

State of Florida

City of Gainesville

Consulting Services for Oversight and Compliance for
American Rescue Plan Act 2021 and Other Grant Funds

RFQ #CMGR-220033-GD

Technical Response

DECEMBER 27, 2021



State of Florida

Consulting Services for Oversight and Compliance for ARPA

Technical Response

Prepared for:

City of Gainesville
Procurement Division
City Hall
200 East University Avenue, Room 339
Gainesville, Florida 32601

In response to RFQ# CMGR-220033-GD
Dated December 10, 2021

Prepared by:



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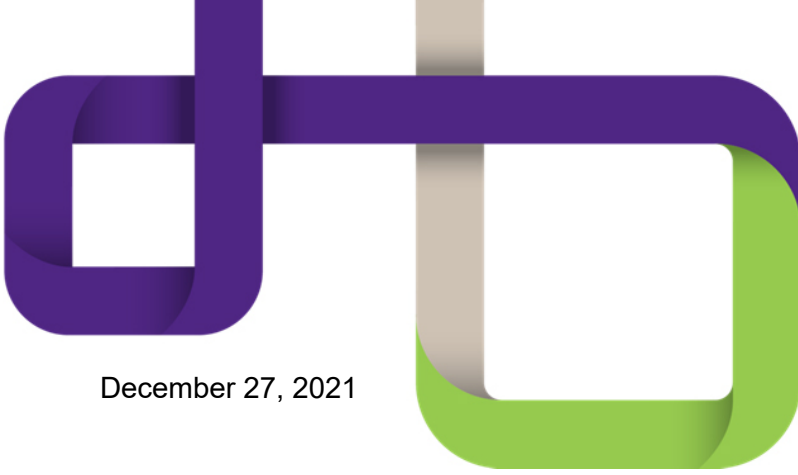
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On January 1, 2020, Grant Thornton LLP ("Grant Thornton LLP" or "Parent"), a federal and state and local government contractor since 2001, reorganized its Public Sector service line into a wholly-owned subsidiary named Grant Thornton Public Sector LLC. All of the assets and personnel associated with Grant Thornton LLP's government practice (except for its government financial audit and attest practice that will remain with the Parent) have been transferred to the new subsidiary, Grant Thornton Public Sector LLC.

Grant Thornton LLP and Grant Thornton Public Sector LLC have entered into a Services Agreement, which provides for the two entities to provide assistance to each other on government contract opportunities and engagements. Grant Thornton LLP and Grant Thornton Public Sector LLC are each other's primary teaming partners, as specially demonstrated throughout this proposal (in addition to other specified subcontractors, collectively "Team Grant Thornton").

This proposal or quotation includes data that shall not be disclosed outside the Government and shall not be duplicated, used or disclosed – in whole or in part – for any purpose other than to evaluate this proposal or quotation. If, however, a delivery order is awarded to this offeror or quoter as a result of – or in connection with – the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction is contained in sheets marked "Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal or quotation."



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December 27, 2021

City of Gainesville
ATTN: Gayle Dykeman
Procurement Division
City Hall
200 East University Avenue, Room 339
Gainesville, Florida 32601
dykemangb@cityofgainesville.org

Subject: Request for Qualifications (RFQ) Consulting Services for Oversight and Compliance for American Rescue Plan Act 2021 and Other Grant Funds #CMGR-220033-GD

Dear Ms. Dykeman:

Grant Thornton is pleased to submit this response to Consulting Services for Oversight and Compliance for American Rescue Plan Act 2021 and Other Grant Funds Request for Qualifications. Our statement of qualifications provides a comprehensive description of our relevant experience and approach to assist the City of Gainesville address intricacies in managing funds made available to the City from the American Rescue Plan Act of 2021 and other COVID-19 related disaster response and recovery funding.

Grant Thornton offers proven technical knowledge acquired through many years of serving government clients. Our team is ready to provide the City of Gainesville with a team of professionals who can apply sound knowledge when addressing **the unprecedented long-term recovery challenges presented by COVID-19**. We **have served on the frontlines of disaster recovery efforts alongside federal, state, and local government entities** and healthcare agencies alike, including recent COVID-19 related efforts.

Our team provides numerous benefits for the City in support of this important effort, including:

- **Subject Matter Experts** with deep technical and functional insights into the ARPA and other relief funding.
- A **multi-disciplinary team** with advisory experience in compliance, data analytics, performance reporting, policies and procedures development and internal controls.
- Independent advisory services to recommend **cost-effective technology platforms**; coupled with hands-on technical implementation expertise to supplement the City's technical staff.



Sincerely,

Wendy Morton-Huddleston

Wendy Morton-Huddleston

Principal

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1.6 DETERMINATION OF RESPONSIBILITY OF PROPOSERS

The specific qualifications of Proposers for this specific Request for Qualifications are included in Part 3, 3.1, d) Qualifications. Proposer must also demonstrate that it is responsible as defined in the City of Gainesville's [Financial Services Procedures Manual](#), Section 41-522, as may be amended.

As a part of the proposal evaluation process, City reserves the right to conduct a background investigation of Proposer, including a record check by the Gainesville Police Department if the qualifications require it. Proposer's submission of a proposal constitutes acknowledgment of the process and consent to such investigation.

No contract will be awarded to any proposer who is in arrears to City upon any debt, fee, tax or contract, or who is a defaulter, as surety or otherwise, upon any obligation to City, or who is otherwise determined to be not responsible by City pursuant to Section 41-522, [Financial Services Procedures Manual](#), following:

These criteria consider the Proposer's capability to perform:

- ▶ The ability of the Proposer to successfully carry out a proposed contract.

Grant Thornton anticipates the opportunity and reserves the right to negotiate with The City regarding the terms and conditions applicable to an award under this RFP, to include any terms and conditions as applicable to the final Scope of Services as negotiated between the City and Grant Thornton. We are confident we that will be able to come to a mutually satisfactory agreement with the City regarding terms and conditions, as we have many times in the past in similar procurement situations with local government entities.

- ▶ Past performance (including reference check), experience, business and financial capabilities, skills, technical organization, legal eligibility and reliability.

Grant Thornton Public Sector LLC is a wholly owned subsidiary of Grant Thornton LLP. Both Grant Thornton LLP and Grant Thornton Public Sector LLC are registered businesses with Florida Department of Corporations. As a large government contractor, Grant Thornton Public Sector LLC has the financial capability to undertake this project. In fiscal year 2021 Grant Thornton Public Sector LLC achieved revenue of \$251 Million and for fiscal year 2022 we are trending to achieve revenue of \$280 Million by the end of July 2022. Fiscal year period is August 1, 2021 – July 31, 2022.

- ▶ Current litigation pending between the Proposer and the City.

To the best of it's knowledge Grant Thornton Public Sector LLC does not have any current litigation pending between it and the City.

- ▶ Proposer has paid all debts owed to the City.

To the best of it's knowledge Grant Thornton Public Sector LLC does not have any outstanding debts to the City.

- ▶ Proposer possesses all required licenses.

Grant Thornton Public Sector LLC is a registered business with Florida Department of Corporations and authorized to do business in the state.

If it is determined that the Proposer is not responsible, City will notify Proposer of its finding, including evidence used, and allow Proposer the opportunity to come into compliance within three (3) business days of notification.

Successful Proposer must either update or complete

1.0 Statement of Qualifications Submission

1.1 Statement of Firm's Interest

At Grant Thornton, we believe in making business more personal and building trust into every result. We are committed to quality, purpose-driven results and value relationships. Grant Thornton's advisory risk services portfolio includes solutions that offer program management, equitable distribution of funds, emergency grants management, fraud detection and prevention, internal controls, eligibility quality assurance, pre-audit readiness and strategic program integrity services. We assist clients overcome the complex regulatory landscapes to implement critical projects and social services that meet the needs of citizens and their communities. Grant Thornton demonstrates the minimum required experience and **technical competence** of the firm with respect to the type of consulting services required by governmental entities for compliance with federal grant guidance, administration, oversight, compliance, and reporting to assist with the ARPA funds, but also any funds that may become available to the City through other government agencies in the future. Our team is comprised of former state finance directors, city and county administrators, mayors, governors, grants specialists, and government financial managers who have seen firsthand what it takes to make financial recovery successful.

By leveraging our extensive compliance experience our team is able to provide quality services to our clients as they manage funding received from Treasury's Coronavirus Relief Fund, Treasury's Paycheck Protection Program, Health and Human Services' Provider Relief Fund, FEMA's Public Assistance Program, Federal Transit Authority's Section 5307 Urbanized Area Apportionment, and many other federal and state programs. Grant Thornton has been supporting Treasury for almost 15 years. Our support covers Main Treasury (OCFO), the Bureau of the Fiscal Service, the IRS, the US Mint, and the Bureau of Engraving and Printing. We have provided office-wide program management support at the IRS Office of the Chief Procurement Officer (OCPO), the Bureau of the Fiscal Service Office of Financial Innovation and Transformation (FIT) and the Financial Management Quality Service Management Office (FM QSMO). In coordination with the FIT office, Grant Thornton developed the government-wide anti-fraud playbook. We have in-depth knowledge of Treasury and its programs, people and culture. Our record of superior past performance across multiple lines of business, various bureaus and departmental offices have helped improve performance and efficiency and resolved major management challenges. Our team has been able to add value to our clients by applying our collective knowledge and experience to leverage multiple state and federal grant funding vehicles to maximize their recovery of COVID-19 response and recovery costs.

We will not hesitate to bring all our knowledge and experience to the table to assist the City of Gainesville in the management and oversight of its approximate \$32 million direct allocation payment from the Coronavirus State and Local Fiscal Recovery Fund, created and authorized by the American Rescue Plan Act.

