

## Finance Council Meeting Agenda

NOVEMBER 12, 2025 • 1:00 – 2:00 P.M., ET  
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### Chair's Welcome and Remarks

**Robert Salonen**

### Consent Item

1. August 2025 Joint Council Meeting Minutes

### Annual Independent Audit Fiscal Year 2024-2025 by Cherry Bekaert, LLP

**Dana Davis**  
**Brian Liffick**  
Assurance Services  
Partner, Cherry Bekaert LLP  
Partner, Cherry Bekaert Advisory LLC  
**Nick Stratis**  
Manager, Cherry Bekaert Advisory LLC

### Action Item

1. Acceptance of CareerSource Florida 2024-2025 Annual Audit

### CareerSource Florida Financial Operations Update

**Dana Davis**

### CareerSource Florida Grants Management Update

**Malissa Counts**

### Open Discussion/Public Comment

### Chair's Closing Remarks

**Robert Salonen**

### Information Items

## **Consent Item 1**

### **August 20, 2025, JOINT COUNCIL MEETING MINUTES**

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

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### **FOR CONSIDERATION**

- **Approval of August 20, 2025, Joint Council Meeting Minutes, to include any modifications or changes noted by the council.**

**CareerSource Florida**  
**Joint Strategic Policy and Performance and Finance Council Meeting Minutes**  
**August 20, 2025**

**I. Call to Order**

Chair of the Strategic Policy and Performance Council Sophia Eccleston called the joint Strategic Policy and Performance and Finance Council meeting to order at 10:00 a.m. on August 20, 2025.

**II. Roll Call**

CareerSource Florida Board Relations Director Madison Frazee conducted a roll call for each council, starting with the Strategic Policy and Performance Council. The following members were present:

Sophia Eccleston  
Erik Arroyo  
Bayne Beecher  
Tim Hinson  
Joe Marino  
Laurie Sallarulo  
Brian Sartain  
Scott Singer  
Eric Hall

Frazee then moved on to call roll for the Finance Council. The following members were present:

Kevin McDonald  
Jennifer Anderson  
Robert Salonen  
Les Sims  
Meredith Stanfield

**III. Finance Council Consent Item**

Chair Eccleston called for a vote to approve the Consent Item for the Finance Council.

**1. May 20, 2025, Finance Council Meeting Minutes**

**Motion:** Jennifer O'Flannery Anderson

**Second:** Meredith Stanfield

The consent item passed unanimously. There were no public comments.

Chair Eccleston then moved on to the Strategic Policy and Performance Council for their Consent Agenda.

**IV. Strategic Policy and Performance Council Consent Agenda**

Chair Eccleston called for a vote to approve the Consent Agenda as presented for the Strategic Policy and Performance Council.

**1. May 20, 2025, Strategic Policy and Performance Council Meeting Minutes**

## **2. Recommendation to Sunset 4 Workforce Policies and Guidance Documents**

- **Workforce Policy 30 – Supplemental Funding for Dislocated Worker Services**
- **Workforce Policy 4 – Professional or Other Organizational Membership Dues-Procedures**
- **Workforce Policy 113 – Disaster Recovery Dislocated Worker Grants Program Administration**
- **Final Guidance 00-017 – Procedures for the Closure of the One-Stop Delivery System Centers Due to Natural Disasters or Other Emergency Conditions**

**Motion:** Scott Singer

**Second:** Eric Hall

The consent agenda passed unanimously. There were no public comments.

## **V. Action Items**

CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis presented the following action items for the Strategic Policy and Performance Council's consideration:

### **1. Sunset Workforce Policy O106 - Memorandums of Understanding and Infrastructure Funding Agreements**

Chair Eccleston called for a vote to approve the action item.

**Motion:** Joe Marino

**Second:** Laurie Sallarulo

The action item passed unanimously. There were no public comments.

### **2. Revisions to Workforce Policy P9 - Availability of Services to Floridians**

Chair Eccleston called for a vote to approve the action item.

**Motion:** Bayne Beecher

**Second:** Joe Marino

The action item passed unanimously. There were no public comments.

### **3. Revisions to Workforce Policy O15 -Emergency Response and Disaster Recovery**

Chair Eccleston called for a vote to approve the action item.

**Motion:** Joe Marino

**Second:** Laurie Sallarulo

The action item passed unanimously. There were no public comments.

#### **4. Revisions to Workforce Policy O122 - WIOA Adult and Dislocated Worker Program Eligibility**

Chair Eccleston called for a vote to approve the action item.

**Motion:** Joe Marino

**Second:** Bayne Beecher

The action item passed unanimously. There were no public comments.

#### **5. SNAP E&T Program Components and Case Management (New)**

Chair Eccleston called for a vote to approve the action item.

**Motion:** Brian Sartain

**Second:** Joe Marino

The action item passed unanimously. There were no public comments.

#### **VI. CareerSource Florida Financial Operations Update**

CareerSource Florida Chief Financial Officer Dana Davis provided an overview of FY 24-25 local workforce development board funding and expenditures for apprenticeship navigators, Hope Florida navigators, welfare transition, WIOA adult and youth, and set aside initiatives.

#### **VII. CareerSource Florida Grants Management Update**

CareerSource Florida Grants Manager Malissa Counts provided updates on executed contracts ending June 30, 2025, for CareerSource Florida's Incumbent Worker Training (IWT) Grant program as well as the Quick Response Training (QRT) Grant program before moving into FY 24-25 IWT funding priorities and an IWT training type breakdown. She also went over a QRT training type breakdown and target sector for FY 24-25 before concluding her presentation.

#### **VIII. Workforce Program Development Initiatives Update**

CareerSource Florida Director of Planning and Evaluation Elizabeth Glenn gave an update on CareerSource Florida's Master Credentials List and the Credential Inventory Database, before handing it over to CareerSource Florida Director of Workforce Program Development Erin Sampson.

Sampson provided the councils with an update on the 24-25 state-level 15% set-aside funding initiatives and shared success stories from local boards.

#### **IX. LWDB Performance Accountability**

Daniel Harper, workforce program research & analysis manager at FloridaCommerce, presented an overview of Florida's workforce performance results, noting that the state's system continues to perform strongly overall under the Workforce Innovation and Opportunity Act (WIOA) accountability measures. He highlighted that most local workforce boards met or exceeded their goals, with only a few areas identified for improvement, particularly in credential attainment and smaller programs with limited participation, before turning it over to Mark Baird, Deputy Director of the REACH Office.

Baird provided an overview of the LWDB letter grade system created under the REACH Act to strengthen accountability and continuous improvement across Florida's workforce system. He discussed how performance measures and grading criteria have evolved over time and shared preliminary statewide trend data for program year 2024. Due to time limitations, his presentation concluded before he could address potential future updates to the letter grade model, which will be revisited at a later date.

**X. Monitoring Findings Update**

Victoria Gaitanis and Karmyn Hill, Bureau Chief of One-Stop and Program Support at Florida Commerce, provided a high-level update on the state's evolving monitoring process, emphasizing a shift from compliance-based reviews to a collaborative, performance-focused approach. They highlighted the introduction of Performance Improvement Plans (PIPs), developed jointly with CareerSource Florida and local boards, to strengthen outcomes through data-driven support rather than corrective action. They concluded noting next steps with the commitment to continuous improvement and partnership across the workforce system.

**XI. Open Discussion/Public Comment**

Chair Eccleston opened the floor to any council members who wished to ask questions or make comments.

Rusty Skinner, CEO of CareerSource Citrus Levy Marion, made a public comment in reference to slide 77 regarding performance metrics for their board. He acknowledged the board's performance decline from an A-minus to a B under the letter grade metrics and noted ongoing challenges related to dislocated worker programs. Skinner clarified that while overall scores have dipped, many performance goals were still met or exceeded in prior years.

