WB MEMBERS

AMY SCHULZ Sierra College

CHRISTINA NICHOLSON Whole Person Learning

DANIELA DEVITT
California Employers Association

DAVID LUKE Department of Rehabilitation

ERIC COOPER
California Indian Manpower Consortium

ERIC ULRICH Hacker Lab

JASON BUCKINGHAM
Golden Sierra Job Training Agency

JOHN TWEEDT District Council 16

KEVIN FERREIRA Sacramento Sierra Building & Construction Trade Council

LAUREL BRENT-BUMB El Dorado Chamber of Commerce

LISA HUTCHINSON Revere Packaging

 $\begin{array}{ll} {\sf MICHAEL\ ZIMMERMAN},\ \textit{Vice\ Chair} \\ {\sf MTI\ College} \end{array}$

PAUL CASTRO California Human Development

RANDY BLOOMFIELD Employment Development Department

RICK LARKEY, *Chair* North State Building Industry Foundation

ROBIN TRIMBLE
Rocklin Area Chamber of Commerce

SHERRI CONWAY Placer County Office of Economic Development

STEVEN CASPERITE Placer School for Adults

TINK MILLER Placer Independent Resource Services

VIC WURSTEN PRIDE Industries

VOLMA VOLCY Sacramento Central Labor Council AFL-CIO

WILLIAM REED United Domestic Workers of America

GOLDEN SIERRA WORKFORCE BOARD REGULAR MEETING AGENDA

Thursday, July 16, 2020 - 1:00 PM

In response to the Governor's Executive Order N-29-20 relating to the COVID-19 Pandemic, the Golden Sierra Job Training Agency Workforce Board is conducting this meeting on Zoom.

Members of the public are encouraged to participate in the meeting by submitting written comments by email to magnussen@goldensierra.com. Public comments will be accepted until the adjournment of the meeting, distributed to the Workforce Board and included in the record.

Public Location:

https://us02web.zoom.us/j/87843416436?pwd=clhlbUlka2sxSTMrL2VyWEs4R y9VQT09

Password: 066642

Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser, or listen to the meeting on iPhone one-tap: US: +16699009128,,87843416436#,,,,0#,,066642# or +12532158782,,87843416436#,,,,0#,,066642#

Or Telephone: Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656 Webinar ID: 878 4341 6436

Password: 066642

International numbers available: https://us02web.zoom.us/u/kdWAmydbFn

Mission: The Golden Sierra Workforce Board convenes industry leaders and key partners to identify workforce initiatives, create innovative solutions and measure the success of systems' ability to meet industry and workforce needs.

I. ROLL CALL AND INTRODUCTION OF GUESTS

II. APPROVAL OF AGENDA

1-2

III. CONSENT AGENDA

All matters listed under the Consent Agenda are considered to be routine in nature and will be approved by one blanket motion.

a)	Approval of Minutes from May 21, 2020 WB Meeting	3-5
b)	Review of Minutes from May 21, 2020 EC Meeting	6-7
c)	Attendance Log	8

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

V.	PRESENTATION - PLACER COUNTY - SHERRI CONWAY	
	Placer Business Resource Center	
VI.	WORKFORCE BOARD MEMBERSHIP & RECRUITMENT	9
VII.	BOARD INITIATIVES • DIGITAL LITERACY • SOCIAL EQUITY	
VIII.	<u>LEGISLATIVE WATCH</u>	10-11
IX.	REGIONAL UPDATES	
Χ.	ONE-STOP OPERATOR REPORT OUT & DIRECTION	12-14
XI.	ONE-STOP OPERATOR RFQ RESULTS AND RECOMMENDATIONS	15
XII.	FUTURE AGENDA ITEMS/NEW BUSINESS	
XIII.	NEXT MEETING	
	Thursday, September 17, 2020 – 1:00 pm	
XIV.	<u>ADJOURNMENT</u>	

GOLDEN SIERRA WORKFORCE BOARD **REGULAR MEETING MINUTES**

Thursday, May 21, 2020 – 1:00 PM

Golden Sierra Job Training Agency **Board Room** 115 Ascot Drive. Suite 100 Roseville, CA 95661