Grant Thornton's experience with conducting consulting, management, and oversight services for high volume dollar grant awards includes statewide public entities such as the **Florida Division of Emergency Management (FDEM)** and the New Jersey Treasury. Grant Thornton also provides these services for many small and large local governments including New Castle County, Delaware, Marin County, California and Golden Gate, California. Additionally, we support over a dozen healthcare systems throughout the country collectively managing nearly \$1 billion in payments received from the Department of Health and Human Services' (HHS) Provider Relief Fund (PRF).

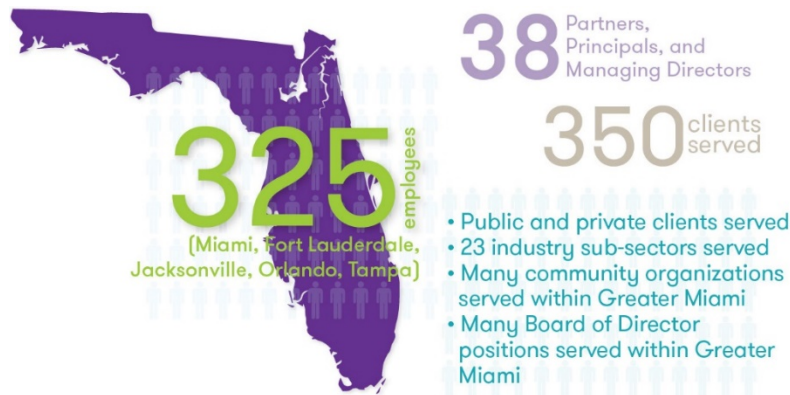
Within the **State of Florida for the Florida Division of Emergency Management**, we successfully provided subrecipient monitoring services to various hospitals, academic

institutions, electric cooperatives and even prisons in response to two declared disasters in the state – hurricanes Irma and Michael. Some of the subrecipients included Peace River Electric Cooperative, Inc., Sumter Electric Cooperative, Inc., Withlacoochee River Electric Cooperative, Inc., Tampa General Hospital, Lakeland Regional Medical Center, Pasco County and Polk County Sherriff’s Office as examples.

Grant Thornton resources have extensive experience in the American Rescue Plan Act (ARPA), the Treasury Interim Final Rule, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 CFR Part 200 “Uniform Guidance”, as well as the Department of Treasury portal for recipient submissions.

Aside from our expertise, we have served on the frontlines of disaster recovery efforts alongside federal, state, and local government entities and healthcare agencies alike, Grant Thornton also has a commitment to Florida. For example, **Grant Thornton’s Florida offices are located in Miami, Fort Lauderdale, Tampa, Orlando, and Jacksonville.** Our South Florida Managing Partner, CEO-elect Seth Siegel, has recently been elected by the partnership as our incoming CEO (Chief Executive Officer) in 2022. Our CEO-elect has prioritized our investment to clients and the community in the State of Florida.

Across the state of Florida, we serve both the public and private sectors, which includes the sub-sectors of asset management, private equity, family offices, banking, construction and real estate, energy, healthcare, hospitality and restaurants, insurance, life sciences, manufacturing, media and entertainment, not-for-profit, higher education, retail, services, technology and telecommunications, and transportation and distribution sub-sectors. Our partners, principals, and managing directors serve on the Board of Directors of many of the leading Florida organizations.



Key competencies that demonstrate grants management competencies and ARPA expertise are demonstrated across our clients. A sample of those capabilities and relevance to the City of Gainesville’s project requirements can be found in Table 1 below. Grant Thornton lists the specific tasks addressed in the scope of work and has compared five relevant projects and how our team completed similar tasks for Federal Emergency Management Agency (FEMA) Public Assistance, Coronavirus Relief Fund, Provider Relief Fund, American Rescue Plan Act and Coronavirus State and Local Fiscal Recovery Funds Programs.

Table 1. Grant Thornton’s Capabilities

City of Gainesville American Rescue Plan Act of 2021 (ARPA) Scope of Project		Florida Division of Emergency Management (PA)	New Jersey Treasury (PA)	New Castle County (CRF/ARPA)	Marin County (PA/CRF/ CLFRF/ PRF)	Provider Relief Fund Recipients
A.	Regulatory Compliance Expertise					
B.	Interpret Federal Guidance					
C.	Verification of Eligibility Procedures					
D.	Accounting and Internal Control Reporting					
E.	Document Retention and Reporting Procedures					
F.	Design/ or Establish Application Procedures					
G.	Verification of Eligibility and Final Disbursement					
H.	Monitor for Duplication of Benefits					
I.	Coordinate between federal, state and local agencies					
J.	Fraud, Waste and Abuse Identification					
K.	Compliance Oversight and Guidance					
L. M.	Appeals Procedures for Awarded Amount Disputes & Government Agencies Disputes					
N.	Regular and Frequent Status Reports					
O.	Process for new or future reporting requirements					
P.	Resolve any requests for justification					
Q.	Review contracts and purchasing documentation					

- Florida Division of Emergency Management (FEMA Public Assistance).** Hurricane Irma inflicted over \$2.5 billion in damage across 64 counties in Florida. Grant Thornton was engaged by the Bureau of Recovery of the Florida Division of Emergency

Management for Federal Stafford Act grant programs administered by the Federal Emergency Management Agency to support the financial recovery across eight counties of Citrus, Hardee, Hernando, Hillsborough, Pasco, Pinellas, Polk, and Sumter (including the metropolitan area of Tampa and St. Petersburg). Grant Thornton worked with over 135 subrecipients to manage 987 projects representing \$226.2 million. Our multi-disciplinary team validated and approved \$260 million in payments on behalf of the State of Florida Bureau of Recovery. Our work involves reviewing each project and confirming that the documentation supports the claimed costs; reconciling those costs to the total eligible amount; providing 100% validation of the claimed costs by auditing subrecipients for compliance with applicable laws, Federal and state statutes, regulations, and policies; providing accurate reporting on the subrecipient's performance and operations; and verifying that the scope of work of the project was completed satisfactorily with the submission requirement of the Federal Emergency Management (FEMA) quarterly reports and closeout's Final Inspection Report, which involves planning and executing site visits, as well as documenting the results of our reviews and determinations.

- **New Jersey Treasury (FEMA Public Assistance).** Grant Thornton was engaged by the New Jersey Department of Treasury to provide integrity monitoring of the recovery efforts of the Passaic Valley Sewerage Commission's (PVSC) \$500 million in FEMA funded recovery work and oversee the procurement and contracting compliance of 12 engineering or construction contracts with values greater than \$5 million. Grant Thornton's monitoring effort included a process review of PVSC's financial, administrative and procurement systems for compliance with FEMA requirements; compliance review of each project's procurement bid documentation (control activities); monitoring and reporting of contractor schedules and deliverables, the financial auditing of contractor payments against the schedule of values, monitor labor payments for consistency with the Davis-Bacon Act, and provide ongoing support and advice to PVSC and the State Department of Treasury. Through our efforts Grant Thornton was able to identify areas of compliance risks and developed corrective actions, implementation plans and remediation timelines. Grant Thornton provided specific recommendations to improve PVSC's procurement deficiencies and to help develop controls that would be compliant with federal procurement requirements.
- **New Castle County, Delaware (Coronavirus Relief Fund and ARPA).** The County received \$322 million directly from the U.S. Department of Treasury through the Coronavirus Relief Fund (CRF) as part of the CARES Act. The County was faced with the burden of administering these funds by creating new grant programs, monitoring subrecipients for compliance, and documenting their rationale for the funding decisions they made. The Grant Thornton Team developed a Policies and Procedures manual (control activities) which serve as a comprehensive guide to the administration of stimulus funding. We developed policies to justify and support the County's use of funds, such as substantially dedicated force account labor and certain administrative leave. Our team developed risk-based subgrantee monitoring procedures in-line with 2 CFR Part 200 requirements and implemented a financial documentation testing program to recommend payments to support volunteer firefighting companies, municipalities and teachers located within the County. The Grant Thornton team has been tasked with monitoring and documenting the use of over \$160 million in transferred funds to nine state of Delaware Agencies. **The County has been allocated \$108 million dollars from the U.S. Department of Treasury through the American Rescue Plan Act (ARPA). The Grant Thornton Team is providing ARPA program support for the County by interpreting ARPA guidance, determining eligible use of funds, performing internal controls and compliance reviews, subrecipient monitoring, and monitoring for fraud, waste and abuse.**

- **Marin County, California (FEMA Public Assistance, CRF, CLFRF, and PRF).** The County Fiscal Administrative Services required assistance with disaster cost recovery and emergency management as part of its response to the COVID-19 pandemic. The County required expertise in Federal Emergency Management Agency's (FEMA) grants processes, coordination with the 28 state emergency management agencies, along with the strategic management of several other funding sources (CRF, ARPA, SLFRF, CARES and PRF) supporting the County's recovery from the COVID-19 pandemic. Grant Thornton provided the right mix of expertise in grants management, compliance reviews, and processes specific to disaster recovery to achieve the County's goals. We established a strategy to segregate and capture the County's eligible costs, gather the necessary financial support, and create FEMA-ready applications on their behalf. In addition, we provided expertise around internal controls related to their procurement policy and transitioned to a new FEMA policy by initiating a new task of documenting socially equitable vaccination distribution. Our team helped the County formulate a strategy to verify compliance with federal policy, as well as support the funding allocated to economic business support and homelessness assistance in response to the COVID-19 pandemic. Further, our team assisted the Department of Finance stakeholders in developing FEMA projects, including creating customized and automated based tools and guides to allow county employees to quickly input county data into specialized FEMA templates, saving time and resources and yielding efficiencies.
- **Provider Relief Fund (PRF) Recipients.** The Provider Relief Fund was established by the CARES Act to provide immediate and necessary funding to help healthcare institutions prepare for, respond to, and mitigate the impacts of the COVID-19 pandemic. In partnership with Grant Thornton's audit service line, the team continues to lead over a dozen engagements, manage the complex and changing grant guidance landscape while also maximizing the health systems' recovery by leveraging additional funding opportunities from FEMA's Public Assistance Grant Program and other funding sources. Our teams developed custom tools and templates to help our clients identify eligible expenditures, calculate lost revenues attributable to Coronavirus, and demonstrate compliance to PRF guidance and 45 CFR Part 75 requirements for over \$640 million.

