



SOUTHEASTERN ARIZONA

Innovative Workforce Solutions

Board of Directors Meeting

April 2, 2026

10:00 AM

Cochise College Benson Center

1025 State Route 90

Benson, Arizona 85602

Join Zoom Meeting

<https://us06web.zoom.us/j/2048227879?pwd=NG51ZTgrK29wRkVkRWwN6UXF1UzgwUT09&omn=85449299367>

Meeting ID: 204 822 7879

Passcode: 1Tzf0K

Arizona @ Work Board Members

Name	Company /Address	Phone/Email	Board Category	Committee
Ron Curtis (President)	Ron Curtis P.O. Box 1131 Pima, AZ 85543	520-559-8083/ Curtisron296@gmail.com	Business	Executive
Kathleen Bullock (Vice President)	Above Board Consulting 3911 Salceda Place Sierra Vista, AZ 85650	520-227-5416/ kathleen.bullock@cox.net	Business	Executive
Josh DeSpain (Vice President)	International Brotherhood of Electrical Workers 750 S. Tucson, Blvd. Local 570 Tucson, AZ 85716	520-631-7430 joshd@ibew570.org	Labor	Executive
Doris Tolbert (Secretary)	AVON Representative 2101 Crestwood Drive Sierra Vista, AZ 85635	520-249-0146/ doriswt@cox.net	Business	Executive
Sam Curtis (Treasurer)	Valley Furniture & Appliance 350 East Armory Road Safford, AZ 85546	928-348-9340/ valleyfurniture@gmail.com	Business	Executive
Matt Bolinger	Botanical Pharm P.O. Box 908, 235 5th Street Clifton, AZ 85533	928-701-7000/ mbolinger@greenlee.az.gov	Business	
Tony Boone	City of Sierra Vista 1011 North Coronado Drive Sierra Vista, AZ 85635	520-439-2184/ tony.boone@sierravistaaz.gov	Economic Development	
Cara Elkins	Cochise College 901 North Colombo Avenue Sierra Vista, AZ 85635	elkinsc@cochise.edu	Adult Education	
Desiree Galaz	Dept. of Economics Div.of Employment & Rehab Services Workforce Solutions Administration	520-872-9113/ dgalaz@azdes.gov	Wagner Peyser	
Steven Garate	SSVEC 311 E. Wilcox Drive Sierra Vista, AZ 85635	520-508-2025/ sgarate@ssvec.com	Business/Labor	
Jenny Howard	Ginaveve's Marketplace & The Main Street Bean and the Tiny Bean	928-432-6951 ginaveves@gmail.com	Business	
Maryann Hockstad	Catholic Community Services P.O. Box 2135 Sierra Vista, AZ 85635	520-456-5555/ maryann.h@cox.net	Labor	
Rebekah Kimmel	Canyon Vista Medical Center 5700 East Highway 90 Sierra Vista, AZ 85635	520-263-3875/ rebekah.kimmel@canyonvistamedicalcenter.com	Business	

Elizabeth Kinder	Vocational Rehabilitation Services 2600 E. Willcox Drive Sierra Vista, AZ 85636	520-346-1687/ mkinder@azdes.gov	Rehabilitation Services
Martha Lujan	Freeport-McMoRan 4521 US-191 Morenci, AZ 85540	928-865-6669(work)/ mlujan@fmi.com	Business
Mary Merino	Con Carino Salon 562 N. Coronado Blvd. Clifton, AZ 85533	928-865-1234 bubrino31@gmail.com	Business
Kevin Peck	Eastern Arizona College 615 North Stadium Avenue Thatcher, AZ 85552	928-428-8590/ kevin.peck@eac.edu	Education
Elaine Rodriguez	Fred G. Acozyta Job Corps Center 901 S. Campbell Avenue Tucson, AZ 85719	520-879-9180/ Rodriguez.Elaine@jobcorps.org	Education
Cullen Scarborough	Cochise College 2600 East Wilcox Drive Sierra Vista, AZ 85635	520-515-3631/ scarboroughc@cochise.edu	Education
Arizona@Work Support Staff			
Vada Phelps - Executive Director	900 Carmelita Drive., Sierra Vista, AZ 85635	520-439-3542/ vphelps@cpic-cas.org	
Vickie Simmons - Deputy Director	900 Carmelita Dr., Sierra Vista, AZ 85635	520-439-3542/ vickie.simmons@cpic-cas.org	
Michelle Huff - Finance Director	900 Carmelita Dr., Sierra Vista, AZ 85635	520-439-3542/ mhuff@cpic-cas.org	
Lori Baron - Exec. Assistant /Board Clerk	900 Carmelita Drive, Sierra Vista, AZ 85635	520-439-3541/ lbaron@cpic-cas.org	
Jim Mize, One Stop Operator	10500 N.Camino DeOeste,Tucson, AZ 85742	520-440-5388/ jmize44066@aol.com	

Arizona@Work Board Meeting Schedule



SOUTHEASTERN ARIZONA

Southeastern Arizona Workforce Development Board (LWDB)

2026 Meeting Schedule

April 2, 2026 10:00 a.m.

Cochise College Benson Center
1025 State Route 90
Benson, AZ 85602*

June 17, 2026 Board Meeting
17 – 19 Strategic Planning Conference

September 17, 2026 10:00 a.m.

Eastern Arizona College
615 North Stadium Avenue
Thatcher, AZ 85552*

December 17, 2026 10:00 a.m.

Cochise College Downtown Center
2600 E. Wilcox Drive
Sierra Vista, AZ 85635*

*Locations are subject to change

Agenda



SOUTHEASTERN ARIZONA

**NOTICE AND AGENDA OF PUBLIC MEETING OF THE
SOUTHEASTERN ARIZONA WORKFORCE DEVELOPMENT BOARD (WDB)**

Pursuant to A.R.S. § 38.431.02, notice is hereby given to the members of the Southeastern Arizona WDB and to the general public that the Southeastern WDB will hold a regular meeting open to the public on:

Thursday, April 2, 2026

10:00 AM

Cochise College – Benson Center

1025 State Route 90

Benson, Arizona 85602

<https://zoom.us/j/2048227879?pwd=NG51ZTgrK29wRkVkrWN6UXF1UzgwUT09>

Meeting ID: 204 822 7879

Passcode: 1Tzf0K

AGENDA

A. Call to Order - Ron Curtis

B. Roll Call - Lori Baron

“If such a conflict does arise, I will declare that conflict before the board and refrain from discussing and voting on matters in which I have conflict.”

C. Call to the Public -Ron Curtis

This is an opportunity for public comment. Unless the comment relates to agenda items, Board action is limited to directing staff to study and/or schedule the matter for future consideration. Members of the Board may also respond to criticism. The Board Chair will impose a three (3) minute time limit on each person's comments and a fifteen (15) minute overall time limit on public comments in general.

D. Action Item: To Approve/Disapprove April 2, 2026 Agenda - Ron Curtis

E. Action Item: To Approve/Disapprove December 18, 2025 Minutes - Ron Curtis

F. Action Item: To Approve/Disapprove the MOU with Earn to Learn - Ron Curtis

- G. Action Item: To Ratify the Executive Board’s decision to appoint Sam Curtis to the vacated Treasurer position** - Ron Curtis
- H. Action Item: Vote for the Executive Board** -Ron Curtis
- I. Report on NAWB Conference** - Ron Curtis
- J. Review Audit for CPIC/AZ Work for the Year Ended 6/30/25** -Vada Phelps
- K. Financial Report: Budget and Expenditures** - Sam Curtis
- L. One-Stop Operator Report** - Jim Mize
- M. Core Partner Reports:**
One-Stop Employment & Training Reports - Vickie Simmons
Rehabilitation Services Performance Report - Elizabeth Kinder
Employment Services Performance Report - Desiree Galaz
Adult Education Performance Report - Cochise - Cara Elkins
- N. Executive Director’s Report** - Vada Phelps
- O. President’s Report** - Ron Curtis
Discuss Strategic Planning Conference.
Set next Strategic Planning Conference Committee meeting

Board Announcements

Next Meeting: Wednesday, June 17 – Friday June 19, 2025
AZ@Work Strategic Planning Conference

Adjourn

ARIZONA@WORK is an Equal Opportunity employer/program.
Funded by WIOA federal dollars serving Adults, Youth, and Dislocated workers

Minutes



SOUTHEASTERN ARIZONA

SOUTHEASTERN ARIZONA WORKFORCE DEVELOPMENT BOARD

Minutes

Thursday, December 18, 2025

10:00 AM

Cochise College – Downtown Center

2600 E. Wilcox Drive, Room A102

Sierra Vista, AZ 85635

Zoom Online Virtual Meeting

<https://zoom.us/j/2048227879?pwd=NG51ZTgrK29wRkVkRWwN6UXF1UzgwUT09>

Meeting ID: 204 822 7879

Passcode: 1Tzf0K

Members Present

Ron Curtis
Wick Lewis
Tony Boone
Kathleen Bullock
Doris Tolbert
Kevin Peck
Rebekah Kimmel
Jenny Howard
Elizabeth Kinder
Steven Garate
Maryann Hockstad
Joshua De Spain

Members Absent

Matt Bolinger
Samuel Kolapo
Martha Lujan
Mary Merino
Sam Curtis
Cara Elkins

Staff Present

Vada Phelps
Vickie Simmons
Julia Kuhn
Lori Baron
Marina Morales
Eric Grisham
Michelle Huff
Kevin Abril
Daivon Denton

Guests Present

Jim Mize
Vaughn Croft
Toby Scott
Norma Galindo
Mariah Charley
Joanne Bueno
Krista McGarvey
Kate Hoffman
Adam Begody
Mary Holland
Charity Kerr
Melissa Jones
Cullen Scarborough
Kate Belows
Christine Nelson

A. Call to Order

The ARIZONA@WORK Local Workforce Board meeting was called to order at 10:00 AM on December 18, 2025.

B. Roll Call

Lori Baron conducted roll call. The names of present and absent members, as well as guests and staff are listed above. A quorum was established.

"If such a conflict does arise, I will declare that conflict before the board and refrain from discussing and voting on matters in which I have conflict."

C. Call to the Public

No comments

D. Action Item: To Approve/Disapprove December 18, 2025 Agenda

Motion to Approve: Tony Boone

Seconded: Doris Tolbert

Approved

Ayes: R. Curtis, Lewis, Boone, Bullock, Tolbert, Peck, Kimmel, Howard, Kinder, Hockstad, De Spain, Garate

Nays: 0 Abstain: 0

E. Action Item: To Approve/Disapprove September 18, 2025 Minutes

Motion to Approve: Kathleen Bullock

Seconded: Mary Ann Hockstad

Approved

Ayes: R. Curtis, Lewis, Boone, Bullock, Tolbert, Peck, Kimmel, Howard, Kinder, Hockstad, De Spain, Garate

Nays: 0 Abstain: 0

F. Earn to Learn Presentation

Kate Hoffman and Adam Begody gave the presentation.

G. Fee for Service

Vickie Simmons has no new information. May revisit at another time.

H. Discuss 2026 Retreat & Appoint Retreat Committee

Retreat Committee Appointed: Tony Boone, Mary Ann Hockstad, Sam Curtis, Kathleen Bullock, Ron Curtis, Vada Phelps

I. Financial Report: Budget and Expenditures

The report is in the packet.

Wick Lewis stated that most of the Law Enforcement graduates from Cochise College were supported by Arizona@Work

J. One-Stop Operator Report

Jim Mize's report is in the Packet.

K. Core Partner Reports

One-Stop Employment and Training Reports was presented by Vickie Simmons.

Vickie's report is in the Board packet. She highlighted the Success Stories.

Rehabilitation Services report

Elizabeth's report is in the packet. She highlighted Success Stories.

Employment Services

No report. Teresa Celestine has resigned

Adult Education report - Cochise

Cara Elkins is in the Packet.

L. Executive Director's Report – Vada Phelps

- Eric Grisham was in the Cochise County 60 years in Review in the Sierra Vista Herald.
- Merry Christmas to everybody.

L. President's Report – Ron Curtis

- Our budget is still unknown.
- This is not the best time to acquire a mobile unit.
- We appreciate Freeport-McMoRan.
- Bobbie and Ron are working with EAC to host community events.

Board Announcements

No announcements

Next Board Meeting

Thursday, April 2 @ 10:00 a.m. in Benson.

Adjourn

The meeting was adjourned at 11:18 p.m.

ARIZONA@WORK is an Equal Opportunity employer/program.

Funded by WIOA federal dollars serving Adults, Youth, and Dislocated Workers

Report Submitted by: *Lori Baron*

MOU
with
Earn to Learn

MOU Summary — Earn to Learn & West Michigan Works

Who is participating

- **ACSET / West Michigan Works! (WMW)**

The regional workforce agency administering WIOA training dollars in West Michigan.

- **Earn to Learn (ETL)**

A nonprofit that operates a matched-savings scholarship program with financial coaching.

- **“Savers” (Students / Job Seekers)**

WMW participants who enroll in the Earn to Learn program while pursuing credentialed training or postsecondary education.

What is the goal of the partnership

- Help WMW job seekers **complete training and credentials with little to no student debt.**
- Combine **student savings + workforce funding + Earn to Learn scholarships + coaching** to remove financial barriers to completion.
- Align workforce dollars with Earn to Learn’s model to improve persistence, completion, and employment outcomes.

How the scholarship works (for each participant)

- Student saves **\$500** in an Earn to Learn account.
- That \$500 is matched **8:1** through a combination of Earn to Learn and West Michigan Works funding, creating \$4,000 in matching scholarship funds.
- **West Michigan Works contributes an additional \$500** beyond the standard 8:1 match, bringing the total scholarship amount to **\$4,500.**
- Including the student’s original savings, **participants have \$5,000 total available for training or education.**
- Funding split of the \$4,500 scholarship:
 - **West Michigan Works:** \$2,500 (55%) via an Individual Training Account (ITA)
 - **Earn to Learn:** \$2,000 (45%)
- Funds are released once students complete required steps with **both** West Michigan Works and Earn to Learn.

Who does what

West Michigan Works! (WMW) responsibilities

- Identifies and refers eligible WIOA participants to Earn to Learn.
- Confirms participants are suitable for training and meet WIOA requirements.
- Provides the **\$2,500 match per student (WIOA)** through training accounts.
- Tracks enrollment, training progress, and participant status.
- Coordinates payments and reconciles records with Earn to Learn.
- Helps recruit participants and works with training providers to share needed information.
- Participates in monthly coordination meetings with Earn to Learn.
- Designates key staff contacts (fiscal, data, program, and research).

Earn to Learn (ETL) responsibilities

- Manages recruitment, applications, and enrollment into Earn to Learn.
- Opens and monitors each student's savings account.
- Provides **financial coaching and student success coaching**.
- Tracks student savings progress and program requirements.
- Wires students' saved dollars to WMW in bulk at agreed-upon times.
- Provides a secure portal for WMW to view student status and eligibility.
- Maintains agreements with students and collects required consent forms.
- Leads program administration and coordination on the Earn to Learn side.

Shared responsibilities

- Joint recruitment and outreach when funding is available.
- Regular communication about funding, eligibility, and students.
- Shared tracking of student progress and status.
- Coordination to ensure funds are released correctly and on time.

Who is eligible

Students referred by WMW must:

- Meet **WIOA eligibility** requirements.
- Be approved for training through WMW's assessment process.
- Be enrolled (or planning to enroll) in a **credential-bearing program** (certificate, associate degree, or bachelor's).
- Have a completed **FAFSA** (if applicable).
- Meet any additional requirements from the training provider or workforce board.

Timing of the agreement

- Covers **January 1, 2026 – December 31, 2026**, with the option to renew annually.

Impact

- Students get **real financial support + coaching**, not just tuition dollars.
- WMW dollars are **amplified** through Earn to Learn's match and supports.
- The model is designed to **increase completion and reduce student debt**.

Ratify
Sam Curtis
As Treasurer

**Vote for
Executive Board**

Nominations

President Ron Curtis

1st Vice President Kathleen Bullock

2nd Vice President Josh DeSpain

Secretary Doris Tolbert

Treasurer Sam Curtis

Report on NAWB Conference

**Review Audit for
CPIC/AZ@Work
for the year
ended 6/30/2025**

**Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona**

**Basic Financial Statements
and Single Audit Reports**

Year ended June 30, 2025

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Independent Auditor's Report

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities and each major fund of Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona (hereinafter referred to as ARIZONA@WORK SEAZ) as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise ARIZONA@WORK SEAZ's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of ARIZONA@WORK SEAZ as of June 30, 2025, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of ARIZONA@WORK SEAZ and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in note 2 to the financial statements, the ARIZONA@WORK SEAZ restated the beginning net position of its financial statements for the year ended June 30, 2025, due to the implementation of GASB Statement No 101, *Compensated Absences*. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ARIZONA@WORK SEAZ's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK SEAZ's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about ARIZONA@WORK SEAZ's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that management's discussion and analysis on pages 5–10 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted the budgetary comparison information that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinions on the basic financial statements are not affected by this missing information.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise ARIZONA@WORK SEAZ'S basic financial statements. The schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated January 12, 2026, on our consideration of ARIZONA@WORK SEAZ's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of ARIZONA@WORK SEAZ's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering ARIZONA@WORK SEAZ's internal control over financial reporting and compliance.