I. **ROLL CALL AND INTRODUCTION OF GUESTS** Quorum was established and the meeting was called to order by Chair Larkey at 1:03 pm. Rick Larkey (Chair) Michael Zimmerman (Vice-Chair) Amy Schulz John Tweedt Robin Trimble Christina Nicholson Kevin Ferreira Sherri Conway Daniella Devitt □ Laurel Brent-Bumb* Steven Casperite Tink Miller □ David Luke Lisa Hutchinson Tric Cooper □ Paul Castro* | Eric Ulrich Randy Bloomfield ∇olma Volcy* **GSJTA Staff:** One-Stop Operator: □ Lorna Magnussen □ Tammy Cornelison Michael Indiveri □ Darlene Galipo Guests: Cara Welch, Ebony Benzing, Katie Kenoyer, Janis Aydelott, Renee John, Evan Schmidt *Denotes late arrival or early departure

II. APPROVAL OF AGENDA

Motion to approve agenda as presented by Reed, second Devitt

Motion approved unanimously

III. CONSENT AGENDA

ΑII matters listed under the Consent Agenda are considered to be routine in nature and will be approved by one blanket motion.

- a) Approval of Minutes from November 21, 2019 WB Meeting
- b) Review of Minutes from January 16, 2020 EC Meeting
- c) Review of Minutes for March 10, 2020 EC Meeting
- d) Review of Minutes for March 19, 2020 EC Meeting
- e) Attendance Log

Motion to approve agenda as presented by Reed, second Miller

Motion approved unanimously

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

Paul Castro – \$75 mil assistance being provided to undocumented immigrants

Laurel Brent-Bumb – small business fund for 25 or less employees, annual revenue of \$1mil or less. \$1,000 grant available

V. <u>FY 2019-2020 AGENCY BUDGET – MODIFICATION</u>

Motion to approve agency budget modification as presented by Miller, second Castro

Motion approved unanimously

VI. <u>FY 2020-2021 AGENCY BUDGET – DRAFT</u>

Motion to approve FY 2020-2021 agency budget draft as presented by Bloomfield, second Reed

Motion approved unanimously

VII. FY 2020-21 MEETING SCHEDULE

Board approved to retain current meeting schedule; 3rd Thursday of odd months 1pm-3pm

Motion to approve 2020-2021 Meeting Schedule by Brent-Bumb, second Devitt

Motion approved unanimously

VIII. BYLAWS EXEMPTION FOR OFFICER ELECTION

Board approved the bylaws exemption that will allow the extension of the current Workforce Board Chair and Vice Chair Positions and Executive Committee for an additional 90 days. Current Chair and Vice Chair are willing to accept the term extension.

Motion to approve as presented by Miller, second Reed

Motion approved unanimously

IX. COVID-19 IMPACTS AND RESPONSE

Buckingham has been sending weekly emails to board members with data surrounding the impacts of the pandemic. He would like to provide more detailed information relating to the impacts and begin discussions on strategies that we should, as a partnership, move forward with implementing.

- <u>LMID REPORT:</u> Cara Welch, EDD, reported out; data from week's ending March 14th and 28th. Approximately 19% of labor force have filed for Unemployment since mid-March. Unemployment rate expected to be about 14.7% for April 2020. 80% of workers on unemployment expect to be recalled to work. [presentation online]
- BUSINESS ASSISTANCE / RAPID RESPONSE PRESENTATION: Tammy Cornelison and Darlene Galipo, GSJTA, reported out; approximately 102 Worker Adjustment and Retraining Notification (WARN) have been received, effecting about 6,000 employees. GSJTA partnering with Placer County to offer employers Help to Hire Program (on the job training)

GSJTA is holding a Virtual Hiring event/Job Fair via Zoom for GAP call centers and Living Spaces, also Holiday Market opening July in Auburn-virtual event TBD

Darlene announced GSJTA YouTube channel and Live online Orientations as well as CA Employer Services Hotline that went active about 1 month ago.

Janis Aydelott with Placer County, also spoke of Help to Hire events, RC Willey is expected to hire all their employees back, if they find employees refusing they may need a job fair to hire/re-staff positions.

