The Stephen Pierce Foundation

WORKING DRAFT – GENERAL A3 - V.09.22.13a

FY 2015 Application Cover Pages

For San Diego
Tourism Marketing District Funds

APPLICANT ORGANIZATION NAME:

The Stephen Pierce Foundation

Mailing Address: 121 Broadway Suite 220
San Diego, CA. 92101

Telephone: (858) 205-3881 FAX:

Website:

Primary Contact Information:

Name: Stephen Pierce Title: Executive Director

Telephone: (858) 205-3881 FAX:

Email: stephen@stephenpiercefoundation.org

Website (if different from above):

BRIEF DESCRIPTION OF YOUR ORGANIZATION OR COMPANY:

The Stephen Pierce Foundation is a non-profit California corporation which is committed to improving and providing education opportunities for financially underprivileged youth. The Stephen Pierce Foundation is dedicated to opening the door of opportunity for financially underprivileged youth by mentoring student athletes, and providing scholarships to deserving students.
YOUR ORGANIZATION MISSION STATEMENT OR STATEMENT OF PURPOSE:

The Stephen Pierce Foundation is dedicated to opening the door of opportunity for financially underprivileged youth by educating and mentoring students, providing scholarships to deserving students, and helping them maximize their academic potential.

YOUR ORGANIZATION’S PROGRAMS AND SERVICES:

Briefly describe your core programs and services and describe any plans for change, growth, or reduction in the proposed year. Please limit your response to one page.

The foundation creates, implements, and operates several programs, each year, to advance its goals of assisting in the academic and personal growth of financially underprivileged students. The foundation also solicits funds for its scholarship program which provides scholarships to financially challenged, but deserving, students.

The California Classic Challenge is a three day celebration that will include a number of events. These events are as follows: Celebrity Golf Tournament, Tribute Concert Gala, Drum Line & Step Show, and the California Classic Challenge featuring two of the top black colleges and universities. The California Classic Challenge will be held in San Diego, California and become an annual event in the southern California area.

Two programs for which The Stephen Pierce Foundation seeks funding specifically target the most barred and at-risk youth in San Diego. Staff of the Stephen Pierce Foundation will work closely with Lincoln High School counselors and principals to best serve and find potential project participants. One hundred at-risk youth will receive tutorial services and 50 at-risk youth will participate in the mock trial program. The goal of these programs is to open up educational opportunities for youth, as an alternative to negative social interactions, such as gang involvement, and to expose their talents to the greater San Diego legal community, including judges and attorneys with job and internship opportunities.

The SPF mock trial program is more intensive than the other mock trial programs that have been attempted at Lincoln. The mock trial program will admit 50 students who are recommended by the school counselor, teachers, coaches, or other school personnel, based on the student’s potential in the areas of academic talent, personal growth potential, speaking ability, or need to build confidence. After training the 50 students, the 28 best students will be selected to participate in the mock trial competition. The SPF mock trial program will be run by a mock trial coordinator who has run mock trial programs for the past 6 years, judged mock trials on the high school and law school level, and coached high school teams for the San Diego County high
IS YOUR ORGANIZATION A NON-PROFIT ORGANIZATION?  
Yes / No

If Yes:

1) Board of Directors Disclosure: On a separate sheet, describe the roles and responsibilities of your Board of Directors and attach a roster of your current Board and Officers to the SDTMD Application.

2) Mandatory Disclosure of Business Interests: On a separate sheet, disclose the information following these guidelines: Pursuant to section 225 of The City Charter of the City of San Diego, California ("Charter"), all contractors and subcontractors shall make a full and complete disclosure of the name and identity of any and all persons directly or indirectly involved in any transaction funded by, or proposed to be funded by, the SDTMD and the precise nature of all interests of all persons therein. Contractor's failure to fully disclose all of the information required by Charter section 225, or Contractor's failure to require each of its subcontractors to fully disclose such information, shall be a default of the Agreement.

