



MENOMINEE INDIAN TRIBE OF WISCONSIN

P.O. Box 910
Keshena, WI 54135-0910

December 18, 2014

****SENT VIA EMAIL AND FEDERAL EXPRESS****

Jeffrey Barwick
Division of Workforce Development
Office of Indian Energy and Economic Development
1951 Constitution Ave., NW, MS 20 SIB
Washington DC 20245

RE: 2014 P.L. 102-477 Annual Report – Contract #GTK00T123

Dear Mr. West:

Enclosed is the 2014 Public Law 102-477 Annual Report for the Menominee Indian Tribe of Wisconsin. Enclosures include the 2014 Statistical Report, 2014 Narrative Report, 2013 SF-425 (Financial Report) and signed assurances.

Please feel free to contact me at 715-799-5154 or via email at amwestphal@mitw.org, if you have any questions or require any additional information.

Sincerely,

MENOMINEE INDIAN TRIBE OF WISCONSIN

A handwritten signature in black ink, appearing to read "Annette Westphal", with a long horizontal flourish extending to the right.

Annette Westphal, Assistant Administrator
Department of Administration

Enclosures

Cc: CRC
Finance
File



MENOMINEE INDIAN TRIBE OF WISCONSIN

P.O. Box 910
Keshena, WI 54135-0910

December 19, 2014

****SENT VIA EMAIL AND FEDERAL EXPRESS****

Kenneth A. LeMieux
Division of Workforce Development
Office of Indian Energy and Economic Development
1951 Constitution Ave., NW, MS 20 SIB
Washington DC 20245

RE: 2014 P.L. 102-477 Annual Report – Contract #GTK00T123

Dear Mr. LeMieux:

Enclosed is the 2014 Public Law 102-477 Annual Report for the Menominee Indian Tribe of Wisconsin. Enclosures include the 2014 Statistical Report, 2014 Narrative Report, 2014 SF-425 (Financial Report) and signed assurances.

Please feel free to contact me at 715-799-5154 or via email at amwestphal@mitw.org, if you have any questions or require any additional information.

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Annette Westphal, Assistant Administrator
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Menominee Indian Tribe of Wisconsin – Job Training Program



2014 Public Law 102-477 Annual Report

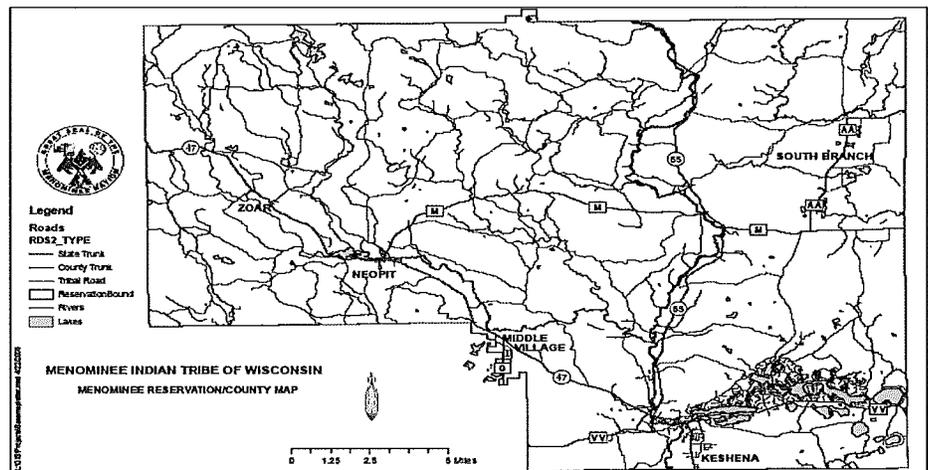
The Community Resource Center provides program services under the funding of Public Law 102-477 (WIA and N.E.W.), the Temporary Assistance to Needy Families (TANF) Program and State of Wisconsin Income Maintenance (Food Share and Medical). The Public Law 102-477 funds consist of WIA Section 166 Comprehensive Services Program, WIA Section 166 Supplemental Youth Services and Native Employment Works (NEW) Program. Our Tribal TANF program is not included under our 477 program funding. The funding cycle is based on a July 1 to June 30 year.

The *Mission Statement* is to provide high quality job training, employment, labor market information and income maintenance services.

