California Indian Manpower Consortium, Inc.

The CIMC Movement: Creating Positive Change for Native Communities

Program Year 2014

ANNUAL REPORT
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The California Indian Manpower Consortium, Incorporated Program Year 2014 Annual Report is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This Annual Report, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.

This publication is a fulfillment of the requirement for a means of the Corporation’s own existence. This document in no way promulgates politics nor demeans any issue or person or persons; this publication is a tool of and for information only. Any additional information of the Corporation may be found on the internet at www.cimcinc.org or be obtained by calling (916) 920-0285 or mailing correspondence to California Indian Manpower Consortium, Inc., 738 North Market Boulevard, Sacramento, California 95834.
MEMBERSHIP (as of September 26, 2015)

Chicago Geographic Service Area
- American Indian Association of Illinois - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Native American Tribal Equality Foundation - Saint Charles, IL
- Trickster Art Gallery, Schaumburg, IL

Eastern Sierra Geographic Service Area
- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Bridgeport Indian Colony - Bridgeport, CA
- Fort Independence Indian Reservation - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Owens Valley Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Owens Valley Indian Housing Authority - Bishop, CA
- Timbisha Shoshone Tribe - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

Escondido Geographic Service Area
- Campo Band of Mission Indians - Campo, CA
- Iipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- Jamul Indian Village - Jamul, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Band of Mission Indians - Pala, CA
- Pala Cupa Cultural Center - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Youth Center - Pala, CA
- Rincon Band of Luiseño Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen’s Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, CA
- Viejas Band of Kumeyaay Indians - Alpine, CA
San Jacinto Geographic Service Area
- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pomona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child Welfare Consortium - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA

Sacramento Geographic Service Area
- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- D-Q University - Davis, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Fresno American Indian Health Project - Fresno, CA
- Ione Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of CA - North Fork, CA
- Picayune Rancheria of the Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium - Fresno, CA
- Southern Sierra Miwuk Nation - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Me-Wuk Housing Authority - Tuolumne, CA

San Jacinto Geographic Service Area
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Elem Indian Colony - Lower Lake, CA
- Guidiville Indian Rancheria - Talmage, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres-Martinez Desert Cahuilla Indians - Thermal, CA
- Redwood Valley Little River Band of Pomo Indians JOM - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria Citizens Business Council - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

Ukiah Geographic Service Area
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Elem Indian Colony - Lower Lake, CA
- Guidiville Indian Rancheria - Talmage, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
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- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria Citizens Business Council - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA
BOARD OF DIRECTORS

OFFICERS

Chairman  
Robert H. Smith  
Pala, California

Vice-Chair  
Gary Rickard  
Anderson, California

Secretary  
Arlene Craft  
Banning, California

Treasurer  
Benjamin Charley, Jr.  
Pala, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago  
Kim Edward Cook  
Chicago, Illinois

San Jacinto  
Colleen Garcia  
Needles, California

Eastern Sierra  
Joyce Alvey  
Bishop, California

Sacramento  
Florence Dick  
Dunlap, California

Escondido  
Sheila Smith-Lopez  
Pala, California

Ukiah  
Elizabeth Hansen  
Redwood Valley, California

Redding  
Stacy Dixon  
Susanville, California

NAWIC (ex-officio)  
Erna Smith  
Oakland, California


CIMC NAWIC Members at April 2015 Meeting: Erna Smith, Brooks D. Ohlson, Ben W. Bendel, Benjamin Charley, Jr., G. David Singleton, Kim Edward Cook.

Ben W. Bendel, Retired  - Pacific Gas & Electric Company, Granite Bay, California

Kim Edward Cook, Board of Directors  - American Indian Health Service of Chicago, Inc., Chicago, IL

Brooks D. Ohlson, Director, Center for International Trade Development  - Los Rios Community College District, Sacramento, California

G. David Singleton, Consultant  - Community and Economic Development, Davis, California

Erna Smith, Retired  - USDA Forest Service, Oakland, California

Honorary: Richard Anderson, Actor - Entertainment Industry, Beverly Hills, California

Ex-Officio: Robert H. Smith, Board of Directors  - California Indian Manpower Consortium, Inc., Pala, California

Benjamin Charley, Jr., Board of Directors  - California Indian Manpower Consortium, Inc., Bishop, California

Ms. Linda Wenzel (shown here with Chairman Robert H. Smith) was recognized for a total of 10 years of service on the CIMC Board of Directors. She concluded her term as the Board of Directors Secretary, at the CIMC 2014 Annual Membership Meeting. Ms. Wenzel, from Lone Pine, California, is commended for her dedication and commitment to CIMC’s vision and goals.
This Program Year 2014 Annual Report highlights our efforts to create positive change throughout our Native communities through the delivery of appropriate services to meet a myriad level of needs which often lead to profound impacts for our Native families and communities. The staff of the California Indian Manpower Consortium, Inc. (CIMC) have met and/or exceeded program outcomes and performance results during these trying and turbulent times. We are pleased to share our work with you in this Report.

