

California Indian Manpower Consortium, Inc.

*The CIMC Movement: Creating Positive Change
for Native Communities*



Program Year 2014

ANNUAL REPORT

PROGRAM YEAR 2014 ANNUAL REPORT

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The California Indian Manpower Consortium, Incorporated Program Year 2014 Annual Report is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This Annual Report, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.

This publication is a fulfillment of the requirement for a means of

the Corporation's own existence. This document in no way promulgates politics nor demeans any issue or person or persons; this publication is a tool of and for information only. Any additional information of the Corporation may be found on the internet at www.cimcinc.org or be obtained by calling (916) 920-0285 or mailing correspondence to California Indian Manpower Consortium, Inc., 738 North Market Boulevard, Sacramento, California 95834.

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Native American Tribal Equality Foundation - Saint Charles, IL
- Trickster Art Gallery, Schaumburg, IL

CIMC Geographic Service Area Map



Eastern Sierra Geographic Service Area

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Bridgeport Indian Colony - Bridgeport, CA
- Fort Independence Indian Reservation - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Owens Valley Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Owens Valley Indian Housing Authority - Bishop, CA
- Timbisha Shoshone Tribe - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

Escondido Geographic Service Area

- Campo Band of Mission Indians - Campo, CA
- Iipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- Jamul Indian Village - Jamul, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Band of Mission Indians - Pala, CA
- Pala Cupa Cultural Center - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Youth Center - Pala, CA
- Rincon Band of Luiseño Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, CA
- Viejas Band of Kumeyaay Indians - Alpine, CA

Redding Geographic Service Area

- Berry Creek Rancheria of Maidu Indians of California - Oroville, CA
- Cortina Indian Rancheria - Williams, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Enterprise Rancheria Indian Housing Authority - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Indian Community Council - Fort Bidwell, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education, Inc. - Shasta Lake City, CA
- Maidu Cultural and Development Group - Greenville, CA
- Mechoopda Indian Tribe of Chico Rancheria - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council, Inc. - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe of Northern California & Toyon-Wintu Center - Shasta Lake City, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- D-Q University - Davis, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Fresno American Indian Health Project - Fresno, CA
- Lone Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of CA - North Fork, CA
- Picayune Rancheria of the Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium - Fresno, CA
- Southern Sierra Miwuk Nation - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Me-Wuk Housing Authority - Tuolumne, CA

San Jacinto Geographic Service Area

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pomona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child Welfare Consortium - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres-Martinez Desert Cahuilla Indians - Thermal, CA

Ukiah Geographic Service Area

- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Elem Indian Colony - Lower Lake, CA
- Guidiville Indian Rancheria - Talmage, CA
- InterTribal Sinkiyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Redwood Valley Little River Band of Pomo Indians JOM - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria Citizens Business Council - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

BOARD OF DIRECTORS

OFFICERS

Chairman
Robert H. Smith
Pala, California

Vice-Chair
Gary Rickard
Anderson, California

Secretary
Arlene Craft
Banning, California

Treasurer
Benjamin Charley, Jr.
Bishop, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago
Kim Edward Cook
Chicago, Illinois

Eastern Sierra
Joyce Alvey
Bishop, California

Escondido
Shelia Smith-Lopez
Pala, California

Redding
Stacy Dixon
Susanville, California

San Jacinto
Colleen Garcia
Needles, California

Sacramento
Florence Dick
Dunlap, California

Ukiah
Elizabeth Hansen
Redwood Valley, California

NAWIC (ex-officio)
Erna Smith
Oakland, California



CIMC Board of Directors at 2014 Annual Membership Meeting: Elizabeth Hansen, Joyce Alvey, Florence Dick, Stacy Dixon, Colleen Garcia, Shelia Smith-Lopez, Kim Edward Cook, Erna Smith, Benjamin Charley, Jr., Linda K. Wenzel, Arlene Craft, Robert H. Smith



Ms. Linda Wenzel (shown here with Chairman Robert H. Smith) was recognized for a total of 10 years of service on the CIMC Board of Directors. She concluded her term as the Board of Directors Secretary, at the CIMC 2014 Annual Membership Meeting. Ms. Wenzel, from Lone Pine, California, is commended for her dedication and commitment to CIMC's vision and goals.

