws, ordinances, regulations and codes of the Federal, State, County and other local government agencies which may in any manner affect the performance of the Contract including, but not limited to, those County Ordinances set forth in the Certifications attached hereto and incorporated herein. Assurance of compliance with this requirement by the Contractor's employees, agents or subcontractors shall be the responsibility of the Contractor.

The Contractor shall secure and pay for all federal, state and local licenses, permits and fees required hereunder.

ARTICLE 8) SPECIAL CONDITIONS

a) Warranties and Representations

In connection with signing and carrying out this Agreement, Contractor:

- i) warrants that Contractor is appropriately licensed under Illinois law to perform the Services required under this Agreement and will perform no Services for which a professional license is required by law and for which Contractor is not appropriately licensed;
- ii) warrants it is financially solvent; it and each of its employees, agents and Subcontractors of any tier are competent to perform the Services required under this Agreement; and Contractor is legally authorized to execute and perform or cause to be performed this Agreement under the terms and conditions stated in this Agreement;
- iii) warrants that it will not knowingly use the services of any ineligible Contractor or Subcontractor for any purpose in the performance of its Services under this Agreement;
- iv) warrants that Contractor and its Subcontractors are not in default at the time this Agreement is signed, and have not been considered by the Chief Procurement Officer to have, within 5 years immediately preceding the date of this Agreement, been found to be in default on any contract awarded by the County ;

- v) represents that it has carefully examined and analyzed the provisions and requirements of this Agreement; it understands the nature of the Services required; from its own analysis it has satisfied itself as to the nature of all things needed for the performance of this Agreement; this Agreement is feasible of performance in accordance with all of its provisions and requirements, and Contractor warrants it can and will perform, or cause to be performed, the Services in strict accordance with the provisions and requirements of this Agreement;
- vi) represents that Contractor and, to the best of its knowledge, its Subcontractors are not in violation of the provisions of the Illinois Criminal Code, 720 ILCS 5/33E as amended, and the Illinois Municipal Code, 65 ILCS 5/11-42.1-1; and
- vii) acknowledges that any certification, affidavit or acknowledgment made under oath in connection with this Agreement is made under penalty of perjury and, if false, is also cause for termination under Sections 9.1 and 9.3.

b) Ethics

In addition to the foregoing warranties and representations, Contractor warrants:

- i. no officer, agent or employee of the County is employed by Contractor or has a financial interest directly or indirectly in this Agreement or the compensation to be paid under this Agreement except as may be permitted in writing by the Board of Ethics.
- ii. no payment, gratuity or offer of employment will be made in connection with this Agreement by or on behalf of any Subcontractors to the prime Contractor or higher tier Subcontractors or anyone associated with them, as an inducement for the award of a subcontract or order.

c) Joint and Several Liability

If Contractor, or its successors or assigns, if any, is comprised of more than one individual or other legal entity (or a combination of them), then under this Agreement, each and without limitation every obligation or undertaking in this Agreement to be fulfilled or performed by Contractor is the joint and several obligation or undertaking of each such individual or other legal entity.

d) **Business Documents**

At the request of the County, Contractor must provide copies of its latest articles of incorporation, by-laws and resolutions, or partnership or joint venture agreement, as applicable.

e) **Conflicts of Interest**

- i) No member of the governing body of the County or other unit of government and no other officer, employee or agent of the County or other unit of government who exercises any functions or responsibilities in connection with the Services to which this Agreement pertains is permitted to have any personal interest, direct or indirect, in this Agreement. No member of or delegate to the Congress of the United States or the Illinois General Assembly and no Commissioner of the Cook County Board or County employee is allowed to be admitted to any share or part of this Agreement or to any financial benefit to arise from it.
- ii) Contractor covenants that it, and to the best of its knowledge, its Subcontractors if any (collectively, "**Consulting Parties**"), presently have no direct or indirect interest and will not acquire any interest, direct or indirect, in any project or contract that would conflict in any manner or degree with the performance of its Services under this Agreement.
- iii) Upon the request of the County, Contractor must disclose to the County its past client list and the names of any clients with whom it has an ongoing relationship. Contractor is not permitted to perform any Services for the County on applications or other documents submitted to the County by any of Contractor's past or present clients. If Contractor becomes aware of a conflict, it must immediately stop work on the assignment causing the conflict and notify the County.
- iv) Without limiting the foregoing, if the Consulting Parties assist the County in determining the advisability or feasibility of a project or in recommending, researching, preparing, drafting or issuing a request for proposals or bid specifications for a project, the Consulting Parties must not participate, directly or indirectly, as a prime, subcontractor or joint venturer in that project or in the preparation of a proposal or bid for that project during the term of this Agreement or afterwards. The Consulting Parties may, however, assist the County in reviewing the proposals or bids for the project if none of the Consulting Parties have a relationship with the persons or entities that submitted the proposals or bids for that project.

- v) The Contractor further covenants that, in the performance of this Agreement, no person having any conflicting interest will be assigned to perform any Services or have access to any confidential information, as defined in Section 3.11 of this Agreement. If the County, by the Chief Procurement Officer in his reasonable judgment, determines that any of Contractor's Services for others conflict with the Services Contractor is to render for the County under this Agreement, Contractor must terminate such other services immediately upon request of the County.
- vi) Furthermore, if any federal funds are to be used to compensate or reimburse Contractor under this Agreement, Contractor represents that it is and will remain in compliance with federal restrictions on lobbying set forth in Section 319 of the Department of the Interior and Related Agencies Appropriations Act for Fiscal year 1990, 31 U.S.C. § 1352, and related rules and regulations set forth at 54 Fed. Reg. 52,309 ff. (1989), as amended. If federal funds are to be used, Contractor must execute a Certification Regarding Lobbying, which will be attached as an exhibit and incorporated by reference as if fully set forth here.

f) Non-Liability of Public Officials

Contractor and any assignee or Subcontractor of Contractor must not charge any official, employee or agent of the County personally with any liability or expenses of defense or hold any official, employee or agent of the County personally liable to them under any term or provision of this Agreement or because of the County's execution, attempted execution or any breach of this Agreement.

ARTICLE 9) EVENTS OF DEFAULT, REMEDIES, TERMINATION, SUSPENSION AND RIGHT TO OFFSET

a) Events of Default Defined

The following constitute events of default:

- i) Any material misrepresentation, whether negligent or willful and whether in the inducement or in the performance, made by Contractor to the County.
- ii) Contractor's material failure to perform any of its obligations under this Agreement including the following:
 - (a) Failure due to a reason or circumstances within Contractor's reasonable control to perform the Services with sufficient personnel and equipment or with sufficient material to ensure the performance of the Services;

- (b) Failure to perform the Services in a manner reasonably satisfactory to the Chief Procurement Officer or inability to perform the Services satisfactorily as a result of insolvency, filing for bankruptcy or assignment for the benefit of creditors;
 - (c) Failure to promptly re-perform within a reasonable time Services that were rejected as erroneous or unsatisfactory;
 - (d) Discontinuance of the Services for reasons within Contractor's reasonable control; and
 - (e) Failure to comply with any other material term of this Agreement, including the provisions concerning insurance and nondiscrimination.
- iii) Any change in ownership or control of Contractor without the prior written approval of the Chief Procurement Officer, which approval the Chief Procurement Officer will not unreasonably withhold.
 - iv) Contractor's default under any other agreement it may presently have or may enter into with the County during the life of this Agreement. Contractor acknowledges and agrees that in the event of a default under this Agreement the County may also declare a default under any such other Agreements.
 - (v) Failure to comply with Section 7a. in the performance of the Agreement.
 - (vi) Contractor's repeated or continued violations of County ordinances unrelated to performance under the Agreement that in the opinion of the Chief Procurement Officer indicate a willful or reckless disregard for County laws and regulations.

b) Remedies

The occurrence of any event of default permits the County, at the County's sole option, to declare Contractor in default. The Chief Procurement Officer may in his sole discretion give Contractor an opportunity to cure the default within a certain period of time, which period of time must not exceed 30 days, unless extended by the Chief Procurement Officer. Whether to declare Contractor in default is within the sole discretion of the Chief Procurement Officer and neither that decision nor the factual basis for it is subject to review or challenge under the Disputes provision of this Agreement.

The Chief Procurement Officer will give Contractor written notice of the default, either in the form of a cure notice ("**Cure Notice**"), or, if no opportunity to cure will be granted, a default notice ("**Default Notice**"). If the Chief Procurement Officer gives a Default Notice, he will also indicate any present intent he may have to terminate this Agreement, and the decision to terminate (but not the decision not to terminate) is final and effective upon giving the notice. The Chief Procurement Officer may give a Default Notice if Contractor fails to effect a cure within the cure period given in a Cure Notice. When a Default Notice with intent to terminate is given as provided in this Section 9.b and Article 11, Contractor must discontinue any Services, unless otherwise directed in the notice, and deliver all materials accumulated in the performance of this Agreement, whether completed or in the process, to the County. After giving a Default Notice, the County may invoke any or all of the following remedies:

- i) The right to take over and complete the Services, or any part of them, at Contractor's expense and as agent for Contractor, either directly or through others, and bill Contractor for the cost of the Services, and Contractor must pay the difference between the total amount of this bill and the amount the County would have paid Contractor under the terms and conditions of this Agreement for the Services that were assumed by the County as agent for the Contractor under this Section 9.2;
- ii) The right to terminate this Agreement as to any or all of the Services yet to be performed effective at a time specified by the County;
- iii) The right of specific performance, an injunction or any other appropriate equitable remedy;
- iv) The right to money damages;
- v) The right to withhold all or any part of Contractor's compensation under this Agreement;
- vi) The right to consider Contractor non-responsible in future contracts to be awarded by the County.

If the Chief Procurement Officer considers it to be in the County's best interests, he may elect not to declare default or to terminate this Agreement. The parties acknowledge that this provision is solely for the benefit of the County and that if the County permits Contractor to continue to provide the Services despite one or more events of default, Contractor is in no way relieved of any of its responsibilities, duties or obligations under this Agreement, nor does the County waive or relinquish any of its rights.

The remedies under the terms of this Agreement are not intended to be exclusive of any other remedies provided, but each and every such remedy is cumulative and is in addition to any other remedies, existing now or later, at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any event of default impairs any such right or power, nor is it a waiver of any event of default nor acquiescence in it, and every such right and power may be exercised from time to time and as often as the County considers expedient.

c) Early Termination

In addition to termination under Sections 9.1 and 9.2 of this Agreement, the County may terminate this Agreement, or all or any portion of the Services to be performed under it, at any time by a notice in writing from the County to Contractor. The County will give notice to Contractor in accordance with the provisions of Article 11. The effective date of termination will be the date the notice is received by Contractor or the date stated in the notice, whichever is later. If the County elects to terminate this Agreement in full, all Services to be provided under it must cease and all materials that may have been accumulated in performing this Agreement, whether completed or in the process, must be delivered to the County effective 10 days after the date the notice is considered received as provided under Article 11 of this Agreement (if no date is given) or upon the effective date stated in the notice.

After the notice is received, Contractor must restrict its activities, and those of its Subcontractors, to winding down any reports, analyses, or other activities previously begun. No costs incurred after the effective date of the termination are allowed. Payment for any Services actually and satisfactorily performed before the effective date of the termination is on the same basis as set forth in Article 5, but if any compensation is described or provided for on the basis of a period longer than 10 days, then the compensation must be prorated accordingly. No amount of compensation, however, is permitted for anticipated profits on unperformed Services. The County and Contractor must attempt to agree on the amount of compensation to be paid to Contractor, but if not agreed on, the dispute must be settled in accordance with Article 6 of this Agreement. The payment so made to Contractor is in full settlement for all Services satisfactorily performed under this Agreement.

Contractor must include in its contracts with Subcontractors an early termination provision in form and substance equivalent to this early termination provision to prevent claims against the County arising from termination of subcontracts after the early termination. Contractor will not be entitled to make any early termination claims against the County resulting from any Subcontractor's claims against Contractor or the County to the extent inconsistent with this provision.

If the County's election to terminate this Agreement for default under Sections 9.1 and 9.2 is determined in a court of competent jurisdiction to have been wrongful, then in that case the termination is to be considered to be an early termination under this Section 9.3.

d) Suspension

The County may at any time request that Contractor suspend its Services, or any part of them, by giving 15 days prior written notice to Contractor or upon informal oral, or even no notice, in the event of emergency. No costs incurred after the effective date of such suspension are allowed. Contractor must promptly resume its performance of the Services under the same terms and conditions as stated in this Agreement upon written notice by the Chief Procurement Officer and such equitable extension of time as may be mutually agreed upon by the Chief Procurement Officer and Contractor when necessary for continuation or completion of Services. Any additional costs or expenses actually incurred by Contractor as a result of recommencing the Services must be treated in accordance with the compensation provisions under Article 5 of this Agreement.

No suspension of this Agreement is permitted in the aggregate to exceed a period of 45 days within any one year of this Agreement. If the total number of days of suspension exceeds 45 days, Contractor by written notice may treat the suspension as an early termination of this Agreement under Section 9.3.

e) Right to Offset

i) In connection with performance under this Agreement:

The County may offset any excess costs incurred:

- (i) if the County terminates this Agreement for default or any other reason resulting from Contractor's performance or non-performance;
- (ii) if the County exercises any of its remedies under Section 9.2 of this Agreement; or
- (iii) if the County has any credits due or has made any overpayments under this Agreement.

The County may offset these excess costs by use of any payment due for Services completed before the County terminated this Agreement or before the County exercised any remedies. If the amount offset is insufficient to cover those excess costs, Contractor is liable for and must promptly remit to the County the balance upon written demand for it. This right to offset is in addition to and not a limitation of any other remedies available to the County.

f.) Delays

Contractor agrees that no charges or claims for damages shall be made by Contractor for any delays or hindrances from any cause whatsoever during the progress of any portion of this Contract.

g.) Prepaid Fees

In the event this Contract is terminated by either party, for cause or otherwise, and the County has prepaid for any Deliverables, Contractor shall refund to the County, on a prorated basis to the effective date of termination, all amounts prepaid for Deliverables not actually provided as of the effective date of the termination. The refund shall be made within fourteen (14) days of the effective date of termination.

ARTICLE 10) GENERAL CONDITIONS

a) Entire Agreement

i) General

This Agreement, and the exhibits attached to it and incorporated in it, constitute the entire agreement between the parties and no other warranties, inducements, considerations, promises or interpretations are implied or impressed upon this Agreement that are not expressly addressed in this Agreement.

ii) No Collateral Agreements

Contractor acknowledges that, except only for those representations, statements or promises expressly contained in this Agreement and any exhibits attached to it and incorporated by reference in it, no representation, statement or promise, oral or in writing, of any kind whatsoever, by the County, its officials, agents or employees, has induced Contractor to enter into this Agreement or has been relied upon by Contractor, including any with reference to: (i) the meaning, correctness, suitability or completeness of any provisions or requirements of this Agreement; (ii) the nature of the Services to be performed; (iii) the nature, quantity, quality or volume of any materials, equipment, labor and other facilities needed for the performance of this Agreement; (iv) the general conditions which may in any way affect this Agreement or its performance; (v) the compensation provisions of this Agreement; or (vi) any other matters, whether similar to or different from those referred to in (i) through (vi) immediately above, affecting or having any connection with this Agreement, its negotiation, any discussions of its performance or those employed or connected or concerned with it.

iii) **No Omissions**

Contractor acknowledges that Contractor was given an opportunity to review all documents forming this Agreement before signing this Agreement in order that it might request inclusion in this Agreement of any statement, representation, promise or provision that it desired or on that it wished to place reliance. Contractor did so review those documents, and either every such statement, representation, promise or provision has been included in this Agreement or else, if omitted, Contractor relinquishes the benefit of any such omitted statement, representation, promise or provision and is willing to perform this Agreement in its entirety without claiming reliance on it or making any other claim on account of its omission.

b) **Counterparts**

This Agreement is comprised of several identical counterparts, each to be fully signed by the parties and each to be considered an original having identical legal effect.

c) **Modifications and Amendments**

The parties may during the term of the Contract make modifications and amendments to the Contract but only as provided in this section. Such modifications and amendments shall only be made by mutual agreement in writing.

In the case of Contracts not approved by the Board, the Chief Procurement Officer may amend a contract provided that any such amendment does not extend the Contract by more than one (1) year, and further provided that the total cost of all such amendments does not increase the total amount of the Contract beyond \$150,000. Such action may only be made with the advance written approval of the Chief Procurement Officer. If the amendment extends the Contract beyond one (1) year or increases the total award amount beyond \$150,000, then Board approval will be required.

No County department or employee thereof has authority to make any modifications or amendments to this Contract. Any modifications or amendments to this Contract made without the express written approval of the Chief Procurement Officer is void and unenforceable.

Contractor is hereby notified that, except for modifications and amendments which are made in accordance with this Section 10.c., Modifications and Amendments, no County department or employee thereof has authority to make any modification or amendment to this Contract.

d) Governing Law and Jurisdiction

This Contract shall be governed by and construed under the laws of the State of Illinois. The Contractor irrevocably agrees that, subject to the County's sole and absolute election to the contrary, any action or proceeding in any way, manner or respect arising out of the Contract, or arising from any dispute or controversy arising in connection with or related to the Contract, shall be litigated only in courts within the Circuit Court of Cook County, State of Illinois, and the Contractor consents and submits to the jurisdiction thereof. In accordance with these provisions, Contractor waives any right it may have to transfer or change the venue of any litigation brought against it by the County pursuant to this Contract.

e) Severability

If any provision of this Agreement is held or considered to be or is in fact invalid, illegal, inoperative or unenforceable as applied in any particular case in any jurisdiction or in all cases because it conflicts with any other provision or provisions of this Agreement or of any constitution, statute, ordinance, rule of law or public policy, or for any other reason, those circumstances do not have the effect of rendering the provision in question invalid, illegal, inoperative or unenforceable in any other case or circumstances, or of rendering any other provision or provisions in this Agreement invalid, illegal, inoperative or unenforceable to any extent whatsoever. The invalidity, illegality, inoperativeness or unenforceability of any one or more phrases, sentences, clauses or sections in this Agreement does not affect the remaining portions of this Agreement or any part of it.

f) Assigns

All of the terms and conditions of this Agreement are binding upon and inure to the benefit of the parties and their respective legal representatives, successors and assigns.

g) Cooperation

Contractor must at all times cooperate fully with the County and act in the County's best interests. If this Agreement is terminated for any reason, or if it is to expire on its own terms, Contractor must make every effort to assure an orderly transition to another provider of the Services, if any, orderly demobilization of its own operations in connection with the Services, uninterrupted provision of Services during any transition period and must otherwise comply with the reasonable requests and requirements of the Department in connection with the termination or expiration.

b) Waiver

Nothing in this Agreement authorizes the waiver of a requirement or condition contrary to law or ordinance or that would result in or promote the violation of any federal, state or local law or ordinance.

