

**PERFORMANCE FOR PROFIT MEASURES  
FIRST INSTITUTE TRAINING AND MANAGEMENT  
Fixed Fee Benchmarks  
PY10 – July 1, 2010 – June 30, 2011**

EMPLOYER GOALS and OBJECTIVES	PERFORMANCE REQUIREMENT/MEASUREMENT METHOD	PERCENT OF PROFIT / *PAYOUT TERMS OR TIMELINE
1) Increase number of employers using IETC services that are non-temp. or employment agencies that service other employers. (Objective – increase reliance on the One-Stop and minimize use of the middle-man.)	<ol style="list-style-type: none"> <li>1. Contact 100 employers/businesses in PY 10.</li> <li>2. Provide initial face-to-face presentation to 50 employers/businesses.</li> <li>3. 30 job placements resulting from employer/businesses contacts.</li> </ol>	15% -- \$ amount TBD Evaluate progress on quarterly basis. Final analysis in last quarter of program year.
2) Link five (5) employers to training resources for their employed workers.	<ol style="list-style-type: none"> <li>1. Through qualified employer contacts made above, FITM will need to demonstrate they facilitated a direct connection of five (5) employers to training resources.</li> <li>2. Employer must verify the training resource connection was made through FITM efforts.</li> </ol>	15% -- \$ amount TBD. Evaluate progress on quarterly basis with analysis upon receipt of verification from employers.
JOB SEEKER GOALS and OBJECTIVES	PERFORMANCE REQUIREMENT/MEASUREMENT METHOD	PERCENT OF PROFIT / *PAYOUT TERMS OR TIMELINE
1) Assist participants prepare to meet entrance requirements for specific occupational training programs through academic remediation.	19 of 25 individuals to be served in basic academic remediation programs (75%) enter occupational training by 6/30/2011.	15%** -- \$ amount TBD **This percentage will be a pro-rated percentage in accordance to the performance requirement outcome. Evaluate progress on quarterly basis with analysis upon end of program year.
2) Increase pool of workers in WIB-targeted industries. Increase the number of customers selecting Training in WIB-targeted industries or getting placed in WIB-targeted industries.	<ol style="list-style-type: none"> <li>A) 75% of all ITA's issued during the Program Year need to be for training in occupations or industries targeted by the River Valley WIB.</li> <li>B) 25% of job placements in the Program Year need to be in occupations or industries targeted by the River Valley WIB.</li> </ol>	30% - \$ amount TBD Profit percent to be split between A and B.
3) Increase services to Limited English-speaking individuals by referring candidates to ESL Programs.	1. Provide quarterly documentation of outreach efforts.	10% -- \$ amount TBD
4) Work closely with partners to provide services for special needs customers and refer to appropriate agencies.	1. Provide quarterly documentation of outreach efforts.	15% -- \$ amount TBD

\*Payout Terms="\$ amount TBD" is dependent on the final amount of funding through contract negotiations and what is eligible for profit in accordance with the Board's Profit Policy.

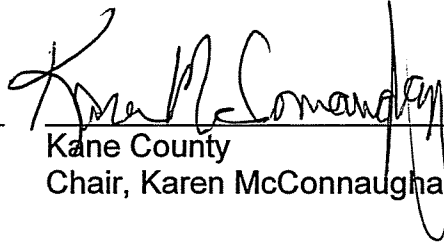
*It was agreed that the above goals may be revisited and modified as recommended by the River Valley WIB, based upon any unforeseen changes in the state of the DeKalb County economy. This review will only occur at the request of the Provider and such request must be submitted in writing to the River Valley WIB no later than March 31, 2011.*

The goals, objectives, requirements and measurement methods of this document have been accepted by:



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River Valley Workforce Board  
Chair, Frank Griffin



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Kane County  
Chair, Karen McConnaughay

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First Institute Training and Management