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL



CIMC NAWIC Members at April 2015 Meeting :Erna Smith, Brooks D. Ohlson, Ben W. Bendel, Benjamin Charley, Jr., G. David Singleton, Kim Edward Cook.

Ben W. Bendel, Retired - Pacific Gas & Electric Company, Granite Bay, California

Kim Edward Cook, Board of Directors - American Indian Health Service of Chicago, Inc., Chicago, IL

Brooks D. Ohlson, Director, Center for International Trade Development - Los Rios Community College District, Sacramento, California

G. David Singleton, Consultant - Community and Economic Development, Davis, California

Erna Smith, Retired - USDA Forest Service, Oakland, California

Honorary: Richard Anderson, Actor - Entertainment Industry, Beverly Hills, California

Ex-Officio: Robert H. Smith, Board of Directors - California Indian Manpower Consortium, Inc., Pala, California

Benjamin Charley, Jr., Board of Directors - California Indian Manpower Consortium, Inc., Bishop, California

EXECUTIVE DIRECTOR'S REPORT

This Program Year 2014 Annual Report highlights our efforts to create positive change throughout our Native communities through the delivery of appropriate services to meet a myriad level of needs which often lead to profound impacts for our Native families and communities. The staff of the California Indian Manpower Consortium, Inc. (CIMC) have met and/or exceeded program outcomes and performance results during these trying and turbulent times. We are pleased to share our work with you in this Report.

It is a satisfying and rewarding experience for all of us who invest our time and energy in order to fulfill the goals of CIMC. We know that we have contributed toward benefitting numerous individuals, families, tribes and communities in an effort to enhance the quality of life and culture for each individual. We continue to build upon what works, and define our priorities and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

As we reflect on our accomplishments over this past year, it is imperative now more than ever that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities as there is much that remains to be done.

Our Workforce Development Program provided an extensive and impressive range of employment opportunities, supportive services, skills and job training, including limited educational opportunities throughout our vast geographic service areas. The enhanced social media developed through our Native Digital Nations (NDN) Project contributes to a stronger connection with our workforce development services, field offices, employers and communities. Through all of the CIMC programs we remained committed to providing valuable services to elders, children, families and communities. CIMC continued the Native entrepreneurial training and has expanded the availability of financial education beyond the aspiring businessmen and women to include our workforce development and emergency services programs. We continue to decipher the Census 2010 and American Community Survey data in an effort to make sense of data which will determine our funding levels and have, more recently, begun the engagement of planning for Census 2020. We are

immensely involved in the development, education and dissemination of the Workforce Innovation and Opportunity Act (WIOA) proposed regulations and performance indicators and measures. In addition to our partnership with the National Congress of American Indians (NCAI), we are working with the California Tribal TANF Coalition and, for the first time ever, the State of California in the development of their State Plan for WIOA. On a daily basis, the CIMC staff strive to meet the objectives of all of our programs and it is reflected by the untiring efforts of this dedicated team of professionals continuing the dreams, promises and hopes envisioned thirty-seven years ago.