Whenever under this Agreement the County by a proper authority waives Contractor's performance in any respect or waives a requirement or condition to either the County's or Contractor's performance, the waiver so granted, whether express or implied, only applies to the particular instance and is not a waiver forever or for subsequent instances of the performance, requirement or condition. No such waiver is a modification of this Agreement regardless of the number of times the County may have waived the performance, requirement or condition. Such waivers must be provided to Contractor in writing.

i) Independent Contractor

This Agreement is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, corporation or other formal business association or organization of any kind between Contractor and the County. The rights and the obligations of the parties are only those expressly set forth in this Agreement. Contractor must perform under this Agreement as an independent contractor and not as a representative, employee, agent, or partner of the County.

This Agreement is between the County and an independent contractor and, if Contractor is an individual, nothing provided for under this Agreement constitutes or implies an employer-employee relationship such that:

- i) The County will not be liable under or by reason of this Agreement for the payment of any compensation award or damages in connection with the Contractor performing the Services required under this Agreement.
- ii) Contractor is not entitled to membership in the County Pension Fund, Group Medical Insurance Program, Group Dental Program, Group Vision Care, Group Life Insurance Program, Deferred Income Program, vacation, sick leave, extended sick leave, or any other benefits ordinarily provided to individuals employed and paid through the regular payrolls of the County.
- iii) The County is not required to deduct or withhold any taxes, FICA or other deductions from any compensation provided to the Contractor.

j) Governmental Joint Purchasing Agreement

Pursuant to Section 4 of the Illinois Governmental Joint Purchasing Act (30 ILCS 525) and the Joint Purchase Agreement approved by the Cook County Board of Commissioners (April 9, 1965), other units of government may purchase goods or services under this contract.

ARTICLE 11) NOTICES

All notices required pursuant to this Contract shall be in writing and addressed to the parties at their respective addresses set forth below. All such notices shall be deemed duly given if hand delivered or if deposited in the United States mail, postage prepaid, registered or certified, return receipt requested. Notice as provided herein does not waive service of summons or process.

If to the County: Justice Advisory Council
69 West Washington, Room
Chicago, Illinois 60602
Attention: Department Director

and

Cook County Chief Procurement Officer
118 North Clark Street, Room 1018
Chicago, Illinois 60602
(Include County Contract Number on all notices)

If to Contractor: Struggling Youth Equals Successful Adults (SYESA)
2240 West Ogden Avenue
Chicago, IL 60612

Changes in these addresses must be in writing and delivered in accordance with the provisions of this Article 11. Notices delivered by mail are considered received three days after mailing in accordance with this Article 11. Notices delivered personally are considered effective upon receipt. Refusal to accept delivery has the same effect as receipt.

ARTICLE 12) AUTHORITY

Execution of this Agreement by Contractor is authorized by a resolution of its Board of Directors, if a corporation, or similar governing document, and the signature(s) of each person signing on behalf of Contractor have been made with complete and full authority to commit Contractor to all terms and conditions of this Agreement, including each and every representation, certification and warranty contained in it, including the representations, certifications and warranties collectively incorporated by reference in it.

EXHIBIT 1
Scope of Services

Scope of Work

Contractor shall provide services and/or programs in one or more of the targeted areas of behavioral health, education, skill building, community building, balanced and restorative justice, civic engagement, youth engagement, employment, or mentoring. The Contractor shall define the number of individuals that it intends to serve within the proposal.

Program Methodology

Contractor must understand the impact of violence on victims, perpetrators, people who are both victims and perpetrators, families, and the community as whole and the intersection between environment, criminal justice, education, employment, interpersonal and intrapersonal skills, community involvement, and violence and the challenges for obtaining services and meaningful programming in the community.

The model shall be based on an integrated team approach (this may include staff cooperation and communication, community collaboration, multiple service provider collaboration, etc.) and be adaptable and based on current realities. The proposed model shall specifically recognize and assess the roles of: history of trauma and violence; co-occurring disorders; family relationships; parenthood; peer supports; community stability and socialization; connectedness with societal values; education; income and employment; and ancillary services. Programs should utilize a strength and asset-based, motivational approach to treatment and skill building and selection of staff that have embraced this approach.

Programming shall focus on enhancing participants' functioning and behavior, developing skills for living a productive life within the community and engaging in behaviors that contribute to positive outcomes through job training, mentoring, balanced and restorative justice practices or other needed services. All with the overarching goal of reducing factors that put the individual at a higher risk of violence involvement. The goal should be to build off of these individual services to strengthen communities and reduce violence.

The Contractor shall offer a safe, supportive and encouraging environment that encourages trust, bonding, and connection. Staff selection should take into account the population being served with consideration to parity, economic challenges and cultural values. All programs shall work to reduce risk factors for violence and improve outcomes. Strategies may include cognitive-behavioral strategies that shall promote critical thinking and healthy decision-making. The overall focus shall be on enhancing participants' functioning and behavior, developing skills for living a productive life within the community and engaging in behaviors that contribute to positive outcomes in society.

The providers shall offer a safe, supportive and encouraging environment that encourages trust, bonding, and connection. Staff selection should take into account the population being served with consideration to parity, economic challenges and cultural values.

Program needs for clients may include, but are not limited to the following list:

- Homelessness
- Life skills
- Problem-solving skills
- Employment
- Education
- Criminality, criminal thinking, criminal identity, and the criminal code (shared values)
- Participant manipulateness
- Denial
- Resistance
- Guilt, stigma, and shame
- Anger and hostility
- Domestic violence
- Exposure to violence
- Cultural identity (cultural background and race)
- Immigration Services
- Language needs (translation services, etc.)
- Role as family member and/or parent
- Motivation
- Creating therapeutic alliances
- Striving for counselor credibility
- Striving for cultural competence
- Designing treatment to reflect stages of change
- Self-management skills (relapse prevention)
- Peer support and feedback
- Pro-social activities
- Reentry services
- Healthy Lifestyle issues
- Support Healthy/Pro-social choices
- Early childhood prevention and intervention
- Conflict Resolution skills
- Gang intervention/prevention
- Individualized mentoring
- Community building
- Balanced and Restorative Justice Practices

The above list is provided to show the need for comprehensive, integrated and holistic thinking when designing programs for clients at risk of violence involvement. The Contractor shall address these issues either internally or through linkages in the local human service system. This list does not preclude the Contractor from addressing additional issues and the Contractor is encouraged to expand areas of topical issues in its service delivery.

Contractor's staff shall show equitable treatment by staff towards all participants throughout their course of treatment.

Project Component

The JAC is looking for a creative, but evidence based approach to reducing violence. The expectation is that programs will provide innovative programming in a community friendly manner. The program shall maintain continuous focus on planning and implementation of services that support individuals and communities and shall work collaboratively with the initiatives that support services to reduce violence.

The grant recipient shall be required to ensure confidentiality and shall agree that all information about its work and the work performed by the JAC shall remain confidential. This includes, and is not limited to, all information about the programs supplied to the grant recipient by the JAC and the County.

Record Keeping Procedure

The JAC requires the grant recipient to create and retain participant files service plans and records, when applicable. The participant record information shall include the participants' names, addresses and services provided.

Quarterly Reports and Site Visits

Grant recipients will be required to submit quarterly narrative reports for the duration of the grant. The last quarterly report may be considered a final report and may be used for a summation in the categories requested. The quarterly narrative report for the 2013 Violence Reduction Grants shall indicate the following:

- The grant recipients accomplishments in the quarter,
- The number of people enrolled, admitted or who otherwise entered the program,
- Number of people retained in the program, if applicable,
- Number of people who successfully completed the program, if applicable,
- All other metrics given in the program proposal,
- The challenges faced in the quarter,
- Any other information/data the grant recipient can share with Cook County from the quarter(s) that will help us to better understand the factors contributing to violence and the work being done to reduce violence.

Additionally, the Justice Advisory Council will conduct a site visit with the grant recipient at a mutually agreed upon time and place. At the site visit, the JAC will want to meet anyone working under the grant and/or tasked with overseeing its implementation, meet with and hear from any client(s)/constituency participating in program(s) supported by the grant and see the facilities used in the implementation of the grant (e.g. offices, classrooms, meeting areas etc.)

Upon award of a contract the grant recipient will meet with the JAC to discuss quarterly report forms and procedures.

Key Personnel

Contractor must identify the key personnel/volunteers that will be committed to the project. The Chief Procurement Officer reserves the right to reject any key personnel proposed if it is determined in the County's best interest. The evaluation of proposals includes the qualifications of the personnel proposed; therefore, Contractors will name key personnel as part of their submission. Key Personnel must not be replaced during the project without the approval of the Chief Procurement Officer.

For example years, requirements for specific experience, specific credentials, certifications, background of Contractor and/or Key Personnel.

The selected grant recipient must provide sufficient staff and volunteers to cover project needs. The grant recipient must take into account appropriate staff coverage for vacation days, long-term disabilities, sick days and vacant positions.

Subcontracting or teaming

The Contractor may be comprised of one or more organizations as to assure the overall success of the project. The Contractor shall identify each collaborative member organization and specify their role. The Chief Procurement Officer reserves the right to accept or reject any of the collaborative member organizations if in the Chief Procurement Officer's sole opinion replacement of the organization, based on skills and knowledge, is in the best interest of the County.

7.2.2 Executive Summary

IMAGINE: A teen mother in foster care, former victim of violence and is in need of support before her emancipation. Whom does she turn to for educational, financial, social, and emotional support, once she turns 21 and is "cut off" from the state of Illinois? The answer is that she turns (in this case) she turned to a program called Struggling Youth Equals Successful Adults. Once in the program, she was mentored and now is pursuing a medical degree, is self-sufficient, and a life coach in training. She volunteers and leads groups for teen mothers in foster care and who have aged out of the system.

Struggling Youth Equals Successful Adults (SYESA), pronounced "see-saw", is the first non-profit in Illinois founded by 3 successful former foster youth in 2009. The co-founders were wards of the state and endured similar adversities experienced by today's foster youth. At the age of 21, they successfully emancipated from the Illinois child welfare system with the help of caring adults supporting them into adulthood. Their extreme hardships were the driving force behind their success to not only achieve their personal goals, but also help the next generation of foster youth do the same. Together, they created a model that illustrates how a population known for isolation and neglect can now be considered a community helping to advance the next generation. This idea was the impetus to the SYESA movement.

SYESA was established to support the transition of disconnected foster youth and young adults between the ages of 13-25 by providing a continuum of individual life coaching and educational services for each participant. Many youth exhibit the signs of trauma, disengagement from school, or committed violent offenses. Through SYESA's **Success by 25 program (SB25)**, each youth partners with a life coach until the age of 25 and joins a positive peer network of foster youth. SB25 positively affects the life outcomes of youth aging out of foster care or formerly serviced by Illinois foster care establishments. The central objective works to help participants achieve successful transitions. Over 85% of the program participants come from high crime poverty stricken communities: Englewood, Auburn Gresham, South Shore, Humboldt Park, Austin, Garfield Park, Lawndale, Bronzeville, and Roseland.

SYESA believes that a community is not just a physical and geographical term, but it is also a term that references a specific group of people with similar set of issues and characteristics. Foster youth and former foster youth make up a community of their own. The needs of this community are extremely significant and important, particularly for those between 18-24 years old: Far too many young people that have aged out of care between 18-21 years old have been expected to become successful self-sufficient adults. SYESA believes that it is fair to say that most young people that come from stable homes will not be successful and self-sufficient adults at 18 or 21 and particularly without on-going support and connections to resources. Furthermore, most youth that age out of foster care are still trying to heal from the trauma that brought them in the system. The fact that medical insurance is cut off on their 21st birthday causes concern in regards to the interruption in their treatment and healing process.

SYESA empowers struggling foster youth and/or juvenile offenders to achieve their dreams by giving them the educational, financial, and social/emotional tools to become self-sufficient adults. Throughout every step of their journey, caring adults guide youth successfully into adulthood. Life coaches prepare them for emancipation at 21 and keep them connected to support as well as available resources. Many life coaches are also former wards of the state who

are now college graduates and self-sufficient professionals giving back to their community. Each individual life coach empowers and inspires youth to complete their self-reported and/or court approved academic, employment, financial, housing, and personal development goals by providing: career counseling, adult education, mental health counseling, job training, housing assistance and job placement services.

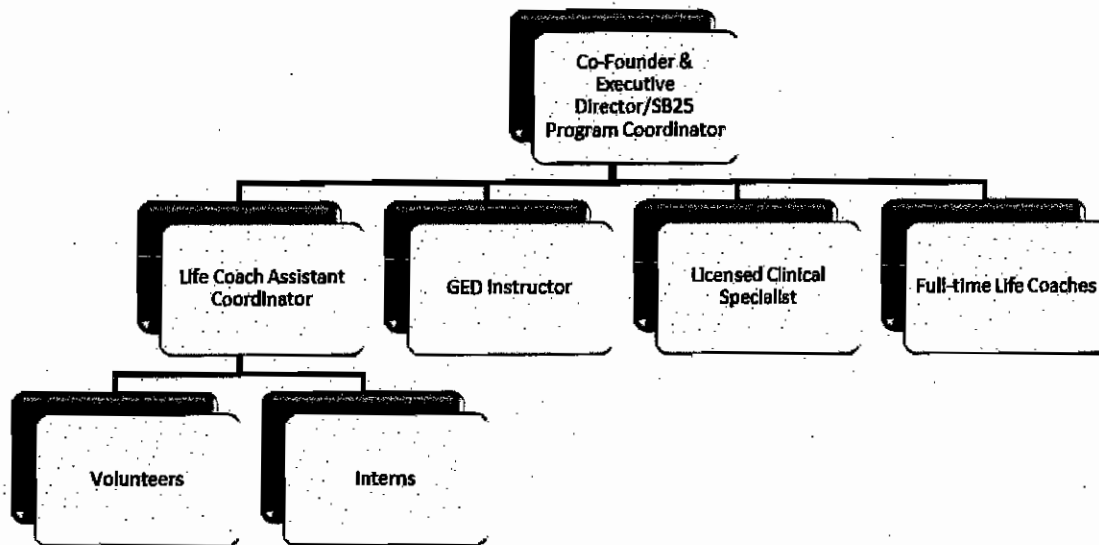
According to the Illinois Childhood Trauma Coalition 2010 report, "Children who are abused or neglected by caretakers learn that...everyone is a potential threat. No one can be completely trusted. Depending on when the mistreatment occurred, traumatized children may not have developed the ability to form healthy relationships." When entering our program, our youth respond violently, do not perceive long-term hope or goals for the future, and have often replaced family connections with gang affiliation. Through the provision of: mentoring, available support until 25, mental health counseling, GED educational services, and job training/placement services, we have replaced these negative influences to counteract the barriers that inhibit their true potential, thus, intervening and in some cases, preventing violent offenses.

In FY2014, SB25 expects to grow from 60 participants to 110 with SYESA's new strategic partnership with the Juvenile Cook County Court. In order to provide substantive services for foster youth and/or juvenile offenders, we must provide immediate preventive measures to address the systemic issues at the root of their behavior.

In partnership with the Cook County Government, SYESA will expand the Success By 25 Program by:

- 1) Hiring the 2nd Licensed Clinical Specialist who will provide individual mental health counseling and group therapy to 10 referrals per quarter. Referrals are participants who are survivors of trauma.
- 2) Hiring a GED Instructor to provide a GED preparation course and career counseling for youth seeking to re-enrolled back into a high school program, or college level program. Funded by the MacArthur Foundation, we currently have a GED instructor that teaches math and science. The GED exam has six components: math, sciences, language arts writing, language arts reading, social studies, and the US Constitution. We are limited in personnel. With a grant from the Cook County Government, beginning in the summer months, (which are the highest rates of homicides in Chicago), we can hire another GED instructor to teach language arts writing and reading, along with social studies, in turn, allowing more youth to receive their GED and accomplish personal goals – college, career, etc.
- 3) Recruiting 10 volunteers to serve as life coaches by mentoring 3 youth for 1 – 2 hours a week helping to stabilize their housing placements, facilitate their career development, and ensure their fulfillment of their personal goals as they approach emancipation from foster care and/or transition from the probation. Life coaches are service workers with life coaching certification, advanced youth development training, or bachelor's degrees in human services. Life Coaches give participants tools, guidance, access to resources, and motivation to become successful adults.

Key positions for this expansion include the Co-Founder/Executive Director/SB25 Life Coach Coordinator, Antwan Turpeau, the Life Coach Assistant Coordinator, Desiree Taylor, the GED Instructor, Licensed Clinical Consultant, and Volunteers. Full-time life coaches and interns are provided in the organizational chart below to illustrate the high-level of support for each participating youth.



Plan of Action

Target areas

SYESA is expanding its current Success By 25 Program (SB25) in response to the current need to educate, mentor, and employ foster youth and/or juvenile offenders in risk of becoming victims or perpetrators of violence. Our population consists of any young person under the age of 25 that is identified as a high school dropout, involved in the juvenile or adult criminal justice system, involved with child welfare, an unmarried parent under the age of 21, and/or homeless. We will target the areas of education through school reengagement; behavioral health, civic engagement; employment, and mentoring.

Target Area #1: Education through School Reengagement

SYESA is uniquely positioned as an emerging leader in mentoring, educational services, and behavioral services for foster youth because of our partnerships with the courts, Illinois Department of Family Services, colleges/universities, and community-based organizations and successful program implementation. In addition, we have just cultivated a new strategic partnership with the Juvenile Cook County Court. The court is the central hub for all youth hearings in Cook County, which serves 300 – 500 youth daily. The Benchmark/Permanency Hearings allow youth to review their personal goals and transition plan with their case manager to the presiding judge. By being the only youth service organization within a 5-mile radius of the court and directly adjacent to the court, SYESA is able to collaborate with judges, state attorneys, public guardians; Cook County appointed special advocates, and probation and/or parole officers in person to accept referrals from the court. A high need exists to assist youth immediately after hearings to help them stay on tasks to meet their personal goals. SYESA's program model assists youth in reaching the same personal goals outlined by the court. Furthermore, our new location as of March 2013 allows us to assist youth instantly with their educational services through our GED program. Due to SYESA's expansion, the organization has recently moved to the location adjacent to the court and anticipates a rapid growth double the number of current participants.

The GED instruction will consist of:

- Diagnostic testing composed of Illinois Learning Standards.
- General Education Degree preparation based on questions from McGraw-Hill curriculum.
- On-going academic enrichment for referred youth.
- General case notes for each participants progress.
- Pre and post-test evaluations of students learning conducted on quarterly bases.
- Academic consultation for agency staff that will provide recommendations for additional services.
- Assist with registration for GED, college applications, and admission procedures.

Target Area #2: Behavioral Health

1) Aggression Replacement Training (ART)

Target Population: Youth that resort to aggressive tactics to compensate for not having access to, or having a weak understanding of, prosocial alternatives.

Theory: Aggression results from cognitive misperceptions of people, the world and the associated emotional arousal to these misperceptions. Aggression is typically taught repetitively via several avenues, is successful in short term need fulfillment, thus leading the youth to erroneously believe they are rewarded, and consequences have not been significant enough to challenge this belief.