Our *Vision* is to promote pathways to economic independence for our members and families. The Community Resource Program will administer effective programs that include the following goals:

1. To reduce the overall costs of public assistance by promoting work as means of family support.
2. To promote individual employability of 477/TANF recipients through close collaboration and coordination between the 477 Program, Tribal TANF, Education Departments and all our partnerships that provide services to the community.
3. To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individual families, their children and to the community.
4. To decrease specific barriers to employment such as drug and alcohol dependence by establishing drug testing as one of the necessary eligibility requirements for 477/TANF benefits.
5. Promote self-esteem, independence and self sufficiency.

The Menominee Indian Reservation/County is located in Northeastern Wisconsin on 365 square miles and consists of the communities of Keshena, South Branch, Middle Village, Neopit and Zoar.



Demographics

In 2013 there were an estimated 4,317 people residing in Menominee County (<http://factfinder2.census.gov>) an increase of 85 people since the 2010 census. Of this population approximately 87.5% are Native American. Many people continue to moving home to the reservation when experiencing hard times off of the reservation (job loss, decreased wages, etc.). The average household size has increased to 3.17 with an average family size of 3.53. Available housing remains a concern and many homes are multi-family dwellings. There are approximately 609 other relatives and 292 non-relatives living in the family dwellings. (AmericanFactFinder.com) The Menominee County annual median household income was \$37,644.00, compared to the State of Wisconsin's rate of \$52,627.00. These figures depict that approximately 23.2% of the households are living at or below the poverty level, almost twice the level of the 12.5% for the State of Wisconsin.

Employment

The Menominee Indian Tribe of Wisconsin is the main employer within the county providing employment for 1,431 workers which includes Menominee Tribal Enterprise –Logging and Saw Mill (178), Tribal School, Menominee Indian Tribe of Wisconsin Tribal programs (784) and Menominee Casino Resort (469). The College of Menominee Nation rated second employing 191 followed by the Menominee School District with 185, and Menominee County Employees totaling 96 positions. The tribe opened a Sav-a-Lot grocery store last year with 14 employees and the local Family Dollar and a Subway have an additional 21 employees. This total of 1938 positions has decreased over the past year by 46 positions. All Menominee Tribal programs

continue to operating in a cost containment mode and many positions that were vacated during the year were not refilled if they were not mission critical positions. Several tribal programs with like interests/goals, have been combined to cost share on support personnel as well.

The Sav-A-Lot program has partnered with our program for placement of our clients from the TANF and PL 102-477 program for new hires. Contracts are entered into for short four week training sessions and then the employee is hired on as a regular employee. This has been a great partnership and has allowed several clients with little or no work experience to secure employment.

Of the 1938 people employed by the previous mentioned entities, 1,443 of these employees are residents of Menominee County. In the same respect 495 people travel to Menominee County from other counties to work in Menominee County. (AmericanFactFinder.com)

It is estimated that on the Menominee Reservation there 1,672 people in the labor force. Of these 1,342 are employed and 325 are unemployed at a rate of 10.4%, compared to the States average unemployment of 7.5%

Labor Force Population

Of the 2,604 eligible people to be in the workforce (16-64 yrs. of age), currently 1,329 are employed in the labor force, while 205 are unemployed. This leaves a total of 1,070 people not in the workforce currently. This remainder of people not currently in the workforce is not considered when looking at the average unemployment rates that are figured for each county. This population either never worked or is not actively looking for work at this time.

Menominee County Civilian Labor Force Data					
	2010	2011	2012	2013	2014 9 mo. average
Labor Force	1629	1666	1705	1766	1537
Employed	1376	1384	1428	1443	1329
Unemployed	253	282	276	319	205
Unemployment Rate	15.5%	16.8%	17.86%	16.7%	13.22%

Source: WI DWD, Local Area Unemployment Statistics, WI Labor Force Estimates, not seasonally adjusted

As seen in the above graph as our labor force has decreased from the 3,095 last year.

Unemployment rates seem to be showing some improvement in this partial year estimate although our unemployed number continues to remain a concern and a challenge. As budget cuts and cost containments have been issued for Tribal Departments this has had an affect on hiring and filling vacant jobs, thus change in the unemployment rate as well. We continue to be creative in working with Tribal departments to obtain as many placements as possible that will hopefully lead to part or full time employment for our clients.