1.2 Firm and Individual Qualifications

Grant Thornton Public Sector LLC, as a wholly owned subsidiary of Grant Thornton LLP (97-year history), launched its public sector advisory services in 2001. Since then, we have provided proven excellence in compliance risk, integrity monitoring and program services for public sector and non-profit clients managing billions of dollars in state and federal government funds. We understand that the City desires to engage a team of professionals with expertise in federal financial assistance program guidance, specifically regarding the American Rescue Plan Act, as well as a comprehensive understanding of the related internal controls, administration, oversight, compliance, reporting, and auditing of such programs. Our team will provide numerous benefits to the City of Gainesville in support of this important effort, including:

- Subject Matter Experts with deep technical and functional insights into the ARPA and other relief funding.
- A multi-disciplinary team with advisory experience in compliance, data analytics, performance reporting, risk mitigation of fraud, waste and abuse, and internal controls.

Our team is also qualified to address advisory and compliance tasks in accordance with State and Federal regulations, including the guidelines stated in 2 CFR Part 200. Our team has a history of demonstrated success in completing these projects in a timely manner and to the satisfaction of our clients, as referenced in the qualifications below. Our team will be comprised of a small yet highly experienced team with the ability to quickly onboard and assess the current state of activities, collaborate with city stakeholders and decision-makers to discuss critical success factors related to the City's objectives.

1.2.1 Key Personnel

Grant Thornton has identified key personnel for the task areas outlined in the RFQ, below is a brief background for each. The resumes of all key professional staff identified to support City of Gainesville, detailing their educational background and relevant experience, are supplied in Section 4.0 Appendices. Key personnel include the Engagement Partner, Seasoned Grants and Financial Consultants and Subject Matter Experts which will be engaged in many, if not all, of the task orders.

- The quality of all our grant management related work benefits from the oversight and leadership of **Wendy Morton-Huddleston**. Wendy is a Risk Advisory Services Leader and Principal in Grant Thornton's Public Sector practice. She has over twenty-five years of experience in project management, crisis management, grants management, financial management, business process optimization, internal controls, and strategic planning. Wendy will operate as a **Principal** in this engagement with the City of Gainesville. She will serve as a senior advisor to assess quality service delivery, methodology effectiveness and client satisfaction. Wendy is the 2020-2021 National President of the Association of Government Accountants (AGA), National Academy of Public Administration (NAPA) Grants Working Group Executive Sponsor and a member of the National Emergency Management Association (NEMA) and National Grants Management Association (NGMA). Wendy spearheads several inclusion and belonging efforts to drive diversity, equity, and accessibility firmwide. **Relevant Experience:** *Project Principal for Florida Division of Emergency Management Region 4 Public Assistance Grants Management, Marin County Grants Management for COVID-19, Golden Gate, CA and quality reviewer for New Castle County, Delaware.*
- **Poupée Kim** will serve as the **Grant Project Manager** for the City of Gainesville. Poupée is a seasoned manager with extensive experience in providing disaster recovery, program management support and grant administration to federal, state, and local governments. Ms. Kim serves as a FEMA lead under the COVID-19 Emergency Presidential Declaration. As a Subject Matter Expert (SME), Ms. Kim aids in managing claims to recover eligible expenses and lost revenues from COVID-19 with primary focus on recoveries from insurance, the CARES Act and FEMA Category B – Emergency Protective Measures. Ms. Kim also supports the collaboration with healthcare professionals to identify and quantify other available funding sources (e.g. Department of Health and Human Services (HHS), Centers for Disease Control and Prevention (CDC), Private Insurance, and related entities). She collaboratively develops monitoring and compliance approaches intended to assist in maintaining documentation and securing appropriate reimbursement. Ms. Kim possesses an understanding of the foundations of the procurement lifecycle from

identifying the needs of state and local entities through project closeout and documentation. She also has experience in gathering, tracking, analyzing, evaluating and reporting on procurement data such as project evaluation and ongoing procurement projects with ARPA and SLFRF funds. **In her work on the Florida Division of Emergency Management (FDEM) engagement, Ms. Kim serves as the Project Manager responsible for providing comprehensive grants management services for Hurricane Irma (DR-4337) on behalf of the State of Florida and oversees Grant Thornton's grants management staff. Poupée is a Certified Internal Controls Auditor (CICA).**

- **L. Bradford Johnson, Senior Consultant.** Brad is a dynamic leader with over 10 years of experience in public policy and government administration. **His local government knowledge includes executive leadership experience as a City of Tallahassee Mayoral Aide, Gadsden County Assistant County Administrator, and City Manager of Havana, Florida.** He has extensive knowledge of procurement, contract management, contract compliance, budget preparation and budget oversight. Brad has administered local project funds for the Florida Department of Transportation, the Florida Department of Environmental Protection State Revolving Fund, and Community Development Block Grant (CDBG) program funds. Brad has performed disaster recovery for the retrieval of FEMA Public Assistance funds for various state and local government agencies in the State of Florida, and with Grant Thornton, serves as a consultant for ARPA federal funds. *As an ARPA consultant, Brad serves as a client point of contact and assists clients with eligibility determinations through providing position statement memos. Brad has also created policies and procedures, application forms and processes for the administration of ARPA federal funds.* **Relevant Experience: Florida Division of Emergency Management Region 4 Public Assistance Grants Management, New Castle County, DE for COVID-19 and ARPA, and Richland County SC for ARPA.**
- **Dustin Hinkel, Grant Specialist.** Dustin is a Manager in Grant Thornton's Public Sector Risk Advisory and Management practice and is a dynamic and innovative leader with over 12 years of directly relevant experience. Dustin began his career in emergency management and public service by focusing his education on the physical and societal effects of natural and technological hazards. **He continued his professional development to become the youngest County Emergency Management Director and, later, County Administrator for Taylor County, Florida.** His special expertise is in the areas of local government administration, grants management, crisis response, management, and recovery, strategic planning, and policy development and implementation. **Dustin has a broad knowledge of financial accounting, human resources management, government administration, emergency management, public safety, and grants management.** His experience also includes capital project formulation and monitoring, public budget development and implementation, organizational leadership and advocacy, and ordinance and policy development and execution. Mr. Hinkel is trained to operate in several grant management platforms, including eCivis, FEMA Grants Portal, EMMIE, and CIVIX. *As an ARPA consultant, Dustin serves as a client point of contact and assists clients with eligibility determinations and compliance testing.* **Relevant Experience: Florida Division of Emergency**

Management Region 4 Public Assistance Grants Management, New Castle County, DE for COVID-19 and ARPA, Richland County SC for ARPA, Berkshire Health Systems and Rutgers University for PRF.

- **Tim Luzano, GIS Specialist.** Mr. Luzano is a Manager with Grant Thornton Public Sector, LLC. He is an accomplished data management practitioner overseeing engagements regarding data governance, data quality, and data integration. Mr. Luzano is also an accomplished finance professional with demonstrated ability performing financial analysis including, but not limited to Income Statement analysis, Budgeting, Forecasting, and Cost Planning. Mr. Luzano has extensive Public Sector experience working with Texas Department of Transportation (TxDOT), Utah Department of Transportation (UDOT), and Hawaii Department of Transportation (HDOT). Tim's technical skillset and competencies are instrumental in the capture and display of program metrics and outcomes, including diversity, equity, and inclusion metrics for ARPA reporting and compliance. **Relevant Experience: *Program Metrics and Outcomes, Process Automation, Data Transformation, Custom Report Development, Design and Track Key Performance Indicators (KPIs)***
- **E. David Barth, Subject Matter Expert (Grant Management).** Dave will advise on all requirements of the ARPA award. He has over twenty years of experience with grants and financial management systems and over forty years of experience working with state governments focused on financial management solutions and advisory services. He leads multiple state and local government engagements supporting CARES Act, ARPA, and FEMA disaster recovery activities. He has extensive experience with governmental business operations and is considered a subject matter expert in many fields within the firm. Prior to joining Grant Thornton, he was the Director of Budget and Finance for the New Jersey Department of Environmental Protection and was responsible for the overall financial management of the Department's operating budget, federal grant programs and debt funding. **Relevant Experience: *Florida Division of Emergency Management Region 4 Public Assistance Grants Management, Marin County, CA for ARPA, SLFRF, and FEMA PA, New Castle County, DE for COVID-19 and ARPA, Richland County SC for ARPA, Berkshire Health Systems and Rutgers University for PRF.***
- **Rachel Stushek, Subject Matter Expert (Audit and Compliance).** Rachel has over 17 years of experience providing auditing support to non-profit organizations. Ms. Stushek has approximately 4 years of experience working with Federal entities. She has experience serving under audits that were performed under Government Accountability Office (GAO) "Yellow Book" auditing standards, American Institute of Public Accountants (AICPA) auditing standards, and OMB Circular A-133/uniform guidance. Rachel leads audit and assurance engagements providing quality assurance role, risk management and serves as a consultative resource for technical questions and issues for various audits, performance audits, and examinations. In her role in New Castle County, Rachel provides subject matter expert advisory services to the engagement team on best practices and methods for compliance with single audits techniques and requirements. She provides advisory services to help the team analyze and document determination of when an agreement establishes a subrecipient, beneficiary, or contractor relationships in

compliance with Uniform Guidance and CRF requirements. She advised our cost validation supporting documentation requirement individual assistance program focused on providing materials to teachers affected by the coronavirus public health emergency.