Approach: Target the cognitive, emotional, and behavioral aspects of aggression. There are three coordinated components to the approach:

- 1) **Skillstreaming:** Enhancement of prosocial skill levels. Achieved through modeling, role-playing, performance feedback, and transfer training. This is the behavioral component of the approach. Teaches the youth what to do in place of aggression.
- 2) **Anger Control Training:** Enhancement of self-control, reduction, or management of anger and aggression. Requires understanding of triggers, cues, reducers, and use of reminders and the skillstreaming alternative, with self-evaluation. This is the emotion oriented component of the approach.
- 3) **Moral Reasoning Training:** Enhancement of moral values. Motivation to use skillstreaming skills and anger control techniques will be hindered by lack of moral reasoning skills. This is the cognitive oriented component of the approach.

2) Sexuality Education for High Risk Youth

Target Population: Youth that are prone to a variety of health problems, specifically prone to problems related to sexual health. This includes unwanted pregnancy, sexually transmitted infections, sexual assault and abuse (victim or abuser), sexual dysfunction, and/or self-destructive, abusive or exploitative relationships.

Principles: Explicit information and communication about sexuality is essential and youth have a fundamental right to sexuality education. Gender equality and flexibility in sex-role behavior allows youth to reach their full potential. All sexual orientations and gender identities must be acknowledged and respected. Youth will benefit from learning sex is more than physical.

- Topics:**
- 1) Sexual and Reproductive Anatomy
 - 2) Sexual Health and Sexual Behavior

- 3) Teen Pregnancy and Birth Control
- 4) HIV and AIDS
- 5) Safer Sex
- 6) Date Rape and Assertiveness Skills
- 7) Child Sexual Abuse
- 8) Homosexuality
- 9) Dating Skills
- 10) Relationships
- 11) Web-wise: Sexuality and the internet
- 12) Accessing Sexual Health Services

3) Dialectical Behavior Therapy (DBT)

Target Population: Youth that lack resources to handle distress without losing control or engaging in destructive behaviors.

Theory: Developing intense, overwhelming emotions may be hardwired from birth, but can also be greatly affected by trauma or neglect during childhood. This trauma alters our brain structure in ways that make us vulnerable to intense, negative emotions.

Approach: Teach skills to reduce the intensity of emotions, while helping youth maintain balance when emotions are overwhelming. The following four skills are targeted:

- 1) Distress Tolerance
- 2) Mindfulness
- 3) Emotion Regulation Skills
- 4) Interpersonal Effectiveness

Individual services will cover Eye Movement Desensitization Reprocessing (EMDR) Therapy.

Target Area #3: Civic Engagement

Through civic engagement, youth can participant in SYESA's Statewide Youth Advisory Council or receive summer employment through the Chicago Area Project Juvenile Delinquency Program. Both programs are described in length in section 7.2.2 Qualification of the Proposer.

Target Area #4: Employment

Through the employment training and placement partnerships with **Career Development Training and Education Services (CDTES), Jobs for Youth, and the Chicago Area Project**, we will continue to refer all participants seeking employment opportunities. Our partnerships with these institutions have existed since 2009.

Target Area #5: Mentoring

Our program model is unlike many traditional mentoring programs because our model includes life coaches who are former foster youth. SB25 is one of the few programs in the country that provides individual life coaching, educational and clinical services until the age of 25 to youth

and young adults from low-income families, foster care, and on probation or parole in Cook County. Program participants come from high crime, poverty stricken communities where the unemployment, foreclosure, crime, and recidivism rates are high.

Life coaches are service workers with life coaching certification, advanced youth development training, or bachelor's degrees in human services. Life Coaches give participants tools, guidance, access to resources, and motivation to become successful adults.

SYESA will provide individualized one-on-one life coaching sessions with disconnected youth and young adults that are preparing for emancipation, reunifying with family, were formerly in care, or have been adopted. SYESA will also provide life coaching for dually involved youth (permanency and juvenile court system or re-entering the community from incarceration within 6 months or less).

SYESA believes in helping emancipated young people and youth re-entering the community from detention become successful. SYESA focuses on integrating former foster youth, community and government partners to help aging out youth achieve a high level of self-sufficiency. The five core strategies to achieve the agencies mission are modeled after the strategies of the Connected by 25 Initiative, which were developed by the Foster Care Work Group and the Youth Transition Funders Group. The strategies include:

- 1) Investing in helping young people achieve their educational needs and individual academic goals; providing access for young people to gain career development skills and entrepreneurship opportunities;
- 2) Enrolling young people in certified and licensed vocational training programs;
- 3) Enrolling young people in financial literacy programs that will lead to increased savings and individual asset development;
- 4) Creating access for young people to safe and affordable housing options;
- 5) And providing young people with permanent, positive and professional life coaches and mentors.

Services are to promote permanency by maintaining, strengthening and safeguarding the functioning of families to (1) stabilize foster care placements, (2) facilitate youth development, and (3) ensure the safety and wellbeing of children.

The Problem

SYESA focuses on integrating former foster youth, community and government partners to help aging out youth achieve a high-level of self-sufficiency. Emancipated young adults are relinquished from their support and resources as early as 21 years of age. Once young adults leave foster care, they often have no reliable positive adults to advise them or provide support. For example, emancipated youth receive an emancipation fund that ranges from several hundred to thousands of dollars from the state. Furthermore, they receive no assistance to access

educational and financial resources thereafter. SYESA believes that society cannot expect this population to be self-sufficient and achieve their dreams without the tools to navigate through life. The difference between foster youth and a "normal" group of young adults is that the "normal" group typically has a functional and safe home where they can return. Furthermore, they would have supportive parents teaching them to save money, assisting with their job search, ensuring their children complete college, and give on-going advice about life. SYESA invests in helping struggling youth become successful adults with coaching and collaborative relationships, the same way others invested in the co-founders throughout their adult lives.

Miriam Aroni Krinsky said it best as she described her experience as a former prosecutor and child welfare advocate on the source of the problem in her article, "Disrupting The Pathway From Foster Care To The Justice System" in the constitutionproject.org.

"Life for many youth in foster care is characterized by movement from placement to placement, disruption of schooling, and the severing of ties with all that is familiar to the child, often including siblings and extended family. Half of our youth in foster care do not receive appropriate mental health services, many lack timely and basic medical care, some suffer emotional or physical abuse at the hands of the foster caregivers we entrust to keep them safe, and almost one-third of children in foster care live below the poverty line. It is not surprising, with these challenges as a starting point, that foster youth find it difficult to keep up—75% of children in foster care are working below grade level in school, almost half do not complete high school, and as few as 15% attend college. Nor is it surprising that these troubled youth become troubled adults. Within the first couple of years after young people emancipate from foster care, commonly at the ill prepared age of eighteen: 51% will be unemployed, one-third will be on public assistance, 25% become homeless and many more will return to the biological parent we sought to protect them from by keeping them in foster care, and 25% will be incarcerated."

Prior to emancipation, SYESA works with foster youth who live in a world of instability and who experienced a traumatizing event. If foster youth and emancipated young adults do not connect to a positive community, many run the risk of homelessness, unemployment, incarceration, pregnancy, or abuse without the positive adult and community helping them to achieve their personal goals into adulthood – leaving them unable to reach their true destiny.

During a child's formative years, she constructs her worldview and perceives her relationship to others. Foster youth experience great adversity because of their instable environments, lack of long-term relationships, and mistrust of others. Funding from the Cook County Government will rebuild communities, broken relationships, and empower youth to advocate for themselves and others within their community. The ultimate goal of SYESA is to train youth to pursue their core personal goals and give back to the next generation of foster youth. For example, a foster youth was a teen mother and needed support before her emancipation. She was mentored and now is pursuing a medical degree, is self-sufficient, and a life coach in training. She volunteers and leads groups for teen mothers in foster care and aged out of the system. Funding would reverse the cycle of poverty into a cycle of self-sufficiency for generations to come. Helping to bring stability to a world of instability is important.

Youth in foster care are the most at-risk population of young people. With support and resources after emancipation and through the age of 25, these young people will have a better chance at succeeding in life.

According to the Child Trends Research Brief, written by Richard Wertheimer in December 2002, "It is now recognized that teenagers who remain in care until they reach 18 experience major problems after they leave the child welfare system. Several studies over the last

15 years find that, from two to four years after leaving foster care, only half of all the youth were regularly employed, over half the young women had given birth to a child and were dependent on welfare for support, nearly half the population had experienced arrest and a quarter had been homeless. The great majority of those experiencing these problems had failed to finish high school."

This was further illustrated in a publication by Stanford University and supported by The William and Flora Hewlett Foundation called, *Connected by 25: Improving the Life Chances of the Country's Most Vulnerable 14-24 year olds*. Furthermore, the Illinois Department of Children and Family Services reports that there are over 6,500 youth in care or transitioning out of care in Cook County. Over 250 youth will be emancipating in the next 24 months. Out of all 6,500 youth, only two are in job training programs, 33 have received a vocational certificate, and only 33 are youth in college. It is undetermined how many will complete their degrees.

According to Melissa D. Carter's article in the Clearinghouse Review Journal of Poverty Law and Policy, "*Improving Prescription Oversight of Children in Foster Care*" she provides a unique perspective about the correlation between to mental disorders in foster children. She says, "*Children with stories of maltreatment often have complex trauma-related mental health needs; that is, abused and neglected children may develop extreme coping strategies to manage the impact of traumatic stress, some appearing to be symptoms of mental and behavioral illnesses. For example, traumatized children in foster care may display aggression, sleeplessness, inattentiveness, and difficulties adapting to new school settings and familial placements.*"

Implementation Schedule

The average length of services is 24 months. SYESA is invested in working with youth and young adults' pre-and post-emancipation until the age 25.

SYESA life coaches will meet with participants a minimum of (4) times a month and more if needed from the referral date until the age of 25. Life coaching sessions will be based on a youth centered transition plan or a comparable document for aged out youth that focuses on the youth self-reported educational, employment/career, financial, housing, and personal development goals. At each session, the life coach and participant will create small benchmarks or task to be achieved that will facilitate progress towards the participant's long-term goal. SYESA has a variety of resources and relationships that will help participants achieve their goals.

SYESA life coaches will help youth develop on-going positive relationships with adult mentors/volunteers that will help guide youth through their life challenges. Life coaches will help participants acquire necessary legal documents such as birth certificates, state identification, driver's licenses, voter registration cards, and social security cards. SYESA will also teach participants how to apply for public assistance and other community, county, state, and federal resources by walking them through the process when needed.

SYESA will educate and assist participants in enrolling into other DCFS programs such as Youth in College, Youth Employment Incentive program, DCFS scholarship, etc. SYESA will ensure that all current wards are aware of the youth in care website.

SYESA will help disconnected youth find temporary and permanent housing when needed. SYESA has working relationships with a variety of established organizations and entities that specialize in the core areas that are pertinent to the participant's goals. SYESA life coaches will create easy access to these programs as well as bridge the relationship for the participants.

SYESA Participants transitioning out of care have the right to receive services without regard to race, religion, ethnicity, economic status or marital status. Services should be culturally sensitive and delivered in the context of the participant's community, language, cultural and ethnic background prior to emancipation. SYESA is not equipped or trained to provide services to any of the youth that meet the exclusionary criteria, SYESA will find adequate linkages in their community. Advocacy and linkages services include:

- a) Stabilization support for the youth's current and future living arrangement;
- b) Access to GED programs;
- c) Access to employment training and job placement programs
- d) Linkages to community, county, state and federal entities.

SYESA will help all participants acquire necessary legal documents that are required for employment, supplemental resources, academic admissions, financial institutions, or vocational trades, which will include state identification, birth certificates, social security card, voter registration card, transcripts, licenses/permits, leases, etc.

SYESA will assist DCFS/POS Caseworkers in helping participants stay connected to positive adult role models and mentors upon emancipation. Services will work to prevent the likelihood of drug abuse, family violence, pregnancies and unsafe sex by helping the participant understand the consequences of behavior and choices and by reinforcing healthy non-violent behaviors.

Assessment

The life coach is to assess the service needs of the newly referred participant in the framework of service plan that is developed for the participant, in addition to other assessments used by SYESA. The first case staffing with the DCFS/POS Caseworker should be held within ten (10) working days of assignment, if applicable; this may be done either in person or by telephone. During this conversation, they are to determine the individuals who should be involved in the assessment process in addition to the youth. Assessments should be built upon written information submitted to SYESA as part of the referral.

Initial Intake

The initial intake assessment will be considered as the participant's first in-person session. This will include:

- a) History of organization;

- b) History of the participant;
- c) Orientation to the Success By 25 Program;
- d) Program participation agreement;
- e) Assignment of life coach;
- f) Assessment of assets, resources, strengths, weaknesses, needs, wants, and goals
- g) Scheduling of on-going life coaching sessions.

Service Planning

Struggling Youth Equals Successful Adults (SYESA) is invested in assisting the Illinois Department of Children and Family Services with complying with the Federal Fostering Connections to Success and Increased Adoptions Act of 2008 Law, which requires states to ensure there is an individualized transition plan for youth aging out of the foster care system. The law requires that each aging out young person has assistance and support in developing a transition plan that includes plans for specific housing options, health insurance, education, local opportunities for mentors and continuing supportive services, work force supports and employment services.

Dispute Resolution

If a dispute arises between SYESA and the participant receiving services, the Supervisor of the program will attempt to resolve the situation and if not, they will contact or involve the contract monitor and caseworker.

Measurable Outcomes

5.3.1 Process Level Outcomes:

- Participant reports that she/ he no longer requires life coaching and has expressed in writing that she/ he was satisfied with services provided.
- Participant's has achieved 60% of goals.
- Participant accepted into the program on probation or parole and does not re-offend within the service period.
- 75% of participants report satisfaction with the program services.
- Life coaches will develop a youth centered transition plan/ progressive action plans in collaboration with the participant's service plan. The youth centered transition plan will focus on the participant's self-reported personal, educational, employment/ career, financial and housing goals.

5.3.2 Client Level Outcomes:

- 75% of participants will have identified specific goals within the five core areas within 90 days of acceptance into the program.

- 75% of participants will be connected to a community, county, state and federal resources.
- 75% of participants will attend at least 3 out of 4 sessions, monthly.
- 50% of registered participants will attend monthly group meeting.

5.3.3 Program Level Outcomes:

- Participant stays engaged in program for a minimum of 24 months.
- 100% of all case assignments will be made within five (5) working day of accepting the referral.
- 75% of participants that have been in the program a minimum of 24 months will have achieved 60% of their goals.
- 75% will complete a participation satisfaction survey on a quarterly basis.

5.3.4 System Level Outcomes:

- 80% of participants will not be homeless by the age of 25 if he/ she remains engaged from intake to the age of 25.
- 80% of participants will have their high school diploma or GED if he/she remains engaged from intake to the age of 25.
- 80% of participants will be employed full-time by the age of 25 if he/she remains engaged from intake to the age of 25.
- 80% of participants will demonstrate financial stability and security by the age of 25 if he/ she remains engaged from intake to the age of 25. This will be evident through a minimum credit score of 650, an active and healthy savings and checking account, and a working budget.

GED Outcomes

- Participants will attend 80% percent of their tutoring sessions.
- 75% of participants will demonstrate improved performance in math and science.
- 60% of participants will demonstrate improved performance in reading, writing, and social studies.
- 75% of participants will demonstrate their ability to pass the U.S. Constitution test.
- 75% of participants without their high school diploma or GED will be registered within 3 months for their GED test or enrolled into alternative educational option to receive HS Diploma.
- 75% of participants will report satisfaction with academic instruction.

Requirements for Meeting Measurable Outcomes

Success By 25 implements multi-leveled evaluations and assessments that examine the program's operation through impact and performance measures. In accordance with IDCFS, SYESA developed these evaluation tools specific to rigorously examine the models and theoretical research underlying the program. Such measurement instruments investigate several questions related to administrative compliance, increasing positive engagement and conceding the service impact on high-risk served youth's outcomes, comparatively.

The specific tools below are used to track internal performance:

- Progression Chart;
- Intake and Exit Interviews;
- Quarterly Evaluations;
- Self-sufficiency Questionnaires; and
- Spreadsheets used to track (and eventual display) data specific to contractual benchmarks.

SYESA uses the internal performance management system to track progress and report outcomes to IDCFS, foundation partners, and SYESA's stakeholders. SB25 tracks the number of aging out youth attaining their short-term and long-term educational, employment, housing, and financial goals.

SB25 tracks the following:

- Student demographics;
- Current caseload;
- Retention & Attrition Rates;
- Emancipation Dates;
- Service Hours;
- Referral source, entry, and status;
- Transitional Plan Assessment;
- Transitional Goals Achieved;
- Criminal Offense Recidivism Yield;
- Community Linkages/Referrals;
- Waiting List Referrals to Local Agencies;
- Anecdotal Information; and
- Participant Satisfaction Surveys.

SYESA plans to strengthen our programs' evidence base by partnering with Chapin Hall at the University of Chicago and Loyola University Chicago Civitas ChildLaw Center to develop a comprehensive evaluation method for tracking progress and/or challenges over the next year. Chapin Hall has a historical legacy in policy research focused on improving the well-being of children and youth, families, and their communities. For SYESA, they will examine our programs, test new ideas, and conduct a comparison analysis of SYESA's benefits. The Civitas ChildLaw Center provides high-quality legal representation to child clients in abuse and neglect and juvenile delinquency court proceedings; trains law students, attorneys and child welfare

professionals to be effective advocates for children; influences child welfare reform to improve the lives of children and families; and works to improve the quality of justice for children and families. As SYESA continues to grow to scale, Chapin Hall and the Civitas ChildLaw Center will be fundamentally instrumental in creating the framework for how and where we need to grow within Cook County.

SYESA evidence of effectiveness is rated as high apparent effectiveness. We have model in place that captures numerical and anecdotal information on our clients. However, we have not had an independent external evaluator evaluate the program and services in comparison to the desired outcomes and indicators for measuring success outside of our partnership with IDCFS (collaborator and funder). At this level, we use a unique identifier (DCFS ID number) for participants. We collect basic demographic data to track the reoccurring trends for enrollment and population needs. We have baseline data that measures changes over time. This data helps us to determine if program adjustments are recommended based upon changes in the population or organization structure. Assisting foster youth to reach their core personal goals is vital to our evaluation activities. By tracking the services used to help our participants become successful, we essentially help the next group of program participants access education opportunities, financial assistance, and housing resources. Lastly, our model tracks all program participants and yields ongoing positive results for our foster youth and young adults.