Walker & Armstrong, LLP

Tucson, Arizona
January 12, 2026

**ARIZONA@WORK Southeastern Arizona
Management's Discussion and Analysis
Year Ended June 30, 2025**

As management of ARIZONA@WORK Southeastern Arizona (ARIZONA@WORK SEAZ), a component unit of Cochise County, Arizona, we offer readers of ARIZONA@WORK SEAZ's financial statements this narrative overview and analysis of the financial activities for the year ended June 30, 2025. We encourage readers to consider the information presented here in conjunction with the following financial statements, which begin on page 11.

Financial Highlights

- Total assets exceeded its liabilities and deferred inflows of resources at the close of the most recent fiscal year by \$87,218.
- Capital assets decreased by \$36,227 from the prior year, due to the net effect of additions and depreciation/amortization being recognized during the year.
- Total liabilities decreased by \$30,184 from the prior year, primarily due to the net effect of new lease obligations and payments on leases during the year.
- The cash balance at June 30, 2025, was \$108,467, representing an increase of \$15,062 from the prior year.
- Total intergovernmental program revenues were \$1,799,755, which is a decrease of \$578,176 from the prior year. Program expenses totaled \$1,886,360, which is a decrease of \$578,191 from the prior year.

Overview of the Financial Statements

The discussion and analysis are intended to serve as an introduction to ARIZONA@WORK SEAZ's basic financial statements. ARIZONA@WORK SEAZ's basic financial statements comprise three components: 1) government-wide financial statements, 2) fund financial statements and 3) notes to the financial statements. This report also contains the schedule of expenditures of federal awards as supplementary information in addition to the basic financial statements themselves.

Government-Wide Financial Statements

The government-wide financial statements are designed to provide readers with a broad overview of ARIZONA@WORK SEAZ's finances in a manner similar to a private sector business.

The *statement of net position – governmental activities* presents information on all of ARIZONA@WORK SEAZ's assets, liabilities and deferred inflows with the difference reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of ARIZONA@WORK SEAZ is improving or deteriorating.

Management's Discussion and Analysis – Continued

Overview of the Financial Statements – Continued

The *statement of activities – governmental activities* presents information showing how ARIZONA@WORK SEAZ's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (such as future payments for capital outlays and earned vacation leave).

The government-wide financial statements report ARIZONA@WORK SEAZ's activities that are principally supported by intergovernmental revenues and reported as governmental activities. ARIZONA@WORK SEAZ's function is to administer programs to prepare youth, unskilled adults, and dislocated workers for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment. ARIZONA@WORK SEAZ's programs are funded primarily with grant revenue from the U.S. Department of Labor through the State of Arizona Department of Economic Security, and Cochise County, Arizona.

The statement of net position and the statement of activities are government-wide financial statements that provide both long-term and short-term information about ARIZONA@WORK SEAZ's overall financial status. The government-wide financial statements can be found on pages 11 and 12 of this report.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. ARIZONA@WORK SEAZ, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. ARIZONA@WORK SEAZ has only one fund type consisting of governmental funds. The fund financial statements focus on individual parts of the government and reporting ARIZONA@WORK SEAZ's operations in more detail than the government-wide financial statements. The fund financial statements for the governmental fund are reported on pages 13 through 16 of this report.

Governmental funds – Most of ARIZONA@WORK SEAZ's basic services are included in the special revenue fund. As a governmental fund, the special revenue fund's focus is on how cash, and other financial assets that can readily be converted to cash, flow in and out and the balances remaining at year-end that are available for spending. Consequently, the governmental funds statements provide a detailed short-term view that helps readers determine whether there are more or fewer financial resources that can be spent in the near future to finance ARIZONA@WORK SEAZ's programs.

Management's Discussion and Analysis – Continued

Overview of the Financial Statements - Continued

Because this information does not encompass the additional long-term focus of the government-wide financial statements, we provide additional information on pages 14 and 16 that explains the relationship (or differences) between the governmental activities and balances reported in the statement of net position and the statement of activities and the governmental funds statements.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to the financial statements can be found on pages 17 through 25 of this report.

Supplementary Information

The schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the U.S. Office of Management and Budget and Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*. The schedule of expenditures of federal awards can be found on page 26 of this report with the related notes to the schedule on page 27.

Government-Wide Financial Analysis

	Condensed Statement of Net Position – Governmental Activities		
	2025	2024	Change
Assets:			
Current and other assets	\$ 319,845	\$ 391,316	\$ (71,471)
Capital assets, net	230,398	266,625	(36,227)
Total assets	550,243	657,941	(107,698)
Liabilities:			
Current liabilities	111,832	156,501	(44,669)
Long-term liabilities	324,400	309,915	14,485
Total liabilities	436,232	466,416	(30,184)
Deferred inflows	31,266	61,010	(29,744)
Net position:			
Restricted for workforce development	88,014	58,653	29,361
Unrestricted	(5,269)	71,862	(77,131)
Total net position	\$ 82,745	\$ 130,515	\$ (47,770)

Management's Discussion and Analysis – Continued

Government-Wide Financial Analysis - Continued

A significant portion of ARIZONA@WORK SEAZ's assets (32 and 35.3 percent at June 30, 2025 and 2024, respectively) reflect the amount due from ARIZONA@WORK SEAZ's funding sources. At the end of the fiscal year, ARIZONA@WORK SEAZ's assets exceeded its liabilities and deferred inflows by \$82,745.

The following reports the key elements of the changes in net position for governmental activities:

	Condensed Statement of Activities – Governmental Activities		
	2025	2024	Change
Revenues:			
<i>Program revenues:</i>			
Operating grants	\$ 1,799,755	\$ 2,377,931	\$ (578,176)
<i>General revenues:</i>			
Other	82,132	85,451	(3,319)
Total revenues	1,881,887	2,463,382	(581,495)
Expenses:			
Administration	150,808	257,065	(106,257)
Job training	1,735,552	2,207,486	(471,934)
Total expenses	1,886,360	2,464,551	(578,191)
Change in net position	(4,473)	(1,169)	<u>\$ (3,304)</u>
Net position, beginning, as restated	87,218	131,684	
Net position, ending	<u>\$ 82,745</u>	<u>\$ 130,515</u>	

Net position has been restated for the current fiscal year by \$43,297 for the implementation of GASB Statement No. 101, *Compensated Absences*.

As of the end of the current fiscal year, ARIZONA@WORK SEAZ's governmental activities' net position reported a decrease from the prior year. ARIZONA@WORK SEAZ's chief sources of revenues for these activities are cost reimbursement contracts with the State of Arizona Department of Economic Security and Cochise County using monies from the U.S. Department of Labor.

Management's Discussion and Analysis – Continued

Financial Analysis of ARIZONA@WORK SEAZ's Governmental Funds

General Fund

ARIZONA@WORK SEAZ has a general fund used to account for unrestricted activity.

Special Revenue Fund

ARIZONA@WORK SEAZ has a special revenue fund which is reported in the governmental activities of the government-wide financial statements. As previously discussed, this fund reports “cost-reimbursement” grants, which means that ARIZONA@WORK SEAZ is reimbursed by its funding agency based on the expenditures incurred. Accordingly, revenues are recognized to the extent that expenditures are incurred. Revenues decreased in the special revenue fund by \$578,176 primarily due to decreased grant funding received for activities under the Workforce Innovation and Opportunity Act.

Capital Assets and Debt Administration

Capital Assets

As of June 30, 2025, ARIZONA@WORK SEAZ's investment in capital assets for its government-type activities was \$230,398 (net of accumulated depreciation/amortization). This investment in capital assets includes furniture, equipment, leasehold improvements, and intangible right-to-use lease and subscription assets.

Additional information on ARIZONA@WORK SEAZ's capital assets can be found in Note 5 on page 22 of this report.

Long-Term Liabilities

As of June 30, 2025, ARIZONA@WORK SEAZ's long-term liability consists of \$324,400, which consists of \$72,887 in accrued compensated absences that have been earned by employees to be paid when used or upon termination of each employee, \$239,504 in lease liabilities, and \$12,009 in subscription liabilities.

Economic Factors and Next Year's Budgets

The following factors were considered in preparing ARIZONA@WORK SEAZ's budget for the 2026 fiscal year:

- Formal budgeting is being implemented in accordance with new funding requirements for the special revenue fund. Budgeting is based on contract funds although ARIZONA@WORK SEAZ's expenditures and revenue under the cost reimbursement grants are dependent on the demand for its services.
- ARIZONA@WORK SEAZ does not budget for its general fund.

Management's Discussion and Analysis – Continued

Contacting ARIZONA@WORK SEAZ's Financial Management

The financial report is designed to provide a general overview of ARIZONA@WORK SEAZ's finances for all those with an interest. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the Finance Director, ARIZONA@WORK Southeastern Arizona, 900 Carmelita Drive, Sierra Vista, Arizona, 85635 or by calling (520) 458-4200.

Basic Financial Statements

ARIZONA@WORK Southeastern Arizona
Statement of Net Position - Governmental Activities
June 30, 2025

Assets	
Cash	\$ 108,467
Intergovernmental receivables	176,320
Lease receivable	31,266
Other assets	3,792
Capital assets being depreciated/amortized, net	<u>230,398</u>
Total assets	550,243
Liabilities	
Accounts payable and accrued expenses	76,533
Due to related party	35,299
Noncurrent liabilities:	
Due within one year	124,984
Due in more than one year	<u>199,416</u>
Total liabilities	436,232
Deferred Inflows of Resources	
Deferred inflows related to leases	<u>31,266</u>
Total deferred inflows of resources	<u>31,266</u>
Net Position	
Restricted for workforce development	88,014
Unrestricted	<u>(5,269)</u>
Total net position	<u>\$ 82,745</u>

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

ARIZONA@WORK Southeastern Arizona
Statement of Activities - Governmental Activities
Year Ended June 30, 2025

Functions/Programs	Expenses	Program Revenues Operating Grants and Contributions	Net (Expense) Revenue and Change in Net Position
Administration	\$ 150,808	\$ 150,808	\$ -
Job training	<u>1,735,552</u>	<u>1,648,947</u>	<u>(86,605)</u>
	<u>\$ 1,886,360</u>	<u>\$ 1,799,755</u>	<u>(86,605)</u>
General revenues:			
			(581)
Loss on disposal of capital assets			(581)
Other revenues			<u>82,713</u>
Change in net position			(4,473)
Net position, July 1, 2024, as originally reported			130,515
Aggregate amount of adjustments to and restatements of beginning net position			<u>(43,297)</u>
Net position, July 1, 2024, as restated			<u>87,218</u>
Net position, June 30, 2025			<u>\$ 82,745</u>

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

ARIZONA@WORK Southeastern Arizona
Balance Sheet - Governmental Funds
June 30, 2025

	General Fund	Special Revenue Fund	Total
Assets			
Cash	\$ 23,209	\$ 85,258	\$ 108,467
Intergovernmental receivables	-	176,320	176,320
Lease receivable	-	31,266	31,266
Interfund receivable	61,732	-	61,732
Other assets	-	3,792	3,792
Total assets	<u>\$ 84,941</u>	<u>\$ 296,636</u>	<u>\$ 381,577</u>
Liabilities, Deferred Inflows and Fund Balances			
Liabilities			
Accounts payable and accrued expenses	\$ -	\$ 76,533	\$ 76,533
Interfund payable	-	61,732	61,732
Due to related party	-	35,299	35,299
Total liabilities	-	173,564	173,564
Deferred Inflows of Resources			
Deferred inflows related to leases	-	31,266	31,266
Total deferred inflows of resources	-	31,266	31,266
Fund Balances			
Non-spendable	-	3,792	3,792
Restricted for workforce development	-	88,014	88,014
Unassigned	84,941	-	84,941
Total fund balances	<u>84,941</u>	<u>91,806</u>	<u>176,747</u>
Total liabilities, deferred inflows and fund balances	<u>\$ 84,941</u>	<u>\$ 296,636</u>	<u>\$ 381,577</u>

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

ARIZONA@WORK Southeastern Arizona
Reconciliation of the Governmental Funds Balance Sheet
to the Government-Wide Statement of Net Position
June 30, 2025

Total fund balances	\$	176,747
Amounts reported for governmental activities in the statement of net position are different because:		
Receivables related to leases are applicable to future reporting periods and, therefore, are not reported in the fund financial statements.		31,266
Capital assets used in governmental activities are not financial resources and therefore are not reported in the fund financial statements.		230,398
Long-term liabilities, including compensated absences and lease liabilities not due and payable in the current period and therefore are not reported in the fund financial statements.		(324,400)
Deferred inflows of resources related to leases are applicable to future reporting periods and, therefore, are not reported in the fund financial statements.		<u>(31,266)</u>
Net position of governmental activities (page 11)	\$	<u><u>82,745</u></u>

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

ARIZONA@WORK Southeastern Arizona
Statement of Revenues, Expenditures and
Changes in Fund Balances - Governmental Funds
Year Ended June 30, 2025

	<u>General Fund</u>	<u>Special Revenue Fund</u>	<u>Total</u>
Revenues			
Intergovernmental	\$ -	\$ 1,799,755	\$ 1,799,755
Other revenues	<u>82,713</u>	<u>-</u>	<u>82,713</u>
Total revenues	82,713	1,799,755	1,882,468
Expenditures			
Administration	7,189	134,835	142,024
Training:			
Salaries and fringe benefits	-	672,466	672,466
Other direct training	13,834	685,517	699,351
Paid to subrecipient	-	236,012	236,012
Debt service:			
Principal	45,318	75,571	120,889
Interest and other charges	<u>3,293</u>	<u>5,491</u>	<u>8,784</u>
Total expenditures	<u>69,634</u>	<u>1,809,892</u>	<u>1,879,526</u>
Excess (deficiency) of revenues over expenditures	<u>13,079</u>	<u>(10,137)</u>	<u>2,942</u>
Net change in fund balances	13,079	(10,137)	2,942
Fund balances, July 1, 2024	<u>71,862</u>	<u>101,943</u>	<u>173,805</u>
Fund balances, June 30, 2025	<u>\$ 84,941</u>	<u>\$ 91,806</u>	<u>\$ 176,747</u>

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

ARIZONA@WORK Southeastern Arizona
Reconciliation of the Governmental Funds Statement of Revenues, Expenditures
and Changes in Fund Balances to the Government-Wide Statement of Activities
Year Ended June 30, 2025

Net change in fund balances - total governmental funds	\$	2,942
<p>Amounts reported for governmental activities in the statement of activities are different because:</p>		
<p>Capital outlays are reported in governmental funds as expenditures. However, in the statement of activities, the cost of those assets are allocated over their estimated useful lives and reported as depreciation/amortization expense.</p>		
Capital outlay		96,628
Loss on disposal of capital assets		(581)
Depreciation/amortization expense		(132,274)
<p>Compensated absences reported in the statement of activities do not require the use of current financial resources and therefore, are not reported as expenditures in governmental funds.</p>		
Decrease in compensated absences		4,552
<p>Debt proceeds provide current financial resources to governmental funds, but issuing debt increases long-term liabilities in the statement of net position. Repayment of debt principal is an expenditure in the governmental funds, but the repayment reduces long-term liabilities in the statement of net position.</p>		
Leases incurred		(96,628)
Principal repaid on leases and SBITA		<u>120,888</u>
Change in net position (page 12)	\$	<u>(4,473)</u>

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

ARIZONA@WORK Southeastern Arizona
Notes to Financial Statements
Year ended June 30, 2025

Note 1 – Organization and Summary of Significant Accounting Policies

Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona (ARIZONA@WORK SEAZ) is an Arizona nonprofit corporation which is considered a component unit of Cochise County, Arizona. ARIZONA@WORK SEAZ is organized to administer programs to prepare youth, adults, and dislocated workers for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment, who are in specific need of such training to obtain productive employment.

ARIZONA@WORK SEAZ contracts with the Cochise County Board of Supervisors, whereby ARIZONA@WORK SEAZ is appointed as the administrative entity for the Workforce Innovation and Opportunity Act (WIOA) programs operated within Cochise, Graham, and Greenlee counties in Arizona.

Effective for the fiscal year ended June 30, 2025, ARIZONA@WORK SEAZ implemented the provisions of GASB Statement No. 101 (“GASB 101”), *Compensated Absences*. This statement establishes recognition and measurement guidance for leave that has not yet been used. Under GASB 101, ARIZONA@WORK SEAZ recognizes a liability for compensated absences when (1) the leave is attributable to services already rendered, (2) the leave accumulates and carries forward to future periods, and (3) it is probable that the leave will be used for time off or otherwise paid upon termination or retirement. Implementation of GASB 101 resulted in a change in accounting principle that requires restatement of the beginning net position balance.