Relevant Experience: *Government Accountability Office (GAO) “Yellow Book” Auditing Standards, American Institute of Public Accountants (AICPA) Auditing Standards, and OMB Circular A-133/Uniform Guidance.*

- **Taylor Larimore, Subject Matter Expert (Fraud).** Mr. Larimore has more than 12 years of experience as a risk management expert focusing on program integrity and fraud prevention and detection in the public sector. He has extensive experience helping government agencies establish and enhance their fraud risk mitigation programs to align leading practices, including conducting fraud risk assessments, applying data analytics, and developing and implementing enterprise-level antifraud strategies in complex environments. Mr. Larimore has successfully served as a Fraud Subject Matter Expert in both the public and private sectors – spanning from large federal agencies to Fortune 100 and 500 companies. Examples include Universal Service Administrative Co., Department of State Bureau of the Comptroller and Global Financial Services, U.S. Department of the Treasury Bureau of the Fiscal Service, and the National Institutes of Health. Mr. Larimore facilitates workshops with executives from 14 federal agencies and Offices of Inspectors General to collect leading practices in fraud risk mitigation that were the basis of the government-wide Antifraud Playbook. **Relevant Experience:** *Risk Management, Program Integrity and Fraud Prevention and Detection.*

2.0 Technical Proposal

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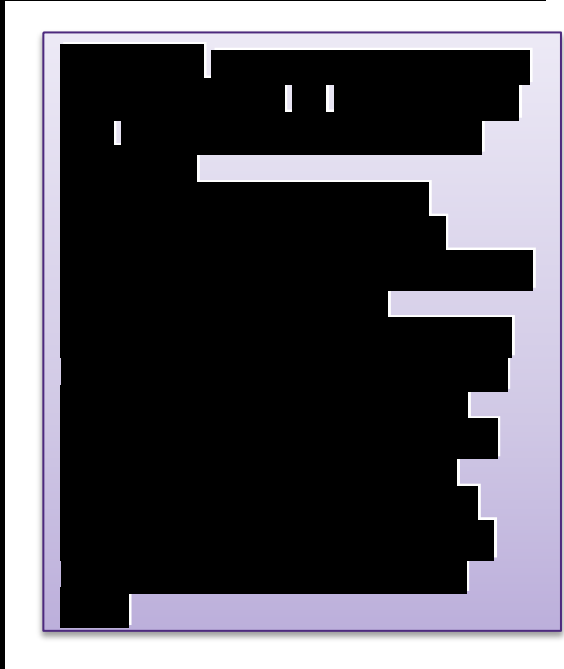
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3.0 Insurance

g. Insurance

1. Documentation of firm's professional liability insurance policy

a. Selected Respondent Reference: As a reference, the selected respondent shall meet the following insurance requirements: During the term of this project, respondent shall maintain, at its sole cost and expense, no less than the following insurance issued by an insurance company authorized to conduct business in the State of Florida and having an "A" rating or better by A.M. Best

2. General Liability Insurance, having a combined single limit of \$1,000,000 for each occurrence and \$1,000,000 in the aggregate.

3. Automobile Liability Insurance, having a combined single limit of \$1,000,000 for each person and \$1,000,000 for each accident.

4. Employers' Liability Insurance, having a limit of \$500,000 for each occurrence.

5. Professional Liability Insurance, having a limit of \$5,000,000 annual aggregate.

6. Respondent shall maintain errors and omissions insurance of \$5,000,000.00.

Grant Thornton maintains professional liability insurance and general commercial liability insurance coverage for the provision of accounting and advisory services. The insurance coverage and limits are consistent with other national accounting firms of its size. Upon acceptance of Grant Thornton's proposal to provide services, and upon request, Grant Thornton will provide verification of professional liability insurance and/or a certificate of general commercial liability insurance consistent with the finally negotiated terms and conditions. Grant Thornton does not provide copies of its insurance policies to third parties. To assist in your evaluation of our proposal we have included our standard evidence of coverage certificate(s). These documents are considered proprietary and should be withheld from public disclosure.



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
08/02/2021

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

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

PRODUCER Aon Risk Services South, Inc. MSC# 17691 PO Box 551343 Atlanta GA 30355 USA	CONTACT NAME: PHONE (A/C. No. Ext): (864) 241-1510 FAX (A/C. No.): (864) 241-1511 E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	NAIC #
INSURED Grant Thornton LLP 171 North Clark Street Suite 200 Chicago IL 60601 USA	INSURER A: National Fire Ins. Co. of Hartford	20478
	INSURER B: The Continental Insurance Company	35289
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

Holder Identifier :

COVERAGES **CERTIFICATE NUMBER:** 570088669360 **REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:			6081370470 General Liability	07/31/2021	07/31/2022	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$1,000,000 MED EXP (Any one person) \$15,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000
A	<input type="checkbox"/> ANY AUTO <input checked="" type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			6081373210 Auto	07/31/2021	07/31/2022	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input type="checkbox"/> RETENTION			6081347562 Umbrella	07/31/2021	07/31/2022	EACH OCCURRENCE \$5,000,000 AGGREGATE \$5,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		Y / N N / A				PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE-EA EMPLOYEE E.L. DISEASE-POLICY LIMIT

Certificate No : 570088669360

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER Grant Thornton LLP Attn: Stacy Masloroff 3333 Finley Road, Suite 700 Downers Grove IL 60515 USA	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
03/02/2021

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

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PRODUCER MARSH USA INC. 540 W. MADISON CHICAGO, IL 60661 Attn: Chicago.CertRequest@marsh.com	CONTACT NAME: PHONE (A/C, No, Ext): _____ FAX (A/C, No): _____ E-MAIL ADDRESS: _____													
	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : New Hampshire Insurance Company</td> <td>23841</td> </tr> <tr> <td>INSURER B : AIU Insurance Company</td> <td>19399</td> </tr> <tr> <td>INSURER C :</td> <td></td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : New Hampshire Insurance Company	23841	INSURER B : AIU Insurance Company	19399	INSURER C :		INSURER D :		INSURER E :		INSURER F :
INSURER(S) AFFORDING COVERAGE	NAIC #													
INSURER A : New Hampshire Insurance Company	23841													
INSURER B : AIU Insurance Company	19399													
INSURER C :														
INSURER D :														
INSURER E :														
INSURER F :														
INSURED Grant Thornton LLP Attn: Cindy Sepich-Kaler 3333 Finley Road, Suite 700 Downers Grove, IL 60515														

COVERAGES **CERTIFICATE NUMBER:** CHI-008399803-75 **REVISION NUMBER:** _____

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER: _____						EACH OCCURRENCE \$ _____ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ _____ MED EXP (Any one person) \$ _____ PERSONAL & ADV INJURY \$ _____ GENERAL AGGREGATE \$ _____ PRODUCTS - COMPROP AGG \$ _____
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ _____ BODILY INJURY (Per person) \$ _____ BODILY INJURY (Per accident) \$ _____ PROPERTY DAMAGE (Per accident) \$ _____
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$ _____						EACH OCCURRENCE \$ _____ AGGREGATE \$ _____
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY		X	WC80756249 (AOS)	03/01/2021	03/01/2022	X PER STATUTE OTH-ER
B	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	WC80756250 (CA)	03/01/2021	03/01/2022	E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 WAIVER OF SUBROGATION IS APPLICABLE WHERE REQUIRED BY WRITTEN CONTRACT AND ALLOWED BY LAW.

CERTIFICATE HOLDER GRANT THORNTON LLP ATTN: CINDY SEPICH-KALER 1901 SOUTH MEYERS ROAD OAK BROOK TERRACE, IL 60181	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE of Marsh USA Inc. Manashi Mukherjee <i>Manashi Mukherjee</i>
--	--



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
05/01/2021

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

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PRODUCER Aon Risk Services South, Inc. 40 West Broad Street, Suite 210 Greenville, SC 29601	CONTACT NAME: Eric Bill	
	PHONE (A/C No. Ext): 1.312.381.1898	FAX (A/C No.):
	E-MAIL ADDRESS: eric.bill@aon.com	
	INSURER(S) AFFORDING COVERAGE	
	INSURER A : Swiss Re International SE and Various Other Insurers	
INSURED Grant Thornton LLP Grant Thornton Tower 171 N. Clark Street, Suite 200 Chicago, IL 60601	INSURER B :	
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADOL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMPIOP AGG \$ OTHER: \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ OTHER: \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ OTHER: \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		Y/N	N/A			PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Professional Indemnity Insurance			PSACO2100604	01-May-21	01-May-22	Not less than US \$1,000,000 any one claim and in the aggregate.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER Grant Thornton LLP Grant Thornton Tower 171 N. Clark Street, Suite 200 Chicago, IL 60601	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Aon Risk Services South, Inc.</i>
--	--

4.0 Appendices

Exhibit A – Drug-Free Workplace Form

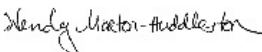
Exhibit A DRUG-FREE WORKPLACE FORM

The undersigned Proposer in accordance with Florida Statute 287.087 hereby certifies that

Grant Thornton Public Sector LLC
does: _____
(Name of Proposer)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for the drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this proposer complies fully with the above requirements.