Unemployment

Menominee County continues to have one the highest unemployment rates within the state of Wisconsin. Statistics from 2013 (Jan through October available) show an average unemployment rate for the year of 15.26% compared to the rate of 14.82% for 2013 and 17.86% for 2012. This increase is concerning due to the decrease in those in the workforce from last year. Due to budget cuts and cost containment measures as well as the uncertainty of continued funding levels continuing into this fiscal year many departments and businesses are remaining cautious to hiring or replacing staff that have left the program.

2014 Civilian Labor Force Estimates for past nine months

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct
Labor Force	1462	1464	1489	1553	1564	1629	1676	1605	1517	1520
Employed	1301	1300	1305	1309	1327	1340	1369	1358	1357	1335
Unemployed	161	164	184	244	237	289	307	247	160	149
Unemployment Rate %	11	11.2	12.4	15.7	15.2	17.7	18.3	15.4	10.5	9.9

Source: Department of Workforce Development

Programs and Services

Through the flexibility of PL-102-477 our program has been able to provide a variety of opportunities and activities to our client base. During the fiscal year we served 185 participants with job training/education/employment services, 41 of which were also receiving cash assistance through our Tribal TANF program. Out of this 185, 85 have terminated services and 100 continue as active clients.

Veterans are given preference for services to our program. As a part of our application process our form asks the client to provide self-declaration of being a veteran or a spouse of a veteran to prioritize these applicants. This past fiscal year a total of 7 veterans received assistance through our program. Returning veterans are referred to their Veteran Service Officer, Mental Health, AODA and/or Vocational Rehabilitation to assist with any service related issues they may be experiencing.

Education Rates

Of our community members over the age of 25 years (2,514 according to AmericanFactFinder.com)

- 930 hold a High School Diploma or equivalency diploma
- 752 have some college training but no a degree
- 173 have obtained an Associate's degree
- 214 hold a Bachelor's degree
- 78 have a Graduate or Professional degree

That leaves an estimated 367 individuals without a high school diploma – about 14.6%.

Education is always a goal when working with clients, furthering their education can open up so many more opportunities to them. This past year we had 41 adult clients and 7 youth clients with an Educational/Training goal and had 8 adults and 1 youth that obtained their goal during the fiscal year. This number only takes into account those clients who are no longer a part of the 477 program; many more continue to work towards their goal as an active client.

We are fortunate to have the College of Menominee Nation on our reservation and readily available to our clientele. To familiarize clients with the college their first visit is usually to complete their TABE test during application. This past year they added to their campus with a Community Technology Center that now houses the Skills Lab, Job Center of Wisconsin and the GED testing lab. Many return to utilize the Skill Builder Lab to brush up on needed skill sets to improve their TABE scores. The college offers a broad range of topics of interest including: week long workshops, technical diplomas, Associate Degrees as well as some Bachelor Degree programs. Currently they are highlighting their 9 month technical degree programs to get people to work quickly. This past fiscal year we had clients' complete training as Home Health Aide (2), Office Technician (4), and Welding (1). One of the clients obtain both Home Health Aide and Office Technician training and secured two part time jobs.

One client received her Massage Therapist license with assistance from our program and was working on a business plan, but with the closing of the Business Center, we referred her to NiiCap to continue this process. She is currently working as a therapist.

Two clients obtained their high school diploma through the Tribal Education office and one was approved for SSI after being referred to the Tribal Disability Benefit Specialist with Great Lakes Intertribal Coalition (GLITC).

The College of Menominee Nation is active in participating in presenting on our daily training calendar providing informational sessions to clients and community members.

According to the Wisconsin Department of Workforce Development, Home Health Aides continue to be the 3rd largest health care occupation. A MOU was re-signed between the College of Menominee Nation and our program to support their Certified Nursing Program in the prior fiscal year. The agreement states that we will refer clients to the program as well as assist them with any additional needs (scrubs, shoes, watch, books, and transportation) to assure they are successful. The Director of our program is an active member of the Nursing Program Advisory Board.