Methodology Proposed for Program Implementation

Success By 25 (SB25) is a novel program established to positively affect the life outcomes of youth at-risk of aging out of foster care or formerly serviced by Illinois foster care establishments. The central objective is to achieve transition success, where success is defined as being able to provide a standard level of self-care or demonstrating an adequate level of self-sufficiency. SB25 helps young adults (18 – 25) prepare for emancipation at 21 and keeps them connected to support and resources. The life coaches are former wards of the state, college graduates, and self-sufficient professionals. Each individual life coach helps youth achieve his or her self-reported educational, employment, financial, housing, and personal development goals. SB25 has created strategic partnerships with local agencies to provide housing assistance, adult education, job training, and financial resources for each participant. The program also offers a voluntary self-help support group once a month. This group is topic and process-based and is offered to any youth that is struggling and desires to be around a positive peer network. Each participant is afforded 1 or 2 life coaches that work to acquire a thorough understanding of the individual's background and obstacles confronted.

Currently, 4 full-time life coaches/administrators, 2 part-time employees, 3 volunteers, 3 interns provide one-on-one mentoring and case management support for 60 foster youth and young adults. Referrals are received from various IDCFS departments, IDCFS contracted agencies, community and small-scale marketing efforts, but primary through word of mouth. After students are referred to the program, the participant is matched with a life coach from a similar background. Each participant serviced under SB25 is guided by transition plans (resulting from shared efforts) and motivated by a trusting relationship with qualified and relatable persons. Life coaches, mentors, and volunteers are assigned to work with youth with whom they are attitudinally compatible and, when possible, share social traits that facilitates compassion and interpersonal connection. Once paired, the life coach will introduces himself to the foster

parent/family and participant to discuss the program and how he can address any immediate needs such as housing, clothing, food, medical prescriptions, bus cards, and other emergency assistance. For the first several weeks, the life coach creates an environment of normalcy and balance for the adolescent by building a relationship through ordinary social interactions and encounters non-foster youth would experience. Once the relationship develops and trust is established, the life coach often becomes the first responder during a crisis or before a participant makes an impulsive decision. Weeks into their new friendship, the life coach meets with the participant to develop his goals for the next 1-3 years. Once the personal development goals are created, the life coach helps youth create a step-by-step plan for successfully accomplishing these goals.

Our target population for SB25 is foster youth and young adults between the ages of 13 – 25 aging out of the system in preparation for emancipation. In SB25, our number has increased from 49 participants in FY2012 to 60 in FY2013 and expected to increase to 110 with the new strategic partnership with the Cook County Juvenile Court. IDCFS increased the award in FY2013 because of the need to serve more foster youth struggling to live successful lives beyond emancipation.

In a recent Fiscal Year 2013 IDCFS Budget Debriefing, IDCFS stated that there is an increase in older wards aging out. Cook County has the highest rate of foster youth in the state (5,274 – 34%). The increase in wards aging out and the number of foster youth in our current service area is an indicator that we need to grow within this region. If we can continue to build upon our strategic partnership with IDCFS, we are hopeful that SYESA will grow at a steady rate. Expanding allows us to track best practice across agencies. Lastly, IDCFS increased SYESA's budget for the current year because of the great need and limited resources for Cook County's 5,274 foster youth.

7.2.4 Qualification of the Proposer

History

SYESA, pronounced "see-saw", was founded by three foster care alumni from Illinois in June of 2009. The founders met while presenting at the Illinois Department of Children and Family Services African-American Advisory Conference. All three co-founders were former wards of the state for over ten years and had successfully been emancipated from the Illinois child welfare system.

Their ability to beat the odds of becoming homeless, incarcerated, unemployed, or uneducated as African-American men encouraged them to help other youth, in care and transitioning out of care become just as successful.

According to the United Way, one in five emancipated youth will be homeless; only 50% will have a high school diploma or G.E.D; nearly 50% will be unemployed; and 25% will be arrested or incarcerated. All three co-founders have been self-sufficient with support from positive adults since emancipation. Additionally, all three co-founders have received a bachelor's degree from a four-year college/university and two of the three have even achieved Master Degrees.

Each co-founder has maintained sustainable employment since emancipation, and not one has ever been incarcerated. Their natural abilities and nurturing support from connections have motivated each co-founder to utilize their struggles to fuel their fires to become successful, hence the name SYESA.

The three co-founders were once from different areas of the state of Illinois, Englewood to Cairo. Now they have developed a relationship and begun formally helping other youth, in and out of care in the Chicago land area.

Antwan Turpeau, Tony Lawlor, and Michael Simelton are co-founders of SYESA. Together, they have managed the rapid expansion of SYESA within a three-year period. They bring personal and academic experience in this field and a proven formula for success. They have built a strong organizational brand, robust board roster and philanthropic supporters, consistent funding stream, and effective measurable outcomes.

Antwan grew up in the Illinois foster care system from the ages of 10 through 21. His mother was diagnosis with paranoid schizophrenia and was unable to sufficiently take care of him and his siblings. Antwan graduated from Elmhurst College with a bachelor's degree in Psychology. He has held positions at Maryville Academy's Scott Nolan Center psychiatric Hospital for children and adolescents, Loyola University and the Chicago Area Project Antwan has a Master's Degree in Social Work from Loyola University with a specialization in Leadership and Development.

Tony is a motivational speaker and provides public speaking workshops for youth. At the age of 14, Tony became a ward of the state and was placed into foster care. Tony was a recipient of a DCFS scholarship and attended the University of Illinois-Champaign earning a degree in Speech Communications. Tony worked as a Sales Manager and secured over \$2 million in sales during this career. Tony committed to youth development work.

Michael Simelton was born to an unprepared teen mother and placed into foster care. In 2003, Michael began speaking to youth about overcoming peer pressure. Michael is writing several books around youth development. Michael holds an associate degree from Shawnee Community College in Ullin, Illinois, Bachelor of Science degree from Southeast Missouri State University and a Master degree in Manufacturing Systems from S.I.U.C. In 2005, the "National Science Foundation" selected Michael to receive the Bridge to the Doctorate Fellow, a full time fellowship to pursue graduate study.

SYESA believes in helping emancipated young people become successful and training them to give back to other youth preparing for emancipation. SYESA utilizes seven core strategies to achieve its mission, which are modeled after the Connected by 25 Initiative developed by the Foster Care Work Group and the Youth Transition Funders Group.

Track Record

Founded in 2009, SYESA has evolved into one of the premier nonprofit organizations serving the real needs of foster youth. Today, SYESA has placed over 36 participants in college, 72 in jobs/vocational training programs in partnership with, 51 graduated from high school, 6 completed their GED certification, and placed over 31 youth in jobs. In 2013, we expect to do more. We anticipate receiving 180 referrals by October, but we can only take 10 – 15 referrals, but if we receive the grant, we can serve 50 youth seeking educational courses leading to their GED certification.

SB25 Accomplishments in FY2012 include:

- **Education:** 55% (27 out of the 49) of participants disconnected educationally. These youth were not on any academic track at the time of referral. After acceptance into the program, all 27 participants were either enrolled into a GED preparation course, re-enrolled back into a high school program, or college level program. Interns and volunteers provided intensive one-on-one tutoring for individuals in need for more additional academic support. Sixteen of the 49 participants have only been in the program for 1 month. Most youth that have established some level of academic achievement have been in program for at least 6 months.
- **Employment:** 63% (31 out of the 49) of participants experienced some level of employment income after being accepted into the program. Most participants did not have a resume, adequate interviewing skills, or professional etiquette upon being accepted into the program. Once enrolled, 16 out of the 49 participants have only been in the program for 1 month. Most youth that have successfully gained and maintained part-time employment have been in the program for at least 6 months.
- **Finances:** 44% (22 out of the 49) of participants expressed an actual financial goal, which is usually to have a savings and checking account, a determined amount of money saved by the age of 25, review credit report, and/ or pay off specific types of debts. Financial goals typically do not occur until the participant has established some form of consistent income.

- Housing: 53% (26 out of the 49) of participants in the program experienced an unstable living situation while in the program. Nine out of the 26 participants were able to stabilize their living situation while in the program. Another 9 out of the 26 had only been actively involved in the program for 1 month.
- SB25 program acquired support and verbal compliments regarding the advocacy efforts of program staff from long-time Cook County Juvenile Judge Thomas. SB25 staff plays a vital role in preventing youth from having their cases closed prior to 21 years of age.
- SB25 program acquired verbal compliments and support from Chicago Public Schools Director of Post-Secondary School Counselor Barbara Karpouzian. SB25 staff were able to re-connected several high dropouts back with the Chicago Public School system or Alternative schools.
- Through the employment training and placement partnership with Career Development Training and Education Services (CDTES), the program was able to enroll 10 program participants into a 10-week paid job-training program.
- SYESA was featured in two University Social Work Magazines, Loyola University of Chicago and University of Illinois at Chicago.
- 3000 life coaching and mentoring hours that fosters positive youth development and individual goal achievement.
- According to an accumulation of quarterly participant satisfaction survey's; 96.3% of the youth reported that their individual life coach helped them achieve the goals that were important to them; 94% of the youth reported that they want to continue to use the resources and support provided by SYESA; 93.3% of youth reported that they relate well with their individual life coach; and 89.7% of youth reported that their self-esteem has improved because of their life coach.

SYESA envisions that the organization will have a significant impact on the negative outcomes of emancipated foster youth in Cook County, Illinois. It is the desire of the organization that those same youth will one day come back and do the same for another generation of current and former foster youth.

Employees & Years in Operation

Founded in 2009, SYESA employs 4 full-time employees who serve as Life Coaches with and administrative duties, 2 part-time support staff, 2 Independent Contractors to provide GED instruction and mental health counseling, 3 interns that serves as Life Coaches and 3 volunteers (stipends only) to serve as Life Coaches.

SYESA is poised for growth because of the need to provide additional services in Cook County (the highest county in the state). The need is great because IDCFS expressed their desire to increase our funding to serve more clients due to limited resources in Cook County. SYESA

works on the premise that the longer these youth stay connected to resources the closer he/she will get to complete self-sufficiency.

Current Staffing

4 full-time employees
2 part-time employees
2 Independent Contractors
3 Interns
3 Volunteers

Proposed Staffing

4 full-time employees
2 part-time employees
4 Independent Contractors
3 Interns
13 Volunteers

List of Projects Relevant to the Violence Prevention, Intervention and Reduction Grants

Below are examples of SYESA's current commitment to increase civic engagement

PROJECT #1 Youth Advisory Board

The Statewide Youth Advisory Board (SYAB) is one of the most comprehensive youth boards in the United States. SYESA is one of three agencies partnering with the Illinois Department of Children and Family Services (IDCFS) to provide programming for their SYAB and Regional Youth Advisory Board (RYAB) for foster youth ages 14 - 21. It is facilitated by youth development specialist of SYESA, Primed For Life, and the Chicago Area Project.

SYAB is a 24 member youth board that is made of youth in foster care. It is a body of trained youth leaders chosen by their peers to be the voice of 15,000 foster children in Illinois that educate peers on their rights and ensure that Child Welfare Administrators are addressing their issues and concerns. The members of the board are elected by their peers to be representatives on the Statewide Board. The Executive Members represent seven different regions of the state of Illinois. The Executive Members meet with the Director of the Illinois Department of Children and Family Services on a quarterly basis.

In partnership with SYESA, local agencies with similar populations transport their participants to all Advisory Board meetings and events. The Advisory Board meets twice a month, in addition, the youth executive committee meets one weekend every other month and monthly interactive leadership training meetings via video conferencing and in-person. The Advisory Board advocates on behalf of their peers by bringing awareness regarding abuse and neglect to child welfare administrators that is not reported to the 1-800-abuse hotline, and share innovative ideas to improve programs and services from a youth perspective to IDCFS administrators. In addition to these efforts, the youth leadership team is knowledgeable about educational services for youth in care, job leads, and life skills. In addition, SYAB organizes focus groups, outreach events, and community meetings throughout the State of Illinois.

PROJECT #2 SB25 Summer Employment Pilot

In partnership with the Chicago Area Projects Juvenile Delinquency Program, SYESA placed 12 participants from the Success By 25 program in 12 jobs for each year over the last two years. During the summer months, participants were trained in the voters registration process and helped 530 non-registered voters to either commit to register or they registered them to vote on the spot.

In addition to voter registration, the youth were involved in creating an anti-violence agenda. They were given the responsibility to create an agenda and host an anti-violence performance. The event was inspirational and encouraged other youth to action when they witness violence. The campaign encouraged them to be "SNITCHES" in order to save our community from continuous reckless violence.

References

Contact: Robert Harris
Organization: Cook County Public Guardian
Value of Project: Refers 20% of participants
Address: 2245 W. Ogden Avenue, 4th Floor, Chicago, IL 60612
Telephone: 312-433-4300
Email: Robert.harris@cookcountyl.gov

Contact: Kevin Walsh
Organization: Illinois Department of Children and Family Services
Value of Project: \$156,000 – Refers 70% of participants
Address: 100 W. Randolph, 6-200, Chicago, IL 60601
Telephone: 312-814-6389
Email: kevin.walsh@illinois.gov

Contact: Howard Lathan
Organization: Chicago Area Project
Value of Project: \$128,766
Address: 55 E. Jackson Blvd, Ste. 900
Telephone: 312-588-3805
Email: howardlathan@yahoo.com

Contact: Erica Twyman
Organization: MacArthur Foundation
Value of Project: \$50,000
Address: 140 S. Dearborn Street, Chicago, IL 60603-5285
Telephone: 312-726-8000
Email: ETwyman@macfound.org

Contact: Sylvia Begay
Organization: Parent of participant in SB25 Program
Value of Project: Participant
Address: Confidential
Telephone: 773-557-0691
Email: NA

7.2.5 Key Personnel

Overview of Staffing Plan

SYESA is poised for growth because of the need to provide additional services in Cook County (the highest county in the state). The need is great because IDCFS expressed their desire to increase our funding to serve more clients due to limited resources in Cook County. SYESA works on the premise that the longer these youth stay connected to resources the closer he/she will get to complete self-sufficiency.

Due to our expansion, we request another strategic partnership with the Cook County Government in an effort to hire our second GED Instructor. Funded by another grant, we currently have a GED instructor that teaches math and science. The GED exam has six components: math, sciences, language arts writing, language arts reading, social studies, and the US Constitution. We are limited in personnel. With a grant from the Cook County Government, during the summer months and into fall, (which are the highest rates of homicides in Chicago) we can hire another GED instructor to teach language arts writing and reading, along with social studies, in turn, allowing more youth to receive their GED and accomplish personal goals – college, career, etc.

Our program model is so cool because it is unlike many traditional mentoring programs because our model includes life coaches who are former foster youth. SB25 is one of the few programs in the country that provides individual life coaching, educational and clinical services until the age of 25 to youth and young adults from low-income families, foster care, and on probation or parole in Cook County. Program participants come from high crime, poverty stricken communities where the unemployment, foreclosure, crime, and recidivism rates are high.

GED Instructor: An overwhelming number of young people accepted into the SB25 program were between the ages of 18-24 have not earned their high school diploma or GED. Each of these participants reported during their intake that their number one educational goal is to earn their high school diploma or GED. Due to the increase in referrals, direct line staff had to limit their tutoring time in individual life coaching session to focus on other important core areas. A GED instructor will provide weekly “in-house” high school tutoring and GED preparations. In addition, with your support, we can continue the same level of operation in career counseling, resume writing, interviewing workshops, and job placement.

Clinical Consultant: An overwhelming number of young people accepted into the SB25 program exhibited symptoms of trauma. These youth show behaviors such as inability to stay on task, easily irritated, frequent mood swings, and negative perceptions of the world. The SB25 program will be even more effective for at-risk youth if traumatized participants can receive clinical trauma healing along with mentoring. All youth that age-out of foster care lose their Medicaid benefits on their 21st birthday. This is the only resource that allows them to receive on-going therapeutic services. SYESA has been able to recruit licensed clinical social workers to donate their time and services to work with a small handful of program participants that have aged out of care.

Volunteer Life Coaches:

We will recruit 10 volunteers to serve as life coaches by mentoring 3 youth for 1 – 2 hours a week helping to stabilize their housing placements, facilitate their career development, and ensure their fulfillment of their personal goals as they approach emancipation from foster care and/or transition from the probation.

Resumes and Job Description

Please see following pages for resumes and job descriptions

Antwan A. Turpeau

4016 S. S King Drive, 3S

Chicago, IL 60653

Phone: (312) 203-4025

E-mail: antwan_turpeau@yahoo.com

Objective

To provide advocacy, specialized services, leadership, and resources to underserved populations.

Education

Loyola University of Chicago
IL

Chicago,

M.S.W., December 2010

G.P.A. 3.15

Elmhurst College, (August 1998-May 2002)

Elmhurst, IL

Bachelor of Arts, Psychology G.P.A. 3.0

Communications Minor

Professional Experience

SYESA, NFP

Chicago, IL

Struggling Youth Equals Successful Adults

Co-Founder/ Executive Director, (June 2009-Present)

- **Oversee day-to-day operations**
 - Responsible for hiring, training, and weekly supervision of staff
 - Create annual organization and program budgets
 - Ensure expenditures are in-line with budget
 - Develop and manage programs
 - Ensure the organization is in compliance with contract obligations and required annual reports to the IRS and Illinois Secretary of State
- **Resource and board development**
 - Responsible for raising kind and in-kind donations
 - Responsible for securing foundation resources to support programs

- Responsible for securing appropriate government contracts
- Responsible for providing updates to donors and foundations
- Staff development and training
 - Responsible provide 1:1 supervision to senior management
 - Responsible for supervising graduate level interns
 - Responsible for facilitating weekly staff meetings and on-going training

Chicago Area Project

Chicago, IL

Contract/Project Manager, (October 2006-June 2011)

- Managing two operating programs and \$505,196 in government grants
 - Illinois Statewide Youth Advisory Board
 - Youth Development/ Leadership Program
 - Rites of Passage
 - Cultural Awareness/ Self-Sufficiency Program
- Responsible for the hiring, training, and weekly supervision of staff for each program
- Create annual fiscal budget and quarterly cost reports for programs
- Maintain compliance for each contract
- Designed two original programs, and restructured two others
- Responsible for both staff and program evaluations
- Organize community events
- Travel to oversee statewide youth program
- Participate in legislative affairs on behalf of the organization
- Develop proposals for resource development

Maryville Academy

Des Plaines, IL

Program Coordinator-Residential Treatment Center, (March 2005-September 2006)

- Oversaw the daily functions of the therapeutic milieu for delinquent and mentally ill children and adolescents-14 males/ 14 females
- Trained and supervised 45 Psychiatric Technicians, 4 Program Managers, and 3 Case Managers
- Researched and analyzed quality improvement data
- Allocated funds provided by Department of Children and Family Services, National School Lunch Program and private contributors

Program Manager-Psychiatric Hospital, (July 2002-February 2005)

- Facilitated therapeutic patient groups, including Anger Management, Life Skills, Social Skill Building and Cognitive Behavioral Therapy
- Responsible for structure and development of program and staffing
- Member of the Multi-Disciplinary Team
- Overnight Intervention Supervisor for entire Hospital

Workshops/ Presentations

- Conducted seminar for 50 participants on *The Quest for Family: Understanding the Process of Family Reunification with Older Youth*. (April 2007)
- Conducted a seminar for 60 participants entitled *Are We There Yet? How Well do You Give Young People Voice and Real Decision Making Power*. (May 18, 2007)
- Conducted a workshop for 50 participants on *Flipping the Deck: How to Change the Hand they have been Dealt*. (May 23, 2008)
- Conducted a workshop for 100 participants at the University of Illinois at Chicago on *Creating Community Pathways for Successful Transition*. (April 23, 2009)
- Conducted a Teen Parenting workshop for 40 teen parents at Malcom X College for the Illinois Department of Children and Family Services Youth Summit. (April 2010).
- Conducted an interactive workshop on *Struggling Youth Successful Adults* for 40 High School Students at Wright College for Aspira of Illinois. (April 2011)
- Hired as a temporary consultant for Jobs For Youth YS3 Program to conduct a 7 week series on *Professional Conduct for Youth In The Work Place*. (May 17-June 28, 2011)
- Conducted a presentation for the University of Illinois at Chicago Jane Adams College of Social Work for 80- social workers and faculty on *Mentoring Vs. Psychotherapy*. (September 6th, 2012)

Professional Development

- Successfully completed 3 CEU hours of training on *Gang Prevention & Intervention Strategies* at Uhlich Children's Advantage Network. (November 2009)
- Successfully completed 1.8 CEU hours at the National Resource Center for Youth Services 2011 *National Pathways to Adulthood Conference* in Denver, Colorado. (May 4-6, 2011)
- Successfully completed *Diversity Awareness Training* through the Illinois Department of Human Rights. (April 17th, 2012)
- Successfully completed *Sexual Harassment Prevention* through the Illinois Department of Human Rights. (April 17th, 2012)
- Successfully Completed Trauma Training on *Identifying and Treating Trauma Symptoms in At-Risk Youth* conducted by Meacham Counseling Services. (November 2012).
- Member of the National Association of Social Work, NASW

Volunteer Work

- Served as Treasurer for the School of Social Work Student Organization (SSWSO) at Loyola University Chicago (September 2007-May 2008)

- Assisted with pre-registration for ALL-Kids Healthcare (Chicago, IL August/2006)

- Tutored children at Hawthorne Elementary School (Elmhurst, IL, October/2000)

- Coached boys basketball team at (Catholic Youth Organization) (Chicago, IL)

- Organized a 1000 Man March against violence in the Woodlawn Community on the south side of Chicago.