**XII. Chair's Closing Remarks**

Chair Eccleston thanked the councils for their participation and engagement.

Chair Eccleston noted the actions of these councils are instrumental in advancing Florida's workforce system and ensuring local workforce development boards are held to the highest performance standards.

The meeting was adjourned at 12:04 p.m.

*Additional meeting dialogue is recorded and available online at [this link](#).*

Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

## **Action Item 1**

### **CONDITIONAL ACCEPTANCE OF CAREERSOURCE FLORIDA 2024-2025 ANNUAL AUDIT**

CareerSource Florida's independent audit firm, Cherry Bekaert, LLC., has substantially completed the annual financial audit of the accounting records and systems of CareerSource Florida for the fiscal year ending June 30, 2025. Enclosed in the agenda packet is a draft copy of the audit report.

In accordance with Policy Number 121 issued by the Florida Department of Commerce on Resolution of Recipient and Subrecipient Monitoring and Audit Findings, auditors will appear before the Board, or an appropriate committee of the Board, to explain the opinions expressed by the auditor and to discuss the significance of any audit findings, including any findings contained in the Management Letter.

Copies of the audit, management letter, and any corrective action plan must be submitted to the Florida Department of Commerce Inspector General, the State Auditor General's Office, the Department of Financial Services, and the Federal Audit Clearinghouse, as well as to the Governor, House, and Senate as part of the CareerSource Florida annual report required to be submitted by December 1 of each year.

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### **FOR CONSIDERATION**

- **Conditional acceptance of the annual financial audit for the fiscal year ending June 30, 2025, conducted and prepared by Cherry Bekaert, LLC.**

**CAREERSOURCE FLORIDA, INC.**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION**

*As of and for the Year Ended June 30, 2025*

*And Report of Independent Auditor*



**CAREERSOURCE FLORIDA, INC.**  
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## Report of Independent Auditor

**PLACEHOLDER**

DRAFT

**Report of Independent Auditor**

**PLACEHOLDER PAGE 2**

DRAFT

**Report of Independent Auditor**

**PLACEHOLDER PAGE 3**

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# **CAREERSOURCE FLORIDA, INC.**

## **MANAGEMENT'S DISCUSSION AND ANALYSIS**

*JUNE 30, 2025 AND 2024*

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This discussion and analysis of CareerSource Florida, Inc.'s financial performance provides an overview of its financial activities for the fiscal year ended June 30, 2025. This analysis should be read in conjunction with the report of independent auditor (pages 1-3) and the basic financial statements, which begin on page 15.

### **Financial Highlights**

Assets of CareerSource Florida, Inc. exceeded its liabilities at the close of the most recent fiscal year by \$826,541 (net position of \$823,695, is unrestricted). Assets exceeded liabilities at the close of the prior fiscal year by \$880,006 (net position of \$860,736 is unrestricted).

Government assistance, including pass-through grants, accounted for \$19,692,140 and \$20,438,514 in revenue for the years ended June 30, 2025 and 2024, respectively.

For the years ended June 30, 2025 and 2024, CareerSource Florida, Inc. spent \$1,155,574 and \$1,399,637, respectively, for Incumbent Worker Training programs, \$6,629,870 and \$5,112,245 respectively, for Quick Response Training, and \$12,091,182 and \$14,015,063, respectively, in other program costs, which include general, administrative, and contractual expenses. For the year ended June 30, 2025, CareerSource Florida, Inc. incurred \$19,876,626 in total expenses for a total decrease of \$650,319 or 3.17% compared to prior year. For the year ended June 30, 2024, CareerSource Florida, Inc. incurred \$20,526,945 in total expenses for a total increase of \$3,959,019 or 23.91% from the prior year.

### **Overview of Financial Statements**

This discussion and analysis is intended to serve as an introduction to CareerSource Florida, Inc.'s basic financial statements. The basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

### **Government-Wide Financial Statements**

The Government-wide Financial Statements are designed to provide readers with a broad overview of CareerSource Florida, Inc.'s finances, in a manner similar to a private-sector business. CareerSource Florida, Inc.'s government-wide financial statements include the statement of net position and the statement of activities.

The Statement of Net Position presents financial and capital resources of CareerSource Florida, Inc. Assets are reported when CareerSource Florida, Inc. acquires ownership over assets and liabilities are reported when they are incurred, regardless of the timing of the related cash flows. The difference between CareerSource Florida, Inc.'s total assets and total liabilities is net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The Statement of Activities presents revenue and expenses and shows how CareerSource Florida, Inc.'s net position changed during the most recent fiscal year. All changes in net position are reported in a manner similar to the approach used by a private-sector business in that revenues are recognized when earned or established criteria are satisfied and expenses are reported when incurred. Accordingly, revenues are reported even when they may not be collected for several months after the end of the accounting period and expenses are recorded even though they may not have used cash during the period.

### **Fund Financial Statements**

Fund financial statements consist of a balance sheet and a statement of revenues, expenditures, and changes in fund balances. These statements are prepared on an accounting basis that is significantly different from that used to prepare the government-wide financial statements.

**CAREERSOURCE FLORIDA, INC.**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**

*JUNE 30, 2025 AND 2024*

In general, these financial statements have a short-term emphasis and, for the most part, measure and account for the cash and other assets that can easily be converted to cash. For example, amounts reported on the balance sheet include items such as cash and receivables collectible within a short period of time, but do not include capital assets such as land and buildings. Fund liabilities include amounts that are to be paid within a short period after the end of the fiscal year. The difference between a fund's total assets and total liabilities is labeled as fund balance, and generally indicates the amount that can be used to finance the next fiscal year's activities.

**Notes to the Financial Statements**

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. They can be found on pages 15-23 of this report.

In addition to the basic financial statements and accompanying notes, this report also presents a Schedule of Expenditures of Federal Awards and State Financial Assistance, which can be found on page 29. This schedule lists all Federal and State grants awarded to CareerSource Florida, Inc. and the related expenditures for the fiscal year ended June 30, 2025.

**Government-Wide Financial Analysis**

One of the most important questions asked about CareerSource Florida, Inc.'s finances is, "Is CareerSource Florida, Inc., as a whole, better off or worse off as a result of the year's activities"? The statement of net position and the statement of activities report information about CareerSource Florida, Inc.'s activities in a way that will help answer this question. These two statements report the net position of CareerSource Florida, Inc. and changes in them during the last reporting period. You may think of CareerSource Florida, Inc.'s net position – the difference between assets and liabilities - as one way to measure financial health or financial position. Over time, increases or decreases in CareerSource Florida, Inc.'s net position are one indicator of whether its financial health is improving or deteriorating. However, you will need to consider other non-financial factors such as changes in interest rates, economic conditions, regulations, and new or changed governmental legislation.

The following schedule is a summary of the fiscal year 2025 Statement of Net Position, which can be found on page 9 of this report with comparative information for the fiscal years 2024 and 2023.