It is a satisfying and rewarding experience for all of us who invest our time and energy in order to fulfill the goals of CIMC. We know that we have contributed toward benefitting numerous individuals, families, tribes and communities in an effort to enhance the quality of life and culture for each individual. We continue to build upon what works, and define our priorities and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

As we reflect on our accomplishments over this past year, it is imperative now more than ever that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities as there is much that remains to be done.

Our Workforce Development Program provided an extensive and impressive range of employment opportunities, supportive services, skills and job training, including limited educational opportunities throughout our vast geographic service areas. The enhanced social media developed through our Native Digital Nations (NDN) Project contributes to a stronger connection with our workforce development services, field offices, employers and communities. Through all of the CIMC programs we remain committed to providing valuable services to elders, children, families and communities. CIMC continued the Native entrepreneurial training and has expanded the availability of financial education beyond the aspiring businessmen and women to include our workforce development and emergency services programs. We continue to decipher the Census 2010 and American Community Survey data in an effort to make sense of data which will determine our funding levels and have, more recently, begun the engagement of planning for Census 2020. We are immensely involved in the development, education and dissemination of the Workforce Innovation and Opportunity Act (WIOA) proposed regulations and performance indicators and measures. In addition to our partnership with the National Congress of American Indians (NCAI), we are working with the California Tribal TANF Coalition and, for the first time ever, the State of California in the development of their State Plan for WIOA. On a daily basis, the CIMC staff strive to meet the objectives of all of our programs and it is reflected by the untiring efforts of this dedicated team of professionals continuing the dreams, promises and hopes envisioned thirty-seven years ago.

During Program Year 2014, the Workforce Development Programs [Workforce Investment Act (WIA) Comprehensive Services Program, Tribal Supplemental Youth Services (SYS) Program, and Native Employment Works (NEW) Program] provided services to 2,991 individuals. Once again, CIMC met all three Common Measures performance outcomes issued by the U.S. Department of Labor as well as meeting the program outcomes for both the Tribal Supplemental Youth Services and NEW Programs. Our involvement in the partnerships for WIA collaboration at the local, state and federal levels continue to benefit not only CIMC but provided additional training resources for our participants. Our participation on the Local Workforce Investment Boards (LWIBs) and the Statewide Workforce Boards has afforded opportunities to share information and develop strategies to enhance our WIOA efforts. Our Leadership Training for Entrepreneurial/Small Business/Economic Development Project (Native Entrepreneur Training) yielded another impressive group of 23 graduates. Our MIS Specialist works continuously to provide peer-to-peer assistance to the WIA grantee community and Information/Technology Work Group on our BearTracks reporting system. More recently, she is engaged in the review and impact of the proposed performance indicators and measures of the U.S. Department of Labor WIOA programs. We continue to support the work of the P.L.102-477 Tribal Work Group maintaining a collaborative and supportive relationship as well as working with our Tribal TANF partners as both groups face critical legislative activity on Capitol Hill. I want to thank our Board of Directors and CIMC Membership for supporting our efforts in these areas during this past program year.

Continued on Page 6
The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services for families from our participating Tribes. Our Elders Program provided 48,061 meals to the elders from 16 participating Tribes. In addition, our Elders Program trained 70 caregivers in this past program year. Our Elders Program also facilitated three Medicare Improvements for Patients and Providers Act (MIPPA) sessions reaching over 100 Elders. The Community Services Block Grant (CSBG) Program continued the provision of emergency services to eligible American Indian families and individuals, many seeking services for the first time. We launched the “Workin’ Skills into Careers” Project funded through the Administration for Native Americans to sharpen soft skills and introduce career pathways for our workforce development participants and participating communities. We also were awarded an AmeriCorps VISTA volunteer through the Spirit of the Sun to fill our gap in the area of grant writing. I am extremely proud of our CIMC team.

It is hard to believe that Indian and Native American Employment and Training programs are still fighting to ensure that program services are provided in a culturally appropriate manner, consistent with the principles of Indian self-determination and to support the growth and development of our Native people and communities as determined by representatives of such communities. Nonetheless we will continue our best to strengthen a DOL/DINAP Partnership for our programs, our Native people and our communities. As a member of the Native American Employment and Training Council, I will continue to dedicate time and effort to fostering a relationship with the Secretary of Labor, the Assistant Secretary for Employment and Training Administration and the Office of Workforce Investment in Washington, D.C. With the support and guidance of the CIMC Membership and Board of Directors, I will continue needed work to meet the challenges facing our programs and communities with the implementation of the WIOA, including the federal commitment to our programs inherent in this law.