Work Experience Contracts, On-The-Job Training, Emergency Hires and referrals

This past fiscal year we had 69 clients with an Employment Objective listed in their plan. Through the use of our Interdepartmental Agreement Form this past fiscal year we were able to assist 31 clients with a Work Experience contract. The additional JPTA funding received this past fiscal year allowed us to provide longer contracts for some of the clients that would benefit from more experience and to provide some contracts that were just for experience and not for hire. Through these contracts all 30 clients secured employment and obtained their goal. Twenty-three (23) remain employed at the end of the fiscal year. A total of 35 clients did not meet their employment goal this fiscal year. Those employed showed an earnings gain of \$4.71. This past year we have worked closely with many departments including Menominee Transit, Menominee Tribal Clinic, College of Menominee Nation, Food Distribution, Community Development, Menominee Tribal Housing, Chairman's' Office, Sav-A-Lot Grocery Store, Tribal Enrollment, Historic Preservation, License and Permits and Procurement.

One client secured employment as a laborer @ \$12 per hour with a sub-contractor and worked on two local projects with the Clinic remodel/expansion and the Menominee Casino Resort expansion/renovation in June 2014. He joined the Local 400 Union in Green Bay and is still employed with Hurckman Mechanical Industries out of Green Bay to date. We assisted him with car repairs, tires and work clothes to maintain employment.

Our staff is always looking for new opportunities for our clients to become trained and employed. Our unemployment rate although it has improved, remains to be one of the highest in the state. The need for additional full time employment opportunities for our clients is great. Part time and on-call wages are not sufficient to allow for a livable wage. Childcare and transportation are also a challenge our clients face when seeking employment at area gaming facilities.

This past year the Job Counselors and the Recruitment and Training Coordinator planned and implemented a Sawyer Training in collaboration with Menominee Tribal Enterprise, Forestry and the College of Menominee Nation. This training was open to all community members that had a desire to learn this trade. Six gentlemen completed the training and were placed with a contractor to apply their skills. During this training the participants were supported with training materials, hands on activities, as well as the needed safety clothing and equipment to ready them for employment. At the conclusion of the training a graduation celebration was held for the participants and their families at the College of Menominee Nation. Since this program CMN wrote for a Fast Forward Wisconsin grant from the Department of Workforce Development to continue on with this training opportunity and have held one additional class this fiscal year.

Bay View Industries was invited to come on site and complete two separate Job Fairs for interested community members. We had over 26 people attend the first job fair and subsequently 6 were asked to come to Green Bay for a follow up interview. Our program transported the individuals to this interview. Three of these people were hired full time by this organization. Another Job Fair was requested as they were very interested in employing more Menominee Tribal members.

We assisted 3 Veterans with securing employment, 2 part times and 1 full time; unfortunately one did not pass the probationary period.

Tribal Pardons

Past legal issues can serve as a hindrance when applying for employment. Our program has one staff that is knowledgeable in the Tribal Pardon process which allows for past aged convictions to be pardoned so they are able to obtain employment. Clients have to complete a paper process showing the improvements they have made in their lives and this gets presented to the Menominee Tribal Legislature for determination. This past year our employee successfully assisted 2 clients and 1 community member to overcome this barrier.

Continued Training and Outreach Efforts

While assisting clients to develop as individuals it is also important for staff to continue to develop. There has been a huge focus on drug use on the reservation so staff attended many events and training opportunities on the reservation to be able to recognize the signs of those under the influence and how to respond to the proper authorities to assure we are reaching out to those in need and putting an end to this sickness on our reservation. All staff attended an onsite training entitled: Living and Working Effectively in a Diverse World. This was a powerful training helping us to look at the world our clients are living and how we need to adapt our approach to case management. All staff also attended Customer Service Training offered by the tribe. The Director and one Job Counselor attended the annual PL 102-477 conference in South Dakota. The Assistant Director also attended the following trainings: Realizing the College Dream for Youth Trainers and Management & Leadership Skills for Managers and Supervisors. . It is important for staff to attend these opportunities to refresh and learn new ideas to utilize while working with clients to reach their potential.

The Community Resource Center, comprised of PL 102-477, Tribal TANF and Income Maintenance program, provided assistance and/or personnel for the following community events/activities during this fiscal year: Culture Camp, 3 on 3 Basketball Tournament, Coats for Kids, Career Exploration Day, Sturgeon Feast, Sobriety Pow Wow, Domestic Violence Walk/Run, Round House, Money Smart Week, Positive Indian Parenting, Youth Olympics, Junior Achievement, Night Out Against Crime and the Johnson O'Malley Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Community Coordinated Response Team, CMN Nursing Program Advisory Committee, CMN Career Exploration Committee, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Take Back the Community events, Hunter Safety training, and Night Out Against Crime.