**Condensed Financial Statements**  
**Statement of Net Position**

	<b>2025</b>	<b>2024</b>	<b>2023</b>
<b>ASSETS</b>			
Current and other assets	\$ 9,760,118	\$ 6,565,930	\$ 8,187,932
Capital and long-term assets	460,295	663,636	862,214
<b>Total Assets</b>	<b>\$ 10,220,413</b>	<b>\$ 7,229,566</b>	<b>\$ 9,050,146</b>
<b>LIABILITIES</b>			
Current Liabilities	8,599,438	5,377,783	6,961,767
Long-term liabilities	794,434	971,777	1,187,460
<b>Total Expenses</b>	<b>\$ 9,393,872</b>	<b>\$ 6,349,560</b>	<b>\$ 8,149,227</b>
<b>NET POSITION</b>			
Net investment in capital assets	2,846	19,270	59,029
Net position, beginning of year	823,695	860,736	841,890
<b>Total Net Position</b>	<b>\$ 826,541</b>	<b>\$ 880,006</b>	<b>\$ 900,919</b>

**CAREERSOURCE FLORIDA, INC.**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**

*JUNE 30, 2025 AND 2024*

As noted earlier, changes in net position may serve over time as a useful indicator of an organization's financial position. For the year ended June 30, 2025, CareerSource Florida, Inc.'s net position is \$826,541, which is a decrease of \$53,465 in net position for the year. This decrease in net position represented a decrease of approximately 6.08% from the \$880,006 net position at June 30, 2024, and is the result of a decrease in capital assets due to depreciation and amortization in 2025, net of the decrease in unrestricted funds. For the year ended June 30, 2024, CareerSource Florida, Inc.'s net position is \$880,006, which is a decrease of \$20,913 in net position for the year. This decrease in net position represented a decrease of approximately 2.32% from the \$900,919 net position at June 30, 2023, and is the result of a decrease in capital assets due to depreciation and amortization in 2024, net of the decrease in unrestricted funds. The majority of CareerSource Florida, Inc.'s net position is unrestricted and can be used for operations and program related expenses.

The following chart is a summary of the information presented in the 2025 Statement of Activities found on page 10 of this report, with comparative information in 2024 and 2023.

**Careersource Florida, Inc.'s Statement of Activities**

	<b>2025</b>	<b>2024</b>	<b>2023</b>
Revenue:			
Operating grants and contributions	\$ 19,692,140	\$ 20,438,514	\$ 16,453,370
Other income	131,021	67,518	1,522
Total Revenue	19,823,161	20,506,032	16,454,892
Expenses:			
Program Services:			
Incumbent worker training	1,155,574	1,399,637	985,047
Quick response training	6,629,870	5,112,245	5,066,916
Other program costs	12,091,182	14,015,063	10,515,963
Total Expenses	19,876,626	20,526,945	16,567,926
Change in net position	(53,465)	(20,913)	(113,034)
Net position, beginning of year	1,205,252	1,226,165	1,226,165
Net position, end of year	\$ 1,151,787	\$ 1,205,252	\$ 1,113,131

Governmental activities decreased CareerSource Florida, Inc.'s net position by \$53,465, or by 6.08%, for the year ended June 30, 2025, and decreased CareerSource Florida, Inc.'s net position by \$20,913, or by 2.32%, for the year ended June 30, 2024. The following information related key points regarding the financial activities that significantly impacted the change in net assets:

- Operating grants and contributions revenue decreased by \$746,374, or 3.65, in 2025. This resulted from a decrease in the amount of requested reimbursements in the Incumbent Worker Training grant program in the year and reduced contract expenses related to the special projects, partially offset by an increase in the amount of requested reimbursements in the Quick Response Training grant program. Operating grants and contributions revenue increased by \$3,985,144, or 24.22%, in 2024. This resulted from an increase in the amount of requested reimbursements in the Incumbent Worker Training grant program in the year and additional contract expenses related to the REACH Act.

## CAREERSOURCE FLORIDA, INC. MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2025 AND 2024

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- Incumbent Worker Training (IWT) grant reimbursements decreased by \$244,063, or 17.44%, in 2025, and increased by \$414,590, or 42.09%, in 2024. IWT expenses are incurred on a reimbursement-request basis and are subject to timing variances; thus, these changes are a result of timing variances pertaining to award issuance and subsequent reimbursement requested. For the year ended June 30, 2025, CareerSource Florida, Inc. received and processed fewer requested reimbursements than the previous year, and for the year ended June 30, 2024, CareerSource Florida, Inc. received and processed more requested reimbursements than the previous year.
- Quick Response Training ("QRT") grant assistance increased by \$1,517,625, or 29.69%, in 2025, and increased by \$45,329, or 0.89%, in 2024. QRT expenses are incurred on a reimbursement-request basis and are subject to timing variances; thus, these changes are a result of timing variances pertaining to award issuance and subsequent reimbursement requested. For the years ended June 30, 2025 and 2024, CareerSource Florida, Inc. received and processed more requested reimbursements than each of the previous years.
- Other Program Costs decreased by \$1,923,881, or 13.73%, in 2025. This decrease is mostly in program costs due to reduced special project contracts. Other Program Costs increased by \$3,499,100, or 33.27%, in 2024. This increase is mostly in program costs due to additional contract expenses related to the REACH Act.

### Fund Financial Analysis

As noted earlier, CareerSource Florida, Inc. also presents fund financial statements to provide information on near-term inflows, outflows, and balances of spendable resources. CareerSource Florida, Inc. has one governmental fund (the General Fund). The financial operations of the General Fund are included in the Statement of Revenues, Expenditures, and Changes in Fund Balance on page 14 of this report.

The following are significant highlights of the general fund financial statements:

- At June 30, 2025, total assets were \$9,760,118, of which cash accounted for 77.90% of the total balance. At June 30, 2024, total assets were \$6,565,930, of which cash accounted for 45.68% of the total balance.
- Cash increased a total of \$4,604,027 in 2025 for a balance of \$7,603,116 at June 30, 2025. This was the result of QRT program funds receipted during the year exceeding disbursements, and an increase in grant payables at year end. Cash decreased a total of \$2,025,378 in 2024 for a balance of \$2,999,089 at June 30, 2024. This was the result QRT program funds disbursed during the year exceeding receipts, and an advance of QRT program funds requested in June 2024 not being received until after year- end.
- Total general fund liabilities at June 30, 2025 were \$8,599,438, of which unearned revenues accounted for approximately 61.16% of the total. The increase in the unearned revenue balance resulted from QRT program receipts during the year exceeding disbursements. Total general fund liabilities at June 30, 2024 were \$5,377,783, of which unearned revenues accounted for approximately 58.56% of the total. The decrease in the unearned revenue balance resulted from QRT program funds disbursed during the year exceeding receipts, and an advance of QRT program funds requested in June 2024 not being received until after year-end.
- Total General Fund revenues were \$19,731,401 for the year ended June 30, 2025, a decrease of \$774,631 or 3.78%. This decrease was driven by a decrease in the amount of requested reimbursements in Incumbent Worker Training grant program in the year and reduced contract expenses related to the special projects, partially offset by an increase in the amount of requested reimbursements in the Quick Response Training grant program. Total General Fund revenues were \$20,506,032 for the year ended June 30, 2024, an increase of \$4,051,140 or 24.62%. This increase was driven by more dollars being requested for reimbursement by IWT grantees and reimbursements for additional contract expenses related to the REACH Act.



## **CAREERSOURCE FLORIDA, INC.**

### **MANAGEMENT'S DISCUSSION AND ANALYSIS**

*JUNE 30, 2025 AND 2024*

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- Total expenditures decreased by \$693,422 in 2025, or 3.38%. This was primarily the result of increased spending in QRT program. Total expenditures increased by \$4,061,592 in 2024, or 24.64%. This was primarily the result of increased spending of the IWT program and additional contract expenses related to the REACH Act.

#### **Capital Asset Administration**

CareerSource Florida, Inc.'s investment in capital assets amounts to \$2,845 for the year ended June 30, 2025 and \$19,270 for the year ended June 30, 2024 (net of accumulated depreciation and amortization), which includes the lease right-to-use assets and related lease liability. Additional information on CareerSource Florida, Inc.'s capital and lease right-to-use assets can be found in Notes 3 and 4 on pages 18-20 of this report.

#### **Economic Factors**

In accordance with the Workforce Innovation and Opportunity Act of 2014, CareerSource Florida, Inc. operates throughout the state as the primary workforce policy organization on behalf of the State of Florida. CareerSource Florida, Inc. accomplishes this by linking workforce and economic development strategies through business-driven initiatives and programs to ensure that Florida's Workforce has the skills that will meet current and future business needs. Florida businesses continue to cite workforce issues as their most important concern, according to surveys undertaken by various business associations. This concern is consistent with national studies highlighting the difficulties of finding and keeping qualified workers. Additionally, the growing prominence of the technology and biotechnology sectors increases the need to produce skilled workers.