I am confident that CIMC will do our part to make sure our agenda maintains a strong voice and plays a significant role in all Indian and Native American employment and training issues, and will stand firmly to furthering policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people. The education process is ongoing for the ever-changing Congress. CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities.

Detailed information about our accomplishments in Program Year 2014 and the challenges we strive to meet during Program Year 2015 are included in the respective department reports contained herein. CIMC staff will continue to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the CIMC Advisory Boards and the Native American Workforce Investment Council for their input, and the CIMC Membership for your continued guidance and support. It is a privilege, honor and pleasure to work for and with you.

Lorenda T. Sanchez
Executive Director

"...CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities."
## Workforce Development Program

**U.S. Department of Labor**
- Employment and Training Administration
- Division of Indian and Native American Programs
- Workforce Investment Act of 1998

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<td>Employment Services Expenditures</td>
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<td>Other Program Services Expenditures</td>
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<tr>
<td>Administration Expenditures</td>
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<td>Supplemental Youth Services Expenditures</td>
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<td>NEW Program Expenditures</td>
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<td>SETA Subcontract Expenditures - 2013</td>
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### Native Digital Nations (NDN) Project

**U.S. Department of Health and Human Services**
- Administration for Native Americans

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<td>NDN In-Kind Contributions</td>
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### Workin’ Skills into Careers (WSC) Project

**U.S. Department of Health and Human Services**
- Administration for Native Americans

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<td>WSC Project Expenditures</td>
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<td>WSC In-Kind Contributions</td>
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### Child Care and Development Block Grant (CCDBG) Program

**U.S. Department of Health and Human Services**
- Administration for Children and Families

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<td>CCDBG - FY15 Program Expenditures</td>
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### Community Services Block Grant (CSBG) Program

**State of California Department of Community Services Development**
- Northern California Indian Development Council, Inc.

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<td>CSBG 2015 Subcontract Program Expenditures</td>
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### Elders Nutrition Program
U.S. Department of Health and Human Services  
Administration for Community Living / Administration on Aging (ACL/AoA)

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<th>Program</th>
<th>FY2014 Expenditures</th>
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### Native American Caregiver Support Program
U.S. Department of Health and Human Services  
Administration for Community Living / Administration on Aging

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<td>Caregiver-3</td>
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<td>Caregiver-4</td>
<td>$10,672</td>
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<td>Caregiver-5</td>
<td>$15,979</td>
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<td>Caregiver-6</td>
<td>$7,534</td>
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### Nutrition Services Incentive Program (NSIP)
U.S. Department of Health and Human Services  
Administration for Community Living / Administration on Aging

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<td>NSIP-6</td>
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### Medicare Improvements for Patients and Providers Act (MIPPA) Program
U.S. Department of Health and Human Services  
Administration for Community Living / Administration on Aging

<table>
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<th>Program</th>
<th>FY2014 Expenditures</th>
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<td>MIPPA-1</td>
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<td>MIPPA-2</td>
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<td>$1,810</td>
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<td>MIPPA-6</td>
<td>$1,272</td>
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</tbody>
</table>
The CIMC Movement: Creating Positive Change for Native Communities

In partnership with the U.S. Department of Labor, Employment and Training Administration, CIMC hosted a Town Hall Meeting on the Workforce Innovation and Opportunity Act of 2014. Attendees learned about this new legislation and had the opportunity to share comments on ways to improve Indian workforce programs and to help develop recommendations for the implementation process. Ms. Athena Brown, Chief of the Division of Indian and Native American Programs, was in attendance.

Native Digital Nations Project concluded with 225 people trained.

Workforce Development Program served a total of 2,991 Participants.

Workin' Skills into Careers Project certified 18 CIMC staff members to become trainers in the “Workin’ with Tradition” soft skills curriculum.

The Elders Program served 48,061 meals in 16 Tribal communities.

70 individuals received Basic Caregiver Training.

CCDBG Program provided services to 72 children in 40 families.

100+ elders received Medicare and Will & Trust Training.