- Organized a community conference to *Strengthening Chicago Neighborhoods* on the west side of Chicago.

- Illinois State Senate 3rd District Office (October 2010-January 2011)

1922 N. Mozart
Chicago, IL 60647

Desiree L. Taylor

(217) 402-5132
dltaylr@gmail.com

An Accomplished Project Coordinator in Social Service Programs *Leveraging Client focus ~ Identifying Optimum Practices ~ Achieving Targeted Outcomes*

Qualification Profile

Diligent coordinator with more than 7 years of experience in fulfilling contractual and position-accountable project demands. An extensively recognized reputation for being an intricate team player with profound organizational techniques. Poised to efficiently manage interactions with individuals of diverse demographics with an established background in both corporate and non-profit divisions. Excellent communication skills that strengthens agency productivity and actualize the service goals of a progressive agency.

Core Proficiencies

- ◆ Program and Financial Reporting
- ◆ Records Management- electronic databases/ In-print file
- ◆ Research and Analysis
- ◆ Adherent to NASW Ethical Practices
- ◆ Exceptional written and oral communication skills
- ◆ Life Skills Development Training
- ◆ Managing small to large group presentations
- ◆ Conflict resolve/ Sustaining Community Relations

Professional Experience

Young Adult Services

- ◆ Served as the principal liaison to over 40 youth interns employed in the governor's summer employment program.
- ◆ Co-sponsored resource events that provided platforms to introduce new programs, assess assistance eligibility, and counsel preparatory steps to secure receipt of assistive services.
- ◆ Public relations: Enhanced community and group networking connections through increased interactive communication that facilitated joint collaborative participation with project initiatives.

Administrative Work

- ◆ Handed clerical support and correspondence for heavily-trafficked resource center. Prepared and distributed mass mailings, authored memos, performed transcription, updated written publications.
- ◆ Registered incoming clients, conducted intake, and managed case files for clients traversing different programs
- ◆ Created original intellectual properties- drafted handbook of multi-faceted consultant position, Reengineered file management procedures that improved processing applications for clothing, food, and shelter.

Management & Supervision

- ◆ Oversaw all operations of agency youth program including, hiring supportive staff, handling petty cash, drafting monthly reports, accommodating transportation.
- ◆ Correspondence liaison to community partners that aided
- ◆ Screen, hire and train compensated consultants to work with youth and volunteers to serve in varied program aide roles.

Special Accomplishments:

- ◆ Co-authored white paper that persuaded a \$20,000+ grant fund to revamp reunification practices aimed to explore alternative approaches to responding to indicated caregivers.
- ◆ Sitting panelist for over 30 conventions, institutes, seminars, forum to highlight issues of displaced youth.

Employment History

Young Adult Life Coach, S.Y.E.S.A Chicago, IL
Program Coordinator, PRIMED FOR LIFE Springfield, IL
Executive Administrator, CHAMBER OF COMMERCE Springfield, IL
Language and Cultures' Instructor- FRENCH MINISTRY OF EDUCATION Aubagne, France
Asst. Office Manager, BILLY SHELPER CENTER Bloomington, IL

Education & Technical/ Professional Training

Software Competencies: Mac Office Suite, Microsoft Office Suite: Word, Excel, Access, Publisher, Outlook, Power Pt.

Specialized Training: Advanced Youth Development, Court Appointed Special Advocate

Academia: Bachelor of Science in Human Service, Upper Iowa University

POSITION DESCRIPTION

POSITION: GED Instructor
DEPARTMENT: Success By 25
SUPERVISOR: Success By 25 Coordinator
FLSA: Exempt

ROLE:

This position is primarily responsible for serving as the instructor for GED Certification and college/career counseling.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Diagnostic testing composed of Illinois Learning Standards.
- General Education Degree preparation based on questions from McGraw-Hill curriculum.
- On-going academic enrichment for referred youth.
- General case notes for each participants progress.
- Pre and post-test evaluations of students learning conducted on quarterly bases.
- Academic consultation for agency staff that will provide recommendations for additional services.
- Assist with registration for GED, college applications, and admission procedures

MANDATORY JOB QUALIFICATIONS:

- B.S/B.A. degree or equivalent, required.
- Experience in youth development, adult education, and career and college counseling
- 3-5 years of direct work-related experience in a nonprofit environment working with diverse populations
- Ability to relate to the foster youth community and youth with history in the juvenile justice system
- Productive & positive contributing member to society
- Strong computer skills necessary to be successful in the position

POSITION DESCRIPTION

POSITION: Licensed Clinical Specialist

DEPARTMENT: Success By 25

SUPERVISOR: Executive Director

FLSA: Exempt

ROLE:

This position is primarily responsible for providing individual counseling and group therapy for 10 participants per quarter.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Aggression Replacement Training (ART)
- Sexuality Education for High Risk Youth
- Dialectical Behavior Therapy (DBT)
- Individual services will cover Eye Movement Desensitization Reprocessing (EMDR) Therapy.

MANDATORY JOB QUALIFICATIONS:

- MSW required.
- Experience in youth development
- 5 - 7 years of direct work-related experience in a nonprofit environment working with diverse populations and youth counseling
- Ability to relate to the foster youth community and youth with history in the juvenile justice system
- Productive & positive contributing member to society

POSITION DESCRIPTION

POSITION: Volunteer Life Coach
DEPARTMENT: Success By 25
SUPERVISOR: Success By 25 Coordinator
FLSA: Exempt

ROLE:

This position is primarily responsible for providing individual counseling and group therapy for 10 participants per quarter.

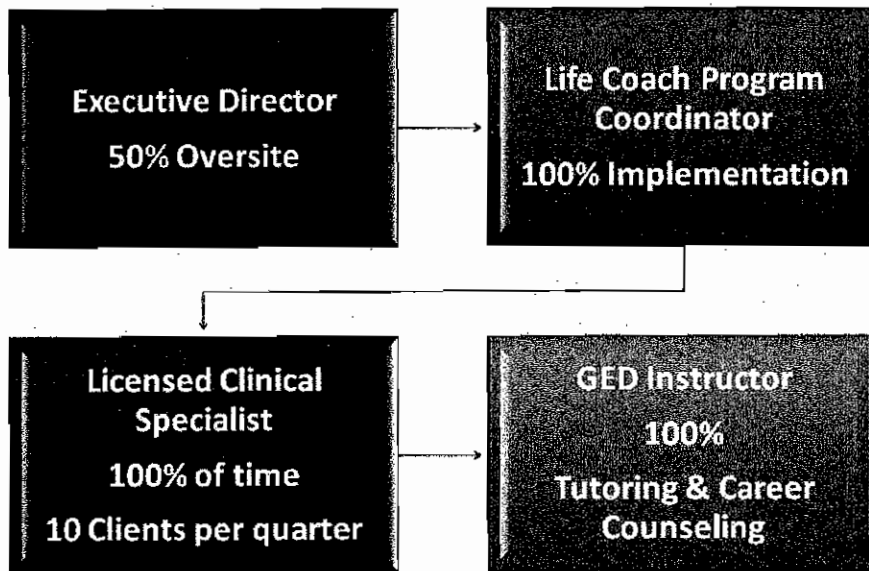
ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Aggression Replacement Training (ART)
- Sexuality Education for High Risk Youth
- Dialectical Behavior Therapy (DBT)
- Individual services will cover Eye Movement Desensitization Reprocessing (EMDR) Therapy.

MANDATORY JOB QUALIFICATIONS:

- B.S/B.A. degree or equivalent, required.
- 25 years of age or older
- Experience in youth development
- 3-5 years of direct work-related experience in a nonprofit environment working with diverse populations
- Ability to relate to the foster youth community and youth with history in the juvenile justice system
- Demonstrate the ability to overcome obstacles
- Productive & positive contributing member to society

Time Commitment



Level of Commitment to Other Projects

The Executive Director, Antwan Turpeau, will spend the remaining 50% of his dedicated to the administrative and programmatic implementation of SYESA's Statewide Youth Advisory Council and Summer Employment Program in partnership with the Chicago Area Project.

Board of Directors

Michael Simelton –Co-Founder/ Chairman
Exelon Corporation, Senior Analyst

Thu Vo- Vice Chairwoman
United States Department of Agriculture
Food and Nutrition Service

Janaya Tucker- Treasurer
Pricewaterhousecoopers, Accountant

Cliff Bregstone-Board Member
College Bound Opportunities, President/ Founder

John Moore-Board Member
Columbia College-Marketing/ Communication Professor

Luke Gregerson-Advisory Board Member
Major League Baseball

Jemelle Cunningham- Consulting Counsel
LAD Law Group

Beth Denicolo- Board Member
No Affiliation

Executive Management
Antwan A. Turpeau-Board Member
Co-Founder/Executive Director

Tony Lawlor-Co/Founder
Co-Founder/Associate Director

Please note that section 7.2.6 was not provided under the submission requirements in the RFP.

EXHIBIT 2

Schedule of Compensation

BUDGET DETAIL

Grant Proposal Amount Requested: \$ 80,000

The Proposer declares that it has carefully examined the Request for Proposal documents, the Proposal Forms, General and Special Conditions and Specifications identified as Document Number 13-53-090 for the Violence Prevention, Intervention And Reduction Grants, as prepared by Cook County and has become familiar with all of the conditions under which it must be carried out and understands that by submitting proposed pricing on these pages, Proposer waives all right to plead any misunderstanding regarding the same. Any category of expense not applicable to the budget may be deleted. Indirect costs are not allowable

Budget Detail

A. Personnel

List each position by title and name of employee, if available. Show the annual salary rate and the percentage of time to be devoted to the project. Compensation paid for employees engaged in grant activities must be consistent with that paid for similar work within the applicant organization.

Time Commitment

	Name/Position	Computation	Cost
50%	SB25 Coordinator / Antwan T	33% of base salary of \$30,300 full-time	\$10,000
100%	SB25 Assistant Coordinator (Desiree Taylor)	16.6% of base salary of \$30,120 full-time	\$5,000
100%	GED Instructor	41.3% of base salary (PT) of \$14,500 / 12 months = 1,208.33/month	\$6,000
100%	Licensed Clinical Specialist	44.4% of base rate (PT) of \$18,000 / 12 months = \$1,500/month	\$18,000
100%	Volunteer Life Coaches	10 x 12 months x \$250 stipend / month = \$30,000	\$30,000
		SUB-TOTAL \$	59,000

B. Fringe Benefits

Fringe benefits should be based on actual known costs or an established formula. Fringe benefits are for the personnel listed in budget category (A) and only for the percentage of time devoted to the project. Fringe benefits on overtime hours are limited to FICA, Workman's Compensation, and Unemployment Compensation.

	Name/Position	Computation	Cost
	SB25 Coordinator	25% payroll taxes x \$10,000	\$2,500
	SB25 Assistant Coordinator	25% of payroll taxes x \$5,000	\$1,250

SUB-TOTAL \$ 3,750

Antwan Turpeau
 Antwan Turpeau

TOTAL PERSONNEL AND FRINGE BENEFITS \$ 62,750

C. Travel

Itemize travel expenses of project personnel by purpose. Show the basis of computation (e.g., six people to 3-day training at \$X airfare, \$X lodging, \$X subsistence). In training projects, travel and meals for trainees should be listed separately. Show the number of trainees and the unit costs involved.

Identify the location of travel, if known. Travel for consultants will only be reimbursed for resources traveling from more than 50 miles outside of Cook County and shall be consistent with Cook County travel reimbursement policies. All travel shall be pre-approved by the Justice Advisory Council.

Purpose of Travel	Location	Item	Computation	Cost
Program participation for youth	Cook County	Bus Cards	480 Transfer Transit Cards	\$ 480

TOTAL \$ 480

D. Supplies

List items by type. Generally, supplies include any materials that are expendable or consumed during the course of the project.

Supply Items	Computation	Cost
Ink, copy paper, poster and writing utensils	\$69 per month x 12 months	\$ 824

TOTAL \$ 824

Antwan Torpeau
 Antwan Torpeau

A. Other Costs

List items (e.g., rent, reproduction, telephone, janitorial or security services, and investigative or confidential funds) by major type and the basis of the computation. For example, provide the square footage and the cost per square foot for rent, or provide a monthly rental cost and how many months to rent.

Description	Computation	Cost
GED Exam Fee	35 students x \$50-fee	\$ 1,750
Client Assistance	35 students x \$200 stipend	\$ 7,000 (split by annual)
Telephone	20% of monthly cost of \$324 per month	\$ 778
Rent	6.01 per square foot x 1000 square feet - Annual cost = \$ 30,024	\$ 6,010
Internet	20% of monthly cost (\$10 per month)	\$ 408
TOTAL \$		15,946

Budget Summary- When you have completed the budget worksheet, transfer the totals for each category to the spaces below. Compute the total direct costs and the total project costs. Indicate the amount of Federal funds requested and the amount of non-Federal funds that will support the project.

Budget Category	Amount
A Personnel	\$ 59,000
B Fringe Benefits	\$ 3,750
C Travel	\$ 480
D Supplies	\$ 824
E Other Costs	\$ 15,946
Grand Total	\$ 80,000

If your organization has a lengthier or more detailed budget due to the size of the organization or project or any other factor, attach additional budget documents to this proposal.

Antwan Turpeau
 Antwan Turpeau

Contract No. 13-53-090J

EXHIBIT 3

Evidence of Insurance



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
6/25/2013

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Myers-Briggs & Co, Inc. 300 S. Wacker Drive Suite 1000 Chicago IL 60606	CONTACT NAME: Joanna Tatarczany PHONE (A/C, No. Ext): (312) 263-3215 E-MAIL ADDRESS: jtatarczany@myersbriggs.com	FAX (A/C, No.): (312) 263-0979
	INSURER(S) AFFORDING COVERAGE	
INSURED SYESA, Inc. 2240 W. Ogden Ave Chicago IL 60612	INSURER A: First Non-profit Insurance Co	
	INSURER B:	
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES CERTIFICATE NUMBER: CL1362517613 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY			TMP1219912-12	8/22/2012	8/22/2013	EACH OCCURRENCE \$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR	X					MED EXP (Any one person) \$ 5,000
	<input checked="" type="checkbox"/> Professional Liability						PERSONAL & ADV INJURY \$ 1,000,000
GEN'L AGGREGATE LIMIT APPLIES PER:							GENERAL AGGREGATE \$ 3,000,000
<input checked="" type="checkbox"/> POLICY	<input type="checkbox"/> PRO-JECT	<input type="checkbox"/> LOC					PRODUCTS - COMP/OP AGG \$ Included
A	AUTOMOBILE LIABILITY			TMP1219912-12	8/22/2012	8/22/2013	Professional Liability \$ 1,000,000
	<input type="checkbox"/> ANY AUTO ALL OWNED AUTOS	<input type="checkbox"/> SCHEDULED AUTOS					COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
	<input checked="" type="checkbox"/> HIRED AUTOS	<input checked="" type="checkbox"/> NON-OWNED AUTOS					BOODLY INJURY (Per person) \$
							BODILY INJURY (Per accident) \$
							PROPERTY DAMAGE (Per accident) \$
							\$
	UMBRELLA LIAB						EACH OCCURRENCE \$
	EXCESS LIAB						AGGREGATE \$
	DED						\$
	RETENTION \$						\$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			WCC1211759	1/1/2013	1/1/2014	<input checked="" type="checkbox"/> WC STATUTORY LIMITS
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N	N/A				E.L. EACH ACCIDENT \$ 100,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$ 100,000
							E.L. DISEASE - POLICY LIMIT \$ 500,000
A	Directors & Officers			DNO0120866	8/31/2012	8/31/2013	D&O Limit 1,000,000
A	Employment Practices			DNO0120866	8/31/2012	8/31/2013	EPL Limit Included

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Cook County, Office of the Chief Procurement Officer, it's officials and employees are recognized as Additional Insured in regard to General Liability and as required by a written contract.

RFP No. (13-53-090).

CERTIFICATE HOLDER **CANCELLATION**

Cook County Office of the Chief Procurement Officer 118 North Clark Street Room 1018 Chicago, IL 60602	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE William Kamm/JT <i>William J. Kamm</i>
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**INSTRUCTIONS FOR COMPLETION OF
ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT**

This Economic Disclosure Statement and Execution Document ("EDS") is to be completed and executed by every Bidder on a County contract, every party responding to a Request for Proposals or Request for Qualifications ("Proposer"), and others as required by the Chief Procurement Officer. If the Undersigned is awarded a contract pursuant to the procurement process for which this EDS was submitted (the "Contract"), this Economic Disclosure Statement and Execution Document shall stand as the Undersigned's execution of the Contract.

