| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|----------------------|--------------------------------|------------------------------------|--|---|
| FCB did not meet all | We recommend that DBS | Concur. DBS agrees that FCB | (This is in process with the | In Progress |
| required contract | include a review of service | did not meet all required contract | anticipated completion date | |
| deliverables | deliverables in their | deliverables. As a result, DBS | for monitoring as September | |
| | monitoring activities to | withheld funds from FCB and | 30, 2025) | |
| | ensure compliance with the | ultimately made the referral to | | |
| | contract terms and its service | the IG's office. | | |
| | deliverables and make | | | |
| | appropriate adjustments to | Service deliverables are | | |
| | performance funding when | reviewed monthly as well as | | |
| | service deliverables are not | with desk and onsite monitoring. | | |
| | met. Finally, we encourage | Payments are withheld when | | |
| | DBS and FCB to review the | deliverables are not met. DBS | | |
| | contract and consider making | will continue this process. | | |
| | appropriate revisions to | | | |
| | better align the contractual | This model is statewide for all | | |
| | deliverables with the | our contracted service providers. | | |
| | contractor's business model. | This process is reviewed | | |
| | | annually. Major shifts of the | | |
| | | business model could result in a | | |
| | | shortage of available service | | |
| | | providers. DBS has reviewed | | |
| | | the contract and considered the | | |
| | | recommendation for adjusting | | |
| | | the business model. However, | | |
| | | DBS does not anticipate any | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---|--|---|---|---|
| | | major shifts in the business model for contracts, effective 7/1/2024. This matter is considered to be completed. | | |
| FCB did not maintain proper fiscal oversight. | We recommend DBS include a review of expenditures as part of their monitoring efforts. Finally, we recommend that DBS maintain records to support a cost analysis, including the agency's documented review of individual cost elements from the submitted budget for allowability, reasonableness, and necessity. | Concur. DBS agrees that FCB did not maintain proper fiscal oversight and we are appreciative that the IG's office has identified this issue. DBS reviews expenditures as part of the cost analysis for CRPs by program. We agree that a review of expenditures should occur during the monitoring process and that the agency should maintain records to support cost analysis as recommend and to review whether the expenditures align with the proper deliverables for the program. DBS will update it's desk and onsite monitoring | (This is in process with the anticipated completion date of September 30, 2025) | In Progress |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|-------------------|--|--|---|
| | | protocols to incorporate the IG's recommendation. DBS will complete desk monitoring to ensure that deliverables are being met. | | |
| | | Note: Our contracts team is short staffed and does not have this level of expertise. DBS will require additional resources and training to provide this level of analysis. This may entail contracting with outside accounting or monitoring firms and/or the reallocation of FTEs for staff capable of providing this level of analysis of expenditures. DBS currently lacks full budget authority for contracting and has | | |
| | | had difficulty recruiting new contracting staff. | | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|---------------------------|--|--|---|
| | | This matter has not been started. The anticipated completion date | | |
| | | is December 31, 2024. | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|----------------------|--------------------------------|------------------------------------|--|---|
| FCB did not meet all | We recommend that FCB | Partially. Concur with work | In the fall of 2022, a full- | Completed |
| required contract | enhance their controls to | experiences only. Disagree with | time youth services | |
| deliverables. | ensure all service deliverable | remainder. We agree that we did | coordinator was hired. Her | Contacts: |
| | requirements are met. | not provide 5 out of the 56 work | main responsibility is to | Amy Green, |
| | Finally, we encourage DBS | experiences, although we offered | oversee the services being | Youth Services |
| | and FCB to review the | several work experiences each | provided to the youth | Coordinator |