23 students completed the CIMC Native Entrepreneur Training.
FIELD OFFICES

CHICAGO BASED OPERATIONS
1945 West Wilson Avenue, Suite 3000
Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax

EASTERN SIERRA FIELD OFFICE
P.O. Box 1871
Bishop, California 93514
(760) 873-3419; (760) 873-3989 - fax

ESCONDIDO FIELD OFFICE
35008 Pala Temecula Rd. - PMB#34
Pala, California 92059
(760) 742-0586; (760) 742-3854 - fax

FRESNO FIELD OFFICE
5108 East Clinton Way - Suite 127
Fresno, California 93727
(559) 456-9195; (559) 456-8330 - fax

REDDING FIELD OFFICE
2540 Hartnell Avenue - Suite 1
Redding, California 96002
(530) 222-1004; (530) 222-4830 - fax

SACRAMENTO FIELD OFFICE
738 North Market Boulevard
Sacramento, California 95834
(916) 564-2892; (916) 564-2345 - fax

SAN BERNARDINO/SAN JACINTO FIELD OFFICE
21250 Box Springs Road - Suite 204
Moreno Valley, California 92557
(951) 784-9962; (951) 784-9945 - fax

UKIAH FIELD OFFICE
631 South Orchard Avenue
Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax
The CIMC Eastern Sierra Field Office moved during this Program Year to a new location: 350 North Barlow Lane, Bishop, California 93534.

Workforce Development Program staff attended 39 outreach events during Program Year 2014. Events included job fairs, pow-wows, big times, health fairs, etc.

The Sacramento Field Office hosted a Personal Financial Literacy Workshop in March 2015. Training was provided by Marea J. Flores, Senior Representative of Primerica Financial Services. Ms. Flores is a graduate of the 2014 CIMC Leadership Training for Entrepreneurial Small Business / Economic Development.

The SETA Out of School Closeout Grant provided follow-up services for 44 participants from Program Year 2012-13. A subgrant of $20,000 was provided by the Sacramento Employment and Training Agency.

The work force Development Program continued the successful collaboration with the Native Digital Nations (NDN) project. The NDN Project provided social media training to newly hired staff that included Facebook, Twitter, online safety, digital responsibility, and an overview of Microsoft Office software.

The Workforce Development Program staff attended a Train the Trainer workshop hosted by the CIMC Workin’ Skills Into Careers (WSC) Project. Staff learned how to facilitate the ten-module “Workin’ with Tradition” soft skills training curriculum that includes goal setting, conflict resolution, time management, and interpersonal communication.

CIMC field staff learned to facilitate training sessions for clients in each of the field offices to link soft skills and career pathways as a way to enhance client employment opportunities. Training was presented by Dr. Steve Parese of SBP Consulting, Inc.

After being located for nearly two decades in the American Indian Center of Chicago building, the CIMC Chicago Based Operations (CBO) moved to the Albany Park Community Center in May 2015. A special Grand Opening event was held in June 2015 to allow the community to meet CBO’s professional staff, learn about CIMC’s innovative workforce programs, and tour the new offices and resource center. This new location provides clients with access to additional partnership program services.

CBO appreciates its valuable relationship with the American Indian Center of Chicago and looks forward to maintaining and strengthening this linkage well into the future.
The Calaveras County Board of Supervisors passed and adopted a Proclamation on September 23, 2014 in San Andreas, California, recognizing CIMC and its staff for exemplary efforts in gaining employment for Calvaras Native Americans and for its huge contribution to Calaveras County.

The Proclamation was presented by District II Supervisor Chris Wright to Ms. Lorenda T. Sanchez, CIMC Executive Director.

**Workforce Investment Board Participation**

During Program Year 2014, CIMC was active on or collaborated with 17 Workforce Investment Boards (WIBs) within CIMC’s geographic service area. Appointed by the local Board of Supervisors for each area, each WIB board is charged with the task of implementing the respective county’s Strategic Five-Year Local Plan. These boards include:

1. Chicago Jobs Council - Cook County, Illinois
2. Fresno Regional Workforce Investment Board
3. Golden Sierra Workforce Investment Board – Alpine, El Dorado and Placer Counties
4. Illinois Workforce Investment Board
5. Iowa Region 9 Workforce Investment Board - Clinton, Jackson, Scott and Muscatine Counties
6. Employer’s Training Resource Workforce Investment Board - Inyo, Mono, Kern Counties
7. Madera County Workforce Investment Board
8. Mendocino County Workforce Investment Board
9. Merced County Workforce Investment Board
10. Mother Lode Workforce Investment Board - Amador, Calaveras, Tuolumne and Mariposa Counties
11. Northern Rural Training and Employment Consortium (NoRTEC) - Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Tehama, and Trinity Counties
12. Riverside County Workforce Development Board
13. Sacramento Employment and Training Agency
14. San Bernardino County Workforce Investment Board
15. San Diego Workforce Partnership, Inc.
16. San Joaquin WorkNet
17. Workforce Investment Board of Solano County