- <u>FUTURE FOCUS PRESENTATION; VALLEY VISION:</u> Evan Schmidt, Renee John, Ebony Benzing with Los Rios Community College reported out on disruption trends and technology in the region due to COVID-19. [presentation online]
- <u>BOARD STRATEGY DISCUSSION:</u> Steven Casperite with Adult Education reported the struggles with digital literacy and some steps they are taking. Job automation is on the rise leading to more job displacement. Amy Schulz concurs, labor shortage & rise of automation, replacing jobs. Flexible workforce needs to be created, platform to cross train, we need help from Employers to implement a plan.

X. WORKFORCE BOARD MEMBERSHIP & RECRUITMENT

Magnussen reported out, review of content in agenda packet; no action

XI. LEGISLATIVE WATCH

Buckingham reviewed the content in agenda packet. Due to changing times, legislators have pulled most of the bills the board was tracking. SB1333 which is a tax credit for hiring those considered homeless is still moving forward and has broad support from legislators and the counties. Buckingham requested the board's support for SB1333.

Motion to have Board support SB1333 by Miller, second Luke

Motion approved unanimously

XII. REGIONAL UPDATES

Capital region workforce development boards have been dealing with COVID-19. State Conference occurring soon to discuss economic recovery, industry engagement, and reemployment at the regional level

XIII. ONE-STOP OPERATOR REPORT OUT & DIRECTION

Indiveri reported out as outlined in agenda packet. Next meeting June 17, 2020 via Zoom.

XIV. FUTURE AGENDA ITEMS/NEW BUSINESS

[WB/EC] discuss allocation of \$30,000 for board initiatives

[WB] Labor Market and how it's changing discussion [future meeting]

XV. <u>NEXT MEETING</u>

Thursday, July 16, 2020 – 1:00 pm

XVI. ADJOURNMENT

Motion to adjourn meeting at 2:46 pm by Larkey, second by Tink & Devitt

Motion approved unanimously

GOLDEN SIERRA WORKFORCE BOARD EXECUTIVE COMMITTEE REGULAR MEETING MINUTES

Tuesday, May 21, 2020 - 12:00 PM

Golden Sierra Job Training Agency Board Room 115 Ascot Drive, Suite 100 Roseville, CA 95661

I. **ROLL CALL AND INTRODUCTION OF GUESTS** Quorum was established and meeting called to order at 12:03 pm by Chair Larkey Rick Larkey (Chair) Michael Zimmerman (Vice-Chair) Greg Geisler ☐ John Tweedt Robin Trimble □ Laurel Brent-Bumb **GSJTA Staff: One-Stop Operator**: Darlene Galipo Michael Indiveri □ Lorna Magnussen II. APPROVAL OF AGENDA **Motion** to approve agenda by Brent-Bumb, second by Zimmerman **Motion** approved unanimously III. **CONSENT AGENDA** All matters listed under the Consent Agenda are considered to be routine in nature and will be approved by one blanket motion. Trimble requested item b removed for discussion Approval of Minutes from March 19, 2020 EC Meeting **Motion** to approve agenda item a) by Trimble, second Geisler **Motion** approved unanimously

Motion approved unanimously by roll call vote

attendance logs historically go back 12 months.

Motion to approve agenda b) by Trimble, second Zimmerman

Illa.

b) Attendance Log

Trimble inquired why the attendance log went so far back. Magnussen noted that the

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

Brent-Bumb; Stimulate Small Business Fund – accepting applications for Small Business 25 or less employees with under \$1 mil in annual revenue; applications are streaming in.

V. FY 2019-2020 AGENCY BUDGET MODIFICATION

Motion to approve by Brent-Bumb, second Zimmerman

Motion approved unanimously

VI. <u>FY 2020-2021 AGENCY BUDGET – DRAFT</u>

Buckingham reported out as outlined.

Motion to approve by Larkey, second Zimmerman or Geisler

Motion approved unanimously

VII. FY 2020-2021 MEETING SCHEDULE

Committee votes to retain meetings on 3rd Thursday of odd months, 12:00pm-1:00pm

Motion to approve by Geisler, second Brent-Bumb

Motion approved unanimously

Michael Indiveri recused himself @ 12:31pm

VIII. ONE-STOP OPERATOR EVALUATION/RUBRIC

Buckingham; Scope of Work from RFQ – due May 22, 2020. Committee feels a review/check point is necessary in addition to an annual review, suggestions for review check points at 60, 120 and 180 days.