During the fiscal year ended June 30, 2025, ARIZONA@WORK SEAZ also implemented the provisions of GASB Statement No. 102, *Certain Risk Disclosures*. This statement requires disclosure for certain risks that could affect the provision of services or the ability to meet obligations as they come due, including vulnerabilities due to concentrations or constraints. The implementation of this standard affected ARIZONA@WORK SEAZ’s note disclosures.

Reporting Entity - The financial statements are intended to present the financial position and results of operations of only the funds administered by ARIZONA@WORK SEAZ. These financial statements are not intended to present the financial position or the results of operations of Cochise County, Arizona.

Government-Wide and Fund Financial Statements - The basic financial statements of ARIZONA@WORK SEAZ include the government-wide and the fund financial statements. The government-wide statement of net position and statement of activities report information on all financial activities of ARIZONA@WORK SEAZ.

Governmental activities are financed primarily through intergovernmental revenues. ARIZONA@WORK SEAZ has no business-type activities.

The government-wide statement of activities reflects the cost of the programs of ARIZONA@WORK SEAZ reduced by directly associated revenues (operating grants and contributions) to arrive at the net revenue or expense for the programs.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Net program revenue or expense for governmental activities is then adjusted for general revenues to determine the change in net position for the year. Indirect expenses, such as depreciation/amortization, are not allocated to the program/function that they may benefit.

When both restricted and unrestricted resources are available for use, it is ARIZONA@WORK SEAZ's policy to use restricted resources first and unrestricted resources as they are needed.

The fund financial statements provide information about ARIZONA@WORK SEAZ's funds. Separate statements for the governmental funds are presented. The emphasis on fund financial statements is on major governmental funds displayed in a separate column. ARIZONA@WORK SEAZ has no proprietary funds.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation - The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Under this method, revenues are recorded when earned and expenses are recorded when liabilities are incurred, regardless of when the related cash flow takes place. Other receipts become measurable and available when cash is received by ARIZONA@WORK SEAZ and are recognized as revenue at that time.

Governmental funds are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Under this method, revenues are recognized when measurable and available. ARIZONA@WORK SEAZ considers all revenues reported in the governmental funds to be available if the revenues are collected within sixty days after year-end. Expenditures are recorded when the related fund liability is incurred, except for principal and interest on general long-term debt and compensated absences which are recognized as expenditures to the extent they are due and payable. General capital asset acquisitions are reported as expenditures in governmental funds. Acquisitions under lease contracts are reported as other financing sources.

ARIZONA@WORK SEAZ reports the following major governmental funds:

General Fund - The general fund is ARIZONA@WORK SEAZ's fund used for unrestricted activities. The fund accounts for all unrestricted financial resources of ARIZONA@WORK SEAZ.

Special Revenue Fund - The special revenue fund accounts for specific revenue sources that are legally restricted to expenditures for specified purposes.

Budgetary Accounting - Formal budgetary integration is not employed by ARIZONA@WORK SEAZ in the special revenue fund for its individual federal and state governmental grants because effective budgetary control is alternatively achieved through the terms of the funding contracts.

ARIZONA@WORK SEAZ does not budget for its general fund.

Prepaid Items - Certain payments to vendors reflect costs applicable to future accounting periods and are reported as other assets in both the government-wide and fund financial statements.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Capital Assets - Capital assets, which include furniture, equipment, leasehold improvements, and intangible right-to-use lease and subscription assets, are reported in the government-wide financial statements. Capital assets are defined by ARIZONA@WORK SEAZ as assets with an initial individual cost of more than \$1,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated fair market value at the date of donation. ARIZONA@WORK SEAZ has no public domain (infrastructure) assets. The cost of normal maintenance and repairs that do not add value to the asset or materially extend an asset's life are expensed as incurred.

Depreciation and amortization of property and equipment is computed on a straight-line basis over the following useful lives:

Buildings	5-40 years
Furniture and equipment	5-15 years
Vehicles	5-15 years
Land improvements	5-20 years
Leasehold improvements	5-15 years

Compensated Absences - Compensated absences consist of earned but unused vacation leave. Employees earn vacation hours based on their years of service with ARIZONA@WORK SEAZ. Generally, sick leave benefits provide for ordinary sick pay and are cumulative but do not vest with employees and therefore, are not accrued.

The liability for vested compensated absences of the governmental funds is recorded in the government-wide statements as a non-current liability, since the amount expected to be paid from current financial resources is not significant. All compensated absences are paid for out of the special revenue fund.

Leases and Subscription Based Information Technology Arrangements - As lessee, ARIZONA@WORK SEAZ recognizes lease and subscription liabilities with an initial, individual value of \$1,000 or more. ARIZONA@WORK SEAZ uses its estimated incremental borrowing rate to measure lease and subscription liabilities unless it can readily determine the interest rate implicit in the agreement. ARIZONA@WORK SEAZ's estimated incremental borrowing rate is based on a related party's current borrowing rate.

As lessor, ARIZONA@WORK SEAZ recognizes lease and subscription receivables with an initial, individual value of \$1,000 or more. If there is no stated rate in the contract (or if the stated rate is not the rate it charges the lessee) and the implicit rate cannot be determined, ARIZONA@WORK SEAZ uses its own estimated incremental borrowing rate as the discount rate to measure lease and subscription receivables. ARIZONA@WORK SEAZ's estimated incremental borrowing rate is calculated as described above.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Fund Balance Classification - Fund balances of the governmental funds are reported separately within classifications based on a hierarchy of the constraints placed on those resources.

The classifications are based on the relative strength of the constraints that control how the specific amounts can be spent. The classifications are nonspendable, restricted, and unrestricted, which includes committed, assigned and unassigned fund balance classifications.

The non-spendable fund balance classification includes amounts that cannot be spent because they are either not in spendable form, such as prepaid expenses and notes receivable, or are legally or contractually required to be maintained intact.

Restricted fund balances are those that have externally imposed restrictions on their usage by creditors, such as through debt covenants, grantors, contributors, or laws and regulations.

The unrestricted fund balance category is comprised of committed, assigned, and unassigned resources. Committed fund balances are self-imposed limitations approved by ARIZONA@WORK SEAZ's Board of Directors, which is the highest level of decision-making authority within ARIZONA@WORK SEAZ. The constraints placed on committed fund balances can only be removed or changed by the Board. Assigned fund balances are resources constrained by ARIZONA@WORK SEAZ's intent to be used for specific purposes but are neither restricted nor committed. When an expenditure is incurred that can be paid from either restricted or unrestricted fund balances, it's ARIZONA@WORK SEAZ's policy to use restricted fund balance first. ARIZONA@WORK SEAZ did not have any committed or assigned fund balances as of June 30, 2025

Program Revenues - Grants and assistance awards made on the basis of entitlement periods are recorded as intergovernmental receivables and revenues when entitlement occurs. All other reimbursement grants are recorded as intergovernmental receivables and revenues when the related expenditures are incurred. Revenue is recognized in the governmental funds when it is both measurable and available. ARIZONA@WORK SEAZ considers revenue to be measurable when it is collected within 60 days.

Interfund Transactions and Balances - Transactions that constitute reimbursements to a fund for expenditures initially made from it that are properly applicable to another fund are recorded as expenditures in the reimbursing fund and as a reduction of expenditures in the fund that is reimbursed. All other interfund transactions, except quasi-external transactions and reimbursements, are reported as transfers. Non-recurring or non-routine permanent transfers of equity are reported as residual equity transfers. All other interfund transfers are reported as operating transfers.

Income Taxes - ARIZONA@WORK SEAZ is a nonprofit corporation organized under the laws of the State of Arizona and is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. Income determined to be unrelated to ARIZONA@WORK SEAZ's exempt purpose is taxable.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Use of Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and deferred inflows of resources and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Note 2 – Accounting Changes

Restatement of beginning balances - During the year ended June 30, 2025, accounting changes resulted in a restatement of beginning net position as follows:

	Net Position June 30, 2024, as previously reported	Change in accounting principle	Net Position June 30, 2024, as restated
Government-wide			
Governmental activities	\$ 130,515	\$ (43,297)	\$ 87,218

Change in Accounting Principle - During fiscal year 2025, ARIZONA@WORK SEAZ implemented the provisions of GASB Statement No. 101, *Compensated Absences*. The effect of this change to the net position is an increase in compensated absences liability as reported above.

Note 3 – Cash

At June 30, 2025, cash on hand was \$300, the carrying amount of cash in the bank was \$108,167 and the bank balance was \$117,002. Bank deposits are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000.

ARIZONA@WORK SEAZ does not have any formal policies as it relates to custodial credit risks applicable to its deposits.

Note 4 – Receivables

Intergovernmental

Intergovernmental receivables include the following at June 30, 2025:

Program	Amount
Passed through Cochise County, Arizona:	
Workforce Innovation and Opportunity Act – Adult Program	\$ 52,913
Workforce Innovation and Opportunity Act – Dislocated Workers Program	66,224
Workforce Innovation and Opportunity Act – Youth Program	43,410
	162,547
Other intergovernmental receivables	13,773
Total intergovernmental receivables	\$ 176,320

Notes to Financial Statements - Continued

Note 4 – Receivables - Continued

Leases

ARIZONA@WORK SEAZ leases building space to a third party under the provisions of a lease agreement. The agreement provides for quarterly payments of \$8,064 through June 2026. During the fiscal year ended June 30, 2025, ARIZONA@WORK SEAZ recognized total lease-related revenues of \$32,255.

ARIZONA@WORK SEAZ's lease contract includes other payments for operating expenses, that are not included in the lease receivable. During the fiscal year ended June 30, 2025, ARIZONA@WORK SEAZ recognized revenues of \$31,624 for other payments not included in the measurement of the lease receivable.

Note 5 – Capital Assets

Capital asset activity for the year ended June 30, 2025, was as follows:

	<u>Balance at July 1, 2024</u>	<u>Increases</u>	<u>Decreases</u>	<u>Balance at June 30, 2025</u>
Capital assets being depreciated/ amortized:				
Furniture and equipment	\$ 114,385	\$ -	\$ (12,760)	\$ 101,625
Leasehold improvements	13,354	-	(7,308)	6,046
Intangibles:				
Right-to-use lease assets:				
Buildings	564,507	96,628	-	661,135
Right-to-use		-		
Subscription assets	27,622	-	-	27,622
Total capital assets being depreciated/amortized	719,868	96,628	(20,068)	796,428
Less accumulated depreciation/ amortization	(453,243)	(132,274)	19,487	(566,030)
Total capital assets being depreciated/amortized, net	<u>\$ 266,625</u>	<u>\$ (35,646)</u>	<u>\$ (581)</u>	<u>\$ 230,398</u>

Depreciation/amortization expense is charged to the job training program for the year ended June 30, 2025.

Notes to Financial Statements - Continued

Note 6 – Long-Term Liabilities

The following schedule details ARIZONA@WORK SEAZ’s long-term liabilities and obligation activity for the year ended June 30, 2025:

	Balance July 1, 2024 (As restated*)	Additions	Reductions	Balance June 30, 2025	Due Within 1 Year
Governmental activities:					
Leases payable	\$ 258,196	\$ 96,628	\$ 115,320	\$ 239,504	\$ 119,130
Subscription liability	17,577	-	5,568	12,009	5,854
Compensated absences	77,439	-	4,552	72,887	-
Total governmental activities long-term liabilities	<u>\$ 353,212</u>	<u>\$ 96,628</u>	<u>\$ 125,440</u>	<u>\$ 324,400</u>	<u>\$ 124,984</u>

*The beginning balance of compensated absences was restated by \$43,297 for the implementation of GASB Statement No. 101, *Compensated Absences*.

Leases - ARIZONA@WORK SEAZ has acquired the right to use buildings under the provisions of various lease agreements. The total amount of lease assets and the related accumulated amortization is as follows:

Total intangible right-to-use lease assets	\$ 661,135
Less: accumulated amortization	<u>(448,958)</u>
Carrying value	<u>\$ 212,177</u>

The following schedule details minimum lease payments to maturity for ARIZONA@WORK SEAZ’s leases payable at June 30, 2025:

<u>Year ending June 30,</u>	<u>Governmental activities</u>		
	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 119,130	\$ 9,270	\$ 128,400
2027	33,134	5,266	38,400
2028	34,829	3,571	38,400
2029	36,611	1,789	38,400
2030	15,800	200	16,000
Total	<u>\$ 239,504</u>	<u>\$ 20,096</u>	<u>\$ 259,600</u>

Notes to Financial Statements - Continued

Note 6 – Long-Term Liabilities - Continued

ARIZONA@WORK SEAZ has acquired the right to use accounting software under the provisions of a subscription- based information technology arrangement. The total amount of the subscription asset and the related accumulated amortization are as follows:

Accounting software	\$ 27,622
Less: accumulated amortization	<u>(16,113)</u>
Carrying value	<u>\$ 11,509</u>

The following schedule details minimum subscription payments to maturity for ARIZONA@WORK SEAZ’s subscription liability at June 30, 2025:

<u>Year ending June 30,</u>	Governmental activities		
	Principal	Interest	Total
2026	\$ 5,854	\$ 468	\$ 6,322
2027	<u>6,155</u>	<u>166</u>	<u>6,321</u>
Total	<u>\$ 12,009</u>	<u>\$ 634</u>	<u>\$ 12,643</u>

Compensated absences - ARIZONA@WORK SEAZ’s compensated absences are paid from its special revenue fund consistent with its payroll-related expenditures.

Note 7 – Interfund Balances and Activity

The special revenue fund has a payable due to the general fund of \$61,732 at June 30, 2025. This balance resulted primarily from cash earned by the general fund that was deposited into a special revenue fund bank account.

Note 8 – Pension Plans

Eligible ARIZONA@WORK SEAZ employees can participate in a 403(b) defined contribution plan and a simplified employee pension plan. These plans were established pursuant to authorization by the board of directors and can be amended upon the board’s approval. In a defined contribution plan, benefits depend solely on amounts contributed to the plan plus investment earnings. To be eligible, employees must be 21 years of age or older and earn the minimum required by the Internal Revenue Service. All participants are fully vested upon entering the plan. ARIZONA@WORK SEAZ contributes five percent of employee salaries for participants regardless of employee contributions to the plan. ARIZONA@WORK SEAZ’s contributions to the plans for fiscal year 2025 were \$27,887.

Notes to Financial Statements - Continued

Note 9 – Contingencies

Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable program. The amounts, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time; although ARIZONA@WORK SEAZ expects such amounts, if any, to be immaterial.

ARIZONA@WORK SEAZ's subrecipients are subject to fiscal and programmatic monitoring by ARIZONA@WORK SEAZ. If such monitoring or audits by grantor agencies disclose expenditures not in accordance with terms of the grants, such expenditures may be disallowed, and reimbursement of the disallowed costs may be required. ARIZONA@WORK SEAZ generally has the right of recovery from subrecipients.

Note 10 – Economic Dependency and Risks

For the year ended June 30, 2025, ARIZONA@WORK SEAZ's revenues were primarily received from federal and state financial assistance which is subject to availability of funds and ARIZONA@WORK SEAZ's compliance with federal and state rules and regulations.

ARIZONA@WORK SEAZ relies primarily on federal revenue from the Workforce Innovation and Opportunity Act (WIOA) which represented approximately 94 percent of revenue in the year ended June 30, 2025. WIOA funding is subject to annual appropriation by U.S. Congress. The most recent appropriations were anticipated by September 2025, with the deadline extended to January 30, 2026. A significant reduction or elimination of WIOA funding could have a material adverse effect on ARIZONA@WORK SEAZ's operations. To mitigate this effect, beginning in September 2025, ARIZONA@WORK SEAZ stopped enrolling new clients in training programs, while continuing to offer job search assistance and resume development workshops. Management is looking to diversify revenue sources through additional grants to further mitigate risk.

Note 11 – Related Party Transactions

Center for Academic Success, Inc. (CAS) is considered to be a related party of ARIZONA@WORK SEAZ due to common management as well as shared facilities and financial management systems.

During 2025, ARIZONA@WORK SEAZ had \$236,012 in reimbursements of expenses for CAS to administer the Professional Youth Quest program funded by the Workforce Innovation and Opportunity Act - Youth Activities grant. The amount due to CAS related to these programs was \$35,299 as of June 30, 2025.

Note 12 – Risk Management

ARIZONA@WORK SEAZ is exposed to various risks of loss related to torts; thefts of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. ARIZONA@WORK SEAZ carries commercial insurance for all such risks of loss, including workers' compensation and employees' health and accident insurance. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

Notes to Financial Statements - Continued

Note 13 – Subsequent Event

Management has evaluated subsequent events through January 12, 2026, the date the financial statements were available to be issued. No events or transactions occurred after year-end that require additional disclosure or adjustment to the financial statements.