IS YOUR ORGANIZATION A FOR-PROFIT ORGANIZATION?  
Yes / No

If Yes:  Mandatory Disclosure of Business Interests: On a separate sheet, disclose the information following these guidelines: Pursuant to section 225 of The City Charter of the City of San Diego, California ("Charter"), all contractors and subcontractors shall make a full and complete disclosure of the name and identity of any and all persons directly or indirectly involved in any transaction funded by, or proposed to be funded by, the SDTMD and the precise nature of all interests of all persons therein. Contractor's failure to fully disclose all of the information required by Charter section 225, or Contractor's failure to require each of its subcontractors to fully disclose such information, shall be a default of the Agreement.
Closing Date of Applicant’s Most Recently Completed Fiscal Year: 12/6/13

CPA REVIEW/AUDIT (Please answer the following questions)

Does your organization receive a financial audit**? □ Yes □ No

If not, were unaudited financial statements prepared? □ Yes □ No

Was a copy of the audit report/financial statements submitted to the City? □ Yes □ No

What period is covered by your most recent audit report/financial statements: Jan 1, 2013 - Dec 31, 2013

Does your Board of Directors receive and discuss the management letter from the audit report? □ Yes □ No

**NOTE: Contractors receiving $75,000 or more in federal, state, City and/or SDTMD funds shall have Financial Statement Audits prepared in accordance with GAAP and audited by an Independent Certified Public Accountant, in accordance with Generally Accepted Auditing Standards (GAAS). This audit report shall include the following statements:

a) A statement of expenditure of SDTMD funds by program, to be identified in the same expenditure classifications as contained in the final budget and compared with the budgeted amounts;
b) A statement of revenues and expenditures, and a balance sheet of all funds received by Corporation; and
c) A statement certifying compliance with all terms and conditions of the SDTMD’s contract with Contractor, and that all required reports and disclosures have been submitted, completed by an executive officer of Corporation.

Contractor shall provide the SDTMD a copy of the Financial Statement Audit within 150 calendar days of the end of Contractor’s last complete fiscal year.

Will your organization receive any other public funding in FY 2015? □ Yes □ No

If “Yes”, list funding source(s), amount of funding, and dedicated use of funds:

Professional Athletes
$10,000 - $15,000: Use of funds: to purchase supplies and pay for transportation for mock trial program.

Is your organization applying for any other public funding in FY 2015? □ Yes □ No

If “Yes”, list funding source(s), amount of funding requests, and proposed use of funds:

Phone solicitations of public donations from individuals and businesses.
**Fundraising Activities**

*Mail Solicitations:* The Stephen Pierce Foundation has an annual campaign in which donations and sponsorships are solicited via mail. Mailers will go to businesses, organizations and the general public asking for monetary and in-kind support.

*Personal solicitations:* The Stephen Pierce Foundation will have an annual campaign in which donations and sponsorships are solicited via person to person contact.

*Foundation grant solicitations:* The Stephen Pierce Foundation will apply for grants from public and private foundations.

*Government grant solicitations:* The Stephen Pierce Foundation applies for grants from local and federal governments.

*Accept donations on Foundation Website:* The Stephen Pierce Foundation has a website where donors can submit monetary donations to the organization.

All funds received will be recorded on a master log by the foundation’s treasurer, and will be deposited into the foundation’s bank account to be used for the foundation’s activities. The Foundation’s treasurer is an unpaid part-time (2 hours per week) position. The Foundation’s bank account requires two signatures, that of the treasurer and that of Stephen Pierce, the President, before any checks can be written or funds disbursed.
SDTMD CONTRACT COMPLIANCE (Returning Applicants only)
For the most recent fiscal year - has your organization filed quarterly reports? □ Yes □ No: 
What period is covered by your most recently submitted report: 1/1/13 - 9/4/13

REQUIRED ATTACHMENTS (Please check off prior to submittal)
The Completed Application must contain the following required documents in this order:

☑ Signed Application Cover Page
☑ EXHIBIT A: Proposed Scope of Work Narrative
☑ EXHIBIT B: Budget for Proposed Scope of Work by Category
☑ EXHIBIT B1: FY 2015 Budget Narrative By Category
☐ EXHIBIT E: Targeted Return on Investment In Hotel Room Night Revenue Worksheet
☐ EXHIBIT F: Personnel Schedule: Required for all positions being claimed against San Diego Tourism Marketing District Funds.
☑ Board of Directors List (if applicable): List of Board of Directors including business names and addresses.
☑ Disclosure of Business Interests (if applicable):
☐ Audit Compliance Acknowledgement
☐ Accounting Compliance Acknowledgement
☐ Certificate of Good Standing: Online printout from Secretary of State and Franchise Tax Board www.ssa.ca.gov/business. All required filings must be current and the status of the business / corporation must have a current "Active" status.