Motion to approve by Zimmerman, second Trimble

Motion approved unanimously

IX. <u>FUTURE AGENDA ITEMS/NEW BUSINESS</u>

- [WB/EC] Board Budget; allocate the \$30,000 in Initiatives
- [WB/EC] One Stop Operator RFQ Rating & Award

X. <u>NEXT MEETING</u>

Thursday, July 16th @ 12:50pm

XI. ADJOURNMENT

Motion to adjourn meeting at 12:50 pm by Zimmerman

Motion approved unanimously

Date:	5/16/19	11/21/19	5/21/20	
WORKFORCE BOARD	WB	WB	WB	
Meeting Type	Regular	Regular	Regular	RATE
Amy Schulz			1	100%
Christina Nicholson	1	1	1	100%
Daniela Devitt	1	1	1	100%
David Luke			1	100%
Eric Cooper	0	1	0	33%
Eric Ulrich	0	0	0	0%
Jason Buckingham	1	0	1	67%
John Tweedt - Randy Rojas	1	1	0	67%
Kevin Ferreira - Kevin Brown	0	0	0	0%
Laurel Brent-Bumb	1	0	1	67%
Lisa Hutchinson	0	1	0	33%
Michael Zimmerman	0	1	1	67%
Paul Castro	0	0	1	33%
Randy Bloomfield - James Dion	1	0	1	67%
Rick Larkey	1	1	1	100%
Robin Trimble	1	1	1	100%
Sherri Conway - Katie Kenoyer	0	1	1	67%
Steven Casperite		1	1	100%
Susan "Tink" Miller	1	1	1	100%
Victor Wursten	1	0	1	67%
Volma Volcy	1	1	1	100%
William Reed	0	0	1	33%

GOLDEN SIERRA WORKFORCE BOARD

MEMORANDUM

DATE: July 16, 2020

TO: Workforce Board (WB)

FROM: Lorna Magnussen, WB Analyst

SUBJECT: Workforce Board Membership

In accordance with 20 CFR 679.310 the board is being informed of current vacancies on the Workforce Board and recruitment efforts in place in accordance with Workforce Board notification and recruitment policy.

Resignation(s)

Jacqui Humenick, Ponte Polmero; representing Business; resigned 3/18/19

Amanda Westphal, Blue Ribbon Personnel Services; representing Business resigned 3/13/20.

April Ballestero, One Light Ahead; representing Business resigned 3/11/20.

Randy Bloomfield, Employment Development Department, representing Wagner/Peyser resigning 07/31/20.

Application(s)

James Dion, Employment Development Department, representing Wagner/Peyser replacing Randy Bloomfield.

Recruitment efforts

Currently working with Governing Body, Workforce Board and partners to recruit potential replacement. Mass email distribution efforts, staff contacts and Facebook have also been utilized.

Vacancies

3 Business Seats

GOLDEN SIERRA WORKFORCE BOARD

MEMORANDUM

DATE: July 16, 2020

TO: Workforce Board (WB)

FROM: Jason Buckingham, GSJTA Executive Director

SUBJECT: 2020 Legislative Watch Update

Attached please find the current legislative watch list. The watch list is composed of known pieces of state legislation that have been introduced in 2020 and that may have an impact on the Golden Sierra Region's local workforce development system partners.

Due to the impacts of Covid-19 the Governor has requested legislators review and limit Bill submissions with budgetary asks. Because of this many Bills have been stricken by their authors, or are being held in committee awaiting the May budget revise which is expected to be limited due to the pandemic response. As of July 16, only two Bills remain on our watch list.

Currently, the Board has taken a Support position on SB-1333:

Senate	Assembly
SB-1333 homeless hire tax credit	
SB-1381Clean Energy Job Creation	

Full text for each Bill can be found at: https://leginfo.legislature.ca.gov/

Legislative Watch List:

SB 1333 (Senator Durazo) Corporation Tax Law: credits: employment: homelessness- The Corporation Tax Law allows various credits against the tax imposed by that law. This bill would allow a credit under the Corporation Tax Law for each taxable year beginning on or after January 1, 2020, and before January 1, 2026, to a qualified taxpayer that employs an eligible individual during the taxable year, in an amount between \$2,500 and \$10,000 per eligible individual, not to exceed \$30,000

- o Next steps: 3/12/20 Moved to Senate Governance and Finance
- o Suggest: CWA sponsored
- o **Comments:** SB 1333 has rapidly gained a broad amount of support from both legislators and county and homeless advocates. Governor Newsom made homelessness one of the flagship issues of 2020.