Supplemental Information

ARIZONA@WORK Southeastern Arizona
Schedule of Expenditures of Federal Awards
Year Ended June 30, 2025

Federal Grantor/Pass-Through Grantor/ Program Title	Federal Assistance Listings Number	Pass- Through Grantor Number	Expenditures	Amount Provided to Subrecipients
<u>U.S. Department of Labor</u>				
<i>Passed through the Arizona Department of Economic Security and Cochise County, Arizona:</i>				
<i>WIOA Cluster:</i>				
WIOA Adult Program	17.258	DI21-002289	\$ 721,719	\$ -
WIOA Youth Activities	17.259	DI21-002289	381,969	236,012
WIOA Dislocated Worker Formula Grants	17.278	DI21-002289	<u>662,326</u>	<u>-</u>
Total WIOA Cluster			1,766,014	236,012
<i>Passed through Pima County, Arizona:</i>				
H-IB Job Training Grants	17.268	CT-CR-21-356	<u>33,741</u>	<u>-</u>
Total expenditures of federal awards			<u>\$ 1,799,755</u>	<u>\$ 236,012</u>

See accompanying notes to this schedule.

ARIZONA@WORK Southeastern Arizona
Notes to Schedule of Expenditures of Federal Awards
Year Ended June 30, 2025

Note 1 – Basis of Accounting

The accompanying schedule of expenditures of federal awards (schedule) includes Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona’s (ARIZONA@WORK SEAZ) federal grant activity for the year ended June 30, 2025. The information in this schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, (Uniform Guidance) and *Audits of States, Local Governments, and Non-Profit Organizations*. Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

Note 2 – Indirect Cost Rate

ARIZONA@WORK SEAZ is reimbursed based on actual administrative costs incurred pursuant to the grant agreement. Accordingly, ARIZONA@WORK SEAZ did not elect to use the 10 percent de minimis indirect cost rate as allowed for in 2 CFR §200.414.

Note 3 – Summary of Significant Accounting Policies

Expenditures reported on the schedule are reported on the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

Note 4 – Federal Assistance Listings (FAL) Number

The program titles and FAL numbers were obtained from the federal or pass-through grantor or the 2025 *Federal Assistance Listings*.

Note 5 – Subrecipients

ARIZONA@WORK SEAZ passed \$236,012 of federal U.S. Department of Labor, WIOA Youth Activities, monies to Center for Academic Success, Inc. (CAS), a related party, for services rendered in administering WIOA Youth Activities during the year ended June 30, 2025.

Single Audit Reports

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

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of ARIZONA@WORK Southeastern Arizona, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise ARIZONA@WORK Southeastern Arizona’s basic financial statements, and have issued our report thereon dated January 12, 2026.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered ARIZONA@WORK Southeastern Arizona’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona’s internal control. Accordingly, we do not express an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona’s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity’s financial statements will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether ARIZONA@WORK Southeastern Arizona's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Wahne & Armstrong, LLP

Tucson, Arizona
January 12, 2026

Independent Auditor's Report on Compliance for Each Major Program and on Internal Control over Compliance Required by the Uniform Guidance

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited ARIZONA@WORK Southeastern Arizona's compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of ARIZONA@WORK Southeastern Arizona's major federal programs for the year ended June 30, 2025. ARIZONA@WORK Southeastern Arizona's major federal programs are identified in the summary of audit results section of the accompanying schedule of findings and questioned costs.

In our opinion, ARIZONA@WORK Southeastern Arizona complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2025.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of ARIZONA@WORK Southeastern Arizona and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of ARIZONA@WORK Southeastern Arizona's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to ARIZONA@WORK Southeastern Arizona's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on ARIZONA@WORK Southeastern Arizona's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about ARIZONA@WORK Southeastern Arizona's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding ARIZONA@WORK Southeastern Arizona's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of ARIZONA@WORK Southeastern Arizona's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Wain & Armstrong, LLP

Tucson, Arizona
January 12, 2026

**ARIZONA@WORK Southeastern Arizona
Schedule of Findings and Questioned Costs
Year ended June 30, 2025**

A. Summary of Audit Results

	Yes	No
<i>Financial Statements</i>		
Type of auditor's report issued:	Unmodified	
Is a going concern emphasis-of-a-matter paragraph included?		X
Internal Control over Financial Reporting:		
Material weakness(es) identified?		X
Significant deficiencies identified?	None Reported	
Noncompliance material to the financial statements noted?		X
<i>Federal Awards</i>		
Internal Control over Major Programs:		
Material weakness(es) identified?		X
Significant deficiencies identified?	None Reported	
Type of auditor's report issued:	Unmodified	
Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?		X
<i>Identification of major programs:</i>		
FAL No.	Name of Federal Program	
	<i>WIOA Cluster:</i>	
17.258	WIOA Adult Program	
17.259	WIOA Youth Activities	
17.278	WIOA Dislocated Worker Formula Grants	
Dollar threshold used to distinguish between Type A and B programs:	\$ 750,000	
Auditee qualified as a low-risk auditee?	X	
<i>Other Matters</i>		
Auditee's Summary Schedule of Prior Audit Findings required to be reported in accordance with 2 CFR 200.511(b)?		X

B. Financial Statement Findings: None

C. Federal Award Findings: None

Financial Report

Arizona@Work Southeastern Arizona Check Register 12/01/25-02/28/26

Effective Date	Check Number	Payee	Transaction Description	Check Amount
12/1/2025	51121	Vickie L. Simmons	Travel Reimbursement Youth Symposium Bd Meeting 11/15-20	610.00
12/1/2025	51122	Valley Imaging Solutions, Inc.	AR46047 Copier Maintenance Exec Office 10/22 - 11/21/25	98.25
12/1/2025	51123	Angie Luna	126 Cleaning Service 7th St November 2025	925.17
12/1/2025	51124	Cochise County Community College District	2600 Wilcox Dr Sierra Vista Rent December 2025	7,079.24
12/1/2025	51125	Cox Business	001 8310 269625801 Internet Ethernet 11/21 - 12/20/25	866.30
12/1/2025	51126	Tak Investments LLC	558 N Coronado Clifton Rent December 2025	850.00
12/1/2025	51127	Sam S Daley LLC	626 S 6th Ave Safford Rent December 2025	3,200.00
12/1/2025	51128	Carahsoft Technology Corporation	IN2137657 Account Servicing Fee October 2025	16.20
12/1/2025	51129	City of Douglas	515 E 7th St Rent Douglas December 2025	1,697.10
12/1/2025	51130	Center for Academic Success	Workers Comp Premium Due to CAS November 2025	123.06
12/4/2025	51131	Support Payment Clearinghouse	12/05/25 Support Order Atlas # 001253082800	30.03
12/4/2025	51132	Support Payment Clearinghouse	12/05/25 Support Order Atlas # 001505122900	30.86
12/4/2025	51133	Cochise Private Industry Council	12/05/25 Payroll Transfer	21,805.79
12/8/2025	51134	Federal Express Corporation, Inc.	9-083-49217 Express Payment to Amex	10.95
12/8/2025	51135	Staples Advantage	6049142661 2026 Weekly/Monthly Planner Finance	2.95
12/8/2025	51136	Visa/Bank of America	AAED Membership 1/1/26-12/31/26 VP	323.00
12/8/2025	51136	Visa/Bank of America	American Hallmark Ins Adult Auto Insurance Dec 2025	88.00
12/8/2025	51136	Visa/Bank of America	American Hallmark Ins Adult Auto Insurance Nov 2025	103.00
12/8/2025	51136	Visa/Bank of America	AZ Corp Commission CPIC Annual Report	10.00
12/8/2025	51136	Visa/Bank of America	AZ Town Hall Membership Renewal 11/15/25-11/15/26 VP	15.00
12/8/2025	51136	Visa/Bank of America	Prescott Resort Fall Forum Roots & Routes 10/22-24 VP	336.14
12/8/2025	51137	Avesis	3279568 Vision Premiums December 2025	75.14
12/8/2025	51138	Action Imaging Group	INV5720194-INT Copier Maintenance SProg 10/7 - 11/6/25	123.99
12/8/2025	51139	Vista Recycling Inc	95850 Trash Service Clifton December 2025	22.50
12/8/2025	51140	Sparklight	8160130420047049 Internet Safford 12/8 - 1/7/25	161.96
12/8/2025	51141	BroadVoice	4966608 Phone Service All Locations 11/28 - 12/27/25	196.07
12/8/2025	51142	University Termite & Pest Control Inc	1073887 Pest Control 7th St November 2025	48.70
12/8/2025	51143	Adult Client	Adult Reimbursement Apartment Rent December 2025	400.00
12/8/2025	51144	Rattlesnake Exterminating LLC	103881 Pest Control Safford November 2025	65.00
12/8/2025	51145	Adult Client	Adult Gas Reimbursement 11/16 11/19	52.70
12/8/2025	51145	Adult Client	Adult Gas Reimbursement 11/2 /11/526	44.59
12/8/2025	51145	Adult Client	Adult Gas Reimbursement 11/23 11/25	38.62
12/8/2025	51145	Adult Client	Adult Gas Reimbursement 11/9 11/11	38.80
12/8/2025	51146	Adult Client	Adult Gas Reimbursement 8/18 9/25 9/8	120.00
12/8/2025	51147	Adult Client	Adult Gas Reimbursement 10/29	43.10
12/8/2025	51147	Adult Client	Adult Gas Reimbursement 11/10	42.50
12/8/2025	51147	Adult Client	Adult Gas Reimbursement 11/17 11/19	74.04
12/8/2025	51147	Adult Client	Adult Gas Reimbursement 11/3 11/5	80.39
12/8/2025	51148	Adult Client	Adult Gas Reimbursement 11/18	50.00
12/8/2025	51149	Adult Client	Adult Gas Reimbursement 11/11	15.95
12/8/2025	51150	City of Benson	Adult OJT Reimbursement 10/18-11/14/25	1,416.64
12/8/2025	51151	Center for Academic Success	PYQ Reimbursement November 2025	14,254.88

Arizona@Work Southeastern Arizona Check Register 12/01/25-02/28/26

Effective Date	Check Number	Payee	Transaction Description	Check Amount
12/11/2025	51152	Cochise Private Industry Council	12/12/25 Payroll Transfer / 1 Sal Workforce	43,093.37
12/15/2025	51153	City of Douglas Water and Sewer	0002116 / Electric Gas Water / 7th St Nov 2025	296.39
12/15/2025	51154	Sierra Vista Herald, Inc	1125513125 / Photos with Santa CCWD	350.00
12/15/2025	51154	Sierra Vista Herald, Inc	1125513125 / Sports Streaming / November 2025	661.38
12/15/2025	51155	City of Safford	2.084.03 / Electric Water Trash / Safford 10/20-11/20	275.69
12/15/2025	51156	Eastern Arizona Courier	6201677 / Copper Era Newspaper Renewal / Clifton 1/26-1/27	114.00
12/15/2025	51157	Abila, Inc	1050-1000290893 / MIP Cloud 12/1-12/31	149.23
12/15/2025	51158	Action Imaging Group	INV5768985-INT / Copier Maintenance SPROG 11/7-12/6	957.19
12/15/2025	51159	City of Sierra Vista	5624 / Transit Bus Ad / CCWD / December 2025	71.37
12/15/2025	51160	Mitel Cloud Services	51009163 / Fax Mailboxes / 12/5-1/4	34.25
12/15/2025	51161	Morenci Water & Electric Company	8.13420.01 / Electric Water / Clifton / November 2025	67.62
12/15/2025	51162	Town of Clifton	2650.01 / Commercial Sewer / Clifton / November 2025	58.25
12/15/2025	51163	Sparklight	8160130090007166 / Internet Clifton / 12/16-01/15	147.88
12/15/2025	51164	James E Mize	62 / One Stop Operator Service / November 2025	500.00
12/15/2025	51165	Adult Client	Adult / Gas Reimbursement 10/20 11/27 10/6 10/7	94.48
12/15/2025	51166	T-Mobile	267009960-32 / Cellphone Service 11/8-12/7	250.12
12/15/2025	51168	American Express	AAED / Port of Douglas Tour / 1/22 EG	35.00
12/15/2025	51168	American Express	AAED / Port of Douglas Tour / 1/22 VS	35.00
12/15/2025	51168	American Express	Amazon / Microphone / EEO Requirement Clifton	19.63
12/15/2025	51168	American Express	Amazon / Microphone / EEO Requirement Safford	19.63
12/15/2025	51168	American Express	Amazon / Office Chairs Qty 2 Safford	218.16
12/15/2025	51168	American Express	Best Buy / Adult / Laptop	356.55
12/15/2025	51168	American Express	Health Education / Adult LPN-ADN Entrance Exam	66.00
12/15/2025	51168	American Express	Hilton New Orleans / Extra Charges	2,328.12
12/15/2025	51168	American Express	Hilton New Orleans / NAWDP Youth Symposium 11/16-11/21 VS	1,293.40
12/15/2025	51168	American Express	Hotels.com / Adult Clinicals 11/16-11/19	510.78
12/15/2025	51168	American Express	Hotels.com / Adult Clinicals 11/19-11/21	350.97
12/15/2025	51168	American Express	Hotels.com / Adult Clinicals 11/21-11/22	246.93
12/15/2025	51168	American Express	Hotels.com / Adult Clinicals 11/23-11/25	464.28
12/15/2025	51168	American Express	MailChimp / Intuit Email Service CCWD / November 2025	48.40
12/15/2025	51168	American Express	SimpleSafe / Alarm Monitoring Clifton / November 2025	21.99
12/15/2025	51168	American Express	USPS / Mail Annual Report to Potential Partner SProg	10.90
12/15/2025	51168	American Express	UWorld / Adult NCLEX-PN Review	126.26
12/15/2025	51168	American Express	WalMart / Adult Groceries / Essentials	100.00
12/15/2025	51169	Adult Client	Adult / Gas Reimbursement 08/19 through 11/05	320.00
12/15/2025	51169	Adult Client	Adult / Uniform Reimbursement	78.66
12/15/2025	51170	Adult Client	Adult / Gas Reimbursement 8/20 9/22 10/27 10/7 10/22 11/17	223.03
12/18/2025	51171	Support Payment Clearinghouse	12-19-25 Support Order Atlas # 001253082800	49.15
12/18/2025	51172	Support Payment Clearinghouse	12-19-25 Support Order Atlas # 001505122900	50.52
12/18/2025	51173	Cochise Private Industry Council	Payroll Transfer	22,654.12
12/22/2025	51174	CenturyLink	333664102 / Telephone G Ave/ 7th St 12/4-1/3	92.11
12/22/2025	51175	Staples Advantage	6050528258 / Office Supplies SProg	119.20