Authorized Signatory / Title: Executive Director
Signature: Stephen Pierce  Date: December 6, 2013
FY 2015
Application Request for TMD Funding

On separate paper titled "EXHIBIT A: Proposed Scope of Work Narrative", respond to criteria item numbers one (1) through five (5) below. Number and label your response to each item. Please limit your narrative response to 5 pages or less*:

EXHIBIT A: PROPOSED SCOPE OF WORK NARRATIVE:

1) Proposed Scope of Work Narrative:

Using Categories A1.1 through A1.5 in APPENDIX 4:

- By Category A1.1 through A1.5, specifically detail the scope of work of your proposed sales, marketing / promotional program and/or event using TMD funding.
- By Category A1.1 through A1.5, specifically detail how your event or promotion will sell, market, or promote only TMD hotel properties 30 rooms and above. Due to California Prop 26 restrictions, TMD funding cannot be used to support the promotion or production of lodging rooms for non-TMD assessed lodging businesses.
- Describe how you will be working in collaboration with other TMD funded organizations and programs to maximize the effectiveness of Tourism Marketing District Funds.
- Your proposed scope of work narrative should explain your line-by-line Exhibit B – Budget.

2) Applicant Qualifications:
Describe how your organization is uniquely qualified to provide the proposed program or initiative.

3) Budget Assumptions for use of Tourism Marketing District Funds: Referencing the Budget of Proposed Scope of Work (EXHIBIT B), provide a supporting narrative of your proposed budgeted allocation of TMD funds requested.

4) Targeted Return on Investment (ROI) in TMD Hotel Room Nights: Referencing the ROI Worksheet (EXHIBIT E) describe your projected return on investment in TMD hotel room night revenue and the benefit that will be realized to the entire assessment district (TMD hotels within the city limit of San Diego). Specifically detail "Who" in the assessment district will be directly benefited (TMD assessed properties with 30 or more rooms), "When" the benefits will be realized, "Where" in the assessment district the benefit will be realized, and "How" you proposed to realize and track the results.
Evaluation of the Effectiveness of the Mock Trial Program

The success of this program will be measured both externally and internally. The success of the program will be measured externally by the scores received by the students in the San Diego County Mock Trial High School Competition which is sponsored each year by the San Diego County Bar Association. Lincoln High School had its first team this year, due to The Stephen Pierce Foundation. The San Diego County High School Mock Trial competition pits public and private high schools from all over San Diego County against each other in a series of 3 separate trials, during which teams of participants must be prepared to represent both the prosecution and the defense of a case, and the team does not find out until the day before the competition, whether it will represent the prosecution or the defense in the competition. Each participant’s performance is scored by San Diego Superior Court judges and San Diego County attorneys. At the end of the competition, each participant receives a copy of his scores. The participant’s score is based on his performance in the area of team work, oral advocacy, oral presentation, knowledge of the facts and law of the case to which the participant is assigned, and other related criteria. The participant also receives feedback by the judge who presides over the day’s trial. Each day’s trial is presided over by a different judge.

In addition, the success of the program will be measured, internally, by videotaping the students at the beginning, in the middle, and at the end of their mock trial rehearsals. The videotapes will clearly demonstrate the students’ progress and development, or lack thereof.

The goal of the program is for each participant to receive at least an average score from the graders in the San Diego County High School Mock Trial Competition. In addition, a successful participant’s videotape will show a marked improvement in the oral presentation skills and confidence level of the participant.

STATEMENT OF NEED

The program will focus its efforts in the inner city neighborhood of San Diego known as Southeast San Diego. The Southeast San Diego is neighborhood is officially recognized as by the Department of Justice and the State of California as a HGIAA (High Gang Intensity Activity Area). Youth are particularly at risk in this neighborhood because they are from low income households, and they are vulnerable to the enticements and lure of dangerous gang activity which often includes criminal activity for financial gain.

Unfortunately, gang involvement has become a cultural norm where there is a void of information of better alternatives for the youth’s future. Their parents are not equipped to provide guidance and information – they have language and culture barriers of their own to overcome.