Pathways to Success Training Calendar

Located in our facility is a 16 workstation computer lab that also functions as a meeting room. This room is utilized daily by 477 clients, TANF clients and the community to attend the Pathways to Success Training Calendar events. Each month a schedule of events is planned and posted within the community and shared with clients. These trainings range from educational, informative to cultural crafting. This year we collaborated with the following programs to provide training: Menominee Tribal Clinic (health and wellness), College of Menominee Nation (computer and nursing programs), UW-Extension (food preparation and cooking classes), Forward Services (interviewing, resumes, cover letters, soft skills and dressing for success). While the morning is reserved for the scheduled training calendar the computer lab is open every afternoon from noon to four thirty for clients to use for job search activities and resume creation.

We have staff members trained to complete the following on-site trainings throughout the program year: Native Wellness Life Skills Empowerment, Fatherhood/Motherhood is Sacred, Financial Literacy, Positive Indian Parenting, Discovery Dating, Menominee Language, and Healthy Relationships. This past fiscal year two Positive Indian Parenting classes were held as well as a Healthy Relationships, Fatherhood/Motherhood is s. In substitute of the financial literacy training a week long Money Smart week was help with many budgeting and planning activities held with one night with a guest speaker as well. These events are always open to our clients and the community.

Transportation

Lack of transportation is very prevalent on the reservation as well as eligible participants without a driver's license. Throughout the year we have assisted 11 individuals with obtaining their instructional permit, their regular driver's license or reinstatement of their license. The local transportation department is also utilized to assist clients in getting to appointments, completing job search, and attending school. The bus routes are frequent to allow for most day time transportation needs. Extended hours were added to the schedule this year to assist with evening and weekend transportation needs. Transportation arrangements were made between the Transit Services and the College of Menominee Nation (our local college) to provide free transportation to all students just by showing their school ID. An additional agreement is still in place with North Central Technical College in Antigo (about 45 minutes from the reservation) to provide transportation for those wanting to attend schooling that is offered through this technical school

and not the College of Menominee Nation. This is a great offering to the community and an encouragement to follow through with their studies by removing this barrier.

We signed a contract with the Transit Department as well to provide bus passes to our clients. These can be used for job search, work activities, appointments and other activities needed to work toward their self-sufficiency. This has been a cost saving measure for us as we pay a blanket rate for unlimited services.

The local Department of Motor Vehicle office open here on the reservation at the Transportation building makes it more accessible for clients to receive their temporary license, complete testing and their behind the wheel driver's testing. Being a familiar location helps to put the clients at ease, knowing that they will be driving in familiar territory as well.

GED/HSED/High School Graduation

Obtaining a GED or High School diploma is the first stepping stone to becoming gainfully employed. Clients are fortunate to have a few options when faced with pursuing their diploma. The Tribe Education Department offers GED services which include study time, one-on-one assistance, and testing. The local Menominee Indian School District has established a program to allow individuals, regardless of age, to obtain a regular high school diploma instead of a GED. Throughout the program year 3 clients worked toward their GED or high school diploma with 2 successfully completing. Obtaining this goal has allowed them to then set new educational and employment goals for them to strive for.

Supportive Services

An annual review was completed of the Supportive Services guideline listing and the addition of a sliding fee scale for some approved requests instituted. Services assisted with vary but the main requests are bus passes, gas cards, car repairs, and tire replacement, tuition fees for workshops, car insurance, and interview and work clothing/footwear. A portion of the extra JPTA funding received this year was added to the Supportive Service line item to allow us to expand on these services. Traditionally we do not have ample money to fit the needs of the clients. This extra funding allowed us to assist with needed car insurance for employment as well as car repairs – two of the more costly expenses requested. Wisconsin State law states that all vehicles on the road must have at least liability insurance, this can be a challenge for clients living on a limited budget.

The sliding fee scale continues to apply to a limited number of the Supportive Service requests such as: AODA Assessment, Group Dynamics driver's license reinstatement, tribal pardons, car repairs and tires. The scale takes in to consideration if they client has income and makes them responsible for a small portion of the cost. This was put in place to stretch supportive service funding as well as to teach responsibility and cost sharing to the client.