Arizona@Work Southeastern Arizona Check Register 12/01/25-02/28/26

Effective Date	Check Number	Payee	Transaction Description	Check Amount
12/22/2025	51176	Aqua-Life	061934 / Water Delivery 7th St	33.60
12/22/2025	51177	Lincoln National Life Insurance Co	Life STD LTD Premiums / January 2026	246.30
12/22/2025	51178	CloudIT LLC	63897 / IT Support / January 2026	1,366.77
12/22/2025	51178	CloudIT LLC	64074 / Offsite Back Up / January 2026	17.51
12/22/2025	51178	CloudIT LLC	64248 / Phone System Rental / January 2026	937.16
12/22/2025	51179	Cox Business	0018310234585101 / Internet Downtown 12/15-1/4	612.04
12/22/2025	51180	Sentinel Technologies, Inc	Inv52261 / Fortigate-600E / Bundle 1 year	1,009.40
12/22/2025	51181	Philadelphia Insurance Companies, Inc.	2008790317 / Non-Profit Insurance 25% AZ@Work	1,662.50
12/22/2025	51182	CDW Government	AH2JL7K / Adobe Creative Cloud / Acrobat Pro 1 year	647.20
12/22/2025	51183	AXA Equitable	403B Employee Contribution / December 2025	2,253.47
12/22/2025	51184	UMB Bank f/b/o PlanMember	SEP IRA Employer Contributions December 2025	3,828.16
12/22/2025	51185	Ameritas Dental Insurance, Inc.	010-025700-00001 / Dental Premiums December 2025	436.11
12/30/2025	51186	Support Payment Clearinghouse	01/02/26 Support Order Atlas # 001253082800	28.15
12/30/2025	51187	Support Payment Clearinghouse	01/02/26 Support Order Atlas # 001505122900	28.93
12/30/2025	51188	Cochise Private Industry Council	01/02/26 Payroll Transfer	23,077.53
12/30/2025	51189	Blue Cross Blue Shield of Arizona Inc	Group 013485 / Medical Premiums January 2026	812.95
12/30/2025	51190	Blue Cross Blue Shield of Arizona	Group 041781 / Medical Premiums January 2026	5,909.00
1/2/2026	51191	Cochise County Community College District	2600 Wilcox Dr Sierra Vista Rent January 2026	7,079.24
1/2/2026	51192	Tak Investments LLC	558 N Coronado Clifton Rent January 2026	850.00
1/2/2026	51193	Sam S Daley LLC	626 S 6th Ave Safford Rent January 2026	3,200.00
1/2/2026	51194	City of Douglas	515 E 7th St Rent Douglas January 2026	1,697.10
1/5/2026	51195	Southwest Gas Corp	910001295388 Gas Clifton 11/13 - 12/15/25	41.74
1/5/2026	51196	Staples Advantage	6051026723 Printer Toner Finance	29.63
1/5/2026	51197	Visa/Bank of America	AZ Public Safety Adult Background Check Fees	22.44
1/5/2026	51197	Visa/Bank of America	Snipe-IT Renewal 1 year 12/9/25-12/9/26	60.00
1/5/2026	51198	Angie Luna	127 Cleaning Service 7th St December 2025	925.17
1/5/2026	51199	Cox Business	001 8310 269625801 Internet Ethernet 12/21 - 01/20/26	866.30
1/5/2026	51200	Sparklight	8160130420047049 Internet Safford 1/8 - 2/7/26	161.96
1/5/2026	51201	BroadVoice	4966608 Phone Service All Locations 12/28 - 1/27/26	196.05
1/5/2026	51202	Rattlesnake Exterminating LLC	104373 Pest Control Safford December 2025	65.00
1/5/2026	51203	Adult Client	Adult Gas Reimbursement 9/15 10/2 10/8 10/24 11/13	165.04
1/5/2026	51204	Adult Client	Adult Gas Reimbursement 11/24 11/25	51.55
1/5/2026	51205	Center for Academic Success	Cochise College Refund Due to CAS/PYQ Clients	1,905.00
1/5/2026	51206	Center for Academic Success	Cochise College Refund Due to CAS/PYQ	250.00
1/12/2026	51207	U.S. Postmaster	PO Box 816 Annual Renewal Clifton 1/31/2026-7/31/2026	63.00
1/12/2026	51208	Valley Imaging Solutions, Inc.	AR46641 Copier Maintenance Exec Office 11/22 - 12/21/25	113.02
1/12/2026	51208	Valley Imaging Solutions, Inc.	AR46727 Copier Maintenance Clifton 9/30 - 12/29/25	236.00
1/12/2026	51209	City of Safford	2.084.03 Electric Gas Water Sewer Trash Safford 11/20-12/20	310.10
1/12/2026	51210	PIMA Community College	COCPRI2025120527996 Adult Tuition Fees	1,001.88
1/12/2026	51211	Avesis	3283693 Vision Premiums January 2026	75.45
1/12/2026	51212	Mitel Cloud Services	51134303 Fax Mailboxes All Locations 1/5 - 2/4/26	34.25
1/12/2026	51213	Morenci Water & Electric Company	8.13420.01 Electric Water Clifton December 2025	57.35

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Effective Date	Check Number	Payee	Transaction Description	Check Amount
1/12/2026	51214	Vista Recycling Inc	100808 Trash Service Clifton January 2026	22.50
1/12/2026	51215	James E Mize	63 One Stop Operator Services December 2025	700.00
1/12/2026	51216	Carahsoft Technology Corporation	IN2165181 Account Servicing Fee November 2025	16.20
1/12/2026	51217	Flex TG LLC	INV5813800 3801 Copier Maint SProg 12/7-1/6 Safford 10/4-1/3	163.70
1/12/2026	51217	Flex TG LLC	INV5815878-INT Copier Maintenance Finance 10/3-1/2/26	18.32
1/12/2026	51218	Center for Academic Success	Workers Comp Premium Due to CAS December 2025	259.44
1/15/2026	51219	Support Payment Clearinghouse	01/16/26 Support Order Atlas # 001253082800	28.15
1/15/2026	51220	Support Payment Clearinghouse	01/16/26 Support Order Atlas # 001505122900	28.93
1/15/2026	51221	Cochise Private Industry Council	01/16/26 Payroll Transfer	21,342.22
1/19/2026	51222	City of Douglas Water and Sewer	0002129 Electric Gas Water 7th St December 2025	307.05
1/19/2026	51223	CenturyLink	333664102 Telephone G Ave 7th St 1/4 - 2/3/26	92.06
1/19/2026	51224	Sierra Vista Herald, Inc	1225513125 2025 Year In Review Ad CCWD	152.63
1/19/2026	51224	Sierra Vista Herald, Inc	1225513125 Gold Sponsor Sports Streaming Ad December CCWD	661.38
1/19/2026	51225	Staples Advantage	6052738825 Cardstock Paper Qty 6 Admin	17.22
1/19/2026	51226	Software Simplified	4784 Abila Software Payroll Assistance	25.31
1/19/2026	51227	Lincoln National Life Insurance Co	Life STD LTD Premiums February 2026	260.18
1/19/2026	51228	City of Sierra Vista	5661 Transit Bus Ad CCWD January 2026	71.37
1/19/2026	51229	Cox Business	0018310 234585101 Internet Downtown 1/5 - 2/4/26	612.04
1/19/2026	51230	Town of Clifton	2650.01 Commercial Sewer Clifton December 2025	58.25
1/19/2026	51231	Sparklight	8160130090007166 Internet Clifton 1/16 - 2/15/26	147.88
1/19/2026	51232	University Termite & Pest Control Inc	1076902 Pest Control 7th St December 2025	48.70
1/19/2026	51233	T-Mobile	267009960-35 Cellphone Service All Locations 12/8 - 1/7/26	250.12
1/19/2026	51235	American Express	AAED Port of Douglas Tour Registration 1/22 AL	35.00
1/19/2026	51235	American Express	Amazon Adult Textbook	82.33
1/19/2026	51235	American Express	AZ Board Of Nursing Adult NCLEX LPN App Fee	335.22
1/19/2026	51235	American Express	Cox Arizona Adult / Internet 12/7-1/6/26	90.21
1/19/2026	51235	American Express	Fieldprint Adult Fingerprinting Fee	8.25
1/19/2026	51235	American Express	Health Education Sys Adult LPN Exam Fees	72.00
1/19/2026	51235	American Express	Hilton New Orleans Credit Received For Over Charge	(1,810.76)
1/19/2026	51235	American Express	Hotels.com Adult Clinicals Hotel 12/15-12/17	187.12
1/19/2026	51235	American Express	Hotels.com Adult Clinicals Hotel 12/25-12/31	574.72
1/19/2026	51235	American Express	MailChimp Intuit Email Service CCWD December 2025	48.40
1/19/2026	51235	American Express	MSI Insurance Adult Renter's Insurance January 2026	18.14
1/19/2026	51235	American Express	NAWDP Membership Fee Thru 6/30/26 NC RC JAQ BO	340.00
1/19/2026	51235	American Express	NCSBN Exam Adult Testing Fee	200.00
1/19/2026	51235	American Express	Simplisafe Alarm Monitoring Clifton December 2025	24.99
1/19/2026	51235	American Express	Walmart Adult Groceries	150.00
1/19/2026	51235	American Express	ZEROSL Basic Plan Digital Sign In Lock 1/1-12/31/26	119.90
1/19/2026	51235	American Express	ZEROSL Basic Plan Digitally Lock Sign In seaazwf.com Sprog	2.95
1/19/2026	51236	Adult Client	Adult Reimbursement Exam Certificate Fee Textbooks	615.78
1/19/2026	51237	Philadelphia Insurance Companies, Inc.	2008885953 Non-Profit Package Insurance January 2026	2,686.25
1/19/2026	51238	Ameritas Dental Insurance, Inc.	010-25700 Dental Premiums January 2026	438.82

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Effective Date	Check Number	Payee	Transaction Description	Check Amount
1/19/2026	51239	Center for Academic Success	PYQ Reimbursement December 2025	17,451.36
1/19/2026	51240	NAWDP	200025455-61 NAWDP Annual Conf 5/17-20 VS VP ST EG AL BR LB	4,375.00
1/26/2026	51241	Staples Advantage	6053308981 6053308985 Office Supplies Finance	106.88
1/26/2026	51241	Staples Advantage	6053308986 Copy Paper Safford	57.11
1/26/2026	51242	Abila, Inc	1050-1000293782 MIP Cloud Subscription 1/1 - 1/31/26	149.23
1/26/2026	51243	CloudIT LLC	64808 IT Support February 2026	1,340.52
1/26/2026	51243	CloudIT LLC	64834 Phone System Rental February 2026	937.16
1/26/2026	51243	CloudIT LLC	65189 Offsite Back Up February 2026	17.51
1/26/2026	51244	Valley Security Inc	99187 Alarm Monitoring Graham January February March 2026	105.00
1/26/2026	51245	Adult Client	Adult Reimbursement Apartment Rent January 2026	296.00
1/26/2026	51246	Rattlesnake Exterminating LLC	104934 Pest Control Safford January 2026	65.00
1/26/2026	51247	Adult Client	Adult Gas Reimbursement 11/25 12/7 12/17	100.00
1/26/2026	51248	Adult Client	Adult Gas Reimbursement 9/29 10/2-28 11/6-25 12/1,2,9	401.75
1/26/2026	51249	Adult Client	Adult Reimbursement NCLEX Application Testing Fees	528.00
1/26/2026	51250	Adult Client	Adult Reimbursement ATI Testing Fees	136.38
1/26/2026	51251	City of Benson	Adult OJT Reimbursement 11/15-12/12/25	1,325.30
1/26/2026	51252	Flex TG LLC	INV5825500-INT Copier Maintenance 10/11 - 1/10/26 DProg	42.19
1/29/2026	51253	Support Payment Clearinghouse	01/30/26 Support Order Atlas # 001253082800	0.00
1/29/2026	51254	Support Payment Clearinghouse	01/30/26 Support Order Atlas # 001505122900	0.00
1/29/2026	51255	Cochise Private Industry Council	01/30/26 Payroll Transfer	22,317.08
2/2/2026	51256	Southwest Gas Corp	910001295388 Gas Clifton 12/16 - 1/15/26	41.70
2/2/2026	51257	Valley Imaging Solutions, Inc.	AR47126 Copier Maintenance Exec Office 12/22 - 1/21/26	98.25
2/2/2026	51258	Petty Cash Sprog- Vickie Simmons	Petty Cash Reimbursement	51.10
2/2/2026	51259	Staples Advantage	6053752072 Copy Paper Clifton	57.74
2/2/2026	51260	Visa/Bank of America	Aatrix 2025 Misc-1099 Misc-NEC E-File	23.98
2/2/2026	51260	Visa/Bank of America	American Hallmark Ins Adult Auto Insurance Jan 2026	88.00
2/2/2026	51260	Visa/Bank of America	eBay Adult Textbook	93.15
2/2/2026	51260	Visa/Bank of America	Labor Law Center AZ Labor Law Poster 2026 1 Qty	50.60
2/2/2026	51260	Visa/Bank of America	Labor Law Center AZ Labor Law Posters 2026 16 Qty	216.12
2/2/2026	51261	Blue Cross Blue Shield of Arizona Inc	Group 013485 Medical Premiums February 2026	876.04
2/2/2026	51262	Aqua-Life	18712 Water Delivery Qty 5 1/21 7th St	28.00
2/2/2026	51263	Walker & Armstrong LLP	74988780 Final Audit Billing FY25 CPIC	8,000.00
2/2/2026	51264	Angie Luna	128 Cleaning Service 7th St January 2026	925.17
2/2/2026	51265	Cochise County Community College District	2600 Wilcox Dr Sierra Vista Rent February 2026	7,079.24
2/2/2026	51266	Cox Business	001 8310 269625801 Internet Ethernet 1/21 - 2/20/26	866.30
2/2/2026	51267	Tak Investments LLC	558 N Coronado Clifton Rent February 2026	850.00
2/2/2026	51268	AXA Equitable	403B Employee Contributions January 2026	3,640.77
2/2/2026	51269	UMB Bank f/b/o PlanMember	803007733 SEP IRA Employer Contributions January 2026	3,023.71
2/2/2026	51270	BroadVoice	4966608 Phone Service All Locations 1/28 - 2/27/26	195.87
2/2/2026	51271	Sam S Daley LLC	626 S 6th Ave Safford Rent February 2026	3,200.00
2/2/2026	51272	Blue Cross Blue Shield of Arizona	Group 41781 Workforce Medical Premiums February 2026	4,455.03
2/2/2026	51273	Carahsoft Technology Corporation	IN2186416 Account Servicing Fee December 2025	16.20

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2/2/2026	51274	Adult Client	Adult Gas Reimbursement 1/11 1/14	41.39
2/2/2026	51275	Adult Client	Adult Reimbursement Textbook	116.50
2/2/2026	51276	Adult Client	Adult Reimbursement Hotel Parking Fee	35.04
2/2/2026	51277	Adult Client	Adult Reimbursement ATI Fees	185.47
2/2/2026	51278	City of Douglas	515 E 7th St Rent Douglas February 2026	1,697.10
2/5/2026	51279	Support Payment Clearinghouse	01/30/26 Support Order Atlas # 001253082800	28.15
2/5/2026	51280	Support Payment Clearinghouse	01/30/26 Support Order Atlas # 001505122900	28.93
2/9/2026	51281	Federal Express Corporation, Inc.	9-157-95429 Express Mail Payment to Amex	11.90
2/9/2026	51282	Staples Advantage	6054700349 3-Drawer Filing Cabinet Qty 1 Rapid Response	154.70
2/9/2026	51282	Staples Advantage	6054700351 Copy Paper Safford	125.30
2/9/2026	51283	City of Safford	2.084.03 Electric Gas Water Sewer Trash Safford 12/20-1/20	334.15
2/9/2026	51284	Graham County Chamber of Commerce	1110 Annual Chamber Membership 1 yr	120.00
2/9/2026	51285	Avesis	3296612 Vision Premiums February 2026	75.45
2/9/2026	51286	Mitel Cloud Services	51222219 Fax Mailboxes All Locations 2/5 - 3/4/26	39.44
2/9/2026	51287	Vista Recycling Inc	106039 Trash Service Clifton February 2026	22.50
2/9/2026	51288	Sparklight	8160130420047049 Internet Safford 2/8 - 3/7/26	161.96
2/9/2026	51289	University Termite & Pest Control Inc	1079564 Pest Control 7th St January 2026	48.70
2/9/2026	51290	James E Mize	64 One Stop Operator Services 12/18 January 2026	1,000.00
2/9/2026	51291	Adult Client	Adult Gas Reimbursement 1/15 1/18	44.00
2/9/2026	51292	Adult Client	Adult Gas Reimbursement 1/19 1/21	42.79
2/9/2026	51293	Adult Client	Adult Gas Reimbursement 1/12 1/22 1/31	116.00
2/9/2026	51294	Philadelphia Insurance Companies, Inc.	2008790318 Non-Profit Package Insurance February 2026	1,454.59
2/9/2026	51295	Center for Academic Success	PYQ Reimbursement January 2026	21,262.50
2/9/2026	51296	Center for Academic Success	4th Qtr Client Analysis Fees Due to CAS	795.18
2/12/2026	51297	Support Payment Clearinghouse	02/13/26 Support Order Atlas # 001253082800	68.46
2/12/2026	51298	Support Payment Clearinghouse	02/13/26 Support Order Atlas # 001505122900	70.36
2/12/2026	51299	Cochise Private Industry Council	02/13/26 Payroll Transfer	22,148.61
2/16/2026	51300	City of Douglas Water and Sewer	0002143 Electric Gas Water 7th St January 2026	427.61
2/16/2026	51301	CenturyLink	333664102 Telephone G Ave 7th St 2/4 - 3/3/26	92.06
2/16/2026	51302	Lincoln National Life Insurance Co	Life STD LTD Premiums March 2026	259.28
2/16/2026	51303	City of Sierra Vista	5711 Transit Bus Ad CCWD February 2026	71.37
2/16/2026	51304	Cox Business	0018310234585101 Internet El Camino Real 2/5 - 3/4/26	612.04
2/16/2026	51305	Morenci Water & Electric Company	8.13420.01 Electric Water Clifton January 2026	37.46
2/16/2026	51306	Town of Clifton	2650.01 Commercial Sewer Clifton January 2026	64.07
2/16/2026	51307	Sparklight	8160130090007166 Internet Clifton 2/16 - 3/15/26	147.88
2/16/2026	51308	Follett Higher Education Group LLC	1394909 Adult Textbook	113.04
2/16/2026	51309	Adult Client	Adult Reimbursement Textbook Internet Feb 2026	103.02
2/16/2026	51310	T-Mobile	267009960-36 Cellphone Service All Locations 1/8 - 2/7/26	252.28
2/23/2026	51311	Sierra Vista Herald, Inc	0126513125 Bisbee Tombstone Tourism Directory Ad CCWD	223.85
2/23/2026	51311	Sierra Vista Herald, Inc	0126513125 Business Directory Relocation Ad CCWD	635.94
2/23/2026	51311	Sierra Vista Herald, Inc	0126513125 Gold Sponsor Sports Streaming Ad January CCWD	661.38
2/23/2026	51312	Abila, Inc	1050-1000296858 MIP Cloud Subscription 2/1 - 2/28/26	149.23