Definitions. Capitalized terms used in this EDS and not otherwise defined herein shall have the meanings given to such terms in the Instructions to Bidders, General Conditions, Request for Proposals, Request for Qualifications, or other documents, as applicable.

"Affiliated Entity" means a person or entity that, directly or indirectly: controls the Bidder, is controlled by the Bidder, or is, with the Bidder, under common control of another person or entity. Indicia of control include, without limitation, interlocking management or ownership; identity of interests among family members; shared facilities and equipment; common use of employees; and organization of a business entity following the ineligibility of a business entity to do business with the County under the standards set forth in the Certifications included in this EDS, using substantially the same management, ownership or principals as the ineligible entity.

"Bidder," "Proposer," "Undersigned," or "Applicant," is the person or entity executing this EDS. Upon award and execution of a Contract by the County, the Bidder, Proposer, Undersigned or Applicant, as the case may be, shall become the Contractor or Contracting Party.

"Proposal," for purposes of this EDS, is the Undersigned's complete response to an RFP/RFQ, or if no RFQ/RFP was issued by the County, the "Proposal" is such other proposal, quote or offer submitted by the Undersigned, and in any event a "Proposal" includes this EDS.

"Code" means the Code of Ordinances, Cook County, Illinois available through the Cook County Clerk's Office website (<http://www.cookctyclerk.com/sub/ordinances.asp>). This page can also be accessed by going to www.cookctyclerk.com, clicking on the tab labeled "County Board Proceedings," and then clicking on the link to "Cook County Ordinances."

"Contractor" or "Contracting Party" means the Bidder, Proposer or Applicant with whom the County has entered into a Contract.

"EDS" means this complete Economic Disclosure Statement and Execution Document, including all sections listed in the Index and any attachments.

"Lobby" or "lobbying" means to, for compensation, attempt to influence a County official or County employee with respect to any County matter.

"Lobbyist" means any person or entity who lobbies.

"Prohibited Acts" means any of the actions or occurrences which form the basis for disqualification under the Code, or under the Certifications hereinafter set forth.

Section 1: Certifications. Section 1 sets forth certifications that are required for contracting parties under the Code. Execution of this EDS constitutes a warranty that all the statements and certifications contained, and all the facts stated, in the Certifications are true, correct and complete as of the date of execution.

Section 2: Economic and Other Disclosures Statement. Section 2 is the County's required Economic and Other Disclosures Statement form. Execution of this EDS constitutes a warranty that all the information provided in the EDS is true, correct and complete as of the date of execution, and binds the Undersigned to the warranties, representations, agreements and acknowledgements contained therein.

Sections 3, 4, 5, 6: Execution Forms. The Bidder executes this EDS, and the Contract, by completing and signing three copies of the appropriate Signature Page. Section 3 is the form for a sole proprietor; Section 4 is the form for a partnership or joint venture; Section 5 is the form for a Limited Liability Corporation, and Section 6 is the form for a Corporation. Proper execution requires **THREE ORIGINALS**; therefore, the appropriate Signature Page must be filled in, three copies made, and all three copies must be properly signed, notarized and submitted. The forms may be printed and completed by typing or hand writing the information required.

**INSTRUCTIONS FOR COMPLETION OF
ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT**

Required Updates. The information provided in this EDS will be kept current. In the event of any change in any information provided, including but not limited to any change which would render inaccurate or incomplete any certification or statement made in this EDS, the Undersigned will supplement this EDS up to the time the County takes action, by filing an amended EDS or such other documentation as is requested.

Additional Information. The County's Governmental Ethics and Campaign Financing Ordinances, impose certain duties and obligations on persons or entities seeking County contracts, work, business, or transactions. For further information please contact the Director of Ethics at (312) 603-4304 (69 W. Washington St. Suite 3040, Chicago, IL 60602) or visit our web-site at www.cookcountygov.com and go to the Ethics Department link. The Bidder must comply fully with the applicable ordinances.

CERTIFICATIONS (SECTION 1)

THE FOLLOWING CERTIFICATIONS ARE MADE PURSUANT TO STATE LAW AND THE CODE. THE UNDERSIGNED IS CAUTIONED TO CAREFULLY READ THESE CERTIFICATIONS PRIOR TO SIGNING THE SIGNATURE PAGE. SIGNING THE SIGNATURE PAGE SHALL CONSTITUTE A WARRANTY BY THE UNDERSIGNED THAT ALL THE STATEMENTS, CERTIFICATIONS AND INFORMATION SET FORTH WITHIN THESE CERTIFICATIONS ARE TRUE, COMPLETE AND CORRECT AS OF THE DATE THE SIGNATURE PAGE IS SIGNED. THE UNDERSIGNED IS NOTIFIED THAT IF THE COUNTY LEARNS THAT ANY OF THE FOLLOWING CERTIFICATIONS WERE FALSELY MADE, THAT ANY CONTRACT ENTERED INTO WITH THE UNDERSIGNED SHALL BE SUBJECT TO TERMINATION.

A. PERSONS AND ENTITIES SUBJECT TO DISQUALIFICATION

No person or business entity shall be awarded a contract or sub-contract, for a period of five (5) years from the date of conviction or entry of a plea or admission of guilt, civil or criminal, if that person or business entity:

- 1) Has been convicted of an act committed, within the State of Illinois, of bribery or attempting to bribe an officer or employee of a unit of state, federal or local government or school district in the State of Illinois in that officer's or employee's official capacity;
- 2) Has been convicted by federal, state or local government of an act of bid-rigging or attempting to rig bids as defined in the Sherman Anti-Trust Act and Clayton Act. Act. 15 U.S.C. Section 1 *et seq.*;
- 3) Has been convicted of bid-rigging or attempting to rig bids under the laws of federal, state or local government;
- 4) Has been convicted of an act committed, within the State, of price-fixing or attempting to fix prices as defined by the Sherman Anti-Trust Act and the Clayton Act. 15 U.S.C. Section 1, *et seq.*;
- 5) Has been convicted of price-fixing or attempting to fix prices under the laws the State;
- 6) Has been convicted of defrauding or attempting to defraud any unit of state or local government or school district within the State of Illinois;
- 7) Has made an admission of guilt of such conduct as set forth in subsections (1) through (6) above which admission is a matter of record, whether or not such person or business entity was subject to prosecution for the offense or offenses admitted to; or
- 8) Has entered a plea of *nolo contendere* to charge of bribery, price-fixing, bid-rigging, or fraud, as set forth in sub-paragraphs (1) through (6) above.

In the case of bribery or attempting to bribe, a business entity may not be awarded a contract if an official, agent or employee of such business entity committed the Prohibited Act on behalf of the business entity and pursuant to the direction or authorization of an officer, director or other responsible official of the business entity, and such Prohibited Act occurred within three years prior to the award of the contract. In addition, a business entity shall be disqualified if an owner, partner or shareholder controlling, directly or indirectly, 20 % or more of the business entity, or an officer of the business entity has performed any Prohibited Act within five years prior to the award of the Contract.

THE UNDERSIGNED HEREBY CERTIFIES THAT: The Undersigned has read the provisions of Section A, Persons and Entities Subject to Disqualification, that the Undersigned has not committed any Prohibited Act set forth in Section A, and that award of the Contract to the Undersigned would not violate the provisions of such Section or of the Code.

B. BID-RIGGING OR BID ROTATING

THE UNDERSIGNED HEREBY CERTIFIES THAT: *In accordance with 720 ILCS 5/33 E-11, neither the Undersigned nor any Affiliated Entity is barred from award of this Contract as a result of a conviction for the violation of State laws prohibiting bid-rigging or bid rotating.*

C. DRUG FREE WORKPLACE ACT

THE UNDERSIGNED HEREBY CERTIFIES THAT: The Undersigned will provide a drug free workplace, as required by Public Act 86-1459 (30 ILCS 580/2-11).

D. DELINQUENCY IN PAYMENT OF TAXES

THE UNDERSIGNED HEREBY CERTIFIES THAT: *The Undersigned is not an owner or a party responsible for the payment of any tax or fee administered by Cook County, by a local municipality, or by the Illinois Department of Revenue, which such tax or fee is delinquent, such as bar award of a contract or subcontract pursuant to the Code, Chapter 34, Section 34-129.*

E. HUMAN RIGHTS ORDINANCE

No person who is a party to a contract with Cook County ("County") shall engage in unlawful discrimination or sexual harassment against any individual in the terms or conditions of employment, credit, public accommodations, housing, or provision of County facilities, services or programs (Code Chapter 42, Section 42-30 *et seq.*).

F. ILLINOIS HUMAN RIGHTS ACT

THE UNDERSIGNED HEREBY CERTIFIES THAT: *It is in compliance with the the Illinois Human Rights Act (775 ILCS 5/2-105), and agrees to abide by the requirements of the Act as part of its contractual obligations.*

G. MACBRIDE PRINCIPLES, CODE CHAPTER 34, SECTION 34-132

If the primary contractor currently conducts business operations in Northern Ireland, or will conduct business during the projected duration of a County contract, the primary contractor shall make all reasonable and good faith efforts to conduct any such business operations in Northern Ireland in accordance with the MacBride Principles for Northern Ireland as defined in Illinois Public Act 85-1390.

H. LIVING WAGE ORDINANCE PREFERENCE (COOK COUNTY CODE, CHAPTER 34, SECTION 34-127;

The Code requires that a living wage must be paid to individuals employed by a Contractor which has a County Contract and by all subcontractors of such Contractor under a County Contract, throughout the duration of such County Contract. The amount of such living wage is determined from time to time by, and is available from, the Chief Financial Officer of the County.

For purposes of this EDS Section 4, H, "Contract" means any written agreement whereby the County is committed to or does expend funds in connection with the agreement or subcontract thereof. The term "Contract" as used in this EDS, Section 4, I, specifically excludes contracts with the following:

- 1) Not-For Profit Organizations (defined as a corporation having tax exempt status under Section 501(C)(3) of the United State Internal Revenue Code and recognized under the Illinois State not-for -profit law);
- 2) Community Development Block Grants;
- 3) Cook County Works Department;
- 4) Sheriffs Work Alternative Program; and
- 5) Department of Correction inmates.

REQUIRED DISCLOSURES (SECTION 2)

1. DISCLOSURE OF LOBBYIST CONTACTS

List all persons or entities that have made lobbying contacts on your behalf with respect to this contract:

Name	Address
<u>N/A</u>	

2. LOCAL BUSINESS PREFERENCE DISCLOSURE; CODE, CHAPTER 34, SECTION 34-151(p);

"Local Business" shall mean a person authorized to transact business in this State and having a bona fide establishment for transacting business located within Cook County at which it was actually transacting business on the date when any competitive solicitation for a public contract is first advertised or announced and further which employs the majority of its regular, full time work force within Cook County, including a foreign corporation duly authorized to transact business in this State and which has a bona fide establishment for transacting business located within Cook County at which it was actually transacting business on the date when any competitive solicitation for a public contract is first advertised or announced and further which employs the majority of its regular, full time work force within Cook County.

a) Is Bidder a "Local Business" as defined above?
Yes: X No: _____

b) If yes, list business addresses within Cook County:
2240 W. Ogden
Lower Level
Chicago, IL 60612

c) Does Bidder employ the majority of its regular full-time workforce within Cook County?
Yes: X No: _____

3. THE CHILD SUPPORT ENFORCEMENT ORDINANCE (PREFERENCE (CODE, CHAPTER 34, SECTION 34-366)

Every Applicant for a County Privilege shall be in full compliance with any child support order before such Applicant is entitled to receive or renew a County Privilege. When delinquent child support exists, the County shall not issue or renew any County Privilege, and may revoke any County Privilege.

All Applicants are required to review the Cook County Affidavit of Child Support Obligations attached to this EDS (EDS-8) and complete the following, based upon the definitions and other information included in such Affidavit.

4. REAL ESTATE OWNERSHIP DISCLOSURES.

The Undersigned must indicate by checking the appropriate provision below and providing all required information that either:

- a) The following is a complete list of all real estate owned by the Undersigned in Cook County:

PERMANENT INDEX NUMBER(S): N/A

(ATTACH SHEET IF NECESSARY TO LIST ADDITIONAL INDEX NUMBERS)

OR:

- b) The Undersigned owns no real estate in Cook County.

5. EXCEPTIONS TO CERTIFICATIONS OR DISCLOSURES.

If the Undersigned is unable to certify to any of the Certifications or any other statements contained in this EDS and not explained elsewhere in this EDS, the Undersigned must explain below:

 N/A

If the letters, "NA", the word "None" or "No Response" appears above, or if the space is left blank, it will be conclusively presumed that the Undersigned certified to all Certifications and other statements contained in this EDS.

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT

The Cook County Code of Ordinances (§2-610 *et seq.*) requires that any Applicant for any County Action must disclose information concerning ownership interests in the Applicant. This Disclosure of Ownership Interest Statement must be completed with all information current as of the date this Statement is signed. Furthermore, this Statement must be kept current, by filing an amended Statement, until such time as the County Board or County Agency shall take action on the application. The information contained in this Statement will be maintained in a database and made available for public viewing.

If you are asked to list names, but there are no applicable names to list, you must state NONE. An incomplete Statement will be returned and any action regarding this contract will be delayed. A failure to fully comply with the ordinance may result in the action taken by the County Board or County Agency being voided.

"Applicant" means any Entity or person making an application to the County for any County Action.

"County Action" means any action by a County Agency, a County Department, or the County Board regarding an ordinance or ordinance amendment, a County Board approval, or other County agency approval, with respect to contracts, leases, or sale or purchase of real estate.

"Entity" or "Legal Entity" means a sole proprietorship, corporation, partnership, association, business trust, estate, two or more persons having a joint or common interest, trustee of a land trust, other commercial or legal entity or any beneficiary or beneficiaries thereof.

This Disclosure of Ownership Interest Statement must be submitted by :

1. An Applicant for County Action and
2. An individual or Legal Entity that holds stock or a beneficial interest in the Applicant and is listed on the Applicant's Statement (a "Holder") must file a Statement and complete #1 only under **Ownership Interest Declaration**.

Please print or type responses clearly and legibly. Add additional pages if needed, being careful to identify each portion of the form to which each additional page refers.

This Statement is being made by the Applicant or Stock/Beneficial Interest Holder

This Statement is an: Original Statement or Amended Statement

Identifying Information:

Name: Struggling Youth D/B/A: SYESA EIN NO.: 27-0924624
Equals Successful Adults

Street Address: 2240 W. Ogden Avenue

City: Chicago State: IL Zip Code: 60612

Phone No.: 773-696-1014 / 312-203-4025

Form of Legal Entity:

Sole Proprietor Partnership Corporation Trustee of Land Trust

Business Trust Estate Association Joint Venture

Other (describe) Not-for-Profit

Ownership Interest Declaration:

1. List the name(s), address, and percent ownership of each individual and each Entity having a legal or beneficial interest (including ownership) of more than five percent (5%) in the Applicant/Holder.

Name	Address	Percentage Interest in Applicant/Holder
N/A		

2. If the interest of any individual or any Entity listed in (1) above is held as an agent or agents, or a nominee or nominees, list the name and address of the principal on whose behalf the interest is held.

Name of Agent/Nominee	Name of Principal	Principal's Address
N/A		

3. Is the Applicant constructively controlled by another person or Legal Entity? Yes No
If yes, state the name, address and percentage of beneficial interest of such person or legal entity, and the relationship under which such control is being or may be exercised.

Name	Address	Percentage of Beneficial Interest	Relationship
Michael Simelton	211 S. Clark P.O. Box 0497	0%	Chairman
Thu VO	211 S. Clark P.O. Box 0497	0%	Vice-Chairman
Janeva Tucker	211 S. Clark 0497	0%	Treasurer

Declaration (check the applicable box):

- I state under oath that the Applicant has withheld no disclosure as to ownership interest in the Applicant nor reserved any information, data or plan as to the intended use or purpose for which the Applicant seeks County Board or other County Agency action.
- I state under oath that the Holder has withheld no disclosure as to ownership interest nor reserved any information required to be disclosed.

Antwan Torpeau
Name of Authorized Applicant/Holder Representative (please print or type)

Antwan Torpeau
Signature

atorpeau@syosa.com
E-mail address

Co-founder / Executive Director
Title

03/22/13
Date

312-203-4025
Phone Number

Subscribed to and sworn before me this 22nd day of March, 2013.

x *Cel...*
Notary Public Signature

My commission expires: April 25, 2015





COOK COUNTY BOARD OF ETHICS

69 W. WASHINGTON STREET, SUITE 3040

CHICAGO, ILLINOIS 60602

312/603-4304

312/603-9988 FAX 312/603-1011 TT/TDD

FAMILIAL RELATIONSHIP DISCLOSURE PROVISION:

Section 2-582 of the Cook County Ethics Ordinance requires any person or persons doing business with Cook County, upon execution of a contract with Cook County, to disclose to the Cook County Board of Ethics the existence of familial relationships they may have with all persons holding elective office in the State of Illinois, the County of Cook, or in any municipality within the County of Cook.

The disclosure required by this section shall be filed by January 1 of each calendar year or within thirty (30) days of the execution of any contract or lease. Any person filing a late disclosure statement after January 31 shall be assessed a late filing fee of \$100.00 per day that the disclosure is late. Any person found guilty of violating any provision of this section or knowingly filing a false, misleading, or incomplete disclosure to the Cook County Board of Ethics shall be prohibited, for a period of three (3) years, from engaging, directly or indirectly, in any business with Cook County. *Note:* Please see Chapter 2 Administration, Article VII Ethics, Section 2-582 of the Cook County Code to view the full provisions of this section.

If you have questions concerning this disclosure requirement, please call the Cook County Board of Ethics at (312) 603-4304.

Note: A current list of contractors doing business with Cook County is available via the Cook County Board of Ethics' website at:

http://www.cookcountygov.com/taxonomy/ethics/Listings/cc_ethics_VendorList_.pdf

DEFINITIONS:

"Calendar year" means January 1 to December 31 of each year.

"Doing business" for this Ordinance provision means any one or any combination of leases, contracts, or purchases to or with Cook County or any Cook County agency in excess of \$25,000 in any calendar year.

"Familial relationship" means a person who is related to an official or employee as spouse or any of the following, whether by blood, marriage or adoption:

- | | | |
|-----------|-------------------|----------------|
| ▪ Parent | ▪ Grandparent | ▪ Stepfather |
| ▪ Child | ▪ Grandchild | ▪ Stepmother |
| ▪ Brother | ▪ Father-in-law | ▪ Stepson |
| ▪ Sister | ▪ Mother-in-law | ▪ Stepdaughter |
| ▪ Aunt | ▪ Son-in-law | ▪ Stepbrother |
| ▪ Uncle | ▪ Daughter-in-law | ▪ Stepsister |
| ▪ Niece | ▪ Brother-in-law | ▪ Half-brother |
| ▪ Nephew | ▪ Sister-in-law | ▪ Half-sister |

"Person" means any individual, entity, corporation, partnership, firm, association, union, trust, estate, as well as any parent or subsidiary of any of the foregoing, and whether or not operated for profit.