SB 1381 (Senator Durazo) Clean Energy Job Creation Program.- The California Clean Energy Jobs Act, an initiative approved by the voters as Proposition 39 at the November 6, 2012, statewide general election, made changes to corporate income taxes and, except as specified, provided for the transfer of \$550,000,000 annually from the General Fund to the Clean Energy Job Creation Fund for 5 fiscal years beginning with the 2013–14 fiscal year. Moneys in the fund are available, upon appropriation by the Legislature, for purposes of funding eligible projects that create jobs in California improving energy efficiency and expanding clean energy generation. This bill would explicitly authorize consideration of job quality in project selection as a nonenergy benefit

o Next steps: 3/12/20 moved to Committee on E, U & C.

o **Suggest**: watch

ONE-STOP OPERATOR MEMO

To: Workforce Development Board Executive Committee

From: Michael Indiveri, One-Stop Operator (OSO)

Subj: Report Out from MOU Partner's Meeting

Date: July 16, 2020

OSO Update:

The OSO conducted the June 17 Quarterly meeting of the WIOA AJCCMOU Partners. The OSO has been in regular contact with the partners during the onset of the COVID-19 pandemic via phone calls, emails, and visits to their respective web sites. The purpose of these communications was to find out how the partners were coping with the State-imposed 'shelter-in-place' restrictions and the phase-in reopening of the local economy. The effect on customer services and contacts was, and is, the key issue. This information was to be the focal point of the June partners meeting agenda where best practices can be shared. Many weeks before the meeting, notices were sent to all partners. An agenda was emailed to all partners a week before the meeting. Darlene Galipo of Golden Sierra set-up a call-in Zoom meeting for June 17 at 2:00 pm.

The MOU Partners call-in meeting had the following participants; Placer School for Adults (PSA), Golden Sierra Job Training Agency (GSJTA), Advance Program-Lake Tahoe Community College, State of California Employment Development Department (EDD), California Conservation Corps (CCC), State of California Department of Vocational Rehabilitation (DOR) and El Dorado Health and Human Services Agency (HHSA). Also participating was Rick Larky, Board Chair and the OSO. The OSO has also participated in the "Helping the Capital Region Get Back to Work" zoom meetings, and the California Forward's "Regions Recover Together" session.

Report Out-OSO Remarks:

The OSO remarks addressed the key differences between the severity of this current economic downturn and the Great Recession of 2008-09, and the challenges this poses to the partners. First, this is nationwide in scope. So, the nationwide stats on job losses, unemployment rates and GDP growth or lost are remarkably similar between the national and state level figures. And in each state, it is the same type of occupations and economic sectors that are taking the biggest hits. The most negatively impacted are services (across the board), travel & leisure, retail sales and hotels/motels, bars & restaurants. Other sectors, **deemed essential**, have shown growth such as food & supply stores, hardware /home centers, construction, manufacturing, and banking.

Within each state the affect may be different; for example, if an area has a big tourist sector vs. banking back office jobs. It is also important to note that most of the service jobs that have been lost have been the lower paying ones. Also, it has been determined that 77% of the service jobs that require close human contact are held by females. In 2009, it was male dominated jobs that were impacted.

By the spring of 2009, some 8.8 million jobs were lost, resulting in a 10% unemployment rate. Upon recovery, it took about 5 years to gain that number of jobs back. Currently, since the start of the pandemic, through June, the U.S. Department of Labor Bureau of Labor Statistics (BLS) data shows @ 47+ million persons have filed for Unemployment Benefits (UI). As the economy has been reopening, some 7 million laid off workers have been called back to work. The current estimate is around 16-18 million folks still without work, the most since the 1930's. The current real unemployment rate is a moving target. The July 2 BLS Report shows a 11.1% unemployment rate. That figure is based on mid-June data and does not consider that many of the larger states have just announced new reclosing's of bar, restaurants, beaches, and large public events to take effect in July. Also, the BLS unemployment rate has not factored in a new category of classification; "Employed but Absent from Work". These are workers (some 3 million) who were laid off but were expecting themselves to be called back. They have reported themselves employed. That number can add several points to the unemployment rate. The current estimate from economists is that unemployment could be 8-10% by years end, depending on the state of the pandemic. If no further aid is provided by Congress, state & local government will be implementing employee layoffs and/or furloughs The challenges to the One-Stop Partners are daunting: How to service current participants and customers and how to bring new customers into workforce development process.