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Effective Date	Check Number	Payee	Transaction Description	Check Amount
2/23/2026	51313	CloudIT LLC	65811 IT Support March 2026	1,340.52
2/23/2026	51313	CloudIT LLC	65836 Phone System Rental March 2026	937.16
2/23/2026	51313	CloudIT LLC	66002 Offsite Back Up March 2026	17.51
2/23/2026	51315	American Express	Amazon Adult Laptop	329.55
2/23/2026	51315	American Express	Amazon Adult Textbook	93.71
2/23/2026	51315	American Express	Amazon Cleaning Supplies Safford	89.51
2/23/2026	51315	American Express	Amazon Facial Tissues 7th St	72.48
2/23/2026	51315	American Express	APSA Arizona Private 19th Annual Training Expo 4/30 VS	159.31
2/23/2026	51315	American Express	Cochise County Superintendent Innovations Conference 1/16 EG	60.00
2/23/2026	51315	American Express	Hilton New Orleans Reversed Extra Charge	(517.36)
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/11-1/14	430.86
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/12-1/14	245.05
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/19-1/21	342.48
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/19-1/21	381.92
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/25-1/28	532.44
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 1/25-1/28	546.80
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 2/1-2/4	565.38
2/23/2026	51315	American Express	Hotels.com Adult Clinicals Hotel 2/12-2/14	716.88
2/23/2026	51315	American Express	Kettering Adult Home Study Materials	270.00
2/23/2026	51315	American Express	Kettering Adult Home Study Materials	270.00
2/23/2026	51315	American Express	MailChimp Intuit Email Service CCWD January 2026	48.40
2/23/2026	51315	American Express	MSI Insurance Adult Renters Insurance Feb 2026	33.16
2/23/2026	51315	American Express	NAWDP AI Virtual Academy Registration 2/24-2/26 EG	375.00
2/23/2026	51315	American Express	Simplisafe Alarm Monitoring Clifton January 2026	24.99
2/23/2026	51315	American Express	Sky Island Regional Good Morning SV 3/10 VS	25.00
2/23/2026	51315	American Express	Southwest Airlines NAWB Forum 2026 3/23-3/26 VP VS RC KB	1,643.84
2/23/2026	51315	American Express	Walmart Adult Groceries	100.00
2/23/2026	51316	Adult Client	Adult Gas Reimbursement 1/25 1/28	44.14
2/23/2026	51316	Adult Client	Adult Gas Reimbursement 2/1 2/4	54.07
2/23/2026	51317	Adult Client	Adult Gas Reimbursement 1/14 1/15 1/24 1/22 1/26 2/2 2/3	148.47
2/23/2026	51318	Flex TG LLC	INV5889680-INT Copier Maintenance SProg 1/7 - 2/6/26	205.48
2/23/2026	51320	Cochise College - SV	25876 Adult Incumbent Tuition Fees	5,496.00
2/23/2026	51320	Cochise College - SV	25876 Adult Incumbent Tuition Fees	5,496.00
2/23/2026	51320	Cochise College - SV	25876 Adult Lab Fees	615.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition	243.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,750.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	3,276.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	1,820.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00

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2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	1,740.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	1,345.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	1,970.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees Textbook	1,940.00
2/23/2026	51320	Cochise College - SV	25876 Adult Tuition Fees	2,400.00
2/26/2026	51321	Support Payment Clearinghouse	02/27/26 Support Order Atlas # 001253082800	28.15
2/26/2026	51322	Support Payment Clearinghouse	02/27/26 Support Order Atlas # 001505122900	28.93
2/26/2026	51323	Cochise Private Industry Council	02/27/26 Payroll Transfer	<u>22,202.77</u>
Report Total				439,859.36

ARIZONA@WORK SOUTHEASTERN ARIZONA FEBRUARY 2026 BUDGET

ARIZONA@Work Southeastern Arizona													
2025-2026 Budget Report													
	BUDGET	Budget	Received	%	Budget	Received	%	Budget	Received	%	Budget	Received	%
	2025-2026	Adult	Adult	Received	Youth	Youth	Received	Dislocated	Dislocated	%	Rapid	Rapid	%
								Worker	Worker	Received	Response	Response	Received
INCOME													
Carryover from prev year	1,097,542	347,968	347,968	100%	284,924	236,372	83%	115,502	115,502	100%	343,483	151,848	44%
Contract 2025/2026	1,444,984	359,793	107,127	30%	337,054		0%	552,140	193,276	35%	195,997	-	0%
TOTAL INCOME	2,542,526	707,761	455,095	64%	621,978	236,372	38%	667,642	308,778	46%	539,480	151,848	28%
EXPENDITURES													
	BUDGET	Budget	Actual	%	Budget	Actual	%	Budget	Actual	%	Budget	Actual	%
	2025-2026	Adult	Adult	Spent	Youth	Youth	Spent	Dislocated	Dislocated	%	Rapid	Rapid	%
								Worker	Worker	Spent	Response	Response	Spent
Salaries	668,466	179,382	111,691	62%	60,292	42,257	70%	275,389	167,023	61%	153,403	91,890	60%
EREs	190,915	55,942	29,735	53%	17,374	7,018	40%	85,860	44,699	52%	31,739	22,055	69%
Professional Services	60,000	14,940	11,854	79%	13,998	11,259	80%	22,926	18,542	81%	8,136	4,247	52%
Staff Training	10,000	2,490	2,689	108%	2,333	1,171	50%	3,821	4,323	113%	1,356	3,457	255%
Utilities - Non Energy	4,000	996	368	37%	933	225	24%	1,528	583	38%	542	207	38%
Building Maintenance Service	18,000	4,482	2,176	49%	4,199	91	2%	6,878	3,619	53%	2,441	1,271	52%
Repair & Maintenance Service	8,000	1,992	1,848	93%	1,866	239	13%	3,057	2,881	94%	1,085	46	4%
Rent	91,142	21,244	14,626	69%	25,730	14,372	56%	32,600	23,520	72%	11,568	7,179	62%
Rental-Equipment	150	37	-	0%	35	-	0%	57	-	0%	20		0%
Insurance	23,000	5,727	3,798	66%	5,366	3,575	67%	8,788	5,906	67%	3,119	1,871	60%
Telephone Communications	48,000	11,952	8,130	68%	11,198	3,176	28%	18,341	13,046	71%	6,509	3,508	54%
Advertising/Publications	1,201	299	57	19%	280	13	5%	459	89	19%	163	-	0%
Information & Marketing	23,000	5,727	2,308	40%	5,366	2,093	39%	8,788	3,540	40%	3,119	5,178	166%
Printing	2,500	623	84	14%	583	-	0%	955	129	14%	339	354	104%
Board Expense	42,000	10,458	1,259	12%	9,799	1,180	12%	16,048	1,933	12%	5,695	682	12%
In State Travel	37,000	9,213	4,950	54%	8,632	1,904	22%	14,138	7,629	54%	5,017	1,768	35%
Out of State Travel	20,000	4,980	1,668	34%	4,666	1,563	33%	7,642	2,560	34%	2,712	6,821	252%
Building Maintenance Supplies	3,800	946	514	54%	887	-	0%	1,452	835	57%	515	205	40%
Office Supplies	9,000	2,241	1,364	61%	2,100	159	8%	3,439	2,185	64%	1,220	14	1%
Utilities - Energy	8,000	1,992	1,224	61%	1,866	610	33%	3,057	1,957	64%	1,085	689	64%
Equipment/Fixed Assets	20,000	3,569	191	5%	3,344	-	0%	5,477	300	5%	1,944	186	10%
Supplies - Technology	3,800	946	905	96%	887	596	67%	1,452	1,449	100%	515	-	0%
Membership Dues	5,000	1,245	765	61%	1,167	391	34%	1,911	1,245	65%	678	221	33%
Client Training	543,386	212,468	176,856	83%	30,000	-	0%	93,327	384	0%	207,591	-	0%
Client Support	303,089	153,869	76,034	49%	10,000	-	0%	50,252	400	1%	88,968	-	0%
Youth Contracts	399,076				399,076	144,480	36%						
TOTAL EXPENDITURES	2,542,525	707,761	455,094	64%	621,978	236,372	38%	667,642	308,778	46%	539,480	151,848	

ARIZONA@WORK SOUTHEASTERN ARIZONA FEBRUARY 2026 BUDGET

ARIZONA@Work Southeastern Ar					
2025-2026 Budget Report					
	Budget	Actual			
	AZ	AZ			
	Community	Community			
	Foundation	Foundation	%	Cumulative	%
	Grant	Grant	Received	Received	Received
INCOME					
Carryover from prev year	5,665		0%	851,690	78%
Contract 2025/2026				300,403	21%
TOTAL INCOME	5,665		0%	1,152,093	45%
EXPENDITURES	Budget	Actual			
	AZ	AZ			
	Community	Community			
	Foundation	Foundation	%	Cumulative	%
	Grant	Grant	Spent	Spent	Spent
Salaries				412,861	62%
EREs				103,506	54%
Professional Services				45,901	77%
Staff Training				11,641	116%
Utilities - Non Energy				1,382	35%
Building Maintenance Service				7,157	40%
Repair & Maintenance Service				5,014	63%
Rent				59,696	65%
Rental-Equipment				-	0%
Insurance				15,150	66%
Telephone Communications				27,859	58%
Advertising/Publications				160	13%
Information & Marketing				13,119	57%
Printing				567	23%
Board Expense				5,054	12%
In State Travel				16,252	44%
Out of State Travel				12,612	63%
Building Maintenance Supplies				1,554	41%
Office Supplies				3,721	41%
Utilities - Energy				4,481	56%
Equipment/Fixed Assets	5,665		0%	677	3%
Supplies - Technology				2,950	78%
Membership Dues				2,622	52%
Client Training				177,240	33%
Client Support				76,434	25%
Youth Contracts				144,480	36%
				-	
TOTAL EXPENDITURES	5,665		0%	1,152,092	45%

One-Stop Operator Report

March 2026 Quarterly LWIB Report

Vickie and I continue to talk on an as needed basis.

Monthly Partner meetings were held in January, February and March. I was late for the March meeting but was available for the last presentation. Vickie was nice enough to give me notes on the meeting.

All counties continue to hold job fairs. Activity at these job fairs continues to be brisk with employers and active job seekers participating.

Office traffic continues to be brisk at all One Stop locations.

As of late 2025 early 2026 Cochise County's unemployment rate was 4.9%, down from 5.3% in November 2025 and up from 4.3% in December 2024.

Top industries in the area are Health Care, professional /scientific /technical service/government and retail.

Unemployment rates in both Graham (currently at 3.5%) and Greenlee (2.5%) counties have shown recent increases. Greenlee maintains the lowest unemployment rate in the state.

Economic drivers in this area are heavily influenced by mining and related services.

The unemployment rate in Arizona as of late 2025 early 2026 was 4.5%.

Workforce participation rates for Greenlee county shows a high employment rate due to the mining industry, with recent data showing 57% of the population working. Graham county labor force participation rate is similar to Greenlee county. Cochise County's labor force participation rate for residents age 16 and over is around 45.9%. As of December 2025, Arizona's seasonally adjusted labor force participation rate was 61.9%, below the national rate of 62.4%.

Arizona's labor force participation rate remains below the national rate primarily due to an older population demographic leading to higher retirement rates and a slower recovery in labor force growth following the COVID 19 pandemic.

One Stop Employment & Training

WIOA Employment & Training Report

Job Center Statistics & Training Data

Included in the section is the 2025-2026 traffic chart for July 1, 2025 through February, 2026.

Information:

- 5 January 2026 – Completed the Title I Monitoring due to Workforce Arizona Council
- 22 January 2026 – Tour of current and new Douglas Port of Entry
- 27 January 2026 – Resume Writing Class provided by AZ Department of Economic Security
- 29 January 2026 – Attended Representative Ciscomani's update
- 19 February 2026 – Attended Workforce Collaborative meeting, Tucson
- 23 February 2026 – Attended Cochise College HLC
- 24 February 2026 – Annual EEO Training
- 3 March 2026 – Meeting with ASU
- 6 March 2026 – Willcox Hiring Fair, 20 businesses/organizations, 33 job seekers
- 10 March 2026 – Attended Good Morning Sierra Vista
- 12 March 2026 – Attended Arizona Workforce Council meeting, read Douglas Job Center Success Story
- 16 March 2026 – Presentations at Cochise College Adult Education re: our training services

Upcoming:

- 19 and 20 March 2026 – Spring Job Fair, Cochise College Main Campus/Downtown Center
- 23 -26 March 2026 – NAWB Forum, Las Vegas, NV
- 16 April 2026 – Launch into Life, Benson High School
- 30 April 2026 – 2026 Training Expo, Phoenix
- 16 May-20 May 2026 – NAWDP Board of Directors Meeting & Annual Conference, Phoenix

Monitoring:

- Week of November 3, 2025 – Annual EEO Monitoring
 - 1 Finding – Douglas Job Center – Water pipes in men's restroom and employee restroom not covered in white plastic (5 other local areas had the same finding)
- Week of December 15, 2025 – Data Validation monitoring - 98% - 4 failed elements
- January 20 and 21, 2026- Migrant Seasonal Farmworker Monitoring, Douglas and Sierra Vista
- Week of March 2, 2026 – Programmatic Monitoring
- Week of March 17, 2026 – Data Validation Monitoring
- Week of April 1, 2026 – ETPL Monitoring

Workshop Information

Workshop Attendees - March 3, 2026 to March 17, 2026

Orientation – 22

Resume Writing & Interviewing - 13



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DOUGLAS BUSINESS AND WORKFORCE DEVELOPMENT CENTER

BOARD REPORT

December 1, 2025 to March 15, 2026

Anna Luna, Job Center Manager/Lead Career Advisor

December '2025'

Dec 2 - Anna Luna attended the Implementing Workforce Pell training

Dec. 4 - 22 Peace Officers Graduated from the Police Academy
from Cochise College, 1 EMT and 1 EKG Technician also
graduated from Cochise College.

Dec 10 - United Engines - Erica from HR in our office to do interviews for clients.

January '2026'

Jan. 21- DES/State Annual MSFW Monitoring Review (Douglas Office)

Jan . 22 - Anna Luna , Eric Grisham & Vickie Simmons - Toured the New Port in Douglas

Jan. 28 -Anna Luna, Rosemary Chavez , and Juliette Abril attended a Resume Training held by
DES.

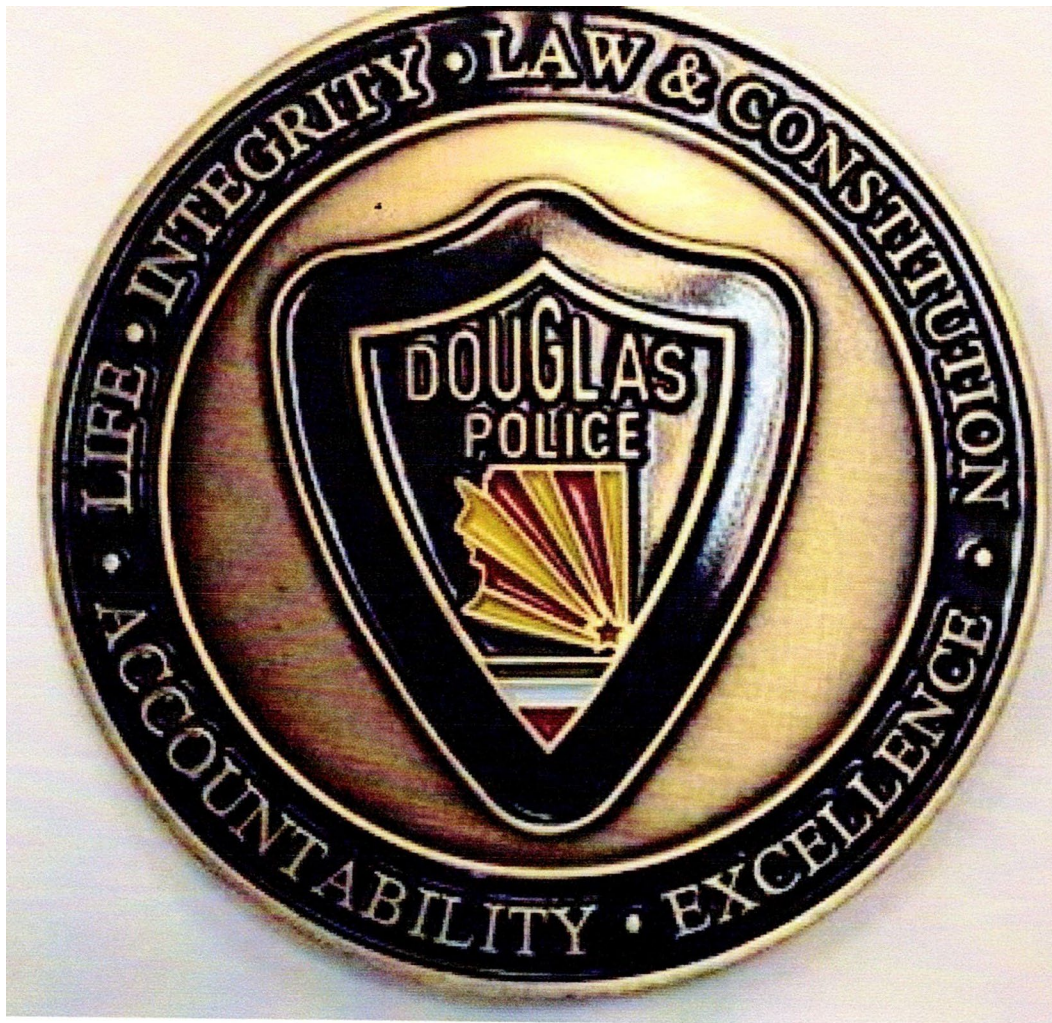
March '2026'

March 11- Anna Luna attended the Career Advisors Meeting in Bisbee.



