

**Mission ...**

Western Wisconsin WDB is a collaborative, interactive and coordinated network of training resources and support services that is providing and retaining a well-skilled labor force for employers in western Wisconsin.

**Vision ...**

To provide a comprehensive and integrated and customer-driven and results-oriented system for workforce development that responds to the needs of the employers, job seekers, incumbent workers and youth.

Western Wisconsin



**Western Wisconsin WDB Full Board Meeting**

**Monday, June 27, 2022**

**3:00 p.m. to 4:30 p.m.**

**Zoom link**

<https://us02web.zoom.us/j/83819721099?pwd=cG80Ulk0SlJGUEQ1Y1FESzY2TXZ6Zz09>

**Meeting ID: 838 1972 1099**

**Password: 135065**

**Upcoming Meetings**

Meetings begin at 3 p.m. unless noted

**Officers**

Tammy Brown, Past Chair  
*LHI*

Pete Eide, Secretary/Treasurer  
*Bethel Home and Services, Inc.*

**Board Members**

Sam Bachmeier  
*LADCO*

Mark Glendenning  
*Inland*

Vicki Proudlock, Ops Chair  
*Unemployment Insurance*

Steve Blodgett  
*Dept. of Workforce Development*

Amy Grotzke  
*Division of Voc. Rehab*

Patrick Rodriguez  
*Regional Council of Carpenters*

David Bonifas  
*MRRPC*

Amanda Langrehr  
*CESA #4*

Jodi Roesler, Strategy Chair  
*Dairyland Power Coop*

Bill Brockmiller  
*Western WI AFL-CIO*

Jennifer Luedtke  
*Town n' Country Title*

Dave Schams  
*Water Lily Gifts*

Angie Martin  
*Western Technical College*

Doug Potapenko  
*Plumbers & Steamfitters Local 434*

Heather Trimborn  
*Gundersen Health System*

A proud partner of the American Job Center network

**Western Wisconsin WDB Full Board  
Meeting Agenda  
Monday, June 27, 2022  
3:00 p.m. to 4:30 p.m.  
Zoom**



<b>Agenda Item</b>	<b>Pages</b>	<b>Action</b>
<b>I. CONSENT ITEMS</b>		
A. Call to Order		
B. Announcements and Introductions		
<b>II. TRAINING/EDUCATION</b>		
<b>III. ORDER OF BUSINESS</b>		
A. Western Wisconsin WDB Officer Nomination <i>Ms. Myers will ask three times for nominations for officers. Chair will then announce slate has been determined and voted upon next.</i>	1 - 3	
B. Officer Election		
C. Meeting Minutes — February 28, 2022	4 - 6	X
D. Financials	7 - 17	X
E. Program Reports/Updates	18	X
F. Conflict of Interest Statement July 1, 2022 to June 30, 2023	19 - 20	
G. Annual Meeting Change		
H. PY22 Budget	sent later	X
I. WIOA Youth Outreach Coordinator Hours Change		X
J. PY22 Committee Assignments		
K. Mission/Vision/Values Conversation		
L. Strategic Plan	21 - 31	
M. Vision Benefits	32 - 36	X
<b>IV. CONCLUSION</b>		
A. Unfinished Business		
B. New Business		
<b>V. ADJOURN</b>		

**ARTICLE V:           BOARD RESPONSIBILITES**

Section 1:    Functions of the Board.

A.    Strategic Direction

The primary responsibilities of the Board are to provide strategic direction, goals, and activities for the corporation and the functions in Section 3B, 1-8

B.    Oversight

The Board shall establish provisions for oversight of the corporation’s activities and for the four-year local workforce investment plan.

C.    Budget and Finance

The Board shall:

- (i)    Adopt an overall corporation budget for funds under the Workforce Investment Act, which are also subject to the approval of the Chief Elected Official.
- (ii)   Designate a depository for corporate funds and establish proper monetary controls and accounting procedures.

D.    Staff

The Board shall hire or contract for staff services as it deems appropriate.

E.    Committees and Taskforces

The Chairperson shall appoint committees and taskforces, as it deems necessary, to effectively carry out the functions and responsibilities of the corporation.

Section 2:    Sunshine Provision. This corporation shall make available to the public, on a regular basis through open meetings, information regarding the activities of the local Board, including information regarding the local Plan prior to submission of the Plan, and regarding membership, the designation and certification of one-stop operators, and the award of grants or contracts to eligible providers of youth activities, and on request, minutes of formal meetings of the local Board.

**ARTICLE VI:           OFFICERS**

Section 1:    Number. The Board shall elect from its Board membership the principle officers, which shall include a Chairperson, Chair-Elect, and Secretary/Treasurer. The Chairperson and Chair Elect shall be from the private sector in accordance with the Article IV, Section 2.A.(i). The Chair shall assume the officer position of Past-Chair upon completion of his/her term.

Section 2:    Election and Terms. The principal officers shall be elected by the Board at the Annual Meeting or any special meeting called for such purpose and serve two-year terms. Prior to the time of election, a taskforce named, by the Chair, shall poll the membership for interest in

serving in an elected position. Those interested shall be included on the slate of officers for election.

Section 3: Vacancies. If any office of the Board becomes vacant, the Board shall elect a successor at the next regular meeting, or a special meeting to fulfill the remainder of the term.

Section 4: Removal. Any officer may be removed for cause at any time by a two-thirds majority vote of the directors.

Section 5: Duties and Qualifications of Officers.

A. Chairperson

Shall be from among the directors who are representatives of the private sector; shall preside over all meetings of the Board of Directors and the corporation; shall be an ex-officio of all committees of the corporation; shall make all appointments to committees and taskforces, subject to the approval of the Board of Directors; and shall have the general powers and duties usually associated with the office of president of Chapter 181, Wisconsin Corporations, including but not limited to powers allowed by law to sign certificates, contracts, and other instruments of the corporation which are authorized by the Board.

B. Chair/Elect

Shall be from among the directors who are representatives of the private sector; serve in the Chairperson's stead if the Chairperson is unable to perform other duties as the Chairperson and as the Board of Directors may direct. At such times the Vice-Chairperson shall have all the powers of the Chairperson. The Chair Elect shall assume the Chair position upon completion of the Chair's term or resignation, whichever comes first.

C. Secretary/Treasurer

Shall be responsible for assuring, through the assigned Clerk of the LEOs an accurate record of minutes of all meetings, maintenance and preservation of up-to-date records of all ongoing activities, the distribution of Board meeting minutes to all members of the Board and others required to receive Board meeting minutes; and shall perform other duties as the Chairperson and Board of Directors may direct.

In addition, a 3rd party financial service provider shall review the record of all funds collected and spent including a current account of assets and liabilities of the corporation. The books of accounts shall at all reasonable times be open to inspection by any director.

D. Past-Chair

The Past-Chair shall serve as an officer of the corporation as a member of the Executive Committee.