Since Florida's economy is linked to both national and global economic markets which are impacted and driven by major changes and advancements in technology, the challenges facing CareerSource Florida, Inc. will never be completely accomplished and must be continuously adapted to meet these challenges from year to year. CareerSource Florida, Inc. also promotes an environment where Floridians have the opportunity to upgrade their education and skills to obtain jobs that lead to economic self-sufficiency.

Funding for CareerSource Florida, Inc., its initiatives and operations, is derived from legislative appropriations from revenues collected by the State of Florida and Federal workforce training funds. In addition to funds for general operational costs of the Board and direct staff, CareerSource Florida, Inc. receives funding for two customized training programs the Quick Response Training and Incumbent Worker Training programs.

#### **Request for Information**

This financial report is designed to provide a general overview of CareerSource Florida, Inc.'s finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to CareerSource Florida, Inc., PO Box 13179, Tallahassee, FL 32317.

**CAREERSOURCE FLORIDA, INC.**  
**STATEMENT OF NET POSITION**

*JUNE 30, 2025 AND 2024*

	<b>2025</b>	<b>2024</b>
<b>ASSETS</b>		
Current Assets:		
Cash	\$ 7,603,116	\$ 2,999,089
Grants and contracts receivable	2,048,382	3,469,638
Prepaid expenses	108,120	96,703
Total Current Assets	<u>9,759,618</u>	<u>6,565,430</u>
Noncurrent Assets:		
Capital assets, net	2,846	19,720
Lease right-to-use asset, net	457,449	643,916
Prepaid expenses	500	500
Total Noncurrent Assets	<u>460,795</u>	<u>664,136</u>
<b>Total Assets</b>	<u><u>\$ 10,220,413</u></u>	<u><u>\$ 7,229,566</u></u>
<b>LIABILITIES AND NET POSITION</b>		
Current Liabilities:		
Accounts payable and accrued liabilities	\$ 3,339,898	\$ 2,228,553
Unearned revenue	5,259,540	3,149,230
Total Current Liabilities	<u>8,599,438</u>	<u>5,377,783</u>
Long-Term Liabilities:		
Due within one year:		
Compensated absences	172,945	143,376
Lease liability	228,453	212,969
Due in more than one year:		
Compensated absences	35,423	29,366
Lease liability	357,613	586,066
Total Long-Term Liabilities	<u>794,434</u>	<u>971,777</u>
Total Liabilities	<u>9,393,872</u>	<u>6,349,560</u>
Net Position:		
Net investment in capital assets	2,846	19,270
Unrestricted	823,695	860,736
Total Net Position	<u>826,541</u>	<u>880,006</u>
<b>Total Liabilities and Net Position</b>	<u><u>\$ 10,220,413</u></u>	<u><u>\$ 7,229,566</u></u>

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**

YEAR ENDED JUNE 30, 2025

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Changes in Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities
Governmental Activities:					
Economic environment					
Incumbent worker training	\$ 1,155,574	\$ -	\$ 1,155,574	\$ -	\$ -
Quick response training	6,629,870	-	6,629,870	-	-
Other program costs	12,091,182	-	11,906,696	-	(184,486)
Total Governmental Activities	<u>\$19,876,626</u>	<u>\$ -</u>	<u>\$19,692,140</u>	<u>\$ -</u>	<u>\$ (184,486)</u>
General Revenue:					
Miscellaneous					131,021
Total General Revenue					131,021
Change in net position					(53,465)
Net position, beginning of year					880,006
Net position, end of year					<u>\$ 826,541</u>

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**

YEAR ENDED JUNE 30, 2024

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Changes in Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities
Governmental Activities:					
Economic environment					
Incumbent worker training	\$ 1,399,637	\$ -	\$ 1,399,637	\$ -	\$ -
Quick response training	5,112,245	-	5,112,245	-	-
Other program costs	14,015,063	-	13,926,632	-	(88,431)
Total Governmental Activities	<u>\$20,526,945</u>	<u>\$ -</u>	<u>\$20,438,514</u>	<u>\$ -</u>	<u>\$ (88,431)</u>
General Revenue:					
Miscellaneous					67,518
Total General Revenue					<u>67,518</u>
Change in net position					(20,913)
Net position, beginning of year					<u>900,919</u>
Net position, end of year					<u>\$ 880,006</u>

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.**  
**BALANCE SHEETS**  
**GOVERNMENTAL FUND TYPES – GENERAL FUND**

*JUNE 30, 2025 AND 2024*

	<b>2025</b>	<b>2024</b>
<b>ASSETS</b>		
Current Assets:		
Cash	\$ 7,603,116	\$ 2,999,089
Grants and contracts receivable	2,048,382	3,469,638
Prepaid expenses	108,620	97,203
<b>Total Current Assets</b>	<b>\$ 9,760,118</b>	<b>\$ 6,565,930</b>
<b>LIABILITIES, DEFERRED INFLOWS, AND FUND BALANCE</b>		
Current Liabilities:		
Accounts payable and accrued liabilities	\$ 3,339,898	\$ 2,228,553
Unearned revenue	5,259,540	3,149,230
<b>Total Current Liabilities</b>	<b>8,599,438</b>	<b>5,377,783</b>
Deferred Inflows of Resources:		
Unavailable revenue	91,760	-
Fund Balance:		
Non-spendable - prepaid expenses	108,620	97,203
Unassigned	960,300	1,090,944
Fund Balance	1,068,920	1,188,147
<b>Total Liabilities, Deferred Inflows, and Fund Balance</b>	<b>\$ 9,760,118</b>	<b>\$ 6,565,930</b>

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.****RECONCILIATION OF THE BALANCE SHEETS OF THE GOVERNMENTAL FUND TO THE STATEMENTS OF NET POSITION***JUNE 30, 2025 AND 2024*

	<b>2025</b>	<b>2024</b>
Total fund balance of governmental fund	\$ 1,068,920	\$ 1,188,147
Amounts reported for governmental activities in the statements of net position are different because:		
Long-term liabilities are not due and payable in the current period and, therefore, are not reported in the funds. These liabilities consist of:		
Compensated absences	(208,368)	(172,742)
Lease liability	(586,066)	(799,035)
Amounts to be collected under receivables that are not available to pay for the current period's expenditures and are reported as a deferred inflow of resources in the fund.	91,760	-
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the fund.	2,846	19,720
Lease right-to-use assets used in governmental activities are not financial resources and, therefore, are not reported in the fund.	457,449	643,916
Net position of governmental activities	<u>\$ 826,541</u>	<u>\$ 880,006</u>

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.****STATEMENTS OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE  
GOVERNMENTAL FUND TYPE - GENERAL FUND***YEARS ENDED JUNE 30, 2025 AND 2024*

	<b>2025</b>	<b>2024</b>
Revenue:		
Intergovernmental revenue	\$ 19,600,380	\$ 20,438,514
Miscellaneous	131,021	67,518
Total Revenue	19,731,401	20,506,032
Expenditures:		
Other program costs	7,563,829	9,975,617
Grants and aids	7,785,444	6,511,882
Salaries and benefits	3,246,854	2,961,123
Administration contracts	444,863	399,423
Occupancy	234,263	232,066
Board meetings and travel	100,295	164,240
Dues and subscriptions	82,020	85,899
Office expenses	70,775	67,868
Travel	65,030	66,727
Professional fees and consultants	79,986	50,274
Insurance	19,590	15,436
Telephone and communications	14,277	13,495
Training and registrations	143,402	-
Total Expenditures	19,850,628	20,544,050
Net change in fund balance	(119,227)	(38,018)
Fund balance at beginning of year	1,188,147	1,226,165
Fund balance at end of year	\$ 1,068,920	\$ 1,188,147

The accompanying notes to the financial statements are an integral part of these statements.