CIMC Field office staff have stayed in regular contact with these America's Job Centers and refer clients for career services. CIMC field office staff have referred CIMC clients for workshops on interviewing skills, resume development and potential funding for training.
**Workforce Development Program Year 2014 Performance**

**Workforce Investment Act Comprehensive Services Plan - Program Year 2014**

- Total Participants Served: 2,851
- Total Exiters: 514
- Entered Unsubsidized Employment: 349
- Achieved Entered Employment Measure: 328

**Field Office**

- Chicago: 79
- Eastern Sierra: 69
- Escondido: 67
- Fresno: 52
- Redding: 91
- Sacramento: 67
- San Bernardino/San Jacinto: 90
- Ukiah: 81

**WIA CSP Obtained Employment**

(349 Participants - 68%)

- Self Employment: 20%
- Tribal Government: 17%
- Private Employer (profit or nonprofit): 11%
- Other Government (Federal, State, or Local): 50%
- Tribal Enterprise: 2%

**Core Services (Self-Directed Only)**

PY2014 by Field Office (Total - 2,291)

- Eastern Sierra: 19
- Chicago: 43
- Ukiah: 81
- San Bernardino/San Jacinto: 47
- Sacramento: 47
- Fresno: 42
- Redding: 43

**Tribal Supplemental Youth Services**

PY2014 Enrollments by Field Office (Total - 42)

- Eastern Sierra: 17%
- Ukiah: 90%
- San Bernardino/San Jacinto: 100%
- Sacramento: 50%
- Fresno: 20%
- Redding: 2%

- 90% Attained Two or More Goals
- 100% Attained Work Readiness
- 100% Completed Summer Employment
**WIA CSP and NEW Participant Training**

### Wildland Firefighter Training at Pala

The CIMC Escondido and San Bernardino/San Jacinto Field Offices recruited individuals for training in Wildland Firefighting, provided by the National Wildfire Coordinating Group. In coordination with the U.S. Bureau of Indian Affairs Southern California Agency, CIMC staff placed 20 students into this training in July 2014.

Trainees learned the primary factors affecting the start and spread of wildfire and recognition of potentially hazardous situations, basic firefighting techniques and basic leadership principles used on the fireline. Students were required to attend the entire 40 hours to complete the course. All 20 students passed the exam.

### GRID Alternatives Training at Mesa Grande

The CIMC Workforce Development Program partnered with GRID Alternatives to train clients on the installation of solar electric systems for low-income homeowners at the Mesa Grande Reservation. This partnership provided hands-on training and a career pathway to the solar industry. The 252-hour training included: solar installations, permits, logistics and materials handling, design, CPR, and workplace safety. GRID Alternatives is a nonprofit agency working to empower communities in need of clean, renewable energy.

**Program Year 2014 Performance Outcomes**

- Entered Employment: 63%
- Completion of Educational/Training/Work Activities: 85%
- Overall Positive Terminations: 81%

**CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development**

20 CIMC WIA CSP and NEW Participants completed the Program Year 2014 Training, with participants from each CIMC Field Office.

**Project Objective**

By the end of year three, 194 of the 243 WSC training participants will have achieved a work experience, unsubsidized employment, and/or enroll in school if not attending at time of enrollment.

The intent of this grant is to assist CIMC to build a standardized soft skills strategy for all CIMC field offices, including soft skills trainings for staff and clients. Soft skills trainings include topics such as work culture, understanding stress, expressing concerns, and positive decision making.

During this program year, the project worked in partnership with an excellent team of consultants and collaborated with CIMC staff, CIMC Board of Directors and community members to complete planned project activities.

**Program Year 2014 Activities**

- 18 CIMC Staff members became certified trainers in the “Workin’ with Tradition” soft skills curriculum in April 2014. Staff were provided with tools and resources to facilitate their own trainings in Tribal communities in a culturally appropriate and relevant way.
- Forms, outreach materials, training evaluations, and processes to collect training attendee data and to ensure the WSC project meets identified employment and education objectives by year three were developed.
- A dedicated team of volunteer consultants met regularly to provide feedback on project progress and began developing career pathway resources for CIMC’s different geographic service areas.


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**CIMC Native Digital Nations Project**

During Program Year 2014, the CIMC Native Digital Nations (NDN) Project completed the three-year project. This project worked to empower CIMC Workforce Development Program participants to fulfill their career goals through digital skill development.

During the final months of the project, Digital Literacy and Responsibility Training was provided to the Central Office staff and Digital Boot Camps were held at the Redding Field Office, the Chicago Based Operations, and at the Mechoopda Rancheria. The NDN Project also assisted the Sacramento Field Office with the launch of their Facebook and Twitter social media sites.