This past year we had 207 requests for supportive assistance and have provided the following services and dollar amounts: Interview/Work Clothes/Tools - \$6,680, Minor Car Repairs - \$9,332, Tires - \$3,679, State IDP fees - \$1,320, AODA Assessments - \$737, Eye Glasses - \$377.70, Driver's License/Renewals/License Registration - \$3,358, Tribal I.D.'s - \$30, Birth Certificates - \$60, Tribal Pardons - \$150, PO Box - \$104, Phone Cards - \$134 and Education related expenses - \$1,315, for a total of \$27,275 annually.

Obstacles to achieving Employment

We continue to struggle in finding adequate job search and/or work placement activities for individuals that are returning to the community after being incarcerated. The barriers put in place by their past limits the places that they are able to work within the Tribe. We are looking to outside sources more in neighboring communities to find the right kind of placement for them but these are still difficult to obtain. We continue to with the clients in their area of interest but at times our hands are tied.

Youth Services

This past summer the Community Resource Center secured job placements for 84 youth to participate in a 6 week Summer Youth Program. One Youth Supervisors was hired on a temporary basis to provide supervision to the youth, as well as the Recruitment and Training Coordinator. The youth ranged in age from 14-21 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week. With the addition of some funding from the Budget and Finance Committee and the approval of the Menominee Tribal Legislature we were able to provide services to an extra 32 youth. Approximately 9 of these youth worked on special projects with the Youth Supervisor. One of the projects they worked at was cleaning up the reservation. Over the period of the six weeks they collected 53 large bags of trash from various communities through the reservation, mowed grass for 7 elders and cleaned up

the Neopit baseball park. This was a great service to these communities and a great way for these youth to give back.

At the end of our summer session there were 3 youth that continued with their employment at the request of the Menominee Tribal Clinic, based on their positive work ethic. These three individuals worked until August 29, 2014 and assisted with the move taking place at the clinic due to the expansion project. This was funded with the remaining funding received from MTL.

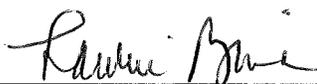
Applications for the program including a resume were accepted over a three week period and then graded on a point scale considering low income, type of family (1 or 2 parent/guardian/youth parent), etc. Placements were picked according to highest to lowest score. A group orientation was held to go over rules and expectations as well as goal setting for the youth. The remaining training days were completed each Wednesday with half of the youth coming to a morning session and half to the afternoon session. This allowed for more one on one time with youth when needed. We collaborated with the Youth Case Worker from the local Job Center to create these training sessions. We had involvement from the College of Menominee Nation as well.

Our Recruitment and Training Specialist and the Summer Youth Counselor are active members of the Youth Service Provider meetings. They meet bi-monthly to discuss upcoming youth activities and how they can all stay involved and active in the lives of area youth. Program sharing and group activities are planned to cost share as well. Some of the events that the youth assist with are Breakfast with Santa, Summer Youth Olympics, Toys for Tots and the 3 on 3 Basketball Tournament.

P.L. 102-477
Financial Status Report
Section 12 a-f Assurances
Fiscal Year 2014

The Menominee Indian Tribe of Wisconsin hereby states that:

- 12a. None of the funds in the approved budget which originated in Section 401 of Title II-B of the Workforce Investment Act (WIA) were used in violation of the Act's Prohibition on the use of funds for economic development activities (Section 141(q)).
- 12b. None of the funds in the approved budget which originated in Section 401 of Title II-B of the Workforce Investment Act (WIA) were used in violation of the Act's restrictions assisting employer relocations (Section 141 (c)).
- 12c. Not applicable. No program income earned.
- 12d. Not applicable. No refunds or rebates received.
- 12e. Amount of funds expended for the category of the approved budget which includes administrative costs.
- 12f. The Child Care Development funds were used for appropriate Child Care Development funds related activities.