SOUTHEASTERN ARIZONA

Innovative Workforce Solutions



- *Congratulations: 22 Peace Officers Graduated*
 - *from the Police Academy*
 - from Cochise College Dec. 4, 2025 from the*
ARIZONA@WORK Program



SOUTHEASTERN ARIZONA
Innovative Workforce Solutions



1 Emergency Medical Technician Graduated from the
EMT Program from Cochise College December 2025 from the

[ARIZONA@WORK](#) Program



SOUTHEASTERN ARIZONA
Innovative Workforce Solutions



1 EKG Technician Graduated from Cochise College December 2025
from the [ARIZONA@WORK](#) Program

Your Success Story

Name: Manuel A

Career Advisor: Anna Luna

Can we share your story with our Board of Directors? Yes No

Can we share your story on our Social Media pages? Yes No

Can we share your story on our ARIZONA@WORK website? Yes No

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA):

I was a paramedic working with a small fire department. This was a fulfilling job but not well paid. I was already considering retirement and a second career, but did not have the financial means to attend college. My family and I decided we would obtain student loan pursue a nursing career.

Tell us about your successes after enrollment in WIOA:

I was able to finish the nursing program at Cochise College, and obtain an Associate 's

I was hired as an emergency department nurse right after college, and later transferred intensive care unit. Two years later, I' m working in the field I' m truly passionate about a cardiac catheterization nurse. We were also able to move from Douglas to Sierra Vista buy a house here.

What was your goal coming to our office/program?

I wanted to explore opportunities to ease the financial burden of attending college. I was nurse, but wanted to do so without going into crushing debt or depleting our savings.

Your Success Story

Name: Rosemary P.

Career Advisor : Anna Luna _ _ _ _ _

Can we share your story with our Board of Directors? Yes No

Can we share your story on our Social Media pages? Yes No

Can we share your story on our ARIZONA@WORK website? Yes No

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA):

I was a young mother and received my medical assistant certificate and needed to work to provide aide for my daughter. I work at an urgent care at the beginning of my medical career. I knew I wanted to get my nursing license so I started taking night classes and working full time.

Tell us about your successes after enrollment in WIOA:

By the time I was accepted into nursing school, I was married and added to my family. I knew nursing school would need my full attention, so my husband and I discussed going to a one income family, WIOA allowed me to focus on school. It helped provide gas money and purchase required books. This program was beneficial to my household.

What was your goal coming to our office/ program?

My goal was to get aide with school.

How did the program assist in you meeting your goals?

It helped with gas, books and tuition. It helped my family by allowing me to continue with my education.

What would you say are your greatest accomplishments after completing our program?

I received my nursing license and help my community. I am now Public Health Nurse. I encourage young kids to be interested in the medical field to continue and give education. I also let them know about your program and how it helped my family.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, this program helped me continue my education and receive my nursing license. My family and I are more financially stable with the aid of your program.

Additional comments:

[Empty lines for additional comments]

Staff Use Only :

Enrollment date : _____

Exit Date : _____

Your Success Story

Name: Merissa J.

Career Advisor: Anna Luna _ _ _ _ _

Can we share your story with our Board of Directors? Yes No

Can we share your story on our Social Media pages? Yes No

Can we share your story on our ARIZONA@WORK website? Yes No

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA):

I had been an LPN since 2008, graduating from a technical school back east. I knew I had always wanted to go back for my RN, but it was the chore of getting there. I have worked in long term, short term/rehab , assisted living, a doctor's office, and finally the state prison. One day I just woke up and decided it was time to finally go back and I applied to Cochise College and was accepted into the bridge program

Tell us about your successes after enrollment in WIOA:

I still currently work in the state prison as per diem, but I knew I wanted to do something else with my new found RN title. I wanted something flexible and I applied to a hospice job and after 3 interviews I got the job. My current title is a RN Case Manager.

What was your goal coming to our office/program?

My ultimate goal was just getting any type of help. I knew that going back to school for my RN was not only going to be challenging but demanding too. So, I knew that I needed all the help I could get.

How did the program assist in you meeting your goals?

Through a friend I had heard to apply for help through workforce and I was so happy that I did. This program helped me pay for scrubs, shoes, supplies, gas, repairs for my car and school books. Without this program I would have been so stressed about money on how to afford everything. This program gave me room to breathe and gave me the chance to go down in my work hours giving me the time to focus on my studies, without it I don't know how I would've succeeded

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment after this program is successfully passing my state boards and getting my RN.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

The impact was in the aspect of support which i relied on to get by and make ends meet. Like I had mentioned previously I would have not been able to do this without this program. It went above and beyond my expectations.

Additional comments:

Staff Use Only :

Enrollment date : _____

Exit Date: _____

Anna Luna

From: Mark E
Sent: Thursday, February 19, 2026 2:26 PM
To: Anna Luna
Subject: All appreciated

Dear Anna ,

Well, I heard four weeks and that time has been shortened to today.

I wanted to thank you for your hospitality, collaborative kindness and understanding during our time together.

You have a fine and professional female staff. I only wished for more time to share and get to know one another better.

There were a series of developments that prompted me to evaluate my standing in Douglas and prayer confirmed my decision to move on.

My sincerest best wishes to you and all there,

Mark E

YOUR SUCCESS STORY

Name: Adalberto Acuña

Career Advisor: Ana Luna

Can we share your story with our Board of Directors? X Yes _____ No

Can we share your story on our Social Media page? X Yes _____ No

Can we share your story on our Arizona@Work website? X Yes _____ No

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA):

I was working as a landscaper not making good enough money to support my family. I was a nobody, I barely had enough to get myself by.

Tell us about your successes after enrollment in WIOA: I got my CDL and was able to get a great job with Prime Trucking

What was your goal coming to our office/program? To get my CDL so I could get a job driving trucks

How did the program assist in you meeting your goals? paid for my classes and paid for me a place to stay.

What would you say are your greatest accomplishments after completing our program?

Getting my Dream Job

Would you say that this program has impacted your life in any way from when you entered to when you completed? If so, please explain: When I first entered the program I was a Nobody, never able to hold a job that I liked. Now I got my Dream Job and able to support my family.

Additional comments: Without this program I would not have been able to do this and have everything I wanted and needed. Thank you Ana Luna and Rosemary.

You can email back to your Career Advisor or the Program Director, Vickie Simmons at vickie.simmons@cpic-cas.org or mail to AZ@Work, 515 E 7th Street, Douglas, AZ 85607



SOUTHEASTERN ARIZONA

Cochise County Business Services Report
Eric Grisham, Business Services Representative
Board Report-April 2, 2026

December 1, 2025 to March 15, 2026

Training:

- 27 January 2026 – Resume Writing Training
- 12 February 2026 – Workforce Remix
- 24 February 2026 – Light Cast Seminar - Fault Lines: The Three Cracks in The Global Labor Market
- 24 February 2026 – NAWDP AI Virtual Academy

Events:

- 7 January 2026 – Synergy Home Care hiring event
- 11 February 2026 – Bisbee High School Career Fair
- 6 March 2026 – 2026 Willcox Hiring Fair

Meetings:

- 10 December 2025 – Meeting with Cochise College to discuss Spring Hiring Fair
- 12 December 2025 – Meeting with the Herald Review Media
- 15 December 2025 – Meeting with Gunnison Copper
- 13 January 2026 – Veterans Research Webinar Prep
- 14 January 2026 – Meeting with Town Square media
- 15 December 2026 – Meeting with Sky Island Regional Partnership
- 26 January 2026 – Meeting with PPEP NSFJ
- 3 February 2026 – Meeting with the Herald Review media
- 17 February 2026 – Meeting with the Sky Island Regional Partnership
- 18 February 2026 – Meeting with Gunnison Copper and Cochise College Willcox Center
- 26 February 2026 – Meeting with First Baptist Christian Academy
- 5 March 2026 – Meeting with the Sky Islands Regional Partnership
- 13 March 2026 – Support Cochise County Remote Electrical Training teleconference

Involvements:

- 9 December 2025 – Mock Interviews with Medical Assistant Students
- 9 December 2025 – Business at Twilight Network Event
- 10 December 2025 – Bisbee High School CTE Breakfast
- 11 December 2025 – Willcox Chamber of Commerce & Agriculture Annual meeting
- 16 December, 2025 – Legacy Foundations Evening of Gratitude
- 18 December, 2025 – Sky Island Regional Partnership Board Meeting
- 9 January 2026 – Presenter at the DECA Regional Conference
- 13 January 2026 – SIRP Membership Committee Meeting
- 15 January 2026 – Sky Island Regional Partnership Board Meeting
- 15 January 2026 – Business at Twilight Network Event
- 22 January 2026 – Douglas Port of Entry Tour
- 22 January 2026 – Webinar: Veterans, Values and the Crane Seat
- 28 January 2026 – Arizona Degreed Apprenticeship Convening – Healthcare and Education
- 4 February 2026 – Justice Care & Collective – Sierra Vista
- 10 February 2026 – VIP Reception with Governor Hobbs
- 10 February 2026 – Governor’s Fireside Chat
- 17 February 2026 – Ribbon Cutting for R.L. Workman Homes, LLC
- 19 February 2026 – Sky Islands Regional Partnership Board meeting
- 19 February 2026 - Business at Twilight Network Event
- 26 February 2026 – Presented training on Resumes to Dental Assistant Class
- 3 March 2026 – Mock Interviews with Dental Assistant class
- 10 March 2026 – Good Morning Sierra Vista

Economic Development:

- Connected with over 300 businesses this quarter
- Posted over 76 jobs this quarter in Arizona Job Connection (AJC) and/or Social Media platforms
- 2026 Willcox Hiring fair hosted 20 businesses and 33 job seekers attended

Upcoming:

- 18 March 2026 – Buena High School College & Career Fair
- 19 March 2026 – 2026 SEAZ Spring Hiring & Career Fair Day 1
- 20 March 2026 – 2026 SEAZ Spring Hiring & Career Fair Day 2
- 23 March 2026 – Tombstone High School Spring Advisory Meeting
- 24 March 2026 – Big Idea Blitz
- 15 May 2026 – Youth Hiring Fair
- 18 - 20 May 2026 – National Association of Workforce Development Professionals Conference



SOUTHEASTERN ARIZONA

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Business Services Report for Graham County

Barbara (Bobbie) Reed, Business Services Representative/Office Manager

December 1, 2025 to March 15, 2026

Dec. 4, 2025 – Attended Career Service Center Community Task Force

Dec. 9, 2025 – Attended Rural Focus Group meeting

Jan. 30, 2026 – Hosted in office hiring event for Native Grill and Wings. We had 44 jobseekers

Feb. 5, 2026 – Career Service Center meeting with Alison and Jinger to discuss upcoming job fair

Feb. 11, 2026 – Freeport McMoran Community Partnership Panel meeting

Feb. 18, 2026 – Met with Native Wing restaurant manager, Maria Sanchez to discuss upcoming follow-up job fair

Mar. 2, 2026 – Laurissa and I met with Kevin Peck from Eastern Arizona College to discuss WIOA programs and ways to increase awareness among other students about how our programs work and how they could benefit.

Mar. 6, 2026 – Hosted in office 2nd hiring event for Native Grill and Wings

Mar. 11, 2026 – Workforce GPS Webinar- Consumer Protection: Job Searching Strategies to Protect Against Scams, Fraud, and Identity Theft

Mar. 13, 2026 – Virtual Learning - Teaching Workforce Development Professionals to Tell Their Stories!

- Continue working in person with local businesses
- State Business Services meetings
- Office staff meetings

Attend monthly:

- Community Networking Meeting in Graham County
- Substance Abuse Coalition
- One-stop operator Partners
-

Oversee daily operations in our Safford office.

As we have done in the past, we will continue this year to do our best to assist every customer who visits the job center. It is truly a team effort, and as I see Laurissa and Brandi growing in their roles, we also work hard as a team to make our office a welcoming and helpful place for Graham County residents who may need our support.

Upcoming:

- 2025 Spring Job/Career Fair in collaboration with EAC Career Service Center
- March 20, 2026 - 11th Annual Gila Valley Veterans & Families Resource Fair



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Career Advisor for Graham/Greenlee Counties

December 1, 2025 – March 15, 2026

Laurissa Bertoldo, Career Advisor

December 2025

- **December 17** – Attended orientation for the NAWDP New Professionals Cohort via Zoom.
- **December 23** – A nursing student successfully completed the program, graduated, passed the NCLEX exam, and received a job offer from her current employer.

January 2026

- **January 21** – Attended Session #1 of the NAWDP New Professionals Cohort, where we reviewed common barriers job seekers face and discussed strategies to help them overcome those challenges.
- **January 29** – Attended a Resume Building class at the DES office.
- **January 30** – Hosted a job fair in the office for Native Grill & Wings.

February 2026

- **February 6** – Attended NAWDP New Professionals Cohort Session #2 with my mentor. We discussed strategies for increasing community awareness of the Arizona@Work brand and the benefits of the WIOA program.
- **February 12** – Met with three Radiologic Technology students to assist them with registering for their ARRT exam and to discuss study materials and resources to help them prepare.

March 2026

- **March 2** – Met with Kevin Peck at Eastern Arizona College to discuss ways to increase awareness of Arizona@Work and the WIOA program among students.
- **March 6** – Hosted a second job fair in the office for Native Grill & Wings.
- **March 11** – Attended the Career Advisor meeting.

Participant Success Story

Name: Dakota Ybarra

Career Advisor: Laurissa

Date Form Completed: 02/01/26

Tell us about your experience with our program.

I am forever thankful for the WIOA program for the invaluable support that was provided throughout my time as a nursing student; their assistance with the cost of textbooks and clinical expenses, such as hotel accommodations and fuel for transportation, greatly reduced a financial burden I could not have otherwise managed. Their support allowed
allowed me to concentrate more on my academic and clinical duties. The help from the WIOA program was vital to my success as a nursing student and now as a Registered Nurse. I sincerely appreciate WIOA's commitment to investing in students who are pursuing their dreams.

What would your recommendation(s) be to make our program better for future participants?

A difficult suggestion with the upcoming cuts to the program, but I wish that more students knew about the program; the only reason I knew was because of word of mouth. If the program could be more widespread and more accessible, that would be my suggestion. I knew a lot of students who could have greatly benefited from the assistance. It truly is a wonderful program.

Additional Comments:

Can we share with:

Our Board of Directors: Yes No

On Social Media Yes No

Form revised 12.10.2025



**GREENLEE COUNTY
BUSINESS AND WORKFORCE DEVELOPMENT CENTER
BOARD REPORT**

December 1, 2025-March 15th,2026

Marina Morales

Resource Aide/Business Services Representative/Center Coordinator

Activities for the Job Center:

- Post new job openings on the office job board for public viewing and update them daily
- Share information about new job openings in the Facebook group to keep the public informed
- Provide daily support to clients with resume updates, interview preparation, and guidance throughout the hiring process
- Assist clients in completing both paper and digital application forms and ensure they are submitted to the appropriate department
- Help clients with faxing, copying, and printing documents in the office
- Respond to phone inquiries from clients regarding our location, office hours, and available services
- Provide potential clients with detailed information about our Clifton Office and the services we offer
- Assist clients with job searches for employers such as Phibion (Health & Safety Coordinator) and Haralson Tire (Tire Technician)
- Help clients establish a resume and profile to apply for FMI positions online
- Help clients apply for jobs associated with Greenlee County
- Help clients apply for Geotemps positions
- Provide basic computer assistance to clients, including email setup and document formatting
- Follow up with clients regarding job applications, interviews, and employment outcomes
- Assist with outreach efforts by promoting services through community partners and local organizations

Meetings & Events Attended

During this reporting period, I actively participated in a variety of meetings, trainings, and community events focused on workforce development, community partnerships, and regional collaboration. These included Arizona@Work meetings, NAWDP professional development sessions, local government meetings, and community coalition efforts.

In total, I attended **40+ meetings and events**, demonstrating continued engagement with partners and ongoing professional growth.