The following table demonstrates a snapshot of the extremely depressed conditions in Southeast San Diego:

EXHIBIT A
<table>
<thead>
<tr>
<th>Indicators of Distress</th>
<th>Target Area</th>
<th>National</th>
<th>San Diego</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poverty Rate</td>
<td>44.3%</td>
<td>12.1</td>
<td>16%</td>
</tr>
<tr>
<td>Unemployment</td>
<td>32.1%</td>
<td>6.7%</td>
<td>6.2%</td>
</tr>
<tr>
<td>Violent Crime rate</td>
<td>36.3%</td>
<td>4.1%</td>
<td>4.5%</td>
</tr>
<tr>
<td>H.S. Dropouts</td>
<td>48%</td>
<td>10.7</td>
<td>18.1%</td>
</tr>
<tr>
<td>Homelessness</td>
<td>20%</td>
<td>N/A</td>
<td>11.5%</td>
</tr>
</tbody>
</table>

The youth that will be recruited attend San Diego Unified School District’s (SDUSD) Lincoln High School.

Lincoln’s Academic Performance Index (API). Unfortunately there is a strong relationship between areas of low poverty and low performing schools. The Academic Performance Index (API) is a single composite score capturing a variety of performance indicators, all applied to a school’s performance. This table displays the Lincoln High School’s API and compares it to statewide and similar-schools API ranks.
The Stephen Pierce Foundation Contact Information

Please contact Dawn M. Slade, at (203) 562-5620. The organization’s address is 121 W. Broadway Suite 220, San Diego, CA. 92101. Fax number: (619) 330-9915. Email address: stephen@stephenpiercefoundation.org.

The Stephen Pierce Foundation’s Mission, Vision, History

The Stephen Pierce Foundation is a non-profit California corporation which is committed to improving and providing education opportunities for financially underprivileged youth.

Mission
The Stephen Pierce Foundation is dedicated to opening the door of opportunity for financially underprivileged youth by educating and mentoring students, providing scholarships to deserving students, and helping them maximize their academic potential.

Vision
The Stephen Pierce Foundation’s vision is to help students become successful in the classroom and in life.

History
At the helm of The Stephen Pierce Foundation is Stephen Pierce, a dedicated and tireless mentor, philanthropist, and businessman. Mr. Pierce holds a degree in political science from the University of Illinois and is the current President of the NFL Retired Players Association. Steve learned to “give back” to the less fortunate from his parents, who were actively involved in, and financially supported, youth, education, and community activities. Steve developed The Stephen Pierce Foundation as an avenue to continue this long standing family tradition of youth and community involvement. Steve resides in San Diego with his wife and two children.

The Stephen Pierce Foundation coordinates year around events and programs which benefit at risk youth from all backgrounds, by offering mentoring projects with retired NFL players, coordinating holiday food and toy drives, making community presentations to students emphasizing the importance of higher education, and creating opportunities for youth to develop leadership skills through hands-on volunteer participation at charitable and sporting events. His events target, and serve, a diverse population of low income youth in San Diego.
SPF Mentorship Program

The Foundation believes that high school seniors will be better prepared to handle the academic and social challenges of being full-time college students if they are mentored by college graduates before the students enter college. The Stephen Pierce Foundation will travel to high schools which have a heavy concentration of financially underprivileged students and will provide mentors to students selected by their guidance counselors as candidates to attend college full-time. Mentors will exchange telephone numbers with interested students and will call each student on the mentors' list at least once a month to help the student prepare and stay on a schedule for meeting deadlines for college attendance including taking SATs, ACTs, ordering college applications, completing college essays, submitting college applications, submitting financial aid information. Mentors will call each student on their list once a month to find out how the student is proceeding with his or her college preparation list and to offer guidance to the student on how to meet his or her deadlines. Mentors will also visit the schools and meet with the students from each school in a group meeting every three months to discuss any challenges and offer solutions to overcoming those challenges.

The mentors will include Stephen Pierce, a college educated former NFL player, Anthony Blow, a college educated computer engineer, and Heather Whitley, a college educated Human Resources executive who provides job training to potential employees. The mentors have agreed to volunteer their time as mentors and will not be paid for being mentors.

The following is an overview of the Mentorship Program:

Objective: The Stephen Pierce Foundation shall provide effective mentorship to high school student-athletes who are considering playing at a college level. The mentorship program is commitment to develop success beyond the student-athlete's "playing years."