Laurie Boivin - Chairwoman

12-18-14

DATE

Pub. L. 102-477 Statistical Report

Menominee Indian Tribe of WI		Report Period	
		From: 10/01/2013	To: 09/30/2014
I. Participants Served	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Total Participants	185	39	41
B. Total Terminees	85	15	26
C. Total Current Participants	100	24	15
II. Terminee Outcomes	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Total with Employment Objective	69	13	24
1. Entered Unsubsidized Employment	30	5	10
2. Other employment Outcomes	4	1	5
3. Employment Objective Not Achieved	35	6	9
4. Earnings Gain	\$4.71		\$6.38
B. Total with Educational / Training Objective	41	7	11
1. Degree/Certificate Attained	6	1	3
2. Other Education Outcome	2	0	1
3. Education Objective Not achieved	33	6	7
4. Literacy Gain - Percent of Increase			
5. Numeracy Gain - Percent of Increase			
C. Misc. Objective Acheived	5	0	0
D. Other (Non-Positive) Not A, B or C above	0	1	1
III. Terminee Characteristics	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Female	41	9	20
B. Male	44	6	6
C. Education Level: 1. Dropout	1	1	0
2. Student	0	0	0
3. High School Diploma/GED	66	14	23
4. Post High School	18	0	3
D. Veteran	7	1	1
IV. Participant Activities	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Employment	126	28	37
B. Education/Training	78	18	16
C. Misc. Objective/Supportive Services	112	22	28
D. Other/Service Referral			

ET Support Services from 10/01/2013 to 09/30/2014

Total Clients with Support Services **140**

Adults **116** Youth **22** Cash Aid **2**

TANF Support Services from 10/01/2013 to 09/30/2014

Total Clients with Support Services **39**

Adults **16** Youth **3** Cash Aid **11**

Add the Total Adults, Youth and Cash Assistance for both ET and TANF to the IV Participant Activities Item C Misc/SS

Public Law 102-477
FEDERAL FINANCIAL REPORT
(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted BUREAU OF INDIAN AFFAIRS	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) A13AV00460	Page of 1 pages
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3. Recipient Organization (Name and complete address including Zip code)
Menominee Indian Tribe of Wisconsin
PO Box 910
Keshena, WI 54135

4a. DUNS Number 30175194	4b. EIN 39-1205576	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) 2225 Jobs Training Program 477	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual
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8. Project/Grant Period (Month, Day, Year)
From: 10/01/2012 To: 09/30/2015

9. Reporting Period End Date (Month, Day, Year)
09/30/2014

10. Transactions Cumulative

(Use lines a-c for single or multiple grant reporting)

Federal Cash (To report multiple grants, also use FFR Attachment):

a. Cash Receipts	583,386.67
b. Cash Disbursements	176,275.96
c. Cash on Hand (line a minus b)	407,110.71

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	583,386.67
e. Federal share of expenditures	176,275.96
f. Federal share of unliquidated obligations	-
g. Total Federal share (sum of lines e and f)	176,275.96
h. Unobligated balance of Federal funds (line d minus g)	407,110.71

Recipient Share:

i. Total recipient share required	
j. Recipient share of expenditures	
k. Remaining recipient share to be provided (line i minus j)	-

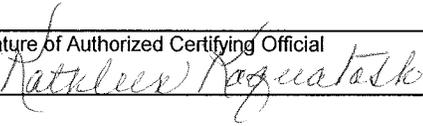
Program Income:

l. Total Federal program income earned	
m. Program income expended in accordance with the deduction alternative	
n. Program income expended in accordance with the addition alternative	
o. Unexpended program income (line l minus line m or line n)	

11. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
	Fixed	9.53%	10/1/2013	9/30/2014	160938.52	15337.44	15337.44
g. Totals:					160938.52	15337.44	15337.44

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

13. Certification: By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official Kathleen Kaquatosh, Finance Manager	c. Telephone (Area code, number, and extension) 715-799-5126
	d. Email Address kkaquatosh@mitw.org
b. Signature of Authorized Certifying Official 	e. Date Report Submitted (Month, Day, Year) 12/15/2014
14. Agency use only:	

Standard Form 425
OMB Approval Number: 01076-0135
Expiration Date: 12/31/2013

Paperwork Burden Statement
According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0061), Washington, DC 20503.

**U.S. Department of the Interior
Public Law 102-477**

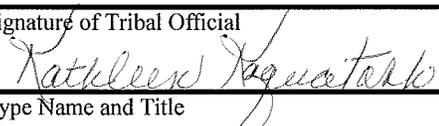
Annual Financial Expenditure Report

1. Tribe/Tribal Organization: MENOMINEE INDIAN TRIBE OF WI	2. Other Identifying Number Assigned by DOI: A13AV00460
3. Mailing Address: (Provide complete mailing address) P.O. Box 910 Keshena, WI 54135	
4. Submission: (Mark One) <input checked="" type="radio"/> Original <input type="radio"/> Revised	5. Final Report for Plan Period: <input type="radio"/> Yes <input type="radio"/> No