**CAREERSOURCE FLORIDA, INC.****RECONCILIATION OF THE STATEMENTS OF REVENUES, EXPENDITURES, AND  
CHANGES IN FUND BALANCE OF THE GOVERNMENTAL FUND TO THE  
STATEMENTS OF ACTIVITIES***YEARS ENDED JUNE 30, 2025 AND 2024*

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	<u>2025</u>	<u>2024</u>
Net change in fund balance - total governmental fund	\$ (119,227)	\$ (38,018)

Amounts reported for governmental activities in the statements  
of net position are different because:

Some expenses reported in the statements of activities do not  
require the use of current financial resources and, therefore,  
are not reported as expenditures in the governmental fund:

Unused compensated absences	(35,626)	43,815
Lease liability	212,969	195,507

Receivables uncollected within 60 days of year-end are unavailable  
to pay for current period expenditures and are reported as a  
deferred inflow of resources in the fund.

91,760	-
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Governmental funds report capital outlays as expenditures.  
However, in the statements of activities, the cost of those  
assets is allocated over their estimated useful lives as  
depreciation and amortization expense:

Depreciation and amortization expense on capital assets	(16,874)	(39,309)
Amortization expense on lease right-to-use assets	<u>(186,467)</u>	<u>(182,908)</u>
Change in net position of governmental activities	<u>\$ (53,465)</u>	<u>\$ (20,913)</u>

The accompanying notes to the financial statements are an integral part of these statements.



# CAREERSOURCE FLORIDA, INC.

## NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2025 AND 2024

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### Note 1—Summary of significant accounting policies

*Reporting Entity* – CareerSource Florida, Inc. (“CareerSource Florida” or “the Organization”) is a not-for-profit corporation created by Chapter 445 of the Florida Statutes. Chapter 2000-165, Laws of Florida, known as the Workforce Innovation Act of 2000, superseded by the Workforce Innovation and Opportunity Act of 2014, created the corporation, which became effective July 1, 2000. This corporation is required to be registered, incorporated, organized, and operated in compliance with Chapter 617, Florida Statutes, as a nonentity of State government.

CareerSource Florida is the principal workforce policy organization for the State of Florida and the local workforce boards. The Florida Workforce System connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity. The Organization is administratively housed within the Department of Commerce (“FloridaCommerce”), and contracts with FloridaCommerce to implement its strategic policies and administer the workforce system.

CareerSource Florida is governed by a Board of Directors (the Board), whose membership and appointment is determined by the Governor of the State of Florida and must be consistent with Public Law No. 113-128, Title I, Section 101(b) since it serves as the State’s Workforce Investment Board pursuant to law.

Though the State of Florida appoints the Board, it has no further accountability. Therefore, for financial reporting purposes, CareerSource Florida is a related organization of the State. There are no component units included in the accompanying financial statements.

The accounting policies of the Organization conform to generally accepted accounting principles (“GAAP”) as applied to governmental units. The more significant accounting policies used by the Organization are described below. The Organization’s reporting entity applies all relevant Governmental Accounting Standards Board (“GASB”) pronouncements.

*Government-Wide Financial Statements* – The government-wide financial statements (i.e., the statements of net position and the statements of activities) report information on all of the nonfiduciary activities of CareerSource Florida. The focus of the government-wide statements is on the sustainability of CareerSource Florida as an entity and the change in aggregate financial position resulting from the activities of the fiscal period.

The statements of activities demonstrate the degree to which the direct expenses of a given function are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function. Program revenues include operating grants and contributions used to recover expense of a given function or program. Other items not properly included among program revenues are reported instead as general revenues.

While separate government-wide and fund financial statements are presented, they are interrelated. The governmental activities column incorporates data from the governmental fund.

*Fund Financial Statements* – The fund financial statements provide information about CareerSource Florida’s governmental fund. Separate statements for the governmental fund are presented. CareerSource Florida reports one governmental fund, the General Fund, which is used to account for all financial resources of the Organization. The general fund is reported as a major fund.

*Measurement Focus, Basis of Accounting, and Financial Statement Presentation* – The accounting and financial reporting treatment is determined by the applicable measurement focus and basis of accounting. Measurement focus indicates the type of resources being measured such as current financial resources or economic resources. The basis of accounting indicates the timing of transactions or events for recognition in the financial statements.

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

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**Note 1—Summary of significant accounting policies (continued)**

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility and timing requirements imposed by the provider have been met.

The governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the government considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures are generally recorded when a liability is incurred, as under accrual accounting. However, expenditures related to compensated absences and lease payables are recorded only when payment is due. General capital asset acquisitions are reported as expenditures in governmental funds.

Expenditure-driven grants are recognized as revenue when the qualifying expenditures have been incurred and all other eligibility requirements have been met, and the amount is received during the period or within the availability period for this revenue source (within 60 days of year-end). All other revenue items are considered to be measurable and available only when cash is received by the Organization.

*Budgetary Information* – GASB requires budgetary comparisons to be presented for the general fund that has a legally adopted budget. Management has determined that CareerSource Florida is not legally required to adopt an operating budget by the FloridaCommerce, Florida Statutes, or any federal regulation. Therefore, no budgetary comparison schedules have been presented.

*Use of Estimates* – The preparation of U.S. GAAP financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

*Cash* – CareerSource Florida's cash are considered to be cash on hand and demand deposit checking accounts.

*Grants and Contracts Receivable* – Grants and contracts receivable consist primarily of amounts due from FloridaCommerce. Management determines the allowance for doubtful accounts based on specific identification and a general reserve based on management's experience with prior collections and the current economic environment. Management's estimate of potential uncollectible amounts associated with grants and contracts receivable is immaterial; accordingly, no allowance for doubtful accounts has been recorded.

*Capital Assets* – Capital assets, which include property and equipment, are reported in the government-wide financial statements. Capital assets are defined by CareerSource Florida as assets with an initial, individual cost of more than \$5,000 and an estimated useful life in excess of one year. As the Organization acquires additional capital assets each period they are capitalized and reported at historical cost. The reported value excludes normal maintenance and repairs which are essentially amounts spent in relation to capital assets that do not increase the capacity or efficiency of the item or increase its estimated useful life. Donated capital assets are recorded at their estimated acquisition value at the date of donation.

Property and equipment are depreciated using the straight-line method over the following estimated useful lives:

Leasehold improvements	5 Years
Office furniture	7 Years
Office equipment and computers	5 Years

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

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**Note 1—Summary of significant accounting policies (continued)**

Capital assets acquired by CareerSource Florida are considered to be owned by the Organization. However, funding sources may maintain an equitable interest in the property purchased with grant monies as well as the right to determine the use of any proceeds from the sale of these assets. The Federal government has a reversionary interest in those assets purchased with its funds which have a cost of \$5,000 or more and an estimated useful life of at least one year.

*Leases* – Lease contracts that provide the Organization with control of a non-financial asset, such as land, buildings, or equipment, for a period of time in excess of twelve months are reported as a leased asset with a related lease liability. The lease liability is recorded at the present value of future lease payments, including fixed payments, variable payments based on an index or fixed rate and reasonably certain residual guarantees. The intangible leased asset is recorded for the same amount as the related lease liability plus any prepayments and initial direct costs to place the asset in service. Leased assets are amortized over the shorter of the useful life of the asset or the lease term. The lease liability is reduced for lease payments made, less the interest portion of the lease payment.

*Compensated Absences* – Permanent full-time employees are granted vacation benefits in varying amounts to specified maximums depending on tenure with the Organization. CareerSource Florida employees' annual leave balances in excess of 360 hours will be transferred to sick leave on an hour-for-hour basis. Sick leave is accrued but generally only paid out at 25% of the accrued balance after ten years of service up to a stated maximum. However, the employment contract with the President stipulates that sick leave is paid in accordance with the employment contract. CareerSource Florida evaluated compensated absences to recognize balances that are more likely than not to be paid as the respective liability.