- E. A director's term on the Board shall not expire if the individual is currently holding an officer position (Chair, Chair Elect, Secretary/ Treasurer or Past-Chair). The director's term shall be extended until he/she has fulfilled his/her obligation as an officer.
- F. Any document required or permitted by Wisconsin Statutes Chapter 181 to be signed by the President, Vice-President, Secretary or Assistant Secretary, shall be signed by the Chairperson or Chair Elect in the Chairperson's absence.

## **ARTICLE VII: MEETINGS**

Section 1: Annual Meeting. The Annual Meeting of the corporation shall be held in the month of October in each year.

Section 2: Regular Meeting. The regular meeting of the Board of Directors shall be held quarterly or as determined necessary at a time and place designated by the Board of Directors.

Section 3. Special Meetings. Special meetings of the Board of Directors may be called at the request of the Chairperson, Chair-Elect, or a director of the Board by petition signed by at least one-third of the corporation directors and properly filed with the Secretary.

Section 4: Notice. Notice of each Regular and Annual Meeting of the Board of Directors shall be given by notice delivered through the mail or electronic means no less than one week prior to the meeting. Notice of Special Meetings shall be given no less than 72 hours prior to the meeting. All meetings shall comply with the requirements of the Wisconsin open meeting law.

Section 5: Quorum. A simple majority of the filled seats of the Board of Directors shall constitute a quorum for purposes of any regular or special meeting.

Section 6: Voting. At all corporate meetings, each director shall have one vote. No proxy votes shall be permitted. Simple majority of directors present shall prevail in all matters except to those matters, which by law and by these Bylaws require other than a majority vote.

Section 7: Minutes. The corporation shall keep a correct and complete record of all corporate proceedings, which shall be attested by the signature of the Secretary.

Section 8: Procedure. All meetings of the corporation shall be governed by the Bylaws, or standing rules of the corporation, or Robert's Rules of Order in all matters not covered therein.

## **ARTICLE VIII: STATUS**

Section 1: Non-Profit. This corporation is a non-stock corporation organized under Chapter 181, Wisconsin Statutes, and is not conducted for pecuniary profit. All aspects of the operation of the corporation shall be conducted in accordance with applicable laws, rules, and regulations of funding sources, State and Federal law and Section 501(c)(3) of the United States Internal Revenue Code of 1954, as it may be amended from time to time, for the tax-exempt

**Board Chair: Jessica Subach**  
**Minute Scribe: Jessie Quinn**  
**Meeting Attendance: See Page 3**

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**I. CONSENT ITEMS**

- A. Call to Order  
Ms. Subach called the meeting to order at 3:04 p.m. A quorum was present as indicated by roll call.
- B. Announcements and Introductions  
None.

**II. ORDER OF BUSINESS**

- A. Meeting Minutes — October 25, 2021  
Motion made (Glendenning/Schams) to approve the October 25, 2021 meeting minutes.  
Motion approved unanimously.
- B. Financials  
Ms. Quinn presented the financials as of December 31, 2021.  
Motion made (Schams/Grotzke) to approve the financials as of December 31, 2021.  
Motion approved unanimously.
- C. Program Reports
  - 1. WIOA Youth  
Ms. Myers reported there are currently three enrolled in the WIOA Youth program and three pending. Ms. Burkhardt spoke about an outreach plan and how she and Ms. Altimus have implemented, including web site updates, information sessions, school outreach, social media posts, and joining community groups
  - 2. WIOA Adult and Dislocated Worker  
Ms. Myers reported throughout pandemic WDA 9 has seen more Adults than Dislocated Workers. We have transferred funds from Dislocated Worker to Adult so we're best able to meet the needs of those who need help.
  - 3. DOC Windows to Work  
Ms. Myers reported programming is going strong. We are a little behind in enrollments due to being shut out of the prisons at times, but the state is not concerned.
  - 4. Business Services Coordinator  
Ms. Myers reported Mr. Ruetten has been preparing for TDCON, which will be held in April in Wisconsin Dells.
- D. Conflict of Interest Statements  
Ms. Myers reminded the boards each board member needs to fill out and sign a year conflict of interest statement.

E. Case Management Policy

Motion made (Potapenko/Rodriguez) to approve the Case Management Policy.  
Motion carried unanimously.

F. Annual Meeting Change

Ms. Myers requested the board consider changing when its annual meeting is held. Board members were open to the change and felt December would be a good time to hold the meeting, so the topic will appear on the next agenda for official approval.

G. Budget Modification

Ms. Quinn presented a PY21 budget modification.

Motion made (Rodriguez/Luedtke) to approve the budget modification. Motion carried unanimously.

H. Executive Director Updates

1. DWD Monitoring

Ms. Myers reported we received last year's final DWD monitoring report. Our final response is due March 14. We are going back and forth with state on a few items.

This year's monitoring was completed in January. DWD has 45 days to submit a report.

2. WIG Grant

Ms. Myers reported WDA 9 applied for \$10 million during the first round of funding. We were not awarded. Applications for the second round of funding is due in April. Ms. Myers said the WDB is not writing this grant, but is working closely with partners on a submission.

3. WAI Grant

Ms. Myers reported that so far the WDB has had 83 program applicants and has spent about \$25,000 on participants.

4. DOC Positions

Ms. Myers reported interviews were conducted for the positions in Jackson Correctional Institution and New Lisbon Correctional Institution, but we are still looking for a suitable candidate.

5. Committees

Ms. Myers reminded everyone of the importance of committee meeting attendance.

6. RFP

Ms. Myers reported WIOA Adult, Dislocated Worker, One-Stop Operator and Business Services Coordinator do not need to be RFP'd this year.

7. Chair-Elect Position

Ms. Myers reported the WDB needs to elect a new chair-elect. She will reach out to DWD to make sure that can be done at our next full board meeting.

**III. CONCLUSION**

A. Unfinished Business  
None.

B. New Business

Mr. Ruetten wished to thank Mr. Larson for his years of partnership. Mr. Larson is retiring at the end of the month.

Ms. Myers encouraged everyone to check out the WDB's updated web site.

**IV. ADJOURN**

Meeting adjourned at 4:05 p.m.