Mission: The mission of The Mentorship Program for Student Athletes is to provide support to under privilege students athletes who are attending inner city schools within San Diego. Our focus is to mentor student athlete who are transitioning from high school to college level sports. As well as provide a mentorship to workshop participants during their college years.
# Budget for Mock Trial Courtroom 2013

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Cost of Mock Trial Courtroom</td>
<td>$5,250</td>
</tr>
<tr>
<td>Materials (attorney notebooks and exhibit notebooks for participants)</td>
<td>$250</td>
</tr>
<tr>
<td>Podium for attorneys to address court</td>
<td>$750</td>
</tr>
<tr>
<td>Judge’s Bench</td>
<td>$1,800</td>
</tr>
<tr>
<td>Witness stand</td>
<td>$1,050</td>
</tr>
<tr>
<td>4 chairs for Counsel table</td>
<td>$600</td>
</tr>
<tr>
<td>2 Counsel tables</td>
<td>$800</td>
</tr>
</tbody>
</table>
BUDGET for 2013

Cash Flow from Operating Activities:

Cash Received from Grants: $7,500
Cash Received from Donors: $2,250
Cash paid for Programs, Supplies and gas: 9,000
Administrative Costs $500
Interest Paid: $0
Interest and Dividend: $0

Net Cash from Operating Activities: $9,750

Beginning Cash Balance: $9,750
Ending Cash Balance: $250
EXHIBIT B1
BUDGET NARRATIVE BY CATEGORY
FY 2015

ORGANIZATION NAME: THE STEPHEN PIERCE FOUNDATION
TMD Funds: CATEGORY A: $1,741,250
TMD Funds: CATEGORY B: 
TOTAL TMD FUNDS A + B: 
ORGANIZATION'S TOTAL ANNUAL BUDGET (TMD + PRIVATE SOURCE): $

CATEGORY A
BUDGET NARRATIVE BY SUB-CATEGORY:

A1.1 Hotel Meeting Sales: TMD FUNDS: $93,000
NARRATIVE (of budget line items):
The California Classic Challenge is a flagship event that will feature the most celebrated and recognized NFL Alumni as well as some of the most noted actors, actresses, musicians and artists on the contemporary scene today.

See also, Exhibit I

A1.2 Event Mgmt. / Group Sales Development: TMD FUNDS: $1,218,250
NARRATIVE (of budget line items):
These series of events promises to be groundbreaking in the fact that it will be the first annual California Classic Challenge making this a historic event. It provides an incredible venue to shine a light on education & mentoring programs and scholarship for the disadvantaged young people in the host city.

See also, Exhibit I

A1.3 Tourism Development/Travel Trade: TMD FUNDS: $450,000
NARRATIVE (of budget line items):
Annual California Classic Challenge Football Game - The college football game, inviting two prestigious colleges to battle it out on the football field. Tickets will be sold. This event will offer sponsorship and marketing opportunities for national corporations and local businesses. Proceeds from the event will be donated to The Stephen Pierce Foundation.

See also, Exhibit I
BOARD OF DIRECTORS
The Stephen Pierce Foundation
121 Broadway Suite 220
San Diego CA 92101
Phone: (858) 205-3881
Fax: (619) 330-9915

List of Board of Directors

Stephen Pierce
Chairman of the Board
Businessman

Cynthia Merritt
Treasurer
Board Member

Lee Barns
Board Member

Chiara Patrick
Board Member
Secretary

Anthony Simmons
Board Member
Section 7. Chairman of the Board

The Chairman of the Board shall chair all meetings of the members/the board. The Chairman has such other powers as the Board of Directors or the Bylaws may prescribe. Moreover, the Chairman shall manage this organization in administering the conduct of its business. The Chairman represents the Stephen Pierce Foundation within boundaries of policies and purposes established by the board and as set forth in the Articles of Incorporation and Bylaws.

None of the following actions may be taken without the approval of the Chairman of the Board:

(a) –Making such disbursements from the funds and properties of the Corporation as are required to fulfill the purposes of this Corporation as are more fully set out in the Articles of Incorporation.

(b) –Borrowing money and incurring indebtedness for the purposes of the Corporation and causing to be executed and delivered, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities.

Section 8. President

The President shall conduct, manage, and control the activities and affairs of the Corporation and make such rules and regulations consistent with, with the Articles of Incorporation, or with these Bylaws, as they may deem best. The President shall carry on the day to day business and operations of the Corporation.