Proposer Signature

12/28/2021

Date

Exhibit B – Proposer Verification Form

Exhibit B
PROPOSER VERIFICATION FORM

~~LOCAL PREFERENCE (Check one)~~

~~Local Preference requested: _____ YES NO~~

~~A copy of the following documents must be included in your submission if you are requesting Local Preference:~~

- ~~• Business Tax Receipt~~
- ~~• Zoning Compliance Permit~~

~~Qualified Small Business and/or Service Disabled veteran Business Status (Check one)~~

~~Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Small Business? _____ YES NO~~

~~Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Service Disabled Veteran Business? _____ YES NO~~

REGISTERED TO DO BUSINESS IN THE STATE OF FLORIDA

Is Proposer registered with Florida Department of State's, Division of Corporations, to do business in the State of Florida? YES NO (refer to Part 1, 1.6, last paragraph)

If the answer is "YES", provide a copy of SunBiz registration or SunBiz Document Number (# M19000005013)

If the answer is "NO", please state reason why:

DIVERSITY AND INCLUSION (Applies to solicitations above \$50,000)

Does your company have a policy on diversity and inclusion? YES NO

If yes, please attach a copy of the policy to your submittal.

Note: Possessing a diversity and inclusion policy will have no effect on the City's consideration of your submittal, but is simply being requested for information gathering purposes.

Grant Thornton Public Sector LLC

Proposer Name

Wendy Morton-Huddleston

Printed Name/Title of Authorized Representative

Wendy Morton-Huddleston \ 12/28/2021
 Signature of Authorized Representative Date

Items **struck through** are not relevant to this solicitation.

Diversity, Equity and Inclusion (DE&I) – What makes us different makes us powerful

At Grant Thornton LLP, we have seen firsthand the power of **bringing one's whole self to work** - from different races, ethnicities, gender identities, disabilities (visible and invisible), nationalities, religions, generations, sexual orientations, backgrounds and experiences - and the dynamic and innovative environment that results. Our people thrive personally and professionally because **all perspectives are valued and heard**. In turn, our inclusive culture enables us to craft creative solutions for ourselves and the clients we serve.

Our vision

Our vision is to position Grant Thornton as a champion and thought leader in **diversity** and **inclusion**, where everyone fearlessly contributes to arrive at the best solutions – achieving **equity** across our firm. Leveraging our CLEARR values and unique culture, we will advance growth opportunities, promote and adopt new skills and mindsets, and foster a spirit of belonging and community. We will appreciate and celebrate our differences and commonalities. As part of our commitment to ensuring equality for all, we will continue to address inequities, and social and racial injustices that impact our workplace and broader communities. We recognize the dynamic nature of affecting change and are committed to embracing the uncomfortable – business as unusual – within Grant Thornton and the broader industry.

We will do this by:

- Framing diversity as an impact we acknowledge, value, measure, and track.
- Fostering a sense of belonging – creating psychological safety and trusted relationships – fundamental requirements for community building and empowerment.
- Igniting a DE&I operating framework to support firm-wide governance and operations.
- Maintaining measures for leadership accountability and our firms' commitments to DE&I.
- Communicating our plans, actions and progress with frequency and transparency.

Our commitment to diversity

“Like so many things in life, it turns out that the right thing to do for people also happens to be the right thing to do for business” (Brad Preber, Grant Thornton CEO).

Recent events highlight just how important it is for diversity and inclusion to be paramount in a company's core values and strategy.



Like many of the organizations you support, at Grant Thornton our culture and practice of diversity and inclusion are viewed as one of our core strategic advantages. This is embraced top-down, through action and ongoing commitment from Grant Thornton CEO Brad Preber and the National Leadership team, as well as bottom-up through Business Resource Groups (BRGs) led by employees cross the firm.

This year alone, actions we have taken to further our commitment to diversity as a firm include:

- Renewed our commitment to and participation in the **CEO Action for Diversity & Inclusion (D&I)** — a coalition of more than 700 companies and organizations committed to advancing diversity and inclusion in the workplace
- Launched **firm-wide Unconscious Bias Training**, focusing on the impact that bias has on recruiting decisions, giving feedback, and team interactions.

Created by our African Americans and Allies Business Resource Group, every year we also host a series of conversations designed to help us become FEARLESS in how we discuss diversity and inclusion across the firm. We call them **“Fearless Conversations”**. Through these conversations, Grant Thornton fosters an environment where we can have guided discussions on sensitive topics around race, diversity and inclusion.

Simply put, at Grant Thornton inclusion is a way of life. It permeates our culture and is embedded in our values and behaviors. Grant Thornton's commitment to a diverse and inclusive team is reflected on our proposed team.

In keeping with our culture of diversity and inclusion, our **National Diversity, Equity & Inclusion team** develops strategies, programs and tools to unlock the power of difference.

Our business resource groups work to fulfil our mission

Each of our business resource groups (BRGs) is a team of employees from various service lines, career levels and job functions. BRGs are employee-driven and supported by the Diversity, Equity & Inclusion Team to cultivate an inclusive culture, which ultimately benefits our clients and drives our business. They operate at both the national and the local levels.



African Americans & Allies promotes the recruitment, development, advancement and retention of African American professionals through collaboration with allies and firm leadership.



Diverse Abilities & Allies drives greater awareness of the abilities and potential contributions of people with disabilities within our firm, and with our clients and strategic partners.



Equality GT (LGBTQ+ & Allies) creates an inclusive environment that attracts and retains lesbian, gay, bisexual, transgender and queer employees, and inspires and empowers them to bring their whole selves to work.



Future Leaders & Allies provides a collaborative space for individuals from all generations to be developed into the next generation of inclusive leaders.



Latinxs/Hispanics & Allies drive firm business by attracting, developing and leveraging the contributions of Latinx/Hispanic practitioners.



Pan-Asians & Allies empowers Pan-Asian professionals to join with colleagues to build stronger teams across the firm.



Veterans & Allies drives firm success by attracting, developing and leveraging the leadership experience and skills of veterans.



Women & Allies enhances the recruitment, retention and advancement of women into leadership positions.



Working Parents & Allies focuses on aligning parenting values to workplace expectations, including best practices for successful work life integration.

We invest in our people's development

The DE&I Team and firm leaders sponsor employee attendance at annual professional development conferences. This investment enables skill-building, networking and technical growth for our people, enabling them to grow their whole selves and better deliver on our promise of distinct client service.

NATIONAL CONFERENCES

- Ascend National Convention
- Association of Latino Professionals for America National Convention
- National Association of Black Accountants Annual Convention

GRANT THORNTON CONFERENCES

Unified Inclusion Conference



In October 2020, the Diversity, Equity and Inclusion team hosted **Grant Thornton's first Inclusion Conference**. The theme for the Inclusion Conference was Intersectionality, which will allow us to deepen how we leverage these unifying principles to maximize our impact on Grant Thornton's inclusive culture.

Specifically, this conference gave us a unique opportunity to expand our DE&I learning and resources so that we can continue building stronger allyship, modeling inclusive behaviors and creating sustainable actions towards inclusion and equity at our firm.

We are proud to be recognized for our efforts

A SAMPLING OF RECENT AWARDS AND RECOGNITION

- National Association for Female Executives: Top Companies for Executive Women
- Working Mother Magazine: 100 Best Companies for Working Mothers & Best Companies for Dads
- Readers' Choice Awards: 2019 Top 50 Employers List
- Asia Society: Most Innovative Practices in Recruitment and Selection & LGBT Asian Employees
- Human Rights Campaign Corporate Equality Index : Best Places to Work for LGBTQ Equality
- Disability Equality Index: Best Places to Work for Disability Inclusion
- Universum Diversity & Inclusion Index: 2019 Top 50 Global Employers List

We are proud signatories of the CEO Action of Diversity & Inclusion Pledge and the Pledge to Prioritize Mental Health and Emotional Wellbeing in the Workplace.



AICPA PODCAST HIGHLIGHTS OUR DE&I APPROACH

On a recent episode of the AICPA's Forensic and Valuation Services (FVS) podcast, our CEO, Brad Preber, shared the latest on our DE&I programming, and how advancements in these areas can help us advance the accounting profession today and for future generations (particularly for those in Certified in Financial Forensics (CFF) and Accredited in Business Valuation (ABV) specializations.

Highlights included:

- The critical role BRGs play in our firm, and how they're helping drive Grant Thornton's future
- COVID-19's impacts on engagement and connection among colleagues
- Measuring our success in diversity, inclusion and engagement
- Retention, advancement and recruiting at Grant Thornton

Diversity initiatives

At a recent annual firm-wide meeting, Grant Thornton announced the following initiatives, established by our DE&I taskforce, to add to the DE&I initiatives that were already part of our strategy:

- Make unconscious bias training mandatory, and incorporate DE&I-focused sessions into firmwide conferences and onboarding for new hires
- Expand the range of schools at which we recruit, and update our experienced hire recruiting process to make sure we're recognizing the value of diverse backgrounds in advancing equity
- Apply our DE&I point of view to our firm's political action committee (PAC) contributions as part of our evaluation process – aligning our contributions to those who represent our firm's values
- Seek ways we can support anti-discrimination and racial justice legislation through our public policy group
- Make contributions, as part of the GT Foundation's annual

contribution to worthy charities and non-profits, of \$600,000 total with \$300,000 apiece going to the [Southern Poverty Law Center](#) and the [Thurgood Marshall College Fund](#) over three-year commitments

- Provide up to 40 annual chargeable hours for each of our employee's internal support of our Business Resource Groups (BRGs) and external support of community and charitable activities
- Announced [Weird Enough Productions](#) as our next [Purple Paladin](#) (our signature cause program where we select non-profits that support the needs of diverse populations)
- Share our broad, long-term strategic DE&I plan in the fall that will promote greater transparency and accountability in these areas
- Allowing our firm professionals time to reflect on Dr. King's accomplishments and participate in civic activities by making Martin Luther King Jr. day a paid holiday each year

These actions signal progress in our firm but are only the start of our efforts to make our firm an even better place to work for all our teammates and a positive force for justice in our communities.