| | contract and consider making | trimester. Regarding the actual | clients, including transition. | |
| | appropriate revisions to | work experiences, the audit | The most recently completed | Robert Doyle, |
| | better align the contractual | focused on the work experience | contract shows we not only | DBS |
| | deliverables with the | of the summer. As previously | met the contract | |
| | contractor's business model. | explained, that work experience | deliverables, we exceeded | |
| | | focuses on the 10 transferrable | them. Attached, please find | |
| | | skills (applicable to any job and | a copy of the DBS invoicing | |
| | | as represented in DBS's own | spreadsheet that shows the | |
| | | work evaluation form) such as | summary of the contract | |
| | | attendance, initiative, work | deliverables. | |
| | | quality, etc. We provided | | |
| | | documentation that showed each | In addition, the contract has | |
| | | student received work | been modified and continues | |
| | | experience in their area(s) of | to be modified to better | |
| | | interest or vocational goals | align the contractual | |
| | | throughout the remainder of the | deliverables with the | |
| | | year. | contractor's model. We | |
| | | | defer to DBS to share the | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|---------------------------|--|--|---|
| | | Regarding the deliverables, the | improvements made to | |
| | | audit reports that only 7 of the 14 | recent contracts. | |
| | | students met the 80% of the | | |
| | | required hours. One of the 7 was | | |
| | | only open for 3 months, yet | | |
| | | received 31% of the hours. He | | |
| | | began services in July 2022. A | | |
| | | second student was on track to | | |
| | | receive over 80% but became | | |
| | | very sick with seizures and was | | |
| | | either hospital-bound or bed- | | |
| | | bound for several months | | |
| | | beginning in spring through rest | | |
| | | of contract. Every attempt was | | |
| | | made to provide service as she | | |
| | | could tolerate it. As previously | | |
| | | reported during the audit, | | |
| | | students 3 and 4 were severely | | |
| | | disabled and they were provided | | |
| | | services that met their family's | | |
| | | needs. The remainder (5-7) had attendance issues. Six of the | | |
| | | | | |
| | | seven (excluding student that | | |
| | | had just started in July) were | | |
| | | subsequently closed. All of | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|-------------------|------------------------------------|--|---|
| | | these students provided | | |
| | | circumstances beyond the | | |
| | | contractor's control, which is | | |
| | | covered in the contract. What is | | |
| | | in our control is the ability to | | |
| | | provide and offer quality | | |
| | | services. As discussed, we | | |
| | | provide all transportation for the | | |
| | | students. What is not in our | | |
| | | control is we can not make a | | |
| | | student get on the van, we can | | |
| | | not control if a student has | | |
| | | serious medical issues, and we | | |
| | | can not control what contract a | | |
| | | client is referred under. We have | | |
| | | since began pushing back on | | |
| | | referrals and questioning if they | | |
| | | are being referred under the | | |
| | | correct contract to avoid this in | | |
| | | the future. We also move to | | |
| | | close clients if they are | | |
| | | noncompliant. The contract has | | |
| | | since been modified to allow | | |
| | | students to be served as it best | | |
| | | suits their needs instead of being | | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | | forced to meet a minimum | | |
| | | number of hours. The agency | | |
| | | has a total hour requirement that | | |
| | | allows for varying hours per | | |
| | | student. Of the 7 that did receive | | |
| | | at least 80% of their hours, the | | |
| | | actual average was 185% of the | | |
| | | required hours. This was done in | | |
| | | good faith to provide the total | | |
| | | required hours in the contract. | | |
| | | There is still disagreement | | |
| | | regarding interpretation of the | | |
| | | contract. The contract mentions | | |
| | | 200 "program hours" and that | | |
| | | the agency must be in 80% | | |
| | | compliance. The program hours | | |
| | | are just that. The number of | | |
| | | hours of programming offered | | |
| | | throughout the year. DBS | | |
| | | monitoring reports show our | | |
| | | agency provided over 265 | | |
| | | program hours. The 160 hours | | |
| | | refers to the hours of service | | |