*Revenue Recognition* – Revenues are recognized when earned. CareerSource Florida received advanced funds from the State of Florida to administer the Quick Response Training program. Under this program, the Organization awards funds to businesses that provide training to the businesses' employees via local community colleges and/or state universities. CareerSource Florida defers the revenue relating to these programs until the earnings process is substantially complete, which the Organization has determined occurs when the training has taken place and the college or business has submitted requests for reimbursement.

*Deferred Inflows of Resources* – Deferred Inflows of Resources, represents an acquisition of net assets that applies to a future period and so will not be recognized as revenue until then. CareerSource Florida has unavailable revenue related to grants that meets the criteria.

*Transferred Investment Income* – As a condition of its grants and in compliance with 2 CFR 200.305 of the Uniform Guidance as adopted by CareerSource Florida, all interest above \$500 earned on funds advanced from the State of Florida is due and payable to the State of Florida. At June 30, 2025 and 2024, the applicable liability due to the State of Florida is included in accrued liabilities in the statements of net position.

*Categories and Classification of Net Position and Fund Balance – Net Position Flow Assumption* – Sometimes CareerSource Florida will fund outlays for a particular purpose from both restricted (e.g., restricted grant proceeds) and unrestricted resources. In order to calculate the amounts to report as restricted – net position and unrestricted – net position in the government-wide financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is CareerSource Florida's policy to consider restricted – net position to have been depleted before unrestricted – net position is applied.

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

JUNE 30, 2025 AND 2024

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**Note 1—Summary of significant accounting policies (continued)**

*Fund Balance Flow Assumptions* – Sometimes CareerSource Florida will fund outlays for a particular purpose from both restricted and unrestricted resources (the total of committed, assigned, and unassigned fund balance). In order to calculate the amounts to report as restricted, committed, assigned, and unassigned fund balance in the governmental fund financial statements a flow assumption must be made about the order in which the resources are considered to be applied. It is CareerSource Florida's policy to consider restricted fund balance to have been depleted before using any of the components of unrestricted fund balance. Further, when the components of unrestricted fund balance can be used for the same purpose, committed fund balance is depleted first, followed by assigned fund balance. Unassigned fund balance is applied last.

*Fund Balance Policies* – Fund balance of governmental funds is reported in various categories based on the nature of any limitations requiring the use of resources for specific purposes. The Organization itself can establish limitations on the use of resources through either a commitment (committed fund balance) or an assignment (assigned fund balance).

The provisions of GASB Statement No. 54, Fund Balance Reporting and Governmental Fund Type Definitions, specifies the following classifications:

- *Nonspendable Fund Balance* – Nonspendable fund balances are amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.
- *Restricted Fund Balance* – Restricted fund balances are restricted when constraints placed on the use of resources are either: (a) externally imposed by creditors, grantors, contributors, or laws or regulations of other governments; or (b) imposed by law through constitutional provisions or enabling legislation. As of June 30, 2025 and 2024 there are no amounts that are classified as restricted fund balance.
- *Committed Fund Balance* – The committed fund balance classification includes amounts that can be used only for the specific purposes determined by a formal action of the Organization's highest level of decision-making authority. The Board of Directors is the highest level of decision-making authority for the Organization that can, by adoption of a board resolution prior to the end of the fiscal year, commit fund balance. Once adopted, the limitation imposed by the board resolution remains in place until a similar action is taken (the adoption of another board resolution) to remove or revise the limitation. As of June 30, 2025 and 2024 there are no amounts that are classified as committed fund balance.
- *Assigned Fund Balance* – The assigned fund balance consists of amounts that are constrained by a less-than-formal action of the Organization's governing authority, or by an individual or body to whom the governing authority has delegated this responsibility. In addition, residual balances in capital projects and debt service funds are considered assigned for the general purpose of the respective fund. Unlike commitments, assignments generally only exist temporarily. In other words, an additional action does not normally have to be taken for the removal of an assignment. Conversely, as discussed above, an additional action is essential to either remove or revise a commitment. As of June 30, 2025 and 2024 there are no amounts that are classified as assigned fund balance.
- *Unassigned Fund Balance* – Unassigned fund balance is the residual classification for the General Fund.

*Income Taxes* – CareerSource Florida is generally exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization is exempt from state income taxes on related income pursuant to Chapter 220.13 of the Florida Statutes. As a charitable organization, only unrelated business income, as defined by Section 509(a)(1) of the Internal Revenue Code, is subject to federal income tax. CareerSource Florida currently has no unrelated business income. Therefore, no provision for income taxes has been made in the accompanying financial statements.

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

JUNE 30, 2025 AND 2024

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**Note 1—Summary of significant accounting policies (continued)**

CareerSource Florida has reviewed and evaluated the relevant technical merits of each of its tax positions in accordance with accounting principles generally accepted in the United States of America for accounting for uncertainty in income taxes, and determined that there are no uncertain tax positions that would have a material impact on the financial statements of the Organization.

*Functional Allocation of Expenses* – Expenses are charged directly to programs that benefit from the expense where possible, or to the indirect cost pool. Indirect expenses are allocated to programs based on the percentage of total funds from each program utilized across the entire Organization from the prior quarter.

*Subsequent Events* – Management has evaluated subsequent events through the date that the financial statements were available to be issued, **November XX, 2025**, and determined there are no events that require disclosure. No subsequent events occurring after this date have been evaluated for inclusion in these financial statements.

Recent Accounting Guidance:

*GASB Statement No. 101* – In June 2022, GASB issued GASB Statement No. 101, *Compensated Absences*. The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The requirements of this Statement are effective for fiscal years beginning after December 15, 2023, and all reporting periods thereafter. There have been no significant changes in accounting policies or practices related to the implementation of GASB Statement No. 101 during the reporting period.

*GASB Statement No. 102* – In December 2023, GASB issued GASB Statement No. 102, *Certain Risk Disclosures*. This Statement requires a government to assess whether a concentration or constraint makes the primary government reporting unit or other reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. Additionally, this Statement requires a government to assess whether an event or events associated with a concentration or constraint that could cause the substantial impact have occurred, have begun to occur, or are more likely than not to begin to occur within 12 months of the date the financial statements are issued. If a government determines that those criteria for disclosure have been met for a concentration or constraint, it should disclose information in notes to financial statements in sufficient detail to enable users of financial statements to understand the nature of the circumstances disclosed and the government's vulnerability to the risk of a substantial impact. The requirements of this Statement are effective for fiscal years beginning after June 15, 2024, and all reporting periods thereafter. There have been no significant changes in accounting policies, practices, or disclosures related to the implementation of GASB Statement No. 102 during the reporting period.

*GASB Statement No. 103* – In April 2024, GASB issued GASB Statement No. 103, *Financial Reporting Model Improvements*. The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement also addresses certain application issues. Areas affected include management's discussion and analysis, unusual or infrequent items, presentation of the proprietary fund statement of revenues, expenses, and changes in fund net position, major component unit information, and budgetary comparison information. The requirements of this Statement are effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter. The Organization is currently evaluating the impact of this guidance on its financial statements.

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

**Note 2—Cash**

Florida Statutes provide for risk sharing collateral pools by banks and savings and loan associations. These pools collateralize local government deposits and certificates of deposit with participating depositories. CareerSource Florida's demand deposits are placed in such authorized depositories.