Equal Employment policy

It is the policy of our firm to promote equal employment opportunities. All personnel decisions, including, but not limited to, recruiting, hiring, training, promotion, compensation, benefits and termination, are made without regard to race, creed, color, religion, national origin, sex, age, marital status, sexual orientation, citizenship status, veteran status, disability, or any other characteristic protected by applicable federal, state, or local law.

And beyond policy, it's just part of our culture to provide a workplace that engages and includes people of diverse and differing backgrounds. We understand that the more our partner and employee population represents our communities and our clients, the more successful we will be in our business. As such, the firm demonstrates its commitment to diversity through our recruiting practices, operational policies and innovative approach to building a culture of inclusiveness.

Exhibit C – References Form**Exhibit C
REFERENCE FORM**Name of Proposer Grant Thornton

Provide information for three references of similar scope performed within the past three years. You may include photos or other pertinent information.

#1 Year(s) services provided (i.e. 1/2015 to 12/2018): 9/2020 to 6/2022Company Name: New Castle County
Address: 87 Reads Way
City, State Zip: New Castle, DE 19720
Contact Name: Michael R. Smith, Chief Financial Officer
Phone Number: (302) 395-5170 Fax Number: _____
Email Address (if available): Michael.Smith@newcastledel.gov#2 Year(s) services provided (i.e. 1/2015 to 12/2018): 12/2020 to 6/2022Company Name: Marin County
Address: 3501 Civic Center Drive, Ste. 225
City, State Zip: San Rafael, CA 94903
Contact Name: Lisa DeCarlo, Division Chief
Phone Number: (415) 473-6162 Fax Number: _____
Email Address (if available): ldecarlo@marincounty.org#3 Year(s) services provided (i.e. 1/2015 to 12/2018): 12/2017 to 6/2022Company Name: Florida Division of Emergency Management
Address: 2555 Shumard Oak Boulevard
City, State Zip: Tallahassee, Florida 32399-2100
Contact Name: Kassandra McGlenn, Contracts Program Manager
Phone Number: (850) 815-4417 Fax Number: _____
Email Address (if available): Kassandra.McGlenn@em.myflorida.com

Proposer's W-9

Form W-9 (Rev. 01-19-2019) Department of the Treasury Internal Revenue Service	Request for Taxpayer Identification Number and Certification	Give Form to the requester. Do not send to the IRS.
Go to www.irs.gov/irafarmw9 for instructions and the latest information.		
Print or type. See Specific Instructions on page 2.	1. Name (please print your full name or the name of the partnership, trust, or other entity) GRANT THORNTON LLP	4. Exemption code (see page 2) if you are exempt from FATCA reporting (code if any) Reporting person's full name: Example from FATCA reporting code (if any): Business name (not to be used for IDIT)
	2. Name of the partnership or other tax-exempt entity (if the name of the partnership or other entity is not the same as the name of the reporting person) GRANT THORNTON PUBLIC SECTOR LLC	
	3. Check the appropriate box(es) for the classification of the partnership or other tax-exempt entity (check only one of the following codes if any): <input type="checkbox"/> Individual or partnership single-member LLC <input type="checkbox"/> Limited liability company (treated as a partnership) (see instructions for Part I, line 1) <input type="checkbox"/> Other (see instructions) ▶	
	5. Social Security number, EIN, and other identification number(s) 5835 FINLEY RD STE 700 City, state, and ZIP code DOWNERS GROVE IL 60515-1253 Address (do not include P.O. box)	6. Requester's name and address (if applicable)
Part I Taxpayer Identification Number (TIN)		
Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or other qualified entity, use the TIN number for Part I, line 1. For other entities, it is your employer identification number (EIN). If you do not have a TIN, see how to get a TIN (559).		
Social Security number		Employer identification number
OR		
Signature of U.S. person:		Date: 01/11/2021
General Instructions		
Read the instructions on the Internal Revenue Code unless otherwise noted.		
Future developments. For the latest information about developments related to Form W-9 and its instructions, see the website of the Internal Revenue Service published on www.irs.gov/form945 .		
Purpose of Form		
An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return (a dividend, interest, or other amount payable to you) for a return. Examples of information returns include, but are not limited to, the following:		
<ul style="list-style-type: none"> Form 1099-DIV (dividend or interest paid) Form 1099-DIV (dividends), including those from stocks or mutual funds) Form 1099-MISC (miscellaneous income, prizes, awards, or gross proceeds) Form 1099-B (stock or mutual fund sales and certain other transactions by broker) Form 1099-C (proceeds from real estate transactions) Form 1099-K (merchant card and third party network transactions) Form 1098 (home mortgage interest), 1098-E (other loan interest), 1098-T (dividend) Form 1099-C (canceled debt) Form 1035-A (acquisition or abandonment of secured property) 		
See Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.		
If you are a resident alien (ARS) to the requester with a TIN, you might be subject to backup withholding. See What's backup withholding (559).		

Copy of any applicable, current licenses and/or certification required by City/State

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Detail by Entity Name

DIVISION OF CORPORATIONS



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Search by Entity Name](#) /

Detail by Entity Name

Foreign Limited Liability Company
GRANT THORNTON PUBLIC SECTOR LLC

Filing Information

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Date Filed	05/20/2019
State	DE
Status	ACTIVE

Principal Address

1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Mailing Address

1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Registered Agent Name & Address

C T CORPORATION SYSTEM
1200 SOUTH PINE ISLAND ROAD
PLANTATION, FL 33324

Authorized Person(s) Detail

Name & Address

Title Chairman

PREBER, BRADLEY J
1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Title President

OTAL, CARLOS A.
1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Title Director

Shaw, Samuel

<https://search.sunbiz.org/inquiry/CorporationSearch/SearchResultDetail?inquirytype=EntityName&directionType=Initial&searchNameOrder=GRANTT...> 1/2

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Detail by Entity Name

1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Title Director

Wittmer, James
1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Title Director

Peko, Jim
1000 WILSON BLVD., #1400
ARLINGTON, VA 22209

Annual Reports

Report Year	Filed Date
2020	04/24/2020
2021	03/04/2021

Document Images

03/04/2021 – ANNUAL REPORT	View image in PDF format
04/24/2020 – ANNUAL REPORT	View image in PDF format
05/20/2019 – Foreign Limited	View image in PDF format

Florida Department of State, Division of Corporations

<https://search.sunbiz.org/inquiry/CorporationSearch/SearchResultDetail?inquiryType=EntityName&directionType=Initial&searchNameOrder=GRANTT...> 2/2

Resumes

Wendy Morton-Huddleston, MBA, PMP, CGFM

Principal

Wendy Morton-Huddleston is a Risk Advisory Services Leader and Principal in Grant Thornton's Public Sector practice. She has over twenty-five years of experience in project management, enterprise risk management, financial management, business process optimization, grants management, internal controls and strategic planning. Wendy currently serves as a senior advisor for several accounts to assess quality service delivery, methodology effectiveness and client satisfaction.

Relevant Experience

Marin County, CA and Golden Gate, CA Disaster Cost Recovery Services – Advise the client on disaster recovery and mitigation efforts in compliance with applicable local, state, and federal laws, regulations and FEMA requirements. Provide recommendations that impact grant eligibility, funding sources and expenditures.

Grant Thornton LLP, Florida Division of Emergency Management – Leading a team of 40+ practitioners to address grants management requirements for hurricane relief of Irma & Michael across eight counties of subrecipients (education, law enforcement, healthcare) to execute compliance reviews on behalf of the state for reimbursement from FEMA - \$70M processed as of April 2020. Innovation includes the use of Robotics Process Automation and Tableau visualization to achieve efficiencies.

Grant Thornton LLP, Department of Homeland Security (DHS) Cybersecurity and Infrastructure Security (CISA) – Leading Provide advisory services in data analytics, audit remediation, and internal controls. Created efficiencies and effective controls within IT access, property management, and payment management workflows.

Grant Thornton LLP, Department of Homeland Security (DHS) Secret Service – Provide advisory services in pre-audit readiness, post audit corrective actions, and internal controls maturity.

Grant Thornton LLP, United States House of Representatives – Provide engagement oversight and technical acumen to guide the internal control team to perform remediation of open Inspector General (IG) audit findings, Office of Management and Budget (OMB) Circular A-123 requirements, testing and implementation of ERM. Business process areas include accounts payable, acquisition management, budget, and financial reporting. Provide strategic insights to the business transformation office.

Work History

Grant Thornton LLP, Principal, August 2010 to present

Director, August 2006 to July 2010

Senior Manager, August 2004 to July 2006

Manager, August 2003 to July 2004

BearingPoint (formerly KPMG Consulting), Senior Consultant, July 2001 to August 2003

Arthur Andersen, Consultant, October 1996 to June 2001

Education and Certifications

Executive Leadership Certificate, Cornell University

Enterprise Decision-Making Program, Northwestern University Kellogg School of Management

M.B.A., Management, University of Maryland
M.S., Finance, University of Maryland
B.S., Finance/Minor: Business Administration, Norfolk State University
Project Management Professional (PMP)
Certified Government Financial Manager (CGFM)

Poupée Kim, CICA

Grant Project Manager

Poupée has 15 years of quality control review, professional services and oversight consulting experience to state, local and federal government. She is a Certified Internal Controls Auditor (CICA). Her experience includes operational review/assessments, designing and implementing business processes and controls, performing compliance monitoring, interpreting disaster recovery regulatory guidelines, program management and grant management. She has extensive experience in grant administration and comprehensive knowledge of disaster recovery regulations within state and federal individual assistance programs in the wake of Hurricanes Katrina, Rita, Ike, Gustav, Irma, and Michael. She is a proactive, open, and honest communicator and has a record of accomplishment for positive relationships with staff and clients.