Respectfully recorded,  
Jessie Foss, recorder



Respectfully submitted,  
Jessica Subach

Draft

Present

Sam Bachmeier  
Steve Blodgett  
Mark Glendenning  
Amy Grotzke  
Jennifer Luedtke  
Doug Potapenko  
Vicki Proudlock  
Pat Rodriguez  
Dave Schams  
Jessica Subach

Not Present

David Bonifas  
Tammy Brown  
Bill Brockmiller  
Pete Eide  
Amanda Langrehr  
Jodi Roesler  
Heather Trimborn

Others Present

Hannah Altimus  
Michelle Burkhardt  
Angie Martin  
Melisa Myers  
Teresa Pierce  
Jessie Quinn  
Kevin Ruetten  
Amy Scarborough  
Chase Simmons



**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

WIOA Admin as of 4.30.22

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	55,650	\$	46,375	\$	38,699	\$	16,951
Staff Bonuses	\$	1,562	\$	1,302	\$	-	\$	1,562
Fringe	\$	18,547	\$	15,456	\$	15,418	\$	3,129
Staff Travel	\$	976	\$	813	\$	5	\$	971
Staff Development	\$	489	\$	408	\$	34	\$	455
Supplies	\$	1,817	\$	1,514	\$	3,815	\$	(1,998)
Rent	\$	5,501	\$	4,584	\$	6,203	\$	(702)
Telephone & Internet	\$	1,074	\$	895	\$	415	\$	659
Postage	\$	272	\$	227	\$	-	\$	272
Outside Printing	\$	1,362	\$	1,135	\$	-	\$	1,362
Copier	\$	2,180	\$	1,817	\$	1,048	\$	1,132
Outreach	\$	182	\$	152	\$	96	\$	86
Software	\$	9,900	\$	8,250	\$	7,468	\$	2,432
Memberships	\$	3,179	\$	2,649	\$	3,039	\$	140
Licenses and Fees	\$	10,899	\$	9,083	\$	8,237	\$	2,662
Business Insurance	\$	3,633	\$	3,028	\$	3,888	\$	(255)
BOD & LEO Travel & Meetings	\$	1,362	\$	1,135	\$	-	\$	1,362
Fiscal Services	\$	1,817	\$	1,514	\$	512	\$	1,305
<b>Total</b>	<b>\$</b>	<b>120,402</b>	<b>\$</b>	<b>100,335</b>	<b>\$</b>	<b>88,876</b>	<b>\$</b>	<b>31,526</b>

**Budget: Year to Date for the period of 07.01.2021 to 6.30.2022**

WIOA Adult as of 4.30.22

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	32,730	\$	27,275	\$	19,132	\$	13,598
Staff Bonuses	\$	1,154	\$	962	\$	-		
Fringe	\$	12,843	\$	10,703	\$	5,912	\$	6,931
Staff Travel	\$	513	\$	428	\$	40	\$	473
Staff Development	\$	332	\$	277	\$	125	\$	207
Rent	\$	18,295	\$	15,246	\$	17,097	\$	1,198
Telephone & Internet	\$	400	\$	333	\$	428	\$	(28)
Licenses & Fees	\$	-	\$	-	\$	1,389	\$	(1,389)
Subcontractor	\$	520,510	\$	433,758	\$	345,898	\$	174,612
<b>Total</b>	<b>\$</b>	<b>586,777</b>	<b>\$</b>	<b>488,981</b>	<b>\$</b>	<b>390,020</b>	<b>\$</b>	<b>195,603</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

WIOA Dislocated Worker as of 4.30.22

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	51,595	\$	42,996	\$	28,889	\$	22,706
Staff Bonuses	\$	1,435	\$	1,196	\$	-		
Fringe	\$	19,941	\$	16,618	\$	7,794	\$	12,147
Staff Travel	\$	813	\$	678	\$	85	\$	728
Staff Development	\$	490	\$	408	\$	208	\$	282
Rent	\$	40,060	\$	33,383	\$	22,709	\$	17,351
Telephone & Internet	\$	711	\$	593	\$	456	\$	255
Licenses & Fees	\$	-	\$	-	\$	942	\$	(942)
Subcontractor	\$	220,940	\$	184,117	\$	166,982	\$	53,958
<b>Total</b>	<b>\$</b>	<b>335,985</b>	<b>\$</b>	<b>279,988</b>	<b>\$</b>	<b>228,065</b>	<b>\$</b>	<b>106,485</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

WIOA Youth as of 4.30.22

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		<u>PY21 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY21 Remaining</u>
Salaries/Wages	\$	132,932	\$	110,777	\$	95,844	\$	37,088
Staff Bonuses	\$	4,171	\$	3,476	\$	-	\$	4,171
Fringe	\$	37,044	\$	30,870	\$	38,960	\$	(1,916)
Staff Travel	\$	6,015	\$	5,013	\$	1,405	\$	4,610
Staff Development	\$	1,349	\$	1,124	\$	1,114	\$	235
Rent	\$	15,397	\$	12,831	\$	13,488	\$	1,909
Telephone & Internet	\$	3,315	\$	2,763	\$	2,067	\$	1,248
Licenses & Fees	\$	-	\$	-	\$	1,389	\$	(1,389)
Subcontractor	\$	25,260	\$	21,050	\$	26,797	\$	(1,537)
Participant								
Support Services	\$	40,000	\$	33,333	\$	3,066	\$	36,935
Work Experience Wages & FICA	\$	60,000	\$	50,000	\$	-	\$	60,000
Training	\$	86,000	\$	71,667	\$	3,564	\$	82,436
Assessments	\$	2,500	\$	2,083	\$	-	\$	2,500
						\$		-
<b>Total</b>	<b>\$</b>	<b>413,983</b>	<b>\$</b>	<b>344,986</b>	<b>\$</b>	<b>187,693</b>	<b>\$</b>	<b>226,290</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

Rapid Response Admin as of 4.30.22

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		<u>PY21 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY21 Remaining</u>
Salaries/Wages	\$	2,106	\$	1,755	\$	1,646	\$	460
Staff Bonuses	\$	60	\$	50	\$	-	\$	60
Fringe	\$	674	\$	562	\$	642	\$	32
Staff Travel	\$	38	\$	32	\$	-	\$	38
Staff Development	\$	19	\$	16	\$	-	\$	19
Supplies	\$	70	\$	58	\$	265	\$	(195)
Rent	\$	203	\$	169	\$	290	\$	(87)
Telephone & Internet	\$	41	\$	34	\$	16	\$	25
Postage	\$	10	\$	8	\$	-	\$	10
Outside Printing	\$	52	\$	43	\$	-	\$	52
Copier	\$	84	\$	70	\$	41	\$	43
Outreach	\$	7	\$	6	\$	-	\$	7
Software	\$	380	\$	317	\$	181	\$	199
Memberships	\$	122	\$	102	\$	101	\$	21
Licenses and Fees	\$	419	\$	349	\$	308	\$	111
Business Insurance	\$	140	\$	117	\$	126	\$	14
BOD & LEO Travel & Meetings	\$	52	\$	43	\$	-	\$	52
Fiscal Services	\$	70	\$	58	\$	24	\$	46
<b>Total</b>	<b>\$</b>	<b>4,547</b>	<b>\$</b>	<b>3,789</b>	<b>\$</b>	<b>3,640</b>	<b>\$</b>	<b>907</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**  
**Rapid Response Program as of 4.30.22**