SWORN FAMILIAL RELATIONSHIP DISCLOSURE FORM

Pursuant to Section 2-582 of the Cook County Ethics Ordinance, any person* doing business* with Cook County must disclose, to the Cook County Board of Ethics, the existence of familial relationships* to any person holding elective office in the State of Illinois, Cook County, or in any municipality within Cook County. Please print your responses.

Name of Owner/Employee: Antwan Turpeau Title: Executive Director

Business Entity Name: SYESA Phone: 312-203-4025

Business Entity Address: 2240 W. Ogden, Chicago, IL 60612

N/A The following familial relationship exists between the owner or any employee of the business entity contracted to do business with Cook County and any person holding elective office in the State of Illinois, Cook County, or in any municipality within Cook County.

Owner/Employee Name:	Related to:	Relationship:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____

If more space is needed, attach an additional sheet following the above format.

There is **no** familial relationship that exists between the owner or any employee of the business entity contracted to do business with Cook County and any person holding elective office in the State of Illinois, Cook County, or in any municipality within Cook County.

To the best of my knowledge and belief, the information provided above is true and complete.

Antwan Turpeau
Owner/Employee's Signature

03/22/2013
Date

Subscribe and sworn before me this 22nd Day of March, 2013

a Notary Public in and for Cook County

Celeste Summerville
(Signature)

My Commission expires April 25, 2015



Completed forms must be filed within 30 days of the execution of any contract or lease with Cook County and should be mailed to:

Cook County Board of Ethics
69 West Washington Street,
Suite 3040
Chicago, Illinois 60602

SIGNATURE BY A SOLE PROPRIETOR
(SECTION 3)

The Undersigned hereby certifies and warrants: that all of the statements, certifications and representations set forth in this EDS are true, complete and correct; that the Undersigned is in full compliance and will continue to be in compliance throughout the term of the Contract or County Privilege issued to the Undersigned with all the policies and requirements set forth in this EDS; and that all facts and information provided by the Undersigned in this EDS are true, complete and correct. The Undersigned agrees to inform the Chief Procurement Officer in writing if any of such statements, certifications, representations, facts or information becomes or is found to be untrue, incomplete or incorrect during the term of the Contract or County Privilege.

BUSINESS NAME: _____

BUSINESS ADDRESS: _____

BUSINESS TELEPHONE: _____ FAX NUMBER: _____

FEIN/SSN: _____

COOK COUNTY BUSINESS REGISTRATION NUMBER: _____

SOLE PROPRIETOR'S SIGNATURE: _____

PRINT NAME: _____

DATE: _____

Subscribed to and sworn before me this

_____ day of _____, 20_____

My commission expires:

X _____
Notary Public Signature

Notary Seal

SIGNATURE BY A PARTNERSHIP (AND/OR A JOINT VENTURE)
(SECTION 4)

The Undersigned hereby certifies and warrants: that all of the statements, certifications, and representations set forth in this EDS are true, complete and correct; that the Undersigned is in full compliance and will continue to be in compliance throughout the term of the Contract or County Privilege issued to the Undersigned with all the policies and requirements set forth in this EDS; and that all of the facts and information provided by the Undersigned in this EDS are true, complete and correct. The Undersigned agrees to inform the Chief Procurement Officer in writing if any of such statements, certifications, representations, facts or information becomes or is found to be untrue, incomplete or incorrect during the term of the Contract or County Privilege. .

BUSINESS NAME: _____

BUSINESS ADDRESS: _____

BUSINESS TELEPHONE: _____ FAX NUMBER: _____

CONTACT PERSON: _____ FEIN/SSN: _____

*COOK COUNTY BUSINESS REGISTRATION NUMBER: _____

SIGNATURE OF PARTNER AUTHORIZED TO EXECUTE CONTRACTS ON BEHALF OF PARTNERSHIP:

*BY: _____

Date: _____

Subscribed to and sworn before me this

_____ day of _____, 20____.

My commission expires:

X _____
Notary Public Signature

Notary Seal

* **Attach hereto a partnership resolution or other document authorizing the individual signing this Signature Page to so sign on behalf of the Partnership.**

SIGNATURE BY A LIMITED LIABILITY CORPORATION
(SECTION 5)

The Undersigned hereby certifies and warrants: that all of the statements, certifications, and representations set forth in this EDS are true, complete and correct; that the Undersigned is in full compliance and will continue to be in compliance throughout the term of the Contract or County Privilege issued to the Undersigned with all the policies and requirements set forth in this EDS; and that all of the facts and information provided by the Undersigned in this EDS are true, complete and correct. The Undersigned agrees to inform the Procurement Director in writing if any of such statements, certifications, representations, facts or information becomes or is found to be untrue, incomplete or incorrect during the term of the Contract or County Privilege.

BUSINESS NAME: _____

BUSINESS ADDRESS: _____

BUSINESS TELEPHONE: _____ FAX NUMBER: _____

CONTACT PERSON: _____

FEIN: _____ * CORPORATE FILE NUMBER: _____

MANAGING MEMBER: _____ MANAGING MEMBER: _____

**SIGNATURE OF MANAGER: _____

ATTEST: _____

Subscribed and sworn to before me this

_____ day of _____, 20_____.

X _____
Notary Public Signature

Notary Seal

* If the LLC is not registered in the State of Illinois, a copy of a current Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

** Attach either a certified copy of the by-laws, articles, resolution or other authorization demonstrating such persons to sign the Signature Page on behalf of the LLC.

SIGNATURE BY A CORPORATION
(SECTION 6)

The Undersigned hereby certifies and warrants: that all of the statements, certifications, and representations set forth in this EDS are true, complete and correct; that the Undersigned is in full compliance and will continue to be in compliance throughout the term of the Contract or County Privilege issued to the Undersigned with all the policies and requirements set forth in this EDS; and that all of the facts and information provided by the Undersigned in this EDS are true, complete and correct. The Undersigned agrees to inform the Chief Procurement Officer in writing if any of such statements, certifications, representations, facts or information becomes or is found to be untrue, incomplete or incorrect during the term of the Contract or County Privilege.

BUSINESS NAME: Struggling Youth Equals Successful Adults

BUSINESS ADDRESS: 2240 W. Ogden, lower level
Chicago, Illinois 60612

BUSINESS TELEPHONE: (773) 696-1014 FAX NUMBER: (773) 696-1014
(312) 203-4023

CONTACT PERSON: Antwan Turpeau (Executive Director)

FEIN: 27-0924624 *IL CORPORATE FILE NUMBER: 6696-528-7

LIST THE FOLLOWING CORPORATE OFFICERS:

PRESIDENT: John Moore (Board chair) VICE PRESIDENT: _____

SECRETARY: Beth Denicolo TREASURER: _____

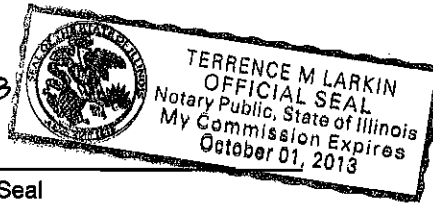
**SIGNATURE OF PRESIDENT: [Signature]

ATTEST: Beth Denicolo Acting Secretary (CORPORATE SECRETARY)

Subscribed and sworn to before me this
25 day of June, 2013.

[Signature]
Notary Public Signature

My commission expires: 10/01/13



Notary Seal

* If the corporation is not registered in the State of Illinois, a copy of the Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

** In the event that this Signature Page is signed by any persons than the President and Secretary, attach either a certified copy of the corporate by-laws, resolution or other authorization by the corporation, authorizing such persons to sign the Signature Page on behalf of the corporation.

Struggling Youth Equals Successful Adults

P.O. Box 497

Chicago, IL 60604

Email: info@SYESA.com



Board of Directors

John Moore-Board Chair

Columbia College-Marketing/ Communication Professor

Address: 5500 S. South Shore, Chicago, IL 60637

Email: johnvmoore@gmail.com

Phone: 708-205-203

Thu Vo- Acting Chairwoman

United States Department of Agriculture

Food and Nutrition Service

Address: 3101 Park Center Drive, Suite 906, Alexandria, VA 22302

Phone: (703) 605-4717

Fax: (703) 305-2908

Thu.vo@fns.usda.gov

Janaya Tucker- Treasurer

Pricewaterhousecoopers, Accountant

825 Greenfield St. Joliet, Ill 60433

Email: janaya.tucker@gmail.com

Phone: 815-275-8366

Cliff Bregstone-Board Member

College Bound Opportunities, President/ Founder

Address: 310 Rivershire Ct, Lincolnshire, IL 60069

Email: cb6008@yahoo.com

Phone: 847-226-4882

Paula Klien

Address: 1211 Jeffrey Drive, Homewood, Illinois 60430

Email: paula.klein41@gmail.com

Phone: 773-348-8549

Luke Gregerson-Advisory Board Member

Major League Baseball

Address: 100 Park Boulevard, San Diego, CA 92101

Email: lg57@yahoo.com

Jamelle Cunningham- Consulting Counsel

LAD Law

Address: 926 E. Hyde Park Blvd. Unit 4, Chicago, IL 60615

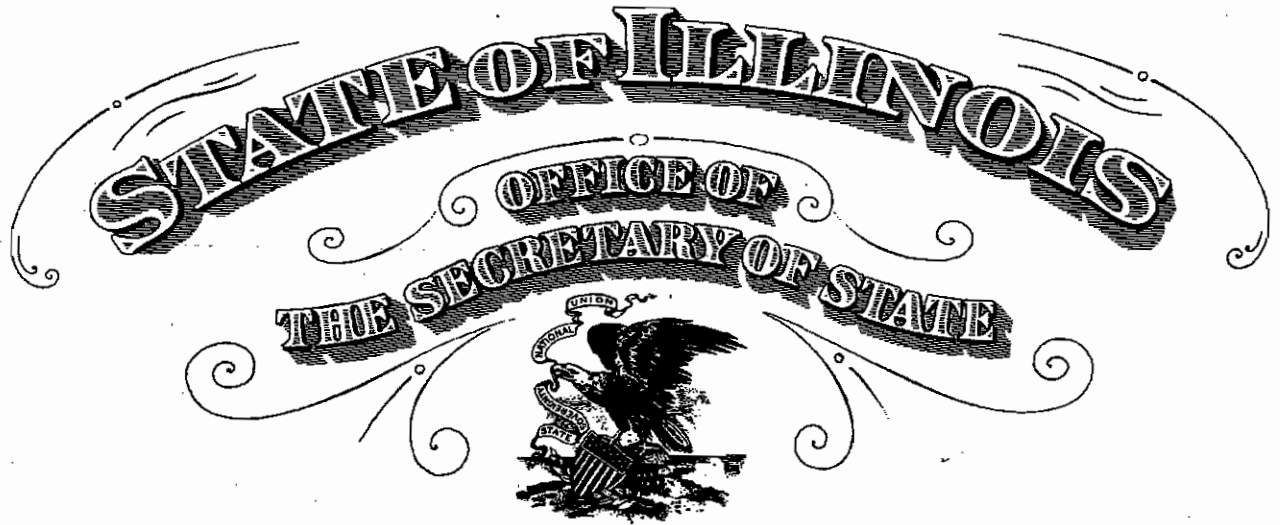
Email: j.cunningham@ladlawgroup.com

Beth Denicolo- Board Member
No Affiliation
3453 North Whipple Street
Chicago, IL 60618
Email: bethdenicolo@gmail.com

Management

Antwan A. Turpeau-
Co-Founder/Executive Director
Address: 2240 West Ogden, Chicago, IL 60612
Email: aturpeau@syesa.com
Phone: 312-203-4025

Tony Lawlor-Co/Founder
Co-Founder/ Program Director
Address: P.O. Box 1213, Peotone, IL 60468
Email: tlawlor@syesa.com
Phone: 312-401-5462



To all to whom these Presents Shall Come, Greeting:

I, Jesse White, Secretary of State of the State of Illinois, do hereby certify that

SYESA (STRUGGLING YOUTH EQUALS SUCCESSFUL ADULTS), A DOMESTIC CORPORATION, INCORPORATED UNDER THE LAWS OF THIS STATE ON JUNE 22, 2009, APPEARS TO HAVE COMPLIED WITH ALL THE PROVISIONS OF THE GENERAL NOT FOR PROFIT CORPORATION ACT OF THIS STATE, AND AS OF THIS DATE, IS IN GOOD STANDING AS A DOMESTIC CORPORATION IN THE STATE OF ILLINOIS.



Authentication #: 1308003096

Authenticate at: <http://www.cyberdriveillinois.com>

In Testimony Whereof, I hereto set my hand and cause to be affixed the Great Seal of the State of Illinois, this 21ST day of MARCH A.D. 2013

Jesse White

SECRETARY OF STATE

Article I. Name

To invest the assets of the Partnership in stocks, bonds, and securities for the financial and educational benefit of the Partners, while employing fundamental principles and techniques of sound investment practices.

Section 1.01 Name. The name of this corporation shall be SYESA, NFP. The business of the corporation may also be conducted as *Struggling Youth Equals Successful Adults*, Not For Profit.

Section 1.02 Name Change. The Corporation may, at its pleasure, change its name by vote of majority of the Board of Directors. Any such name change shall be done by filling notice of the use of an assumed name by the corporation to the Executive Director and by following the State of Illinois General Not For Profit Corporation Act of 1986.

Article II. Purpose, Mission, Vision, Powers

Section 2.01 Purpose. The Purpose of the corporation is to engage children, adolescents, and young adults in any lawful act or activity, for which corporations may be organized under the laws of the state of Illinois, specifically concerning juvenile delinquency prevention, youth development and leadership, entrepreneurship, and mentoring.

Section 2.02 Mission. The mission of SYESA is to coach struggling youth to overcome the obstacles in their communities by empowering youth through evolutionary and innovative services that will assist them in becoming successful adults.

SYESA believe success is the outcome in which one has established Positive, Personal, and Professional relationships. SYESA believe success is also the outcome in which one has mastered the ability to control his or her emotions. SYESA believe success is finally the ability to demonstrate self-sufficiency.

Section 2.03 Vision. SYESA is committed to helping youth that come from at-risk communities and low-income households overcome their social and economic struggles by empowering them to use these struggles as internal sources of motivation to become successful adults.

SYESA envisions every youth that enters the program will develop faith and purpose.

SYESA envisions every successful youth that enters the program will return as an adult and coach a new generation of struggling youth to become successful adults.

Section 2.04 Powers. The Corporation shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the Corporation is organized, and to aid or assist other organizations or persons whose activities further accomplish, foster, or attain such purposes. The Powers of the Corporation shall include, but not limited to, the acceptance of contributions from public and private sectors, whether financial or in-kind contributions.

Section 2.05 Nonprofit Status and Exempt Activities Limitations.

- a.) Nonprofit Legal Status
- b.) Exempt Activities Limitation
- c.) Distribution Upon Dissolution

Article IV. Board of Directors

4.01 Number. Unless otherwise determined by special resolution, the number of directors shall not be less than three and no more than seven.

4.02 Powers. Except as otherwise provided by Illinois law, all corporate powers are exercised by or under the authority of the board and affairs of the corporation are managed under the direction of the board.

4.03 Qualifications of Board of Directors.

- a) Minimum of 25 years of age.
- b) U.S. Citizen.
- c) Resident of the United States.
- d) 5 years of experience in a NFP or For Profit Organization.
- e) Some experience with at-risk youth.

4.04 Selection of Board of Directors. At the date and time of the certification of these first set of by-laws, the first Board of Directors shall be the (3) listed on the agencies Articles of Incorporation filed on June 22, 2009 in the state of Illinois. These first (3) Board of Directors shall have the authority to select and appoint up to (4) additional Board members. These first (3) Board of Directors shall develop and use a board matrix to fairly and equally select additional and succession board members.

4.05 Terms. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to maintain their position on the Board of Directors for 3 years. Three years from the date and time that these by-laws are certified all officer positions will become annually elected positions, but serve no more than three consecutive terms.

4.06 Nomination. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to nominate their first chair person and Agency Executive Director. The first Board of Directors must document nominations in meeting minutes. Subsequent Board of Directors has the right to develop a revised nomination procedure for future nominees.

4.07 Election. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to elect their first chair person and Agency Executive Director. The first Board of Directors must document election in meeting minutes. Subsequent Board of Directors has the right to develop a revised election procedure for future elections.

4.08 Vacancies. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to fill vacancies due to resignation, death, or removal of a Director or may appoint new Directors to fill a previously unfilled Board position, subject to the maximum number of Directors under these by-laws.

- a) **Unexpected Vacancies.** Vacancies in the Board of Directors due to resignation, death, or removal shall be filled by the board for the balance of the term of the Director being placed.
- b) **Filling Previously Unfilled Positions.** Each Director appointed by the Board between the annual meeting of the membership to add a Director to a previously unfilled Board position shall stand for election for the balance of the term with the next slate of candidates presented to the membership for the election under these bylaws.

4.09 Resignation and Removal of Directors. A Director may be removed by majority vote of the Board of Directors if a Director is absent and unexcused from two or more meetings of the Board of Directors in twelve month period. The Board Chair is empowered to excuse Directors from attendance for a reason deemed adequate by the Board Chair, but supported by the by-laws.

Article V. Officer Position and Powers

5.01 Officers. The Board Officers of the Corporation shall be a Board Chair, Vice Chair, Secretary and Treasurer, each of whom shall be elected by the Board of Directors.

5.02 Duties. The specific functions of each Board of Director Officer and member:

5.02.1 Board Chair. The Board Chair shall be Chief Officer of the Corporation. The Board Chair shall lead the Board of Directors in performing its duties and responsibilities, including, if present, presiding at all meetings of the Board of Directors, and shall perform all other duties required by the Board of Directors. The Board Chair shall be responsible for establishing the agenda for all Board of Directors meetings and ensuring that meeting locations are secured and notices of such meetings are provided at least 30 days prior to meeting.

5.02.2 Vice Chair. The Vice Chair shall, in the absence or disability of the Board Chair, perform the duties and exercise the powers of the chair of the Board. The Vice Chair shall also perform whatever duties and have whatever powers the Board of Directors may from time to time assign him/ her.

5.02.3 Secretary. The Secretary shall keep accurate records of the acts and proceedings of all meetings of the members and directors. The Secretary shall keep a book of minutes of all acts and proceedings. The minutes of each meeting shall state the time and place that it was held and such other information that will indicate that all acts or proceedings were in accordance to the corporations bylaws and the law of the State of Illinois. The Secretary shall keep, at the registered or principal office of the corporation a record of the members showing the name, address, telephone number, facsimile number and email of each member. The Secretary must sign all approved meeting minutes under good faith that they are accurate and reflect corporate acts and proceedings.