Relevant Experience

U.S. Department of Housing and Urban Development (HUD) - Ms. Kim serves as the Project Manager for COVID-19 Data Response Reporting and Consulting Support with HUD and the Prime Contractor, Ascella Technologies. Ms. Kim is responsible for the onboarding of Grant Thornton resources and support of deliverables stated in the SOW that adheres to the rules, regulations, laws, standards, and conventions identified by HUD as well as within the Federal Government related to White House Memorandums, OMB Guidance and the Data Act on COVID-19 CARES Act.

COVID-19/CARES Act Implementation - Ms. Kim serves as a FEMA lead under the COVID-19 Emergency Presidential Declaration. As a Subject Matter Expert (SME), Ms. Kim provides assistance in managing claims to recover eligible expenses and lost revenues from COVID-19 with primary focus on recoveries from insurance, the CARES Act and FEMA Category B – Emergency Protective Measures. She assists in the development and review of Elements of Essential Information (EEI), Dimension and Description of Damages (DDD) and Scope of Work (SOW) for input into the Federal Emergency Management Agency (FEMA's) Grants Portal. Ms. Kim also supports the collaboration with healthcare professionals to identify and quantify other available funding sources (e.g. Department of Health and Human Services (HHS), Centers for Disease Control and Prevention (CDC), Private Insurance, and related entities). She collaboratively develops monitoring and compliance approaches intended to assist in maintaining documentation and securing appropriate reimbursement. She is also responsible for project management and driving the key work stream activities and deliverables to meet project objectives.

California Department of Housing and Community Development (HCD) - Ms. Kim served as a Grants Management Subject Matter Expertise (SME) on HCD's CDBG and CDBG-DR program funds that were approved by HUD and allocated to the State of California to address unmet long-term recovery needs arising from damage caused by the 2017 wildfires, flooding, mudflows, and debris flows. She was responsible for the grant program requirements, business rules and processes, procedures, and internal controls to support the implementation of the grants management system. She supported the prime contractor through all Project Management Office (PMO) work-stream activities including the Project Implementation Plan, Validated Requirements Report, Gap Analysis and Configuration Plan of the system to match HCD's workflows.

Florida Division of Emergency Management Region 4 Public Assistance Grants Management - Ms. Kim serves as the Project Manager responsible for providing

comprehensive grants management services for Hurricane Irma (DR-4337) on behalf of the State of Florida and oversees Grant Thornton's grants management staff. Ms. Kim manages a team of 30+ professionals in their provision of compliance services while guiding Subrecipients through validation, reimbursement, closeout processes and timely deliverables. Ms. Kim manages the workflow of the Recipient Final Review approval for assigned PWs, coordinates the contract execution of subgrant agreements, and conducts the validation of cost documentation and expense support and reimbursement processes along with quarterly reporting and PW closeouts for small and large projects. Ms. Kim is also responsible for onboarding new team members and oversees the training and procedure process.

Work History

Grant Thornton LLP, Manager, 2018-Present

CohnReznick LLP, Manager, 2005-2018

Education and Certifications

Institute for Internal Controls – Certified Internal Controls Auditor, CICA (2014)

B.A., International Studies, Towson University

FEMA Emergency Institute Certificates

Dave Barth, MA

State & Local Compliance Subject Matter Expert

Dave will advise on all requirements of the ARPA/SLFRF award. He has over twenty years of experience with grants and financial management systems and over forty years of experience working with state governments focused on financial management solutions and advisory services. He leads multiple state government engagements supporting disaster recovery activities, FEMA compliance monitoring and CARES Act support. Dave now leads an integration team of grants management specialist responsible for disaster recovery. He has extensive experience with governmental business operations and is considered a subject matter expert in many fields within the firm. Prior to joining Grant Thornton, he was the Director of Budget and Finance for the New Jersey Department of Environmental Protection and was responsible for the overall financial management of the Department operating budget, federal grant programs and special revenue funding; and negotiating the Department's indirect cost rate with US Environmental Protection Agency. On an annual basis, the Department's budget included \$100 million in federal funding. Dave has been with Grant Thornton since 2013 and is based in Pennsylvania. He is currently assigned to one client.

Relevant Experience

Mr. Barth has more than 20 years of experience supporting local governments in management of disaster relief grant funds. He serves as the **Engagement Director with New Castle County** as a direct recipient of CARES Act Coronavirus Relief Fund. His responsibilities serve to support the County with the review of the County program guidance, its system of internal controls, subrecipient risk assessment and subrecipient monitoring and reporting.

Mr. Barth serves as the **Engagement Director supporting the State of Florida** recovery from the impacts of Hurricanes Irma and Michael, monitoring compliance with FEMA requirements, and assisting local governments through their recovery process.

Mr. Barth served as the **Project Manager supporting the New Jersey Department of Treasury** to provide fiscal integrity oversight and compliance monitoring reviews of FEMA funded recovery efforts.

Mr. Barth served as a **Senior Emergency Management Specialist supporting the Texas Division of Emergency Management** in their FEMA Public Assistance Program recovering from presidentially declared disasters in 2015 and 2016, providing quality assurance reviews of FEMA Project Worksheets; and authorizing payment approvals as TDEM's Grant Administrator.

Work History

Grant Thornton, Director, January 2019 - present

Grant Thornton, Manager, November 2013 - December 2018

New Jersey Department of Environmental Protection, Director, Division of Budget and Finance, September 1992 - June 2013

New Jersey Department of Environmental Protection, Deputy Director, Division of Financial Management, Planning, and General Services, June 1986 - September 1992

Education, Certifications & Associations

M.A., Program for Administrators, Rider College

B.A., U.S. History, Fairfield University

Disaster Recovery, CDBG Administration Training

Rachel Stushek, CPA

Audit and Compliance Subject Matter Expert

Rachel is a Managing Director with Grant Thornton's Public Sector Audit practice. She has over 17 years of experience providing auditing support to non-profit organizations. Ms. Stushek has approximately 4 years of experience working with Federal entities. She has experience serving under audits that were performed under Government Accountability Office (GAO) "Yellow Book" auditing standards, American Institute of Public Accountants (AICPA) auditing standards, and OMB Circular A-133/uniform guidance. Rachel leads audit and assurance engagements providing quality assurance role, risk management and serves as a consultative resource for technical questions and issues for various audits, performance audits, and examinations.

Relevant Experience

Office of Personnel Management (OPM), Defense Finance and Accounting Services (DFAS), Defense Contract Management Agency (DCMA), Social Security Administration (SSA); Federal Communications Commission (FCC), Air Force Working Capital Fund (AFWCF), Washington Headquarters Services (WHS); U.S. Special Operations Command (USSOCOM), Office of Navajo and Hopi Indian Relocation (ONHIR) – Ms. Stushek has served each of these audit and assurance clients in her role as Professional Practice Director of Grant Thornton's Public Sector audit practice. In this quality assurance role, she assists in managing risk and serves as a consultative resource for technical questions and issues for various audits, performance audits, and examinations.

Salvation Army Central Territory – Ms. Stushek served this church denomination and social services agency throughout all of her years at Grant Thornton. At various times, she managed the financial statement and single audits of individual operating units in Indianapolis, Kansas City, St. Louis, Chicago, Grand Rapids, the Twin Cities and Omaha. For the last three years, she also directed overall coordination of all ten operating unit audits, and also managed and reviewed the high risk areas of the consolidated audit of the Salvation Army Central Territory. The operating unit audits were performed under GAO "Yellow Book" auditing standards as well as AICPA auditing standards, and the consolidated audit was performed under AICPA auditing standards.

Work History

Grant Thornton, July 2009 - present

- Managing Director, August 2019 - present
- Director, August 2014 - July 2019
- Manager, August 2010 - July 2014
- Senior Associate, July 2009 - July 2010

Deloitte & Touche LLP, July 2003 - June 2009

- Senior Associate, August 2006 - June 2009
- Associate, July 2003 - July 2006

Education, Certifications & Associations

Bachelor of Science, Accounting, Grove City College
Certified Public Accountant, Virginia and Illinois

Tim Luzano, MBA

GIS Specialist

Mr. Luzano is a Manager with Grant Thornton Public Sector, LLC. He is an accomplished data management practitioner overseeing engagements regarding data governance, data quality, and data integration. Mr. Luzano is also an accomplished finance professional with demonstrated ability performing financial analysis including, but not limited to Income Statement analysis, Budgeting, Forecasting, and Cost Planning. Mr. Luzano has extensive Public Sector experience working with Texas Department of Transportation (TxDOT), Utah Department of Transportation (UDOT), and Hawaii Department of Transportation (HDOT).

Relevant Experience

Grant Thornton, Utah Department of Transportation – Grant Thornton is currently working with the Utah DOT to implement an open data and business intelligence platform to provide them with an analytical, reporting and dashboard management tool that provides transparency and actionable information. This solution provides an integrated data storage, ETL and data visualization platform used to facilitate functions with the agency and enables personnel at UDOT to perform their jobs more efficiently.

Texas Department of Transportation – Grant Thornton was hired to provide TxDOT with EIM strategic planning services including the development of an information management strategy and a 10-year implementation roadmap to modernize TxDOT's data management and analytics platform, as well as the supporting projects and programs needed to help make such a platform successful.