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual YTD</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	4,566	\$	3,805	\$	1,712	\$	2,854
Staff Bonuses	\$	110	\$	92	\$	-	\$	110
Fringe	\$	1,665	\$	1,388	\$	856	\$	809
Staff Travel	\$	73	\$	61	\$	6	\$	67
Staff Development	\$	37	\$	31	\$	25	\$	12
Rent	\$	640	\$	533	\$	292	\$	348
Telephone & Internet	\$	80	\$	67	\$	8	\$	72
Licenses & Fees	\$	-	\$	-	\$	99	\$	(99)
Subcontractor	\$	34,000	\$	28,333	\$	23,823	\$	10,177
<b>Total</b>	<b>\$</b>	<b>41,171</b>	<b>\$</b>	<b>34,309</b>	<b>\$</b>	<b>26,821</b>	<b>\$</b>	<b>14,350</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

DOC Windows to Work Admin as of 4.30.22

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual YTD</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	3,519	\$	2,933	\$	2,855	\$	664
Staff Bonuses	\$	98	\$	82	\$	-	\$	98
Fringe	\$	1,205	\$	1,004	\$	1,142	\$	63
Staff Travel	\$	62	\$	52	\$	1	\$	61
Staff Development	\$	31	\$	26	\$	1	\$	30
Supplies	\$	114	\$	95	\$	120	\$	(6)
Rent	\$	354	\$	295	\$	352	\$	2
Telephone & Internet	\$	67	\$	56	\$	32	\$	35
Postage	\$	17	\$	14	\$	-	\$	17
Outside Printing	\$	85	\$	71	\$	-	\$	85
Copier	\$	136	\$	113	\$	71	\$	65
Outreach	\$	11	\$	9	\$	-	\$	11
Software	\$	619	\$	516	\$	367	\$	252
Memberships	\$	199	\$	166	\$	201	\$	(2)
Licenses and Fees	\$	682	\$	568	\$	577	\$	105
Business Insurance	\$	227	\$	189	\$	251	\$	(24)
BOD & LEO Travel & Meetings	\$	86	\$	72	\$	-	\$	86
Fiscal Services	\$	114	\$	95	\$	40	\$	74
<b>Total</b>	<b>\$</b>	<b>7,626</b>	<b>\$</b>	<b>6,355</b>	<b>\$</b>	<b>6,010</b>	<b>\$</b>	<b>1,616</b>

**Budget: Year to Date for the period of 07.01.2021 to 06.30.2022**

DOC Windows to Work Pgm as of 4.30.22

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		<u><b>PY21 Budget</b></u>		<u><b>YTD Budget</b></u>		<u><b>Actual YTD</b></u>		<u><b>PY21 Remaining</b></u>
Salaries/Wages	\$	43,680	\$	36,400	\$	35,077	\$	8,603
Staff Bonuses	\$	1,600	\$	1,333	\$	-	\$	1,600
Fringe	\$	9,610	\$	8,008	\$	8,402	\$	1,208
Staff Travel	\$	6,748	\$	5,623	\$	5,947	\$	801
Rent	\$	740	\$	617	\$	766	\$	(26)
Staff Development	\$	500	\$	417	\$	-	\$	500
Telephone & Internet	\$	1,200	\$	1,000	\$	1,100	\$	100
Participant Support	\$	7,486	\$	6,238	\$	5,829	\$	1,657
<b>Total</b>	<b>\$</b>	<b>71,564</b>	<b>\$</b>	<b>59,637</b>	<b>\$</b>	<b>57,121</b>	<b>\$</b>	<b>14,443</b>



**Budget: Year to Date for the period of 10.01.2021 to 06.30.2022**

Worker Advancement Initiative Admin as of 4.30.22

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	<u>PY21 Budget</u>	<u>YTD Budget</u>	<u>Actual YTD</u>	<u>PY21 Remaining</u>
Salaries/Wages	\$ 22,125	\$ 12,906	\$ 8,804	\$ 13,321
Staff Bonuses	\$ 683	\$ 398	\$ -	\$ 683
Fringe	\$ 9,324	\$ 5,439	\$ 2,967	\$ 6,357
Staff Travel	\$ 349	\$ 203	\$ 46	\$ 303
Staff Development	\$ 174	\$ 102	\$ 55	\$ 120
Supplies	\$ 562	\$ 328	\$ -	\$ 562
Rent	\$ 2,397	\$ 1,398	\$ 965	\$ 1,432
Telephone & Internet	\$ 383	\$ 224	\$ 96	\$ 287
Postage	\$ 84	\$ 49	\$ -	\$ 84
Outside Printing	\$ 422	\$ 246	\$ -	\$ 422
Copier	\$ 674	\$ 393	\$ 198	\$ 477
Outreach	\$ 56	\$ 33	\$ -	\$ 56
Software	\$ 3,428	\$ 2,000	\$ 2,253	\$ 1,175
Memberships	\$ -	\$ -	\$ 37	\$ (37)
Licenses and Fees	\$ -	\$ -	\$ 1,160	\$ (1,160)
Business Insurance	\$ 2,498	\$ 1,457	\$ -	\$ 2,498
BOD & LEO Travel & Meetings	\$ 937	\$ 546	\$ -	\$ 937
Fiscal Services	\$ 562	\$ 328	\$ 224	\$ 338
<b>Total</b>	<b>\$ 44,659</b>	<b>\$ 26,051</b>	<b>\$ 16,805</b>	<b>\$ 27,854</b>

**Budget: Year to Date for the period of 10.01.2021 to 06.30.2022**

Worker Advancement Initiative Pgm as of 4.30.22

Generated by quinnj@westernwdb.org on 2022-06-02

		<u>PY21 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY21 Remaining</u>
Salaries/Wages	\$	26,520	\$	15,470	\$	18,653	\$	7,867
Staff Bonuses	\$	1,517	\$	885	\$	-	\$	1,517
Fringe	\$	11,934	\$	6,962	\$	3,162	\$	8,772
Staff Travel	\$	3,333	\$	1,944	\$	171	\$	3,162
Rent	\$	4,562	\$	2,661	\$	1,754	\$	2,808
Staff Development	\$	400	\$	233	\$	-	\$	400
Supplies	\$	666	\$	389	\$	873	\$	(207)
Outreach	\$	300	\$	175	\$	250	\$	50
Telephone & Internet	\$	1,196	\$	698	\$	323	\$	873
Licenses & Fees	\$	-	\$	-	\$	1,141	\$	(1,141)
Participant Support	\$	384,377	\$	224,220	\$	66,688	\$	317,689
<b>Total</b>	<b>\$</b>	<b>434,804</b>	<b>\$</b>	<b>253,636</b>	<b>\$</b>	<b>93,014</b>	<b>\$</b>	<b>341,790</b>