Section 9. Secretary

The Secretary shall attend to the following:

♦ Book of Minutes. The Secretary shall keep or cause to be kept, at the designated place as the Board of Directors may direct. A book of minutes of all meetings and actions of directors, committees of directors, and members, with the time and place of holding regular and special meetings, and, if special, how authorized, the notice given, the names of those present at such meetings, the number of members present or represented at member's meetings, and the proceedings of such meetings.

♦ Records. The Secretary shall keep or cause to be kept, at the principal executive office, as determined by resolution of the Board; records of the corporate members, showing the names and addresses and email addresses, if any, of all directors.
Notice, Seal and Other Duties. The Secretary shall give; or cause to be given, notice of all meetings of the members and of the Board of Directors required by the bylaws to be given. The Secretary shall be custodian of the records and of the seal of the corporation and see that the seal is affixed to all duly executed documents, the execution of which on behalf of the corporation under its seal is authorized by law or these Bylaws.

Section 10. Treasurer

Treasurer - Subject to the provisions of these Bylaws relating to the "Execution of Instruments, Deposits and Funds," the Treasurer shall:

♦ Have charge and custody of, and be responsible for, all funds and securities of the organization, and deposit all such funds in the name of the organization in such banks, trust companies, or other depositories as shall be selected by the Board of Directors.
♦ Receive, and give receipt for, monies due and payable to the organization from any source whatsoever.
♦ Disburse, or cause to be disbursed, the funds of the organization as may be directed by the Board of Directors, taking proper vouchers for such disbursements.
♦ Keep and maintain adequate and correct accounts of the organization's properties and business transactions, including accounts of its assets, liabilities, receipts, disbursements, gains and losses.
♦ Exhibit at all reasonable times the books of account and financial records to any director of the organization or to his or her agent or attorney, on request therefore.
♦ Render to the Chairman and directors, whenever requested, an account of any or all of his or her transactions as Treasurer and of the financial condition of the organization.
♦ Prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports.
♦ Work closely with any certified public accountant retained by the Corporation, to complete any financial audits of the Corporation.
♦ In general, perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles of Incorporation of the organization, or by these Bylaws, or which may be assigned to him or her from time to time by the Board of Directors.
AUDIT COMPLIANCE ACKNOWLEDGEMENT:

See Page 29 of SDTMD Guidelines and Application:

Contractors receiving $75,000 or more in federal, state, city and/or SDTMD funds shall have Financial Statement Audits prepared in accordance with GAAP and audited by an independent Certified Public Accountant, in accordance with Generally Accepted Auditing Standards [GAAS]. This audit report shall include the following statements:

a) A statement of expenditure of SDTMD funds by program, to be identified in the same expenditure classifications as contained in the final budget and compared with the budgeted amounts;

b) A statement of revenues and expenditures, and a balance sheet of all funds received by Corporation; and

c) A statement certifying compliance with all terms and conditions of the SDTMD's contract with Contractor, and that all required reports and disclosures have been submitted, completed by an executive officer of Corporation.

Contractor shall provide the SDTMD a copy of the Financial Statement Audit within 150 calendar days of the end of Contractor's last complete fiscal year.

I have read and understand the Audit Compliance Acknowledgement:

Stephen Pierce
Name: Printed / Typed

[Signature]
Name: Signature

12.6.13
Date
The Stephen Pierce Foundation
City of San Diego

EQUAL OPPORTUNITY CONTRACTING (EOC)
1200 Third Avenue • Suite 200 • San Diego, CA 92101
Phone: (619) 236-6000 • Fax: (619) 235-5209

WORK FORCE REPORT

The objective of the Equal Employment Opportunity Outreach Program, San Diego Municipal Code Sections 22.3501 through 22.3517, is to ensure that contractors doing business with the City, or receiving funds from the City, do not engage in unlawful discriminatory employment practices prohibited by State and Federal law. Such employment practices include, but are not limited to unlawful discrimination in the following: employment, promotion or upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection for training, including apprenticeship. Contractors are required to provide a completed Work Force Report (WFR).