Hawaii Department of Transportation – Grant Thornton is working to implement an open data and BI platform for the Hawaii Department of Transportation in order to deliver actionable insights to stakeholders throughout the agency using up-to-date, accurate data through a series of dashboards and reports hosted on the cloud-based data portal. Grant Thornton's efforts with HDOT include process automation, data transformation, custom report development work and collaborating with leadership to design and track Key Performance Indicators for the organization (KPIs). The entire engagement operates using agile project management under which requirements and solutions evolve through the collaborative effort of self-organizing and cross-functional teams and their customer/end user.

Work History

Grant Thornton Public Sector LLC, Manager, Aug 2018 - present

Sears Holdings Corporation, Manager Reporting and Analytics, Nov 2015 – Feb 2017

Brown-Forman, Senior Financial Analyst, June 2013 – June 2015

Humana, Financial Analyst, June 2009 – June 2013

McCauley, Nicolas, and Company, Staff Accountant, Nov 2008 – May 2009

General Electric, Financial Services Representative, May 2006 – Oct 2008

Education and Certifications

M.S., Business Analytics, University of Notre Dame

M.B.A., Indiana University

B.S., Accounting, Indiana University

Certified Data Management Professional (CDMP)

Project Management Professional (PMP)

Certified Scrum Master (CSM)

Taylor Larimore, MPP

Fraud Subject Matter Expert

Mr. Larimore has over 15 years of experience helping government agencies establish and enhance their fraud risk mitigation programs to align leading practices, including conducting fraud risk assessments, applying data analytics, and developing and implementing enterprise-level antifraud strategies in complex environments. In support of Akron, Mr. Larimore will serve as a Crisis Management Subject Matter Expert providing guidance and expertise in the detection, identification, and reduction of fraud.

- Mr. Larimore has successfully serving as a Fraud Subject Matter Expert in both the public and private sectors – spanning from large federal agencies to Fortune 100 and 500 companies. Examples include Universal Service Administrative Co., Department of State Bureau of the Comptroller and Global Financial Services, U.S. Department of the Treasury Bureau of the Fiscal Service, and the National Institutes of Health.
- Mr. Larimore facilitates workshops with executives from 14 federal agencies and Offices of Inspectors General to collect leading practices in fraud risk mitigation that were the basis of the government-wide Antifraud Playbook.

Work History

Grant Thornton LLP, Senior Manager, July 2011 - present
Sycamore Advisors LLP, Analyst, July 2010 - June 2011

Education, Certifications & Associations

M.P.P., Public Financial Administration, Economic Development and Policy Analysis, Indiana University.

B.A. Economics, Wabash College

Risk Management Professional (RMP), Project Management Institute

Project Management Professional (PMP), Project Management Institute

Certified Six Sigma Green Belt (CSSGB), American Society of Quality

L. Bradford Johnson, MA

Project Control Specialist

Bradford Johnson is a Risk Advisory Services Manager in Grant Thornton's Public Sector practice. He has 14 years of experience in Government Administration, Public Affairs, Community Relations & Communications. Brad has experience in procurement, contract oversight activities, public outreach, FEMA PA reimbursement and closeout activities. Most of his professional experience has been in the State of Florida providing oversight consultative services for various local and state government agencies. Mr. Johnson is based out of our Tampa office.

Relevant Experience

Government Administration, Town of Havana – Mr. Johnson manage the daily operation of the Town government and served at the pleasure of a seven-member Town Council. He was responsible for conducting all procurement and contract oversight activities for the Town. He oversaw a \$10 million budget and managed a team of 36 employees. He managed the operation of a municipal electric and gas utility, water and sewer department, police and fire department, finance department, and office of the Town Clerk. Mr. Johnson oversaw the construction of a new \$6 million wastewater treatment facility. He managed the construction and \$200,000 expansion of the Town community center. He was responsible for retrieving over \$250,000 in Hurricane Michael FEMA reimbursement dollars. He oversaw a \$350,000 repaving project with the Florida Department of Transportation, Municipal Small County Outreach Program. He generated the annual budget, and oversee compliance with the Florida Department of Revenue, Truth in Millage Act. He applied for and managed various forms of state funding that ranged from Community Development Block Grant (CDBG), Hazard Mitigation Grant Program, and State Revolving Fund.

Government Services – Mr. Johnson performed contracted consultative services for various local and state government agencies in the State of Florida. Oversaw a team of consultants, to assist clients in the process of reimbursement for FEMA public assistance and disaster funds. Performed audits and analysis of financial documentation for clients. Completed applications and grant closeouts for clients. Assisted clients in the organizing of their general ledger to better account for grant activity. Performed compliance testing for eligibility, and cost allocation with the Uniform Guidance and compliance supplement.

Department of Management Services – Mr. Johnson assisted the Office of the County Administrator in overseeing daily government operations. Managed the departments of Agriculture Extension, Animal Control, Budget, Building Inspection, Code Enforcement, Emergency Medical Services, Facilities, Housing, Human Resources, Library Services, Neighborhood Services, Parks & Recreation, Planning, Probation, Procurement, Public Works, Tourist Development, and Veteran Services. He managed an operating budget of \$45 million dollars and a staff of 200 employees. Managed the County's capital improvement budget process. Provided direct oversight of the County's procurement of goods and services. Mr. Johnson managed and reported on various grants with state agencies and coordinated vendor activity to ensure implementation. Generated and monitored contracts to ensure vendor compliance. Managed the County's general liability insurance policies, and managed risk management matters. Conducted employment interviews and coordinated with the process of hiring necessary staff. Mr. Johnson provided policy analysis and recommendations to the County Administrator and the Board. Updated human resource policies, conducted wage

reviews, and assisted with human resource management trainings. Generated memorandums, agenda items, form letters and various administrative correspondences. He served as the government's Interim Public Information Officer and Interim Tourist Development Marketing Manager. Updated the County's website and generated graphic design artwork on an as-needed basis. Created an internal process to track and streamline the approval of Board related topics for general business meetings and workshops. Worked closely with the County's government affairs representative and the Florida Association of Counties on legislative matters.

Work History

Grant Thornton, Manager, October 2021 - present

Town of Havana, Town Manager, December 2019 - October 2021

Thomas Howell Ferguson, P.A., CPAs, Consultant Team Lead, December 2018 – December 2019

Gadsden County Board of County Commissioners, Assistant County Administrator, March 2017 – August 2018

Education, Certifications & Associations

M.A., Management/Concentration: Human Resource Management, American Military University

B.S., Agribusiness/Minor: Economics, Florida A&M University

FEMA Emergency Management Institute:

IS-00634 Public Assistance Program

IS-00100.c Incident Command System

IS-00200.c Basic Incident Command System for Initial Response

IS-00700.b National Incident Management System

IS-00800.c National Response Framework

Dustin Hinkel, MA

Grant Specialist

Mr. Hinkel is dynamic and innovative leader with over 15 years' experience in the fields of emergency management and local government administration. Dustin began his career in emergency management and public service by focusing his university education on the physical and societal effects of natural and technological hazards. He leveraged his education and continued his professional development to become the youngest County Emergency Management Director and, later, County Administrator in the state of Florida. His special expertise is in the areas of local government administration, grants management, crisis response, management, and recovery, strategic planning, and policy development and implementation. Mr. Hinkel has a broad knowledge of financial accounting, human resources management, government administration, emergency management, public safety, and grants management. His experience management and leadership of local government resources and staff, natural and technological disaster preparedness, response, and recovery, capital project formulation and monitoring, public budget development and implementation, organizational leadership and advocacy, and ordinance and policy development and execution. Mr. Hinkel is based out of our Tampa office.

Relevant Experience

COVID-19 – New Castle County, DE Coronavirus Relief Fund Grant Management - Dustin serves as a Subject Matter Expert collaborating with engagement staff to assist New Castle County, DE manage, disburse, and document its allocation of \$322,000,000 from the US Treasury's Coronavirus Relief Fund. He manages a team of 9 testers reviewing over 336 applications received by NCC from Subrecipients. Dustin developed and implemented the tools and policies that the testers use to evaluate Subrecipient applications and supporting documentation for compliance with federal, state, and local policies and guidance. Dustin reviews internal applicable policies and procedures as well as newly created community grant programs and advises on compliance risk based on his research of the US Treasury's latest programmatic guidance and his experience managing federal and state disaster response and recovery grant programs. He continuously monitors the US Treasury for updates and clarifications to its reporting and programmatic guidance and develops position papers to inform the engagement team and the client of the impact of any observed changes. Dustin also assists NCC in the identification of costs eligible for the FEMA Public Assistance Program and leads the formulation.

Florida Division of Emergency Management Region 4 Public Assistance Grants Management - Mr. Hinkel serves as a Team Lead within the FDEM Irma Public Assistance Program management engagement supervising a team of 8 grant management specialists and is responsible for the validation and management of over 85 disaster recovery projects totaling over \$100 million in state and federal grant funding. The team, under Dustin's supervision and management, analyzes and validates 100% of Subrecipient supporting documentation for compliance with state and federal policy requirements. Dustin has innovated and implemented several process improvements and workflows to standardize procedures resulting in superior quality and maximum efficiency. Mr. Hinkel is often consulted by Team leadership, FDEM, and the over 1,200 subrecipients served by the Team as a Subject Matter Expert in the areas of grant management, 2 CFR 200 compliance, and state and local government fiscal accountability processes. As the Team Lead, Mr. Hinkel is responsible for the quality and delivery of all

deliverables, communication with Subrecipients, and the performance of disaster recovery project site inspections.

Work History

Grant Thornton, August 2018 - present

Disasters, Strategies, and Ideas Group, LLC, January 2017 – July 2018

Taylor County Board of County Commissioners, May 2014 – December 2016

Education, Certifications & Associations

M.A., Natural and Technological Hazards Geography, University of South Florida

B.S.SCL, Environmental Science and Policy, University of South Florida

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