Budget: Year to Date for the period of 07.01.2021 to 06.30.2022

GRANT STATUS REPORT  
As of April 30, 2022

	WIOA Administration 4/1/20 - 6/30/22	WIOA Administration 4/1/21 - 6/30/23	WIOA Adult 7/1/20 - 6/30/22	WIOA Adult 7/1/21 - 6/30/23	WIOA Dislocated Worker 7/1/20 - 6/30/22	WIOA Dislocated Worker 7/1/21 - 6/30/23
Grant available	\$ 89,896	\$ 129,692	\$ 220,299	\$ 559,251	\$ 357,838	\$ 181,352
<i>Prior year expenditures</i>	\$ 79,218		\$ 192,772		\$ 203,960	
<i>Current TYD expenditures</i>	\$ 10,678	\$ 72,833	\$ 27,527	\$ 348,596	\$ 153,878	\$ 70,376
Total expenditures	\$ 89,896	\$ 72,833	\$ 220,299	\$ 348,596	\$ 357,838	\$ 70,376
Grant balance	\$ -	\$ 56,859	\$ 0	\$ 210,655	\$ -	\$ 110,975.66
Percent Spent	100.00%	56.16%	100.00%	62.33%	100.00%	38.81%

	WIOA Youth 4/1/20 - 6/30/22	WIOA Youth 4/1/21 - 6/30/23	DOC WtW Admin 7/1/21 - 6/30/22	DOC WtW Pgm 7/1/21 - 6/30/23	Rapid Response Admin 7/1/21 - 6/30/22	Rapid Response Pgm 7/1/21 - 6/30/23
Grant available	\$ 230,958	\$ 426,654	\$ 7,550	\$ 68,654	\$ 4,581	\$ 41,229
<i>Prior year expenditures</i>						
<i>Current TYD expenditures</i>	\$ 187,394		\$ 6,010	\$ 57,121	\$ 3,643	\$ 26,821
Total expenditures	\$ 187,394	\$ -	\$ 6,010	\$ 57,121	\$ 3,643	\$ 26,821
Grant balance	\$ 43,564	\$ 426,654	\$ 1,540	\$ 11,533	\$ 938.46	\$ 14,408.38
Percent Spent	81.14%	0.00%	79.60%	83.20%	79.51%	65.05%

	Worker Advancement Initiative Admin 10/1/21 - 9/30/23	Worker Advancement Initiative Pgm 10/1/21 - 9/30/23
Grant available	\$ 136,364	\$ 1,363,636
<i>Prior year expenditures</i>		
<i>Current TYD expenditures</i>	\$ 16,822	\$ 93,053
Total expenditures	\$ 16,822	\$ 93,053
Grant balance	\$ 119,541	\$ 1,270,583
Percent Spent	12.34%	6.82%

PY21 WIOA Adult and Dislocated Worker  
Month Ending April 30, 2022

Wisconsin Department of Workforce Development Performance Measurements

PY21*	Q2 Employment			Q4 Employment			Q2 Median Earnings			Credentials			Measurable Skills Gain		
	Actual	90%	Negotiated	Actual	90%	Negotiated	Actual	90%	Negotiated	Actual	90%	Negotiated	Actual	90%	Negotiated
Adult	78.9%	72.0%	80.0%	82.4%	69.3%	77.0%	\$7,563	\$5,220	\$5,800	75.0%	61.2%	68.0%	54.8%	37.8%	42.0%
Dislocated Worker	79.2%	72.9%	81.0%	90.0%	72.9%	81.0%	\$8,371	\$7,650	\$8,500	90.5%	67.5%	75.0%	77.8%	40.5%	45.0%
	Exited 7/1/20 - 6/30/21			Exited 1/1/20 - 12/31/20			Exited 7/1/20 - 6/30/21			Exited 1/1/20 - 12/31/20			Training 7/1/21 - 6/30/22		

\*performance data based on YTD reporting

Western Wisconsin WDB Contract Goals and Measures

Client to Career Planner Caseload		Referrals and Co-enrollments		Quarterly Technical Assistance	
Active Participants	132	Number Referred or Co-enrolled	120	Q1	9/21/2021 with Jennifer Arzt, DWD
FTE WIOA CP	3	Active Participants	132	Q2	12/2/2021 with Jennifer Arzt, DWD
Average Caseload	44	Ratio	91%	Q3	Performance Fridays with various DWD staff
Goal	35-45	Goal	50%	Q4	Performance Fridays with various DWD staff

Applicants

Total	Male	Female	Other Gender	Asian	Hispanic/Latino	Offender	Disability
102	33	69	0	2	4	18	28
	32%	68%	0%	2%	4%	18%	27%

Enrollments

	Carry Over	New Enrollments	Asian	Hispanic/Latino	Offender	Active Served
Adult	31	62	1	2	15	93
DW	36	3	0	0	0	39
Total	67	65	1	0	15	132

Served	Buffalo	Crawford	Jackson	Juneau	La Crosse	Monroe	Trempealeau	Vernon	Total
Adult	0	0	5	8	55	17	4	4	93
DW	0	1	5	2	18	10	0	3	39
Total	0	1	10	10	73	27	4	7	132

Active Participants Per Exit Date (Will not see exits until at least 9/29/2021)

Active	Gade	Tucker	Walters	Total	Exits	Total	Employed	Exclusions	Median Wage	Current Follow-up
Adult	5	31	33	69	Adult	24	15	5	\$19.00	29
DW	7	6	2	15	DW	24	14	1	\$16.00	30
Total	12	37	35	84	Total	48	29	6		59

Training

(NAICS Sectors)	Occupational Classroom Training						OJT	Adult Ed	Apprentice	TOTAL
	Manufacturing (31-33)	Healthcare (62)	Transportation (48-49)	Construction (23)	IT/Software (51, 54)	Other (11, 44, 52, 56)	Construction (23)	Healthcare (62)	Other - Utilities (22)	
In Progress	3	29	0	1	6	1	0	0	1	41
Completed	5	22	4	4	5	4	1	2	2	49
MSGs	4	30	4	4	5	5	0	0	0	52
Credentials	0	9	4	0	2	1	1	0	0	17



A proud partner of the American Job Center network

No director, officer, or employee of the Western Wisconsin WDB shall have or acquire any interest, direct or indirect, in any project which the Western Wisconsin WDB is operating or promoting, or in any contract relating to any such project of the Western Wisconsin WDB without making verbal and/or written disclosure to the Western Wisconsin WDB of the nature and extent of his/her interest. No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a Federal award if he or she has a real or apparent conflict of interest. No director who has had such interest shall vote on any matter relating to it. Further, no director, officer, or employee of the Western Wisconsin WDB shall violate the conflict of interest regulations as established by funding sources or established by or contrary to Wisconsin Statutes 181.225 or its successors thereof.