Funding was provided by the U.S. Department of Health and Human Services, Administration for Native Americans.
Program Year 2014 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. CCDBG Program staff continued to assist eligible parents with their child care needs.

The CIMC CCDBG Program provided payments for child care services for eligible families, which totalled 72 children from 40 families. Payments were authorized through the issuance of child care certificates.

During this report period, the CCDBG Program staff put together backpacks that were filled with age appropriate school supplies. Each child participating in the CIMC CCDBG Program received an age appropriate backpack that was filled with enough school supplies to last throughout the entire school year.

Also during this report period, the CCDBG Program received a donation of toys from Walking Shield, Inc. CCDBG Program staff and volunteers wrapped and sorted each gift by age and gender and were given to the children who participate in the CIMC CCDBG Program. Gifts were also shared with some of the tribes located throughout California.

During Program Year 2014, the CIMC Community Services Block Grant (CSBG) Program services were available to eligible low-income Native American families that resided off-reservation/off-rancheria in 29 California counties. The provision of CSBG services (in collaboration with various other agencies) support the program’s vision of promoting the self-sufficiency of Native American households.

Services provided included: (1) housing -- emergency relocation or eviction prevention; (2) utilities -- deposit for new service, disconnection prevention, or restore service; (3) other utilities -- wood or other heating fuel; and (4) nutrition. Also, there were limited supportive services available (related to employment or education), which were directly related to the applicant’s vocational pursuits.

Given the increased number of requests for more information about the program, CSBG staff conducted outreach activities at the Marysville Pow Wow, including free face-painting for young children.

Another emerging pattern has been the increasing number of repeat households seeking assistance. CSBG staff registered to participate in a budget management education training of trainers activity, which will provide useful tools that can be shared with clients.

The CIMC CSBG Program was funded through a subcontract with Northern California Indian Development Council, Inc. and a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter.
The CIMC Elders Program operated during Program Year 2014 with funding from the U.S. Department of Health and Human Services, Administration for Community Living/Administration on Aging (ACL/AoA). The program is funded under Title VI of the Older Americans Act.

The primary purpose of the program is to ensure that the nutritional needs of participating elders are being met. During PY14, noon meals were prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders who are homebound and unable to come to the congregate meal site were able to receive home-delivered meals. Elders at sites where meals are not prepared and served on-site received delivered hot meals from other nutrition programs, frozen meals, or shelf stable meals.

Throughout the program year, Elders Program staff worked with all participating tribes and provided oversight of the program operation at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

**Elder Program Sites**

1. Berry Creek
2. Big Sandy
3. Big Valley
4. Chico/Mechoopda
5. Cold Springs
6. Coyote Valley
7. Enterprise
8. Fort Bidwell
9. Mooretown
10. North Fork
11. Pauma
12. San Pasqual
13. Santa Ysabel
14. Scotts Valley
15. Susanville
16. Upper Lake

During the grant period of April 1, 2014 through March 31, 2015 a total of 3,153 meals were served in a congregate meal setting and another 44,908 meals were delivered to participating elders’ homes for a grand total of 48,061 meals served.

All sites contributed to the success of the CIMC Elders Program by providing site contacts that assisted the program staff with completing intakes and distribution of informational material. Some sites provided assistance to the CIMC Elders Program to help meet the financial requirements of the program as funding is limited.

**Program Year 2014 Elders Program Meals Provided**

*On-site nutrition pending; only outreach and cultural activity during this report period.*

<table>
<thead>
<tr>
<th>Program Year 2014 Elders Program Meals Provided</th>
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<tbody>
<tr>
<td>0 1 0 0 0 2 0 0 0 3 0 0 0 4 0 0 0 5 0 0 0 6 0 0 0 7 0 0 0 8 0 0 0</td>
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<td>Upper Lake</td>
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<tr>
<td>Big Sandy</td>
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<tr>
<td>Chico/Mechoopda</td>
</tr>
<tr>
<td>Program Year 2014 Elders Program Meals Provided</td>
</tr>
</tbody>
</table>

**Meals are Purchased from Other Nutritional Programs for Delivery at:**

- Chico/Mechoopda Rancheria
- Mooretown Reservation
- Big Sandy Rancheria
- Berry Creek Rancheria
- Cold Springs Rancheria
- Pauma Reservation
- Coyote Valley Rancheria
- Fort Bidwell Reservation
- Enterprise Rancheria
- Susanville Rancheria
- San Pasqual Reservation
- North Fork Rancheria
- Santa Ysabel Rancheria
- Scotts Valley Rancheria
- Upper Lake Rancheria
- Big Valley Rancheria