5.02.4 Treasurer. The Treasurer shall be the lead Director for the oversight of the financial condition and affairs of the corporation. In conjunction with the Executive Director and other staff with

responsibility for maintaining the financial records of the corporation, Treasurer shall have responsibility of monitoring all corporate funds and financial records, including an account of major transactions and the financial condition of the corporation are made available at every board meeting. The Treasurer shall have custody of a Board of Directors budget, if one is established by the Executive Director of the Corporation. The Treasurer shall keep accurate accounts of expenses, receipts, and disbursement for the Board of Directors service expenses.

5.02.5 Other Members. Members of the Board of Directors that are non-officer positions participate in discussions and decision involving corporate business and affairs. These members are expected to be dedicated participants that will bring valuable input and ideas that relate to the corporations vision and mission. These members are nominated and voted in as members. These members have voting rights and can be assigned to be on board committees.

Article VI. Meeting of Members.

6.01 Time and Place of Annual Board of Director Meeting. The annual meeting of the Board of Directors will be held each year at a time and place established by the Board of Directors, with a minimum of 30 day's written notice to all Members. The annual Board of Directors meeting shall be scheduled within 30 days of the new fiscal year.

6.02 Business to be conducted at the annual Board of Directors meeting. The following business or reports may be conducted or presented at the annual meeting.

- a) **Elections of Directors.** Elections of Directors to serve on the Board of Directors, unless it is not an election term year.
- b) **Financial report.** The most recent year's activities and financial report will be presented to the membership.
- c) **Business Plan.** The most recent year's business plan and budget describing the activities of the corporation will be presented.
- d) **Any other matter requiring member approval.**

6.03 Quarterly Meeting. A meeting of the Board of Directors shall be held quarterly at such time and place as the Board of Directors may determine. The first quarterly meeting may be the Board of Directors Annual meeting. Quarterly meetings shall occur in every fourth month

starting with July: Quarterly meetings shall cover Corporation business and affairs of the previous three months and upcoming months.

6.04 Special Meetings. The Board Chair or any officer sitting in as Board Chair has the power to call a special meeting. Special meetings should only be called to discuss business that greatly impacts the corporation and cannot wait to be discussed at standing quarterly meetings. A minimum of a (3) days written notice must be provided to all members. Such meetings can occur via tele-conference if necessary.

6.05 Notification of Board Meeting. Notice of meetings shall be approved by the Board Chair and shall be written and delivered by the Secretary via email, standard mail, or fax to the most recent address or fax number provided by each member to the Secretary. All notification of meetings shall include day, time, location, meeting type, and signed by the Board Chair.

- a) Annual meetings required a 30 day written notice and must occur within 30 days into the new fiscal year.
- b) Quarterly meeting dates shall be decided in the previous quarterly meeting and a quarterly meeting reminder shall be delivered via email, standard mail, or fax(to the most recent address or fax number provided by each member to the secretary) 21 days prior to quarterly meeting.
- c) Special meetings required immediate and just cause for such meeting and require a 3 days written notice to all members.

6.06 Quorum. Except as otherwise required by law, by the certificate of incorporation or by these by-laws, two-third(2/3) of the members entitled to vote, represented in person or represented by proxy, shall constitute a quorum at a meeting of Directors. Specific Corporation business and affairs may require different representation, which shall be outlined in Article XI of these by-laws.

6.07 Voting. Each member shall be entitled to one vote on each matter submitted to a vote at a meeting of the members, except as may otherwise be provided in the General Not-For-Profit Act of the State of Illinois. Board Officers are not allowed to vote by proxy. There are three types of votes according to these by-laws. Specific issues will require a specific type of vote.

6.07.01 Unanimous Vote. A Unanimous Vote is defined in this first set of by-laws as having the agreement and consent of all voting members of the Board of Directors. The following issues will require a Unanimous Vote:

- a.) Change in Corporation Name.
- b.) Dissolution of Corporation.
- c.) Change in Corporation Mission and Vision Statement.
- d.) Corporation Merger.

6.07.02 Three-Fourth Vote. A Three-Fourth vote is defined in this first set of by-laws as having the agreement and consent of at least 5 of the 7 or 75% of the voting members of the Board of Directors. The following issues will require a Three-Fourth Vote:

- a.) Appointment or Removal of the Corporation Executive Director.
- b.) Removal of Board of Director Officer.
- c.) Any By-law Amendments and Approvals.
- d.) Issues pertaining to Corporation Website and Logo.

6.07.03 Majority Vote. A Majority vote is defined in this first set of by-laws as having the agreement and consent of at least 4 of the 7 or 51% of the voting members of the Board of Directors. The following issues will require a Majority Vote:

- a.) Election of Board Officers and Members.
- b.) Committee Issues.
- c.) Other Issues not otherwise indicated in section 6.07.01 and 6.07.02 of this first set of by-laws.

Article VII. Board Committees

7.01 Creation of Committees and Appointment of Members. The Board of Directors reserves the right to establish committees.

7.02 Finance and Audit Committee. The Board shall have a Finance and Audit Committee with powers established by the Board, consistent with these Bylaws.

The _____ Treasurer _____ shall be the Committee Chair. The Finance and Audit Committee shall hold the Corporation accountable for being in compliance with all funding requirements issued by the

funder. The Finance and Audit Committee shall also hold the Corporation accountable for taking necessary steps in preparation for any audits by the local, state, federal government and/ or private funders.

7.03 Community Relations Committee. The Board shall have a Community Relations Committee with powers established by the board, consistent with these bylaws. The Secretary shall be the Committee Chair. The Community Relations Committee shall hold the Corporation responsible for upholding a positive relationship with the community in which it serves and resides. The Community relations Community shall have the power to recommend specific community events and activities to be hosted by the Corporation.

7.04 Marketing and Fundraising Committee. The Board shall have a marketing and Fundraising Committee with powers established by the board, consistent with these bylaws. The Chair shall be the Committee Chair. The Marketing and Fundraising Committee shall ensure the Corporation is effectively branded. This Committee shall also ensure that the Corporation makes attempts to raise private funds to support the Corporation needs.

7.05 Regulatory Committee. The Board shall have a Regulatory Committee with powers established by the board, consistent with these bylaws. The Vice Chair shall be the Committee Chair. The Regulatory Committee shall ensure that the Corporation is complying with regulations and laws pertaining to the Corporation.

7.06 Special Committee. The Board shall have Special Committees with powers established by the board, consistent with these bylaws. Any member can volunteer or be appointed by the Board Chair to Chair a Special Committee.

Article VIII. Corporation Staff

8.01 Staff and Qualifications and Duties. The Board shall reserve right to appoint and remove the Executive Director and Executive Management hired by the Executive Director. The Board and Executive Director reserves the right to hire and terminate staff based on the interest, needs, growth, or downsize of the Corporation. The Corporation shall operate as an Equal Opportunity Employer. At the

date and time of the certification of these first set of by-laws, the first Board of Directors shall be the (3) listed on the agencies Articles of Incorporation filed on June 22, 2009 in the state of Illinois. These first (3) Board of Directors shall have the authority to select and appoint the Executive Director. All employees of the Corporation must legally be able to be employed according to laws of the State of Illinois.

8.01.1 Executive Director. The Executive Director Shall be an officer of the Corporation, appointed by the Board. The Executive Director shall be responsible for administrative management of the Corporation, with general and active supervision over the property, business, and affairs of the Corporation. The Executive Director shall carry out the mission, vision, policies, and programs of the Corporation and perform duties as directed by the Board of Directors, subject to oversight by the Board. The Executive Director reserves the right to outsource, sub-contract, any corporation position or service. Furthermore, the Executive Director reserves the right to execute contracts on behalf of the organization, The Executive Director is the one of two corporation check signers. Minimum Qualifications:

- a) Must be at least 25 years of age.
- b) Must be a U.S. Citizen.
- c) Must be a resident in the State in which the Principle office is registered.
- d) Must have a minimum of a Masters Degree in Social work or actively working towards.
- e) Must have a minimum of 7 years of management experience in Not-For- Profit or For Profit Organizations.
- f) Must have a minimum of 7 years of youth work experience.
- g) Must have a valid Drivers License.
- h) Must have experience with working with Board of Directors.
- i) Must have experience with revenue enhancement.
- j) Strong organization and financial management skills.

8.01.2 Associate Director. The Senior Associate Director shall be a Corporation Executive Management Position. The Senior Associate Director shall be responsible for the supervision of program and support staff. A Senior Associate Shall fulfill the duties of the Executive Director in the event of an absence or disability. The Senior Associate Director shall be responsible for book keeping in the absent of a Chief Financial Officer. The Senior Associate Director shall ensure that the corporation is in compliance with regulations and laws of the state of Illinois. A Senior Associate Director is the additional check signer. Minimum Qualifications:

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Struggling Youth Equals Successful Adults
First Established Bylaws in 2009

- a) Must be at least 25 years of age.
- b) Must be a U.S. Citizen.
- c) Must be a resident in the State in which the Principle office is registered.
- d) Must have a minimum of a Bachelors degree in Human Services.
- e) Must have a minimum of 5 years of management experience in Not-For- Profit or For Profit Organizations.
- f) Must have a minimum of 3 years of youth work experience.
- g) Must have a valid Drivers License.
- h) Must have experience with working with Board of Directors.
- i) Strong organization and management skills.

8.01.3 Chief Financial Officer (CFO). The Chief Financial officer shall be a Corporate Executive Management Position. The CFO can be hired to ensure that the Corporation is in Compliance with local, state, federal, and/ or funding requirements. The CFO shall be responsible for creating, implementing, and monitoring ethical check writing and disbursement procedures. The CFO shall be responsible for preparing financial reports and maintaining financial records in a secured location in the premises of the Corporation. Minimum Qualifications:

- a) Must be at least 25 years of age.
- b) Must be a U.S. Citizen.
- c) Must be a resident in the State in which the Principle office is registered.
- d) Must have a minimum of an Accountant Degree.
- e) Must have a minimum of 3-5 years of Not-For-Profit bookkeeping.
- f) Must have a valid Drivers License.
- g) Must have experience with working with Board of Directors.
- h) Must have experience with revenue enhancement.
- i) Strong organization and financial management skills.

8.01.4 Project Managers. The Project Manager is a mid-manager position. The mid-manager can be hired to carry out the directives of the Associate Director. The mid-manager position shall have supervisory responsibilities. The Mid-Manager shall be hands on with program services. Minimum Qualifications:

- a) Must be at least 22 years of age.
- b) Must be a U.S. Citizen.
- c) Must have a minimum of a Bachelors Degree in Human Services

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First Established Bylaws in 2009

- d) Some management experience preferred.
- e) Youth work experience preferred.
- f) Must have a valid Drivers License.
- g) Strong organization and management skills.

8.01.5 Direct Staff. The Direct Service staff is a program service staff position. The Direct Service staff position can be hired to carry out directives of the mid-manager and program plan. Minimum Qualifications:

- a) Must be at least 21 years of age.
- b) Must be a U.S. Citizen.
- c) Must be a resident in the County in which the Principle office is registered.
- d) Must have a minimum of a Bachelors Degree or actively working towards.
- e) Youth work experience preferred
- f) Must have a valid Drivers License.

8.01.6 Support Staff. The Support staff is a program and/ or Corporate administrative staff position. The Support staff position can be hired to provide clerical, reception, janitorial, or maintenance duties for a specific program or department. Minimum Qualifications:

- a) Must be at least 21 years of age.
- b) Must be a U.S. Citizen.
- c) Must be a resident in the County in which the Principle office is registered.
- d) Must have a minimum of a High School Diploma.
- e) Experience related to position required.
- f) Must have a valid Drivers License.

8.01.7 Volunteer/ Intern. The Volunteer/ Intern is an unpaid person approved by the Corporation (Executive or Associate Director) to assist with activities and events delegated by any supervisor. Volunteer/ Interns are required to completed an application or enrollment form created by the Corporation. Minimum Qualifications:

- a) Must be at least 16 years of age.
- b) Must be a U.S. Citizen.

Article IX. Fiscal And Accountability Matters

9.01 Fiscal Year. The fiscal year of the Corporation and Board shall be the period from July 1st to June 30th.

9.02 Financial Institution. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to select a Financial Institution.

- a) **Changing Financial Institution.** The Board of Directors reserve the right to change the agencies Financial Institution in the event the current Financial Institution does not meet the needs of the agency or the agency does not meet the Institutions requirements. The Treasurer shall over see any changes in financial institutions under the supervision of the Board Chair. Changing of a Financial Institution must be done in accordance of the account closing procedures of the current Financial Institution. In the event that there is a need for a different Financial Institution another Financial Institution shall be in place prior to closing all accounts at the current Financial Institution.

9.03 Check Writing/Cashing and Deposit Procedures. At the date and time of the certification of these first set of by-laws, the first Board of Directors (defined in section 4.04) shall reserve the right to complete a Corporate Authorization Resolution with the selected Financial Institution. The Corporate Authorization Resolution may be amended to have the Board of Directors Treasurer as an authorized check signer. All checks or demands for money and notes of the corporation shall be signed only by such persons listed on the Corporate Financial Institutions Corporate Authorization Resolution. All checks require two signatures by any two persons listed on the Corporate Financial Institutions Corporate Authorization Resolution.

All Deposits made to the Corporation must be made within 3 business days of receipt of funds in the Corporation's Financial Institution. All Deposits and withdrawals must be recorded on the Corporation's financial record keeping system which shall be on an Excel Spread sheet. The Executive Director and CFO shall be responsible for keeping an accurate account of financial transactions at all times.

9.04 Contracts/Loans/ other Related Matters. The Board of Directors may authorize the Corporation to enter into any contract or execute and deliver any sub-contract on behalf of the Corporation, and such authority may be general or confined to specific instances. Except as otherwise provided by these by-laws, all contracts, deeds, leases, mortgages, grants, and other agreements of the Corporation shall be executed on its behalf by the executive Director, the Board Chair, or other persons to whom the Corporation has delegated authority to execute such documents in accordance with policies approved by the Board of Directors.

No Loans shall be contracted on behalf of the corporation and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

9.05 Financial Record Keeping. The Corporation shall keep correct and complete books of all financial documents in a secured location on the premises of the Corporation. The Following Information shall be organized and filed as financial records in a chronological order.

- i. All Financial Institution(s) Account Information.
 - a. Account Opening and Closing Documents
 - b. Bank Statements
 - c. ledger
- ii. Spreadsheet showing monthly accrual of revenue and expenses with to date balance
- iii. Credit Information
- iv. Payroll Documentation
- v. Bills paid/ unpaid and invoices
- vi. Contracts, Grants, and Donations
- vii. Mortgage and asset documents
- viii. Tax Information
 - a. Tax returns
 - b. Copies of W-2
 - c. 1099 and other pertinent tax information
- ix. Receipts
 - a. Program Expenses
 - b. Administrative Expenses
 - c. Other expenses

9.06 Financial Reporting. The Corporation's Chief-Financial Officer or Book Keeper shall be responsible for organizing and keeping all Financial Documents. These same persons shall update and prepare the Board of Directors Treasurer for a financial report at the Board meeting.

Article X. Review of Bylaws.

10.01 Review of Bylaws. At the date and time of the certification of these first set of by-laws, the first Board of Directors shall be the (3) listed on the agencies Articles of Incorporation filed on June 22, 2009 in the state of Illinois. The first Board of Directors reserves the right to have these by-laws be acknowledged as the first set of by-laws for the Not-For-Profit Corporation that goes by the Acronym of SYESA (*Struggling Youth Equals Successful Adults*). This set of by-laws shall be reviewed in the month of October in year 2010 and approved by January 2011. This shall remain the process and time frame for review and approval of these by-laws every year thereafter.

10.02 Amendments and Approvals Process. This set of by-laws shall be reviewed in the month of October in year 2010 and approved by January 2011. This shall remain the process and time frame for review and approval of these by-laws every year thereafter.

Article XI. Miscellaneous.

11.01 Conflicts of Interest. The Board shall adopt and periodically review a conflict of interest policy to protect the Corporation's interest when it is contemplating any transaction or arrangement which may benefit any Director, Officer, Employee, Member, or member of a Committee with Board-delegated powers. Furthermore, any conflict of interest policy the Board adopts must be in accordance of the State of Illinois General Not For Profit Corporation Act of 1986.

11.02 Ownership Interests. The Board shall exercise membership powers and ownership interests, if any, either by Board action in accordance with these bylaws or by delegation of authority to

act for the Corporation to the Executive Committee or Executive Director or his or designees.

11.05 Insurance and Liabilities. The Corporation shall acquire and maintain professional indemnity insurance or any such comparable insurance at a fair market rate immediately upon or prior to serving any client under the Corporations official business name.

The Corporation shall consider each person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative (other than an action by or in the right of the Corporation), by reason of the fact that he or she is or was a Director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, shall be entitled to indemnification against expenses (including attorneys' fees), judgments, fines, and amounts paid in settlement to the fullest extent now or hereafter permitted by applicable law as long as person acted in good faith and in a manner that such person reasonably believed to be in or not be opposed to the best interest of the Corporation; provided, however, that the Corporation shall indemnify any such person seeking indemnity in connection with an action, suit or proceeding (or part thereof) initiated by such person only if such action, suit, or proceeding (or part thereof) was authorized by the Board of Directors.

Certification of Adoption of Bylaws.

I do hereby certify that the above documentation is acknowledged as the first set of bylaws of the Corporation known as SYESA (Struggling Youth Equals Successful Adults) Not For Profit Corporation, were approved by the first Board of Directors and the only voting members, which shall be the (3) listed on the agencies Articles of Incorporation filed on June 22, 2009 in the state of Illinois. These Board members shall always be acknowledged as the Corporations Founders for the life of the Corporation. These Board of Directors and voting members on October____, 2009 now constitute a complete copy of the first set of Bylaws of the Corporation. The official bylaws shall be stamped by an official public notary of the State of Illinois.

Co-founder

Tony Traylor - Acting Secretary
Secretary of Corporation, SYESA, NFP

[Signature]
Witness

SYESA, NFP
Struggling Youth Equals Successful Adults
First Established Bylaws in 2009

Witness

Date: _____

COOK COUNTY SIGNATURE PAGE
(SECTION 7)

ON BEHALF OF THE COUNTY OF COOK, A BODY POLITIC AND CORPORATE OF THE STATE OF ILLINOIS, THIS CONTRACT IS HEREBY EXECUTED BY:

John A. M.

COOK COUNTY CHIEF PROCUREMENT OFFICER

DATED AT CHICAGO, ILLINOIS THIS 18 DAY OF July, 2013

IN THE CASE OF A BID PROPOSAL, THE COUNTY HEREBY ACCEPTS:

THE FOREGOING BID/PROPOSAL AS IDENTIFIED IN THE CONTRACT DOCUMENTS FOR CONTRACT NUMBER

13-53-0905

OR

ITEM(S), SECTION(S), PART(S): _____

TOTAL AMOUNT OF CONTRACT: \$ 80,000⁰⁰
(DOLLARS AND CENTS)

FUND CHARGEABLE: _____

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

||| 17 2013

APPROVED AS TO FORM:

Not required

ASSISTANT STATE'S ATTORNEY
(Required on contracts over \$1,000,000.00)

COM _____