Custodial credit risk for deposits is the risk that in the event of a bank failure, the Organization's deposits may not be returned or the Organization will not be able to recover collateral securities in the possession of an outside party. At June 30, 2025 and 2024, the carrying amount of CareerSource Florida, Inc.'s deposits was \$7,603,116 and \$2,999,089, respectively, and the bank balance of CareerSource Florida, Inc.'s deposits was \$7,826,421 and \$3,350,912, respectively. The bank balance is insured up to Federal Deposit Insurance Corporation ("FDIC") limits or by collateral held by CareerSource Florida's custodial bank which is pledged to a state trust fund that provides security for amounts held in excess of FDIC coverage in accordance with the Florida Security for Deposits Act, Chapter 280, Florida Statutes. The Florida Security for Public Deposits Act established guidelines for qualification and participation by banks and savings associations, procedures for the administration of the collateral requirements, and characteristics of eligible collateral.

**Note 3—Capital assets, net**

The following is a summary of changes in capital assets during the years ended June 30, 2025 and 2024:

	<b>July 1, 2024</b>	<b>Increases</b>	<b>Decreases</b>	<b>June 30, 2025</b>
Capital assets:				
Leasehold improvements	\$ 17,505	\$ -	\$ -	\$ 17,505
Office furniture	219,652	-	-	219,652
Office equipment and computers	309,118	-	-	309,118
Total capital assets	546,275	-	-	546,275
Less accumulated depreciation and amortization:				
Leasehold improvements	(17,505)	-	-	(17,505)
Office furniture	(208,863)	(10,789)	-	(219,652)
Office equipment and computers	(300,187)	(6,085)	-	(306,272)
Total accumulated depreciation and amortization	(526,555)	(16,874)	-	(543,429)
Lease right-to-use assets	\$ 19,720	\$ (16,874)	\$ -	\$ 2,846

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

**Note 3—Capital assets, net (continued)**

	<b>July 1, 2023</b>	<b>Increases</b>	<b>Decreases</b>	<b>June 30, 2024</b>
Capital assets:				
Leasehold improvements	\$ 17,505	\$ -	\$ -	\$ 17,505
Office furniture	219,652	-	-	219,652
Office equipment and computers	309,118	-	-	309,118
Total capital assets	546,275	-	-	546,275
Less accumulated depreciation and amortization:				
Leasehold improvements	(17,505)	-	-	(17,505)
Office furniture	(177,485)	(31,378)	-	(208,863)
Office equipment and computers	(292,256)	(7,931)	-	(300,187)
Total accumulated depreciation and amortization	(487,246)	(39,309)	-	(526,555)
Lease right-to-use assets	\$ 59,029	\$ (39,309)	\$ -	\$ 19,720

Depreciation and amortization expense related to capital assets was \$16,874 and \$39,309 for the years ended June 30, 2025 and 2024, respectively, which was charged to other program costs in the statements of activities.

**Note 4—Leases**

The Organization leases office facilities under an agreement that expires in November 2027. The discount rate used as the interest rate was 4.25%, which is the Organization's incremental borrowing rate as of the commencement date of the lease.

The Organization also leases office equipment under an agreement that expires in March 2029. The discount rate used as the interest rate was 8.50%, which is the Organization's incremental borrowing rate as of the commencement date of the lease.

The following is a summary of changes in the lease right-to-use asset during the years ended June 30, 2025 and 2024:

	<b>July 1, 2024</b>	<b>Increases</b>	<b>Decreases</b>	<b>June 30, 2025</b>
Lease right-to-use assets:				
Facilities	\$ 1,862,823	\$ -	\$ -	\$ 1,862,823
Office equipment	23,639	-	-	23,639
Total lease right-to-use assets	1,886,462	-	-	1,886,462
Less accumulated amortization:				
Facilities	(1,241,377)	(181,739)	-	(1,423,116)
Office equipment	(1,169)	(4,728)	-	(5,897)
Total accumulated depreciation and amortization	(1,242,546)	(186,467)	-	(1,429,013)
Lease right-to-use assets, net	\$ 643,916	\$ (186,467)	\$ -	\$ 457,449

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

**Note 4—Leases (continued)**

	<u>July 1, 2023</u>	<u>Increases</u>	<u>Decreases</u>	<u>June 30, 2024</u>
Lease right-to-use assets:				
Facilities	\$ 1,862,823	\$ -	\$ -	\$ 1,862,823
Office equipment	-	23,639	-	23,639
Total lease right-to-use assets	<u>1,862,823</u>	<u>23,639</u>	<u>-</u>	<u>1,886,462</u>
Less accumulated amortization:				
Facilities	(1,059,638)	(181,739)	-	(1,241,377)
Office equipment	-	(1,169)	-	(1,169)
Total accumulated depreciation and amortization	<u>(1,059,638)</u>	<u>(182,908)</u>	<u>-</u>	<u>(1,242,546)</u>
Lease right-to-use assets, net	<u>\$ 803,185</u>	<u>\$ (159,269)</u>	<u>\$ -</u>	<u>\$ 643,916</u>

Amortization expense related to the lease right-to-use assets was \$186,467 and \$182,908 for the years ended June 30, 2025 and 2024, respectively, which was charged to other program costs in the statements of activities.

The following is a summary of changes in the lease liability during the years ended June 30, 2025 and 2024:

	<u>July 1, 2024</u>	<u>Increases</u>	<u>Decreases</u>	<u>June 30, 2025</u>	<u>Due Within One Year</u>
Lease Liability	<u>\$ 799,035</u>	<u>\$ -</u>	<u>\$ (212,969)</u>	<u>\$ 586,066</u>	<u>\$ 228,453</u>

	<u>July 1, 2023</u>	<u>Increases</u>	<u>Decreases</u>	<u>June 30, 2024</u>	<u>Due Within One Year</u>
Lease Liability	<u>\$ 970,903</u>	<u>\$ 23,639</u>	<u>\$ (195,507)</u>	<u>\$ 799,035</u>	<u>\$ 212,969</u>

<u>Years Ending June 30,</u>	<u>Principal</u>	<u>Interst</u>	<u>Total</u>
2026	\$ 228,452	\$ 21,218	\$ 249,670
2027	244,732	10,999	255,731
2028	108,668	1,704	110,372
2029	4,214	151	4,365
Total	<u>\$ 586,066</u>	<u>\$ 34,072</u>	<u>\$ 620,138</u>

Future debt service requirements on the lease payable at June 30, 2025 are as follows:

Interest expense related to the lease liability was \$30,747 and \$38,015 for the years ended June 30, 2025 and 2024, respectively, which was charged to other program costs in the statements of activities.



**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

**Note 5—Compensated absences**

The following is a summary of changes in compensated absences during the years ended June 30, 2025 and 2024:

	July 1, 2024	Net Change	June 30, 2025	Due Within One Year
Compensated absences	\$ 172,742	\$ 35,626	\$ 208,368	\$ 172,945

	July 1, 2023	Net Change	June 30, 2024	Due Within One Year
Compensated absences	\$ 216,557	\$ (43,815)	\$ 172,742	\$ 143,376

**Note 6—Retirement plan**

CareerSource Florida participates in a Safe Harbor 401k Plan (the Plan). The Plan covers all eligible employees of CareerSource Florida. Employer contributions are determined at the discretion of a fiduciary committee of CareerSource Florida and in accordance with the Internal Revenue Code. The Organization contributed a total of \$327,524 and \$284,141 to the Plan during the years ended June 30, 2025 and 2024, respectively. Employees are permitted to make contributions up to applicable Internal Revenue Code limits. Employees contributed \$159,026 and \$152,816 to the Plan during the years ended June 30, 2025 and 2024, respectively. Employees are immediately vested in their own contributions and earnings on those contributions. Employees become 100% vested in employer defined contributions after completing three years of service. For each of the years ended June 30, 2025 and 2024, plan forfeitures included in contribution expense totaled \$17,087 and \$20,003, respectively. Employer and employee contributions owed to the Plan as of June 30, 2025, and 2024 totaled \$-0- for both years. There were no expenses for the Plan paid for by CareerSource Florida during the years ended June 30, 2025 and 2024.