1. Each director, staff, or applicant for funding shall be asked to disclose any conflict of interest pertaining to any act or transaction of the Western Wisconsin WDB. Annually, or more often if necessary, each director shall provide a written updated disclosure statement. Disclosure updates shall be made available to all directors on an annual basis.
2. If a director believes they may have a conflict, directly or indirectly, he/she shall abstain in voting on such items.
3. Any director who believes another director has a conflict should disclose said possible conflict either prior to or during any meeting. The Western Wisconsin WDB shall hear statements from both parties, and if necessary, discussion will be held by the Western Wisconsin WDB. Whenever possible directors will be advised when there is a possible conflict of interest. That director who is believed to have a conflict shall decide whether the conflict exists, but if the action of the Western Wisconsin WDB member is not acceptable, the Western Wisconsin WDB may proceed with #4.
4. When a possible conflict of interest is raised at a Western Wisconsin WDB meeting and the person refuses to take actions acceptable to the Western Wisconsin WDB membership, the Western Wisconsin WDB may consider the following alternatives, including but not limited to: Ask the person to voluntarily leave the meeting; Postpone the vote on the issue to a later date; Record the vote for a later decision on the person's right to vote on the issue; or Record the vote, and if the vote of the person in question is the deciding factor, then postpone any further actions on the issue until clarification is obtained. Questions regarding conflict of interest can be directed to the Western Wisconsin WDB Executive Committee.

I, \_\_\_\_\_ acknowledge receipt of the Western Wisconsin WDB policy on Conflict of Interest and attest that any explanation of such was provided and that I understand and will adhere to terms and conditions specified therein. On matters not otherwise disclosed below, I also agree that prior to a vote on any matter which would provide benefit to me, my organization or a member of my immediate family, I shall provide any additional disclosure where I have a representational interest in the matter being voted on, shall disclose what the interest is, and shall not vote on that matter. "Representational interest" is defined as 1) employed by the organization. 2) a member of the board of directors, commission, council or other direct governing body of the organization.

**I disclose the following potential conflicts of interest:**

AGENCY

INTEREST

**I do not have any conflicts of interest.**

I agree to comply with the terms and conditions of the Western Wisconsin WDB policy on Conflict of Interest and understand that if I knowingly violate any of the terms and conditions, I am subject to removal from the Western Wisconsin WDB.

I hereby certify that the information set forth above is true and complete to the best of my knowledge. Should the circumstances change that require updating the information disclosed on this form, I agree to file a new form.

---

Signature

Date

---

Print Name



**WDB Mission:**

To develop demand driven and innovative workforce strategies that cultivate a skilled and competitive workforce that meets the needs of employers in our region.

**Vision:**

A region where businesses workforce needs are met and all individuals who want to work have self-sustaining employment.

**Value Statement**

The WDB is committed to collaboration through strategic partnerships that share our values of honesty, integrity, innovation, accountability, and transparency.

”

**KEY STRATEGIC INITIATIVE #1:**

**DEVELOP AND LEVERAGE BUSINESS AND COMMUNITY PARTNERSHIPS TO CREATE A COLLABORATIVE TALENT DEVELOPMENT SYSTEM THAT ENCOURAGES STABILITY AND GROWTH OF THE REGIONAL ECONOMY**

*GOAL: Increase direct contact with industry partners within all communities served.*

**OBJECTIVE 1.A.**

**1.A WDB members and staff will work to collaborate on direct contact with industry partners to increase knowledge and/or use of work experiences, OJT's and apprenticeships to increase long term employability of job seekers.**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY</b>	<b>OUTCOME</b>
1.A.1	WDB Admin Coord will develop survey to send to employers knowledge of WDB and work based opportunities.	Strategy	Survey results complete by September 1 <sup>st</sup> , 2022	(PY21 Update) This is currently being reviewed as BSC and WIOA Youth input this into JCW the required DWD system. We continue to review if the duplication is necessary.	Continue goal
1.A.2	WDB Executive Director will provide work-based learning informational materials and training at WDB Full Board meeting.	Strategy	* Materials provided by end of PY 22	(PY21 update) We continue to work on the goal at the end of PY 22. At this time there is additional information needed as well as a additional employer relationships that need to be established to produce this type of material, this goal will continue. There is another PY to work on this.	Continue goal



1.A.3	Business Service Coordinator will collaborate with Executive Director to establish employer database.	Strategy	*Completed 1 <sup>st</sup> draft list presented by end of PY 22	(PY 21 update) This is currently being reviewed as BSC and WIOA Youth input this into JCW the required DWD system. We continue to review if the duplication is necessary.	
1.A.4	WDB Executive Director will facilitate meeting between service providers (adult, dislocated worker, and youth) and at least 2 interested WDB businesses to initiate work-based learning activities.	Strategy	*Establish at least 1 meeting with a new business each quarter of PY 22	(PY 21 update) A/DW have not historically been offering work based learning. OJT's are more common in the adult WIOA programming while Youth Program concentrate on work experiences. While we continue to build the youth numbers work experiences have not yet started. Focus has shifted for the purposes of reporting, specifically with MSG's, to assist youth in training opportunities vs. work experiences. Review of this goal may be needed to align with the states goals for WDA 9 Youth Program.	Continue goal

1.A.5	WDB Admin Coordinator will develop a work-based learning report based on usage and feedback from WDB businesses that can be used to improve approach and outcomes.	Strategy	*Report shared with WDB and providers by November 1, 2021 and developed into standard work process/procedure	(PY 21 update) While this goal continues to be reviewed and discusses based on reporting within the JCW system. An updated website for WDA 9 is apart of this overall goal to make sure transparency is available for all those served by WIOA dollars. This goal may need to be reviewed due to relevance.	
1.A.6	WDB Executive Director will establish free WDB Membership for employers. Will include quarterly Zoom meetings to inform of current labor market and programming within Youth, Adult/Dislocated Workers Programs.	Strategy	*System in place with documented usage tracked by September 1, 2022.	(update PY 21) the executive director continues to work initiation of this plan. At this time it is just a matter of time constraint. This goal remains strong and will continue to work on this during PY 22.	Continue goal

1.A.7	WDB Executive Director and Business Services Coordinator will establish new partnerships with 4-6 employers outside of La Crosse County	Strategy	*Starting Quarter 1 of PY 21 1-2 meetings will be set up per quarter PY 22	(update PY 21) this goal has been met. Additional partnerships and relationships outside La Crosse county continue to grown.	
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**OBJECTIVE 1.B.**

**1.B Information Technology sector group will be created.**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY PROGRESS</b>	<b>OUTCOME</b>
1.B.1	Business Services Coordinator will meet with IT businesses and other industry businesses employing IT professionals to establish need and gather support for starting a sector group to focus on workforce issues.	Strategy	* 20 IT-related contacts documented in JCW Business by January 30 <sup>th</sup> , 2022	(update PY21) this continues to be in discussion. Further discussion has been had about asking TUMMA to assist as a mentor for IT industry to come together. This goal will remain for PY 22 and continue to work towards this goal.	Continue goal

**KEY STRATEGIC INITIATIVE #2**

**INCREASE ACCESS TO THE TALENT DEVELOPMENT SYSTEM FOR BUSINESSES, YOUTH, AND UNDER-REPRESENTED POPULATIONS**

*GOAL: Expand use of training opportunities to increase number of job-seekers trained in demand industries.*