MOU Partner updates/ Report Out:

GSJTA: The Career Center is still Closed; they have been working with customers/participants through on-line, phone calls and virtual formats. They have seen an uptick in persons seeking services; many want info on Unemployment insurance. They must refer those folks to EDD Call-Centers or on-line services. They have received several hundred thousand dollars for supportive services for dislocated workers, and disability navigators. The State has made the ETPL list stricter on which schools they can work with. They were also awarded a High Road Construction grant by the State Workforce Board. They anticipate new enrollments with these awards and grants.

Advance-South Lake Tahoe: They have just been informed to expect a 12% reduction on top of an ongoing cut in funding. They are trying not to reduce their service levels as they see more need in their Lake Tahoe economy. They are applying for addition workforce funding. They have been conducting distance learning but many of their students do not have access to PCs or solid internet connectivity. They can see a few participants at a time by appointment only and must practice social distancing and wear masks. They are about to restart their High School equivalency testing; they are not seeing a lot of new customers. Many folks want to connect with El Dorado County HHS or EDD. Overall, they are working with more people than a year ago.

DOR: They have seen less new customers. They can meet with folks on a one-on-one basis, by appointment and social distance. They noted that some 15-20% current participants in training have dropped out in the last quarter, especially those who are at college-level course work. Currently, they

are seeing good opportunities in H-VAC. They have been informed that their next budget will most likely be cut, maybe by 10%. They have money for client training cost but are limited in staff resources. During the meeting they were able to work out some potential space solutions with the Advance Tahoe operations.

PSA: They are gearing up for the fall schedule. They are hopping to conduct in-person classes, maybe with social distance & masks. There may be a blend of on-line with in-person. COVID-19 showed how illiterate many of the student population is. They have been able to get a fully articulated welding course with Sierra College. And they hope to upskill folks in their digital capabilities.

CCC: COVID-19 has delayed many of their recruitment and deployment goals. Their students must quarantine if they leave the campus and visit their families. Also, new members must quarantine when joining the group. They have implemented social distancing in their facilities and must wear masks. Many of the Corps members worked at the food bank set up at Arco Arena. They are working with DMV on issues relating to permits & licenses. They have been able conduct a virtual career fair for Tree Service jobs. They have also had several of their participants obtain positions with CAL Fire. They are also working with Sierra College for an ETM certification.

El Dorado HHSA: Their career center is still closed. Many staff have been teleworking from home. They are making plans to reopen the Resource Center soon. The use of masks, social distancing along with the installation of protective barriers and processes are being put in place. Currently there is a staff person in the lobby who can direct people for information for service requests. For the first several months of the pandemic, the HHSA Employment staff were redeployed to assist the HHSA eligibility staff process Cal Fresh applications. The county was swamped with folks seeking assistance. The Employment Services staff are in the process of transitioning back into their regular Welfare to Work duties.

GOLDEN SIERRA WORKFORCE BOARD

MEMORANDUM

DATE: July 16, 2020

TO: Workforce Board (WB)

FROM: Jason Buckingham, GSJTA Executive Director

SUBJECT: One-Stop Operator RFQ results and recommendations

The following information was provided to the Executive Committee for recommendations on next steps in the award process. The full Workforce Board will receive an update and be provided an opportunity to weigh in on the award process.

Please find outline below regarding procurement process:

RFQ released: May 4, 2020 RFQ closed: June 22, 2020

Responses: Four

Responses & rating

Response was rated by 2 outside agencies and 1 internal rater; rating required 80% or above to be considered.

Responder	# hours	Hrly rate	Total Cost	Rating
Michael Indiveri	335	\$50	\$16,750	93
Daniel X Patterson	450	\$100	\$45,000	88
Christina Rogers	192	\$75	\$14,400	80
Future Insight Maps, Inc.	Not included	Not included	\$143,000	72