| | | provided as a cumulative | | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|---------------------------|-------------------------------------|--|---|
| | | average". The contract also | | |
| | | requires 80% compliance with | | |
| | | those hours. The audit appears | | |
| | | to have confused program hours | | |
| | | with service hours. The audit | | |
| | | did not take into account the | | |
| | | 80% compliance of the 160 | | |
| | | cumulative average which would | | |
| | | calculate to be 128 hours | | |
| | | cumulative average. If the | | |
| | | contract meant that each student | | |
| | | receive a minimum of 80% of | | |
| | | the service hours, the contract | | |
| | | should have stated that in simple | | |
| | | terms. Instead, the contract refers | | |
| | | to a "cumulative average" which | | |
| | | means the total number of hours | | |
| | | divided by the number of | | |
| | | students. Furthermore, the | | |
| | | actual DBS contract monitoring | | |
| | | sheet that is used to track | | |
| | | compliance, and is shared with | | |
| | | the agency, reflects the same | | |
| | | understanding of the service | | |
| | | hours being 128 (for 80% | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | | compliance) and therefore shows | | |
| | | a total number 1,791.96 hours | | |
| | | required as a minimum. (128 | | |
| | | hours x 14 students = 1792). | | |
| | | The same report also shows we | | |
| | | provided 1,873.75 hours and we | | |
| | | did in fact meet the 80% | | |
| | | compliance requirement. Also, | | |
| | | hours per client are not | | |
| | | monitored on that DBS | | |
| | | worksheet, only the total | | |
| | | cumulative hours. Again, seemingly in line with our | | |
| | | understanding as well. | | |
| | | understanding as wen. | | |
| | | Finally, we can not remember | | |
| | | the last time DBS provided | | |
| | | training on the contracts. It | | |
| | | would be very helpful to all | | |
| | | agencies. It is also | | |
| | | disappointing, that even though | | |
| | | FCB was asked if we had any | | |
| | | concerns/issues with DBS and | | |
| | | we provided those concerns, | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|-------------------|--|--|---|
| | | none of them were seemingly addressed. | | |
| | | This matter is considered to be completed. | | |
| | | Inspector General's Rebuttal | | |
| | | Notwithstanding FCB's assertion that the contract only requires them to complete 80% of the stated deliverables, the OIG maintains that FCB failed to meet the minimum number of service hours, falling 366.25 hours short of the 2,240 minimum required service hours. While the contract states that FCB must meet 80% of each | | |
| | | month's deliverable to avoid penalty in that month, it does not state that they only need to meet | | |
| | | 80% of the total deliverable requirement. In fact, it very clearly states in Attachment A | | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | | Section II. D (2) of the contract | | |
| | | that, "Full payment for this | | |
| | | contract period will be based on | | |
| | | the Contractor serving 14 | | |
| | | unduplicated new (unique) | | |
| | | eligible and Carryover full time | | |
| | | Pre-ETS or TS-A clients, at a | | |
| | | rate of \$9,600.00 per client for a | | |
| | | minimum of 160 hours per client | | |
| | | or 2,240 cumulative service | | |
| | | hours (units) for this contract | | |
| | | period. Monthly and cumulative | | |
| | | performance benchmarks | | |
| | | indicated are designed to ensure | | |
| | | the Contractor is paced to meet | | |
| | | the annual deliverable." | | |
| | | Consequently, the finding and | | |
| | | related recommendations stand | | |
| | | as presented. | | |
| FCB did not maintain | We recommend FCB | Disagree. We provided a | Budgets have been | Completed |
| proper fiscal | enhance its controls to ensure | general ledger for all accounts | requested by and provided | |
| oversight. | expenses funded through | when asked. We then provided a | to DBS. | Contacts: |
| | DBS's contract are | cost analysis, specifically for the | | Anissa |
| | allowable, appropriately | Transition Program, that shows a | As previously stated, we are | Pieriboni, CEO |
| | reflected by funding source | total income of \$140,298 from | using a class system that | |

| Finding | Recommendation (s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | correlate to invoices submitted to DBS for payment for services rendered. We further recommend FCB submit a | DBS with related expenses of \$151,022 without any expenses allocated from the summer Maine trip. We explained that the account | per contract. We have attached a Statement of Financial Income and Expenses for the most recently completed | DBS |