**OBJECTIVE 2.A**

**2.A Increased use of work-based learning**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY</b>	<b>OUTCOME</b>
2.A.1	WDB Executive Director will coordinator with OSO, DWD, and subcontractors to establish marketing strategy to increase awareness of services	Operations	*Marketing strategy will be established by Q3 of PY 22	(update PY21) this goal remains. Additional OSO reviews will be happening during PY 22 which does include an overall marketing plan.	
2.A.2	Business Services Coordinator and service providers (DOC, adult, dislocated worker, and youth) will meet regularly to coordinate WBL activities	Operations	*Quarterly meeting will be established by WDB Executive Director by end of Q1 PY 22	(update PY21) this goal has been met. Not only is the BSC meeting with service providers regularly the BSC Coordinator leads the local and state level BST group.	Goal Met ending PY 21

**2.B. Increased use and knowledge of registered apprenticeship**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY</b>	<b>OUTCOME</b>
2.B.1	Business Services Coordinator will gain knowledge of and educate businesses about registered apprenticeship during the course of his daily business interaction.	Operations	20 apprenticeship-related business contacts documented in JCW Business by August 2022	(update PY21) we continue to work on this goal along with the state to bring additional transparency and assist in growing this type of program. This goal will continue in PY 22	Continue goal
2.B.2	Business Services Coordinator will meet regularly with DWD staff and service provider staff to coordinate job-seeker entry into registered apprenticeship.	Operations	* Report out of meetings with action plan by September 2022	update PY21) we continue to work on this goal along with the state to bring additional	Continue goal

				transparency and assist in growing this type of program. This goal will continue in PY 22	
2.B.3	Service provider staff will work with Business Services Coordinator and DWD staff to facilitate registered apprentice enrollment in WIOA.	Operations	*At least 4 apprentices co-enrolled in WIOA by January 2022	update PY21) we continue to work on this goal along with the state to bring additional transparency and assist in growing this type of program. This goal will continue in PY 22	Continue goal

<b>2. C. Increased use of training services for youth, offenders, and minorities</b>					
	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY PROGRESS</b>	<b>OUTCOME</b>
2.C.1	DOC W2W staff will meet monthly with service providers to coordinate leverage of WIOA co-enrollments of offenders	Operations	*2 co-enrollments by June 30 <sup>th</sup> , 2022	W2W continues to work with referrals for WIOA services. At this point many folks are working their program associated with parole.	There has been 1 referral, and zero enrollments. Many folks have a job in line when released as well as limitations on associated with geography and types of work allowed per their release.
2.C.2	Service providers will provide outreach to and increase enrollment of older youth, offenders, and minorities by end of PY 21	Operations	*PY 21 final data shows increase as per contracts	June 2022. We continue to see additional enrollments working with additional programs specifically targeting these groups. There is an ongoing relationship building including homeless coalitions and at risk youth groups.	June 2022. We have already seen a great increase in youth enrollments working with an at risk youth group in Monroe County which is the Challenge Academy at Ft. McCoy. Joining various co-ops in outlining counties

2.C.3	WDB Executive Director will work with technical college Project Proven and offender program staff to develop a system for coordination of job-seeker pre-college remediation and referrals by January 2020.	Operations	* At least 5 referrals and/or remediated job seekers by June 30, 2022	June 2022, the activity with project proved has increase including but not limited to providing services to WIOA Youth program as well as additional services being provided by Adult and Dislocated Worker	As of June 2022 there have been 3 referrals with additional being made and collaboration continuing.
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**KEY STRATEGIC INITIATIVE #3**

**DEVELOP A DIVERSIFIED RESOURCE PORTFOLIO TO PROMOTE GROWTH, SUSTAINABILITY, AND IMPACT OF WDB**

***GOAL: Decrease WDB dependency on WIOA grant funding***

**OBJECTIVE 3. A.**

**3. A Create a Resource Development Plan**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY PROGRESS</b>	<b>OUTCOME</b>
3.A.1	WDB Executive Director will research and present resource development options	Strategy	Presentation of options to WDB by Q4 PY 22	Jan 2022 discussion with the Strategy Committee to brainstorm additional unrestricted funds for Western Wisconsin WDB	Continue goal

**OBJECTIVE 3. B**

**3.B Increase ability to compete for non-WIOA grants**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY PROGRESS</b>	<b>OUTCOME</b>
3.B.1	WDB Executive Director will identify one grant opportunity that the WDB could write (with or without partners) and be competitive by January 2022.	Executive	*Grant submission by August 2022	Q2 of PY 21 WAI grant proposal written and granted 1.5M with 1.3M going into budget  10M written for WIG grant without awarded.  Continued collaboration on additional grant application submissions	1.3M received.  Not awarded  Collaboration with WTC, 7 Rivers.

**OBJECTIVE 3. C**

**3.C Increase collaboration with other service agencies to leverage potential funding sources/partnerships**

	<b>ACTION</b>	<b>OVERSIGHT</b>	<b>MILESTONE</b>	<b>QUARTERLY PROGRESS</b>	<b>OUTCOME</b>
3.C.1	WDB Executive Director will join at least 3 community groups to network for collaborative opportunities by June 30, 2022.	Executive	*At least 1 opportunity identified by Q1 PY23	Joined Coulee Homeless Coalition, Coulee Cap. Continued collaboration with Ho-Chunk	Collaborating with Ho-Chunk for WAI Grant training with additional referrals to WIOA programming.



3.C.2	WDB Executive Director will meet individually with service agencies to identify areas of opportunity at least once per month.	Executive	*At least 1 opportunity identified by January 2022		
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# Employees Need DeltaVision

Add vision insurance to your benefits package today.



**Regular eye checkups can assist in the early detection** of diabetes and high blood pressure.



**25% of school age children may have vision problems,** and when undiagnosed, can lead to disadvantages in the classroom.



**20% of employee productivity can be lost** due to incorrect vision prescriptions. Adding vision insurance to your benefits package can mean improved productivity and less absenteeism.

## The answer is clear: DeltaVision

Significant advantages to combining Delta Dental and DeltaVision:

- Discounted vision rates apply when combined with an existing dental plan
- Available on a voluntary or employer contributory basis
- Eligibility only requires a minimum of two enrolled employees
- Joint enrollment and billing
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- Freedom to choose from frames, lenses, and contact options
- 71% average member savings versus retail cost at provider locations
- Diabetic eyecare benefit
- Retinal imaging
- Additional discounts even after the benefit is used

Through our partnership with EyeMed Vision Care®, DeltaVision is able to offer:

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- Online provider directory available 24/7



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SS306-1706

Please contact your Account Representative for purchase or more information.  
Additional plan options are available.