6. Annual Report Period: From: <u>10/01/2013</u> To: <u>09/30/2014</u> (Month/Day/Year) (Month/Day/Year)	7. Plan Period Covered by this Report: From: <u>10/01/2012</u> To: <u>09/30/2015</u> (Month/Day/Year) (Month/Day/Year)
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8. Transactions:	Column I: Previously Reported	Column II: This Annual Report Period	Column III: Cumulative/Total
a. Total Funds Available	\$ -	\$ 583,386.67	\$ 583,386.67
b. Cash Assistance Expenditures	\$ -	\$ -	\$ -
c. Child Care Services Expenditures	\$ -	\$ -	\$ -
d. Education, Employment, Training and Supportive Services Expenditures	\$ -	\$ 76,943.02	\$ 76,943.02
<i>i. TANF Purposes 3 and 4 (non-add)</i>	\$ -	\$ -	\$ -
<i>ii. Other TANF Assistance (non-add)</i>	\$ -	\$ -	\$ -
e. Program Operations Expenditures	\$ -	\$ 83,682.18	\$ 83,682.18
<i>i. Child Care Quality Improvement (non-add)</i>	\$ -	\$ -	\$ -
f. Administration/Indirect Cost Expenditures	\$ -	\$ 15,650.76	\$ 15,650.76
g. Total Federal Expenditures (Sum of lines b through f)	\$ -	\$ 176,275.96	\$ 176,275.96
h. Total Unexpended Funds	\$ -	\$ 407,110.71	\$ 407,110.71

9. Certification: This is to certify that the information reported on all parts of this form is accurate and true to the best of my knowledge and belief and that the tribe has complied with all directly applicable statutory requirements and with those directly applicable regulatory requirements which have not been waived.

a. Signature of Tribal Official 	
b. Type Name and Title Kathleen Kaquatosh	c. Date Report Submitted 12/16/2014
d. Questions regarding this report – Contact: (Type Name, Title, Phone #, and Email Address) Judy Oestreich, Accountant/Fiscal Monitor 715-799-5126 joestreich@mitw.org	

Public Law 102-477
FEDERAL FINANCIAL REPORT
(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted BUREAU OF INDIAN AFFAIRS	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) GTK00T12310	Page of 1 pages
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3. Recipient Organization (Name and complete address including Zip code)
Menominee Indian Tribe of Wisconsin
PO Box 910
Keshena, WI 54135

4a. DUNS Number 30175194	4b. EIN 39-1205576	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) 2226 Jobs Training Program 477	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Annual <input checked="" type="checkbox"/> Final	7. Basis of Accounting <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual
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8. Project/Grant Period (Month, Day, Year) From: 10/01/2009 To: 09/30/2012	9. Reporting Period End Date (Month, Day, Year) 09/30/2014
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10. Transactions Cumulative

(Use lines a-c for single or multiple grant reporting)

Federal Cash (To report multiple grants, also use FFR Attachment):

a. Cash Receipts	1,031,602.00
b. Cash Disbursements	1,031,602.00
c. Cash on Hand (line a minus b)	-

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	1,031,602.00
e. Federal share of expenditures	1,031,602.00
f. Federal share of unliquidated obligations	
g. Total Federal share (sum of lines e and f)	1,031,602.00
h. Unobligated balance of Federal funds (line d minus g)	-

Recipient Share:

i. Total recipient share required	
j. Recipient share of expenditures	
k. Remaining recipient share to be provided (line i minus j)	-

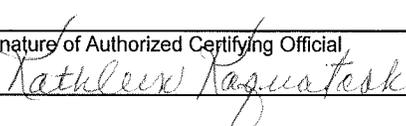
Program Income:

l. Total Federal program income earned	
m. Program income expended in accordance with the deduction alternative	
n. Program income expended in accordance with the addition alternative	
o. Unexpended program income (line l minus line m or line n)	

11.	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
Indirect Expense	Fixed	9.46%	10/01/2013	09/30/2014	61,105.14	5,780.54	5,780.54
g. Totals:						61,105.14	5,780.54

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

13. Certification: By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official Kathleen Kaquatosh, Finance Manager	c. Telephone (Area code, number, and extension) 715-787-3255
	d. Email Address kkaquatosh@mitw.org
b. Signature of Authorized Certifying Official 	e. Date Report Submitted (Month, Day, Year) 12/16/2014
14. Agency use only:	

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