| | budget to DBS in accordance with statutory requirements. We also recommend FCB enhance its fiscal oversight to ensure compliance with internal policies and | numbers track expenses by "program", not "contract". We did not allocate any DBS money towards that trip, as clearly shown in the cost analysis, and we still show a loss of | transition contract. This also happens to correspond to the attached TS invoicing spreadsheet, for cross- reference. | |
| | procedures, including Board of Director oversight of the President/CEO position. | approximately \$11,000. As stated before, the trip was paid from investment income. As such, any discussion and detail about that trip is inappropriately | | |
| | | shown and discussed in this audit report. We are using Classes within the | | |
| | | accounting system to show the on-going allocations of shared expenses (payroll, utilities, audit, etc), specific expenses and | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | | income to each contract. This should address any outstanding concerns regarding this issue. | | |
| | | Regarding the contract cost- analysis/budget that was requested of both FCB and DBS, the last one requested near that time period was in 2020. We have always provided the cost analysis when requested by DBS. Historically, new contracts require an updated cost analysis; whereas, contract renewals (no change in contract amount) historically has not resulted in DBS asking for an updated cost analysis. The 2020-2021 contract was a new contract. The audit period, 2021-2022, was a renewal. We were not asked for an updated cost analysis and that explains why DBS could not produce one when asked. | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
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| | | Finally, FCB policy was | | |
| | | referenced in the audit findings | | |
| | | that state "Under no | | |
| | | circumstances shall personal | | |
| | | purchases be allowed for any | | |
| | | reason or by any means." That | | |
| | | policy is referring to no one can | | |
| | | use company credit cards/checks | | |
| | | to make personal purchases. The | | |
| | | purchases made were for the | | |
| | | agency (airline tickets and | | |
| | | radio/TV advertisement). The | | |
| | | policy has since been updated | | |
| | | and approved by the Board to | | |
| | | remove any ambiguity to address | | |
| | | the concerns raised in the audit. | | |
| | | This matter is considered to be | | |
| | | completed. | | |
| | | completed. | | |
| | | Inspector General's Rebuttal | | |
| | | | | |
| | | FCB Management indicated in | | |
| | | their response that they track | | |
| | | expenditures by program and not | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|-------------------|-------------------------------------|--|---|
| | | by contract, that DBS funds were | | |
| | | not allocated to the Maine trip, | | |
| | | and that the FCB personal | | |
| | | purchase policy is referring only | | |
| | | to the use of company credit | | |
| | | cards/checks to make personal | | |
| | | purchases. Notwithstanding | | |
| | | FCB's response, the general | | |
| | | ledger documentation provided | | |
| | | to our office during the course of | | |
| | | the audit does not indicate that | | |
| | | the source of funds expended | | |
| | | originated from funds provided | | |
| | | by DOE/DBS under Contract 21- | | |
| | | 533 to FCB. This was also | | |
| | | confirmed by FCB Management | | |
| | | during our site visit in November | | |
| | | 2023. Furthermore, per FCB's | | |
| | | own response, they do not track | | |
| | | the funds by contract. This | | |
| | | practice prohibits FCB from | | |
| | | demonstrating that they | | |
| | | distribute costs appropriately in a | | |
| | | manner commensurate with the | | |
| | | relative benefit received. The | | |

| Finding | Recommendation(s) | Previous Management Response(s) | Management Response as of December 13, 2024 | Anticipated Completion Date & Contact |
|---------|-------------------|------------------------------------|--|---|
| | | Office of the Inspector General | | |
| | | maintains that is a violation of | | |
| | | Contract 21-533 Section VII. H., | | |
| | | which states that records | | |
| | | maintained "will sufficiently and | | |
| | | properly reflect all expenditures | | |
| | | of funds provided by DOE/DBS | | |
| | | under this contract." | | |
| | | Consequently, the finding and | | |
| | | related recommendations stand | | |
| | | as presented. | | |