## DeltaVision Plan

Quote Number 00092302  
Valid through 09/30/2022

DeltaVision® FULL PLAN	
Network	Insight
Benefit Plan	A
Frame/Contact Allowance	\$150/\$150
Copay (exams/standard plastic lenses)	\$20/\$20
Frequency (exams/lenses or contacts/frames); <i>Based on calendar year</i>	12/12/12
Dependent Age Limit	To age 26

BENEFIT DETAILS	Network Benefit	Non-Network Reimbursement
Comprehensive Spectacle Exam	Member pays copay, plan pays balance	\$35
Retinal Imaging	Member pays up to \$39	None
Standard Contact Lens* Fit and Follow-Up	Paid in full	\$40
Premium Contact Lens** Fit and Follow-Up	10% off retail price plus \$55 allowance	\$40
Frames ( <i>any available frame at provider location</i> )	Plan pays frame allowance, then 20% off balance	50% of the selected in-network allowance
Laser Vision Correction - Lasik or PRK	15% off retail price or 5% off promotional price	None
Diabetic Eye Care Benefits included that provide an additional office visit and diagnostic testing for those who have diabetes.		
Standard Plastic Lenses		
Single Vision	Member pays copay, plan pays balance	\$25
Bifocal	Member pays copay, plan pays balance	\$40
Trifocal	Member pays copay, plan pays balance	\$55
Standard Progressive	Member pays \$85	\$40
Premium Progressive	See next page for benefit information	\$60
Lens Options		
UV Coating	Member Pays \$15	None
Tint ( <i>solid &amp; gradient</i> )	Member Pays \$15	None
Standard Scratch Resistance	Member Pays \$15	None
Standard Polycarbonate	Member Pays \$40	None
Standard Anti-Reflective Coating	Member Pays \$45	None
Premium Anti-Reflective Coating	See next page for benefit information	None
Other Add-Ons and Services	20% off Retail Price	None
Contact Lenses - In lieu of spectacles ( <i>Contact lens allowance covers materials only</i> )		
Conventional	Plan pays contact allowance, then 15% off balance	80% of the selected allowance amount for contacts
Disposable	Plan pays contact allowance	80% of the selected allowance amount for contacts
Medically Necessary***	Paid in full	\$200

\*Lenses that are spherical power only, soft lens materials, including planned replacement and conventional lenses. Lenses are to be used in a daily wear (removed prior to sleep) mode only.

\*\*Includes all lens powers and designs other than spherical powers (i.e. toric, multifocal, etc.), modes of wear that are extended or overnight schedules and rigid or gas-permeable materials.

\*\*\*Medically necessary contacts require authorization from a vision doctor when some conditions are present. Please contact the plan for more information.

This is not a complete description of benefits, exclusions, or limitations.

Please contact your Account Representative for purchase or more information.  
Additional plan options are available.



## DeltaVision Plan

Quote Number 00092302  
Valid through 09/30/2022

BENEFIT DETAILS - continued	Member Cost In-Network	Non-Network Reimbursement
<b>Progressive Lens</b>		
Standard Progressive	\$85 copay	\$40
Premium Progressive as follows:		
Tier 1	\$105 copay	\$60
Tier 2	\$115 copay	\$60
Tier 3	\$130 copay	\$60
Tier 4	\$85 copay, 80% of charge less \$120 allowance	\$60
<b>Anti-Reflective Coating</b>		
Standard Anti-Reflective Coating	\$45	None
Premium Anti-Reflective Coating as follows:		
Tier 1	\$57	None
Tier 2	\$68	None
Tier 3	80% of charge	None



### Additional In-Network Discounts

- 20% discount on items not covered by the plan at network providers. This discount may not be combined with any other discounts or promotional offers. This discount does not apply to an EyeMed® provider's professional services (i.e. exams) or contact lenses. Retail prices may vary by location.
- 40% discount on complete eyeglass purchases after your plan benefits have been fully used (includes prescription sunglasses).
- 15% discount on conventional contact lenses after your plan benefits have been fully used.
- Members can purchase eyeglasses online and apply their in-network eyeglass benefits at [www.glasses.com](http://www.glasses.com).
- Members can purchase contact lenses online and apply their in-network contact benefits at [www.contactsdirect.com](http://www.contactsdirect.com).
- Discounts do not apply for benefits provided by other group benefit plans.

### How to Maximize Your DeltaVision Plan

- Use providers participating in your vision plan network; your benefit dollars will go farther at participating providers.
- Use your full benefit allowance. Frames and lenses (plastic or contact) each have an annual benefit allowance; the benefit allowance must be used on a single purchase day.
- Frequency of benefits: your benefit frequency is based on a calendar year benefit accumulation period.
- Participating providers may offer promotional pricing on vision materials. You can partake in either the DeltaVision Network Benefit or the promotional price available, but not both. Your provider can help you to determine which is best for you. If you select the promotional pricing you can submit your expenses for Non-Network Reimbursement.
- Prescription sunglasses can be purchased with your benefit allowance for frames and plastic lenses.
- A 20% discount may be available on selected brands of non-prescription sunglasses from participating providers - ask your vision provider.
- Your vision benefits include both a frame allowance and a lens allowance. The lens allowance will cover either eye glass lenses or contact lenses. If you purchase both glasses and contacts, you will be responsible for the cost of either the eye glass lens or the contacts, depending upon which was purchased first. Your provider can assist you on making the best choice to maximize your vision benefit.

### Plan Limitations/Exclusions

- Orthoptic or vision training, subnormal vision aids, and associated supplemental testing.
- Medical and/or surgical treatment of the eye, eyes or supporting structures.
- Corrective eyewear required by an employer as a condition of employment, and safety eyewear unless specifically covered under the plan.
- Services provided as a result of any worker's compensation law.
- Plano nonprescription lenses and nonprescription sunglasses (except for 20% discount).
- Aniseikonic lenses.
- Services or materials provided by any other group benefit providing vision care.
- Two pairs of glasses in lieu of bifocals.
- Allowances are one-time use benefits; there is no remaining balance if entire allowance is not used after initial purchase.
- Lost or broken materials are not covered.

Please contact your Account Representative for purchase or more information.  
Additional plan options are available.



## DeltaVision Plan

Prepared by  
Your Account Representative  
Quote Number 00092302  
Valid through 09/30/2022

Quote Number 00092302

### RATING ASSUMPTIONS

Employer Contribution (Single/Family)	0-25%/0-25%
Broker Commission	8%

MONTHLY PREMIUMS	Without Delta Dental Plan	With Delta Dental Plan
<b>TWO-TIER</b>		
Employee	\$5.96	\$5.79
Family	\$14.84	\$14.42
<b>THREE-TIER</b>		
Employee	\$5.96	\$5.79
Employee + One Dependent	\$11.35	\$11.03
Employee + Two or More Dependents	\$17.81	\$17.30
<b>FOUR-TIER</b>		
Employee	\$5.96	\$5.79
Employee + Spouse	\$11.92	\$11.58
Employee + Child(ren)	\$12.17	\$11.82
Employee + Spouse + Child(ren)	\$18.13	\$17.61

*This is not a complete description of benefits, exclusions, or limitations. This proposal is not a guarantee of coverage. A group application is required. Rates subject to change based on actual employer contribution, participation, plan selection and approval by Delta Dental of Wisconsin Underwriting. Final rates are guaranteed for 48 months from the effective date of coverage unless otherwise specified.*