**Note 7—Commitments, concentrations, and contingencies**

See Note 4 for information on lease commitments.

*Significant Funding Source* – CareerSource Florida receives a substantial amount of its funding from the United States Department of Labor, the United States Department of Health and Human Services, and the United States Department of Education passed through the State of Florida, Department of Commerce, and funding from the State of Florida Department of Commerce directly. A significant reduction in the level of this funding, if this were to occur, could have an adverse effect on CareerSource Florida, Inc.'s programs and activities.

*Risk Management* – CareerSource Florida is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters. CareerSource Florida, Inc. has obtained insurance from commercial underwriters for the aforementioned risks, including workers' compensation for the years ended June 30, 2025 and 2024.

CareerSource Florida has not paid any settlements in excess of insurance coverage for each of the past three years. Furthermore, CareerSource Florida had no significant reduction in insurance coverage from the prior year.

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**

*JUNE 30, 2025 AND 2024*

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**Note 7—Commitments, concentrations, and contingencies (continued)**

*Grants* – The grant revenue amounts received are subject to audit and adjustment by grantor agencies. If any expenses are disallowed by the grantor agencies as a result of such an audit, any claim for reimbursement to the grantor agencies would become a liability of CareerSource Florida. In the opinion of management, all grant expenses are in compliance with terms of the grant agreements and applicable Federal and State laws and regulations.

**Note 8—Related party transactions**

Receivables of \$2,037,210 and \$3,466,641 were due from the State of Florida, Department of Commerce and Department of Corrections, at June 30, 2025 and 2024, respectively, and are included in grants and contracts receivable in the statements of net position and in the balance sheets of the governmental fund type – general fund. Federal and State program revenue received through the State of Florida, Department of Commerce and Department of Corrections, for the years ended June 30, 2025 and 2024 was \$19,692,140 and \$20,438,514 respectively.

## OTHER REPORTS

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**Report of Independent Auditor on Internal Control over Financial Reporting and on  
Compliance and Other Matters Based on an Audit of Financial Statements  
Performed in Accordance with *Government Auditing Standards***

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**Report of Independent Auditor on Compliance for Each Major Federal Awards Program  
and State Project and on Internal Control Over Compliance  
Required by the Uniform Guidance and Chapter 10.650, Rules of the Auditor General**

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**SUPPLEMENTARY INFORMATION**



**CAREERSOURCE FLORIDA, INC.**  
**SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS AND STATE FINANCIAL ASSISTANCE**

YEAR ENDED JUNE 30, 2025

Grantor/Pass-Through Grantor/Program Title/Grant Number	Assistance Listing Number	Passed Through to Subrecipients	Federal Expenditures
<b>FEDERAL</b>			
<b>United States Department of Labor:</b>			
Passed through FloridaCommerce:			
Employment Services Cluster:			
Wagner-Peyser Funded Activities	17.207	\$ -	\$ 1,956,370
Workforce Investment and Opportunity Act (WIOA) Cluster:			
WIA/WIOA Adult Program	17.258	-	1,751,292
WIA/WIOA Youth Activities	17.259	-	1,702,388
WIA/WIOA Dislocated Worker Formula Grants	17.278	-	3,343,223
Total Workforce Investment and Opportunity Act (WIOA) Cluster		-	6,796,903
<b>Total United States Department of Labor</b>		-	8,753,274
<b>U.S. Department of Commerce</b>			
Passed through Florida Dept of Economic Opportunity			
Broadband Opportunity Program	21.027	-	125,000
Broadband BEAD	21.027	-	249,949
<b>Total United States Department of Treasury</b>		-	374,949
<b>United States Department of Health and Human Services:</b>			
Passed through FloridaCommerce:			
Temporary Assistance for Needy Families (TANF)	93.558	-	753,256
<b>Total United States Department of Health and Human Services</b>		-	753,256
<b>Total Expenditures of Federal Awards</b>		\$ -	\$ 9,881,478
<b>STATE</b>			
<b>Florida Department of Economic Opportunity</b>			
Quick Response Training	40.026	\$ -	\$ 6,701,480
CareerSource Florida Operations	40.036	-	484,182
TANF Transitional Benefits Feasibility Study	40.036	-	-
<b>Total Florida Department of Economic Opportunity</b>		-	7,185,662
<b>Total Expenditures of State Financial Assistance</b>		-	7,185,662
<b>Total Expenditures of Federal Awards and State Financial Assistance</b>		\$ -	\$ 17,067,140

**CAREERSOURCE FLORIDA, INC.**  
**NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS**  
**AND STATE FINANCIAL ASSISTANCE**

*YEAR ENDED JUNE 30, 2025*

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**Note 1—Basis of presentation**

The accompanying Schedule of Expenditures of Federal Awards and State Financial Assistance (the Schedule) includes the federal and state award activity of CareerSource Florida, Inc. ("CareerSource Florida" or "the Organization"). The information in this Schedule is presented in accordance with Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Audits of States, Local Governments, and Non-Profit Organizations, Chapter 10.650, Rules of the Auditor General, and the special audit guidance provided by the Florida Department of Commerce. Therefore, some amounts presented in this Schedule may differ from amounts presented in, or used in the preparation of the basic financial statements. For purposes of the Schedule, federal awards and state financial assistance include all grants, contracts, and similar agreements entered into directly with the federal or state government and other passthrough entities. The Organization has obtained Assistance Listing Numbers (ALN) and Catalog of State Financial Assistance (CSFA) numbers to ensure that all programs have been identified in the Schedule. Clusters are separately identified within this Schedule.

**Note 2—Summary of significant accounting policies**

The Schedule was prepared on the modified accrual basis of accounting.

**Note 3—Contingencies**

Grant monies received and disbursed by the Organization are subject to review by the grantor agencies. Such audits may result in requests for reimbursement due to disallowed expenditures. Based upon prior experience, the Organization does not believe that such disallowance, if any, would have a material effect on the financial position of the Organization. As of June 30, 2025, there were no material questioned or disallowed costs as a result of grant audits in process or completed.

**Note 4—Noncash assistance**

The Organization did not receive any federal or state noncash assistance for the year ended June 30, 2025.

**Note 5—Indirect cost**

The Organization has elected not to use the 10 percent de minimis indirect cost rate as allowed under the Uniform Guidance.

**Note 6—Federally funded insurance**

The Organization did not receive federally funded insurance during the fiscal year ended June 30, 2025.

**Note 7—Federally funded loans**

The Organization has no federally funded loans as of June 30, 2025. No funds were expended in the form of loan or loan guarantees during the fiscal year ended June 30, 2025.

**CAREERSOURCE FLORIDA, INC.**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**

*YEAR ENDED JUNE 30, 2025*

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**CAREERSOURCE FLORIDA, INC.**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**

*YEAR ENDED JUNE 30, 2025*

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# Information Items



## Speaker Bios

### Brian Liffick

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Brian Liffick, Partner with Cherry Bekaert LLP and Cherry Bekaert Advisory LLC, Assurance Services, has over 15 years of experience in public accounting, primarily in the government and not-for-profit sectors, and has led audits for several large counties and cities in the State of Florida, numerous Florida governmental entities and various higher education and not-for-profit institutions. He has considerable background with audits of state and federal grant compliance, not-for-profit organizations, and audit services for numerous cities, counties, school boards, and other state and local government organizations.

### Nick Stratis

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Nick Stratis, Manager with Cherry Bekaert Advisory LLC, Audit Services, has over eight years of public accounting experience, as well as prior experience as an accountant in the private sector. Nick's public accounting experience includes a significant focus on audits of Florida public sector organizations as well as employee benefit plans. As an Audit Manager, Nick focuses on financial reports, reviewing contracts and statutes for relevant changes, testing key audit areas and transaction cycles, supervision of staff and emphasis of regular communication between the client and engagement team.