December 2025

- **Dec 3** – Greenlee County Substance Abuse Coalition (Zoom)
- **Dec 3** – Arizona@Work Weekly Meeting
- **Dec 4** – Greenlee Resiliency Meeting (Morenci Motel)
- **Dec 5** – Arizona@Work Communications Meeting
- **Dec 10** – NAWDP Annual Meeting
- **Dec 16** – Board of Supervisors Meeting
- **Dec 17** – ASU Lodestar: Engaging & Developing Volunteers
- **Dec 17** – NAWDP New Professionals Cohort Orientation
- **Dec 17** – Greenlee County Chamber of Commerce FMI Mixer
- **Dec 18** – Arizona@Work Board Meeting (Zoom)

January 2026

- **Jan 7** – Arizona@Work Weekly Meeting
- **Jan 7** – Greenlee Substance Abuse Coalition (Zoom)
- **Jan 7** – Town of Clifton Council Meeting
- **Jan 12** – Arizona@Work Staff Meeting (Zoom)
- **Jan 13** – NAWDP Learning Opportunities (Zoom)
- **Jan 14** – SEAGO Community Outreach Meeting (Greenlee County Courthouse)
- **Jan 20** – Arizona@Work Partners Meeting (Zoom)
- **Jan 21** – NAWDP New Professionals Cohort: Intro to Workforce System
- **Jan 21** – Greenlee County Chamber Mixer
- **Jan 22** – Business Services Discussion (Google Meet)
- **Jan 28** – NAWDP 30 Minutes of Excellence (Zoom)
- **Jan 29** – Resume Writing Training (Safford Arizona@Work Office – Session 2)

February 2026

- **Feb 4** – Arizona@Work Meeting
- **Feb 5** – Greenlee Resiliency Meeting
- **Feb 11** – Arizona@Work Meeting

- **Feb 11** – FMI Community Partnership Panel
- **Feb 12** – Network with NAWDP (Zoom)
- **Feb 12** – NAWDP Mentor Weekly Meeting
- **Feb 13** – Arizona@Work Community Meeting
- **Feb 13** – 3-Year Anniversary with Arizona@Work Clifton Office
- **Feb 17** – Board of Supervisors Meeting
- **Feb 18** – Greenlee County Substance Abuse Coalition (Zoom)
- **Feb 18** – Greenlee County Chamber of Commerce Mixer
- **Feb 20** – SEAGO Executive Board Meeting
- **Feb 20** – NAWDP Mentor Weekly Meeting
- **Feb 25** – NAWDP 30 Minutes of Excellence (*Cancelled*)
- **Feb 27** – National Apprenticeship Week Webinar

March 2026

- **Mar 3** – Graham/Greenlee Substance Abuse Coalition Meeting
- **Mar 5** – United Way Grant Advisory Committee Meeting
- **Mar 10** – Greenlee County Merit Commission Meeting
- **Mar 11** – Greenlee County Task Force Meeting
- **Mar 13** – NAWDP Mentor Weekly Meeting

Success Stories – Arizona@Work Workforce Center

Joseph G.

Mr. Garcia had been seeking employment since November and had attended several interviews without success. When Brightview expressed a need for an employee with a valid driver's license and a clean background, Mr. Garcia was a perfect match. With our help he applied through our office and was offered the position.

Kyle Z.

Kyle, a young job seeker with mechanical skills, struggled to find opportunities due to his limited work experience. When Haralson Tire reached out about an opening for a tire technician, Kyle applied and interviewed in person. He was offered the job, gaining valuable experience and a strong start in his career.

David R.

After years of self-employment, Mr. Ramirez wanted to re-enter the workforce. With his extensive support equipment operating experience, he matched the qualifications Phibion was seeking. He secured the position and shared with me that he loves his new job and deeply appreciates Arizona@Work support.



Professional Youth Quest (PYQ)
December 1, 2025 to March 15, 2026
Angie Luna, PYQ Director
BOARD REPORT

12/9/2025	Ask Away with US Department of Labor, National Youth Employment Coalition (NYEC)
1/20/2026	DES National Farmworkers Jobs Program Monitoring
1/28/2026	Resume Training
2/10/2026	Ask Away with US Department of Labor, National Youth Employment Coalition (NYEC)
3/2/2026	Programmatic Monitoring
3/19/2026	Job Search Training
3/23/2026	Data Validation Monitoring

As of date the PYQ program continues to enroll clients, outreach and assist in career and employment goals for qualifying youth.

Rehabilitation Services

SE AZ Workforce Board
 Date: March 25, 2026
 WIOA Title IV – Vocational Rehabilitation Services
 Presented by: Maria ‘Elizabeth’ Kinder, MA – APM

SE AZ encompasses the following VR offices: Sierra Vista, Benson, Douglas and Safford.
 SFY26 as of 06.30.2026

SEAZ (Southeastern Arizona Workforce Connection)					
	Title IV (Vocational Rehabilitation)	PY26	Q1	Q2	Q3
Service	Job Placements	22	10	12	
	Clients Served	313	125	188	
	VR Waitlist	0	0	0	
Quality	Exited with Employment	13	3	10	
	Exited without Employment	97	55	42	
	AVG Hourly Wage	\$17.64	\$18.23	\$17.05	

SFY25 as of 06.30.2025

SEAZ (Southeastern Arizona Workforce Connection)					
	Title IV (Vocational Rehabilitation)	PY24	Q1	Q2	Q3
Service	Job Placements	54	21	8	17
	Clients Served	1255	274	335	357
	VR Waitlist	0	0	0	0
Quality	Exited with Employment	35	7	12	5
	Exited without Employment	70	19	16	21
	AVG Hourly Wage	\$16.35	\$15.64	\$15.99	\$16.88

Staffing Up-dates:

- I was recently promoted as of mid February 2026 to one of two Assistant Program Managers in Region II.
- I am interviewing candidates for my position as Vocational Rehabilitation Services Supervisor on April 6th & 7th (next week).
- The District 6 office structure has been reconfigured with my input to be more pertinent to this specific Board and reporting on SE AZ, including the VR offices located in Safford, Benson, Sierra Vista and Douglas under one VR Supervisor.
- The office reconfiguration will allow me and the new Supervisor to focus on growing the Benson and Safford offices conducting more strategic outreach to generate more referrals and hire more staff.
- I will continue to serve on this Board until I feel there is a suitable replacement.

Thank you.

Employment Services

Adult Education

The Adult Education program at Cochise College has empowered individuals across our communities through a diverse array of non-credit workforce and skills training opportunities. From students to lifelong learners, many have transformed their lives by gaining technical skills, earning their High School Equivalency (HSE), and learning English—building stronger futures for themselves and their families.

Program Overview FY 2025 – 2026

Director: [Cara Elkins, MSN, RN](#)

Organization: [Cochise College](#)

Contact: elkinsc@cochise.edu | 520-515-3664

- 587 total students served
 - 143 ESOL actively enrolled
 - 131 ABE/HSE actively enrolled
- 47.51% Measurable Skill Gain (MSG) rate
- 63 students enrolled in Integrated Education & Training (IET) programs

31



HSE Diploma
Graduates

WE PROVIDE COMPREHENSIVE ADULT EDUCATION SERVICES ACROSS COCHISE COUNTY THROUGH IN-PERSON AND HYFLEX INSTRUCTION

Core Services:

- Adult Basic Education (ABE)
 - Literacy and numeracy skill development (Grades 0–8)
- Adult Secondary Education (HSE Prep)
 - Preparation for high school equivalency (GED)
- English Language Acquisition (ESOL)
 - English reading, listening and speaking proficiency education
- Integrated Education & Training (IET)
 - Concurrent academic and workforce training

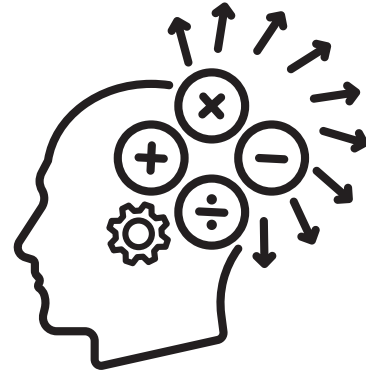
Service Locations:

- Sierra Vista Campus
 - ABE/HSE/ESOL/IET
- Douglas Campus
 - ABE/HSE/ESOL/IET
- Benson Center
 - ABE/HSE
- Ft. Huachuca **FALL 2026**
 - ESOL
- Willcox Center
 - ABE/HSE/ESOL

Workforce Alignment: Integrated Education & Training (IET)

Career Pathways Offered:

- Healthcare
 - Certified Nursing Assistant (CNA)
 - Dental Assistant
 - Medical Assistant (MA)
- Customer Service
 - Customer Service & Sales
- Skilled Trades
 - Automotive fundamentals
 - Welding fundamentals
 - Heating, Ventilation & Air Conditioning (HVAC)
- Pre-IETs
 - CPR & First Aid
 - OSHA 10



Key Features:

- Contextualized curriculum (math, reading, and writing tied to career fields)
- Industry-recognized credential preparation and certification obtainment
- Employer-informed program design

Call To Action

Challenges:

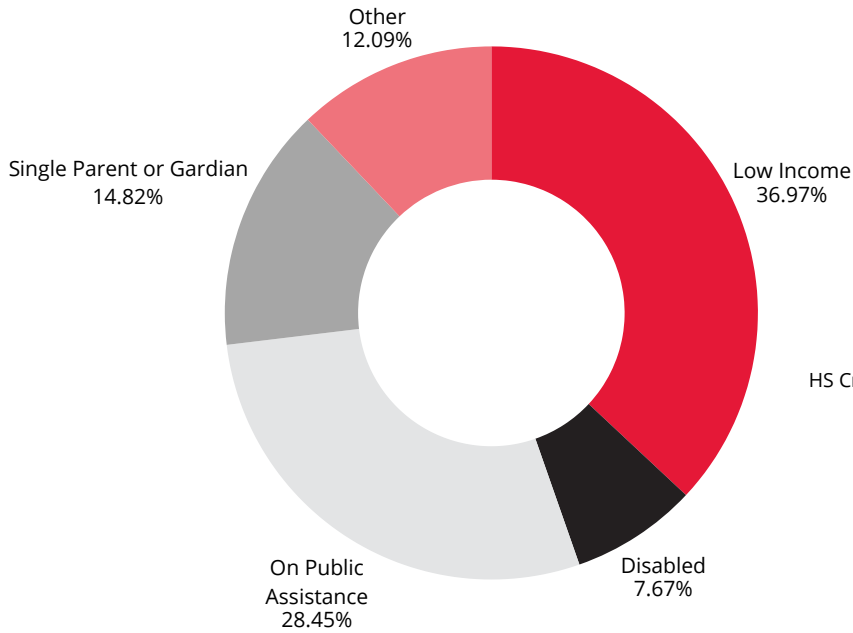
- Limited transportation in rural areas (Willcox & Douglas)
- Childcare barriers affecting attendance
- Digital access gaps for remote learners specifically in Willcox
- Inconsistent attendance across all locations

Opportunities:

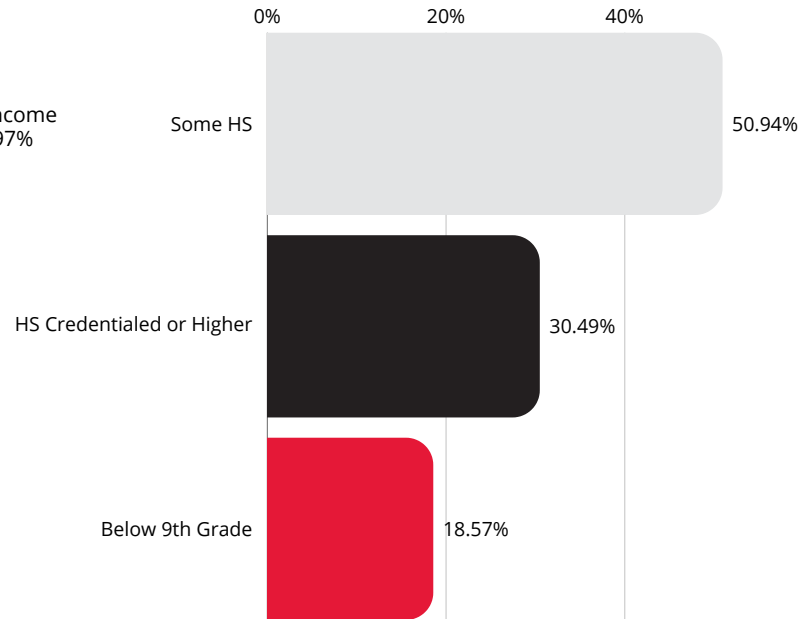
- Expansion of IET programs in technology & additional trades
- Improve soft & durable skill training within our program
- Strengthen co-enrollment with workforce partners
- Strengthen partnership with Eastern Arizona Community College

Student Demographics

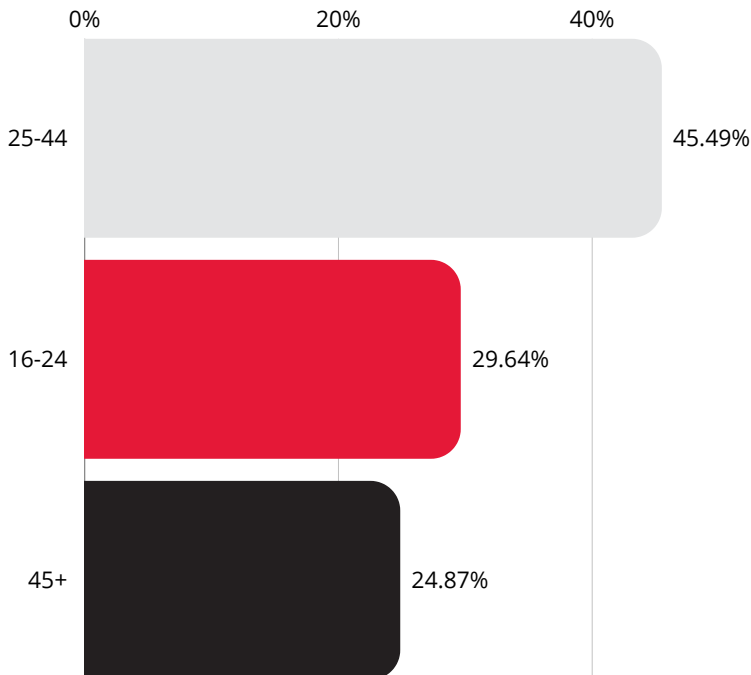
Student Barriers



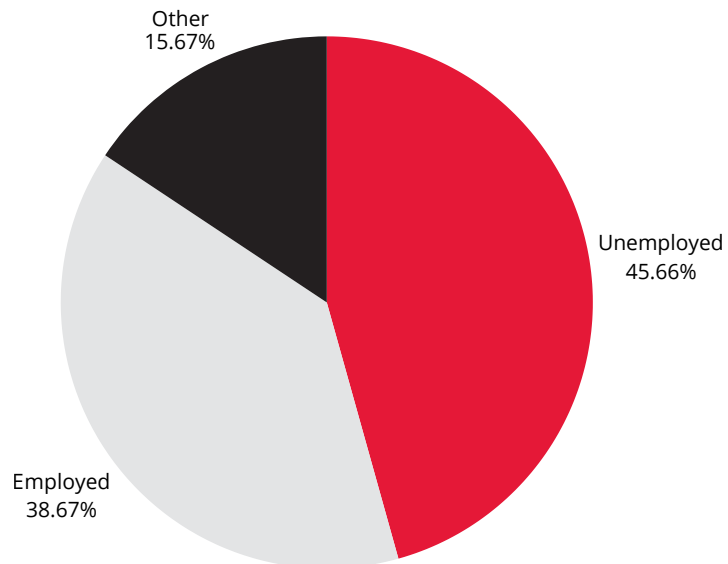
Entry Education Level Upon Program Entry



Student Age Catagory Upon Program Entry



Student Employment Status Upon Program Entry



Student Success Story:

CARL ENROLLED IN OUR HSE PROGRAM IN OCTOBER AND AT THE AGE OF 45 HAVING ONLY COMPLETED 9TH GRADE LEVEL EDUCATION. WITHIN **6 MONTHS**, HE:

- Advanced two educational functioning levels and graduated with his HSE diploma
- Completed our Healthcare IET program
- Earned a CRP & First Aid and EKG technologist certifications
- Is in the process of securing full-time employment
- Is applying to higher level universities to obtain his Cath Lab technician certification



HIS SUCCESS REFLECTS THE POWER OF INTEGRATED EDUCATION AND WORKFORCE TRAINING!

2026 Recognition Ceremony!

THIS YEAR MARKS AN EXCITING FIRST FOR OUR CEREMONY AS WE RECOGNIZE ESOL STUDENTS WHO HAVE COMPLETED THEIR LANGUAGE TRAINING AND ARE READY FOR THEIR NEXT STEPS IN ADDITION TO ALL HSE GRADUATES.

WEDNESDAY MAY 13TH
7 PM - 9 PM
SIERRA VISTA MAIN CAMPUS

**ALL ARE WELCOME TO COME AND
CELEBRATE**



Executive Director's Report

President's Report