**Shelf Stable Meals are Provided at:**

- Chico/Mechoopda Rancheria
- Mooretown Reservation
- Big Sandy Rancheria
- Berry Creek Rancheria
- Cold Springs Rancheria
- Pauma Reservation
- Coyote Valley Rancheria
- Fort Bidwell Reservation
- Enterprise Rancheria
- Susanville Rancheria
- San Pasqual Reservation
- North Fork Rancheria
- Santa Ysabel Rancheria
- Scotts Valley Rancheria
- Upper Lake Rancheria
- Big Valley Rancheria

**Currently Meals are Prepared On-Site at:**

- Chico/Mechoopda Rancheria
- Mooretown Reservation
- Big Sandy Rancheria
- Berry Creek Rancheria
- Cold Springs Rancheria
- Pauma Reservation
- Coyote Valley Rancheria
- Fort Bidwell Reservation
- Enterprise Rancheria
- Susanville Rancheria
- San Pasqual Reservation
- North Fork Rancheria
- Santa Ysabel Rancheria
- Scotts Valley Rancheria
- Upper Lake Rancheria
- Big Valley Rancheria
The CIMC Native American Caregiver Support Program provides services to families who are caring for an older relative with a chronic illness or disability and to elders who are relative caregivers themselves. Services include information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

During this past program year, two sessions of a 26-hour basic caregiver training / 8-hour CPR First Aid training were conducted; 70 tribal members completed the training.

Course participants completed an application and were required to meet the following requirements: A desire to learn new skills; provide own transportation; actively providing care; reliable; 21 years of age or older; willing to make a long-term commitment and drug free.

During each course, participants learned the following: the role of the caregiver; consumer rights; mental and physical conditions, including aging process; observation and reporting; environmental safety; infection control; universal precautions, and personal care.

**Medicare Improvements for Patients and Providers Act Program**

This past program year, California Indian Manpower Consortium, Inc. (CIMC) hosted three regional Medicare Informational Workshops as follows:

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<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TRIBES SERVED</th>
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<tbody>
<tr>
<td>December 7, 2014</td>
<td>Oroville</td>
<td>Chico, Enterprise, Berry Creek, Mooretown</td>
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<tr>
<td>February 17, 2015</td>
<td>Upper Lake</td>
<td>Coyote Valley, Scotts Valley, Big Valley, Upper Lake</td>
</tr>
<tr>
<td>May 14, 2015</td>
<td>Susanville</td>
<td>Susanville, Fort Bidwell</td>
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</tbody>
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CIMC collaborated with the California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) which identified HICAP staff and volunteers to present at the training sessions. A powerpoint (Protect Yourself, Your Family, and Your Tribe) was presented containing the following:

- Medicare Overview
- What is Senior Medicare Patrol (SMP)
- What is Medicare
- Part D, Who is eligible? Prescription Drug Coverage
- Fraud and Abuse

The following lists of handouts were provided to each attendee:

- A brochure from the California Senior Medicare Patrol (Protect Yourself, Your Elders, and Your Tribe)
- Getting Help with Medicare Costs
- Medical Identity Theft
- Medical Equipment Fraud
- Save $ on Medicare costs, including prescription drugs

In partnership with California Indian Legal Services, the CIMC Elders Program provided Will and Trust training in conjunction with the Medicare workshops.
The fifteenth session of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2014.

This program year, 23 emerging Native entrepreneurs completed this training which was conducted in a series of workshops held in four different tribal communities in California: Pala, Alpine, Loleta, and Tuolumne. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in December 2014.

Students learned how to develop a business plan, enabling them to start a business or expand an existing business. They also learned essential business concepts including marketing, financial management, human resource management, and day-to-day operations.

A ceremony marked the completion of the training at the Hotel at Black Oak Casino in Tuolumne, California. CIMC Board of Directors Chairman Robert H. Smith presented Certificates of Completion to the graduates.

In addition to funding received under the Workforce Investment Act from the U.S. Department of Labor, this important training was also sponsored by:

Cahuilla Band of Indians

Training Faculty

The training was provided by faculty chosen for their expertise in their respective fields and their knowledge of Native entrepreneurship; most are Native American.