NO OTHER FORMS WILL BE ACCEPTED

CONTRACTOR IDENTIFICATION

Type of Contractor: □ Construction □ Vendor/Supplier □ Financial Institution □ Lessee/Lessor
□ Consultant □ Grant Recipient □ Insurance Company □ Other

Name of Company: ____________________________

ADA/DBA: ____________________________

Address (Corporate Headquarters, where applicable): ____________________________

City: ____________________________ County: ____________________________ State: CA Zip: 92101

Telephone Number: ( ) ____________________________ Fax Number: ( ) ____________________________

Name of Company CEO: ____________________________

Address(es), phone and fax number(s) of company facilities located in San Diego County (if different from above):

Address: ____________________________

City: ____________________________ County: ____________________________ State: ____________________________ Zip: ____________________________

Telephone Number: ( ) ____________________________ Fax Number: ( ) ____________________________

Type of Business: ____________________________ Type of License: Business

The Company has appointed: ____________________________

As its Equal Employment Opportunity Officer (EEOO), The EEOO has been given authority to establish, disseminate and enforce equal employment and affirmative action policies of this company. The EEOO may be contacted at:

Address: ____________________________

Telephone Number: ( ) ____________________________ Fax Number: ( ) ____________________________

□ One San Diego County (or Most Local County) Work Force - Mandatory
□ Branch Work Force *
□ Managing Office Work Force

Check the box above that applies to this WFR.

*Submit a separate Work Force Report for all participating branches. Combine WFRs if more than one branch per county.

I, the undersigned representative of ____________________________ (Firm Name)

______________________________ (County) ____________________________ (State)

hereby certify that information provided herein is true and correct. This document was executed on this 2013 day of December, 2013

______________________________ (Authorized Signature)

______________________________ (Printed Authorized Signature Name)
WORK FORCE REPORT – Page 2
NAME OF FIRM: The Stephen Pierce Foundation
DATE: December 2013
OFFICE or BRANCH(ES): 121 Broadway Suite 220 San
COUNTY: San Diego

INSTRUCTIONS: For each occupational category, indicate number of males and females in every ethnic group. Total columns in row provided. Sum of all totals should be equal to your total work force. Include all those employed by your company on either a full or part-time basis. The following groups are to be included in ethnic categories listed in columns below:

1) Black, African-American
2) Hispanic, Latino, Mexican-American, Puerto Rican
3) Asian, Pacific Islander
4) American Indian, Eskimo
5) Filipino
6) White, Caucasian
7) Other ethnicity; not falling into other groups

<table>
<thead>
<tr>
<th>ADMINISTRATION OCCUPATIONAL CATEGORY</th>
<th>(1) Black</th>
<th>(2) Hispanic</th>
<th>(3) Asian</th>
<th>(4) American Indian</th>
<th>(5) Filipino</th>
<th>(6) White</th>
<th>(7) Other Ethnicity</th>
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<td>Management &amp; Financial</td>
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<td></td>
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<tr>
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</tr>
<tr>
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*Totals Each Column 5:4

Grand Total All Employees 14

Indicate by Gender and Ethnicity the Number of Above Employees Who Are Disabled:

Disabled

Non-Profit Organizations Only:

Board of Directors

Volunteers

EOC Work Force Report (rev. 07/10) 2 of 3
INSTRUCTIONS: For each occupational category, indicate number of males and females in every ethnic group. Total columns in row provided. Sum of all totals should be equal to your total work force. Include all those employed by your company on either a full or part-time basis. The following groups are to be included in ethnic categories listed in columns below:

1. Black, African-American
2. Hispanic, Latino, Mexican-American, Puerto Rican
3. Asian, Pacific Islander
4. American Indian, Eskimo
5. Filipino
6. White, Caucasian
7. Other ethnicity; not falling into other groups

<table>
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<tr>
<th>TRADE OCCUPATIONAL CATEGORY</th>
<th>(1) Black (M) (F)</th>
<th>(2) Hispanic (M) (F)</th>
<th>(3) Asian (M) (F)</th>
<th>(4) American Indian (M) (F)</th>
<th>(5) Filipino (M) (F)</th>
<th>(6) White (M) (F)</th>
<th>(7) Other Ethnicity (M) (F)</th>
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<td>Brick, Block or Stone Masons</td>
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<td>Workers, Extractive Crafts, Miners</td>
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Totals Each Column

Grand Total All Employees

Indicate By Gender and Ethnicity the Number of Above Employees Who Are Disabled:

Disabled