- **Preston J. Arrow-weed** - President, Ah-Mut Pipa Foundation (Quechan)
- **Kenneth Banks** - Artist, Kenneth Banks Designs (Kumeyaay) - 2005*
- **Monica Burch** - Owner, Bliss Salon (Maidu) - 2008*
- **Michael L. Connolly** - CEO, Laguna Resource Services, Inc. (Kumeyaay)
- **Dirk Charley** - Former Business Owner and Former Human Resources Manager (Mono) - 2001*
- **Daniel Golding** - Owner, Hokan Media Productions (Quechan)
- **Peter H. Hackbert, PhD** - Director, Entrepreneurship for the Public Good, Berea College
- **Marcia Hooglen** - Owner, Wailaki Indian Tacos (Round Valley)
- **Julian Lang** - Director, The Ink (Institute of Native Knowledge) People (Karuk)
- **Susan Lamping** - Vice President, CDC Small Business Finance Corporation
- **Benjamin Linton** - Professional Financial Planner (Santa Ysabel) - 2012*
- **Angela Medrano** - Attorney at Law (Cahuilla)
- **Panda Morgan** - Director, Greater Sacramento Small Business Development Center
- **Joseph Orozco** - Station Manager, KIDE-FM, Hoopa Valley Tribally-Owned Radio Station (Hupa)
- **Christopher H. Peters** - President, Seventh Generation Fund; CEO, Red Deer Consulting (Pohlik-lah/Karuk)
- **Michael D. Rodriguez, Jr.** - Quality Assurance Officer, Creative Innovation Landscape and Design (Costanoan Rumsen Carmel) - 2011*
- **Hai-Na-Nu Saulque** - Graphic Artist, Nooligan Productions (Benton Paiute)
- **Paul Stone** - Artist and Musician (Washoe/Paiute)
- **Robert Stone** - President/CEO, Whitney-Stone, Inc. (Maidu) - 2009*
- **Kathy Willcuts** - Owner, On Sacred Ground (Lakota) - 2010*
- **Billee Willson, MBA** - CEO, Willson Lane Management & Consulting (Yurok)
- **Sharon Wise** - Executive Director, Native American Housing Service (Choctaw)

*Former Entrepreneur Training Graduate

**TRAINING CO-COORDINATORS:** G. David Singleton | Teresa Marie Willson
During Program Year 2014, the CIMC Census Information Center (CIC) worked directly with the U.S. Census Bureau to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AIAN) data. Data is constantly being released from the 2010 decennial census as well as the American Indian Community Survey (ACS) that provides updated data every year on topics such as income, benefits, education, employment, poverty, and disabilities. Partnering with the U.S. Census Bureau has equipped the CIMC CIC with many useful tools to help strengthen, not only the CIC, but CIMC as well. The CIC staff will continue to provide and assist with custom data tabulations using 2010 decennial census data as well as the ACS data.

California Native Entrepreneurs Opportunity Fund (CNEOF) is intended to serve as a revolving loan fund to provide micro and mini loans to Native entrepreneurs who reside on or near Indian reservations/rancherias in the target areas of the Sacramento Region and the San Diego Region.

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations. TBS seeks to provide professional economic development services to assist American Indian Tribes and organizations in developing funding strategies and public private partnerships that will lead to greater economic vitality.


**CIMC**

**CENSUS INFORMATION CENTER**

**CIMC**

**CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND**

**CIMC**

**TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM**

**CIMC**

**CIMC TRIBAL BUSINESS SERVICES, LLC**
BOARD OF DIRECTORS

Fifteen Year Recognition

Robert H. Smith

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND ADVISORY COUNCIL

Five Year Recognition

Jesse D. Burnett, II
Theresa J. Nieto
G. David Singleton

EMPLOYEES

Thirty-Five Year Recognition

Althea L. Boyd

Twenty-Five Year Recognition

Sarah M. King

Five Year Recognition

Linda LaFountain
Thirty-Five Year Membership

*Bridgeport Indian Colony*
*Northern Circle Indian Housing Authority*

Thirty Year Membership

*Big Sandy Rancheria*
*La Jolla Band of Luiseno Indians*
*Sierra Mono Museum*
*Southern Sierra Miwuk Nation*
*Torres Martinez Desert Cahuilla Indians*

Twenty Year Membership

*Enterprise Rancheria*

Ten Year Membership

*The Mono Nation*

Five Year Membership

*American Indian Association of Illinois*
*Indian Senior Center, Inc.*
As first Americans, we walk in the present, with our eyes on the future and the past in our hearts.

We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

Our team of caring professionals:
- Empowers Native Americans to achieve excellence
- Revitalizes our communities
- Embraces the challenges of the 21st century

California Indian Manpower Consortium, Inc.
738 North Market Boulevard, Sacramento, California 95834
916.920.0285 | 800.640.CIMC (2462) | TTY: 800.748.5259 | Fax: 916.641.6338
www.cimcinc.org

CIMC is an equal opportunity employer/program. Auxiliary aids and services are available to individuals with disabilities upon request.