During Program Year 2014, the Workforce Development Programs [Workforce Investment Act (WIA) Comprehensive Services Program, Tribal Supplemental Youth Services (SYS) Program, and Native Employment Works (NEW) Program] provided services to 2,991 individuals. Once again, CIMC met all three Common Measures performance outcomes issued by the U.S. Department of Labor as well as meeting the program outcomes for both the Tribal Supplemental Youth Services and NEW Programs. Our involvement in the partnerships for WIA collaboration at the local, state and federal levels continue to benefit not only CIMC but provided additional training resources for our participants. Our participation on the Local Workforce Investment Boards (LWIBs) and the Statewide Workforce Boards has afforded opportunities to share information and develop strategies to enhance our WIOA efforts. Our Leadership Training for Entrepreneurial/Small Business/Economic Development Project (Native Entrepreneur Training) yielded another impressive group of 23 graduates. Our

MIS Specialist works continuously to provide peer-to-peer assistance to the WIA grantee community and Information/Technology Work Group on our BearTracks reporting system. More recently, she is engaged in the review and impact of the proposed performance indicators and measures of the U.S. Department of Labor WIOA programs. We continue to support the work of the P.L.102-477 Tribal Work Group maintaining a collaborative and supportive relationship as well

as working with our Tribal TANF partners as both groups face critical legislative activity on Capitol Hill. I want to thank our Board of Directors and CIMC Membership for supporting our efforts in these areas during this past program year.

"...it is imperative now more than ever that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities as there is much that remains to be done."

"On a daily basis, the CIMC staff strive to meet the objectives of all of our programs and it is reflected by the untiring efforts of this dedicated team of professionals continuing the dreams, promises and hopes envisioned thirty-seven years ago."

Continued on Page 6

EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services for families from our participating Tribes. Our Elders Program provided 48,061 meals to the elders from 16 participating Tribes. In addition, our Elders Program trained 70 caregivers in this past program year. Our Elders Program also facilitated three Medicare Improvements for Patients and Providers Act (MIPPA) sessions reaching over 100 Elders. The Community Services Block Grant (CSBG) Program continued the provision of emergency services to eligible American Indian families and individuals, many seeking services for the first time. We launched the "Workin' Skills into Careers" Project funded through the Administration for Native Americans to sharpen soft skills and introduce career pathways for our workforce development participants and participating communities. We also were awarded an AmeriCorps VISTA volunteer through the Spirit of the Sun to fill our gap in the area of grant writing. I am extremely proud of our CIMC team.

It is hard to believe that Indian and Native American Employment and Training programs are still fighting to ensure that program services are provided in a culturally appropriate manner, consistent with the principles of Indian self-determination and to support the growth and development of our Native people and communities as determined by representatives of such communities. Nonetheless we will continue our best to strengthen a DOL/DINAP Partnership for our programs, our Native people and our communities. As a member of the Native American Employment and Training Council, I will continue to dedicate time and effort to fostering a relationship with the Secretary of Labor, the Assistant Secretary for Employment and Training Administration and the Office of Workforce Invest-

ment in Washington, D.C. With the support and guidance of the CIMC Membership and Board of Directors, I will continue needed work to meet the challenges facing our programs and communities with the implementation of the WIOA, including the federal commitment to our programs inherent in this law.

I am confident that CIMC will do our part to make sure our agenda maintains a strong voice and plays a significant role in all Indian and Native American employment and training issues, and will stand firmly to furthering policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people. The education process is ongoing for the ever-changing Congress. CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities.

Detailed information about our accomplishments in Program Year 2014 and the challenges we strive to meet during Program Year 2015 are included in the respective department reports contained herein. CIMC staff will continue to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the CIMC Advisory Boards and the Native American Workforce Investment Council for their input, and the CIMC Membership for your continued guidance and support. It is a privilege, honor and pleasure to work for and with you.

Lorenda T. Sanchez
Executive Director

"...CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities."

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

CONDOR CONNECTION

During Program Year 2014, CIMC launched its first electronic newsletter, the CIMC Condor Connection. Seven editions were issued, from October 2014 to June 2014. Subscribers included CIMC Delegates, Board of Directors, NAWIC members, Advisory Board members, staff and any other interested individuals.

These e-newsletters provided updates on CIMC activities in the Native community and were delivered to subscribers' email addresses. PY14 ended with 190

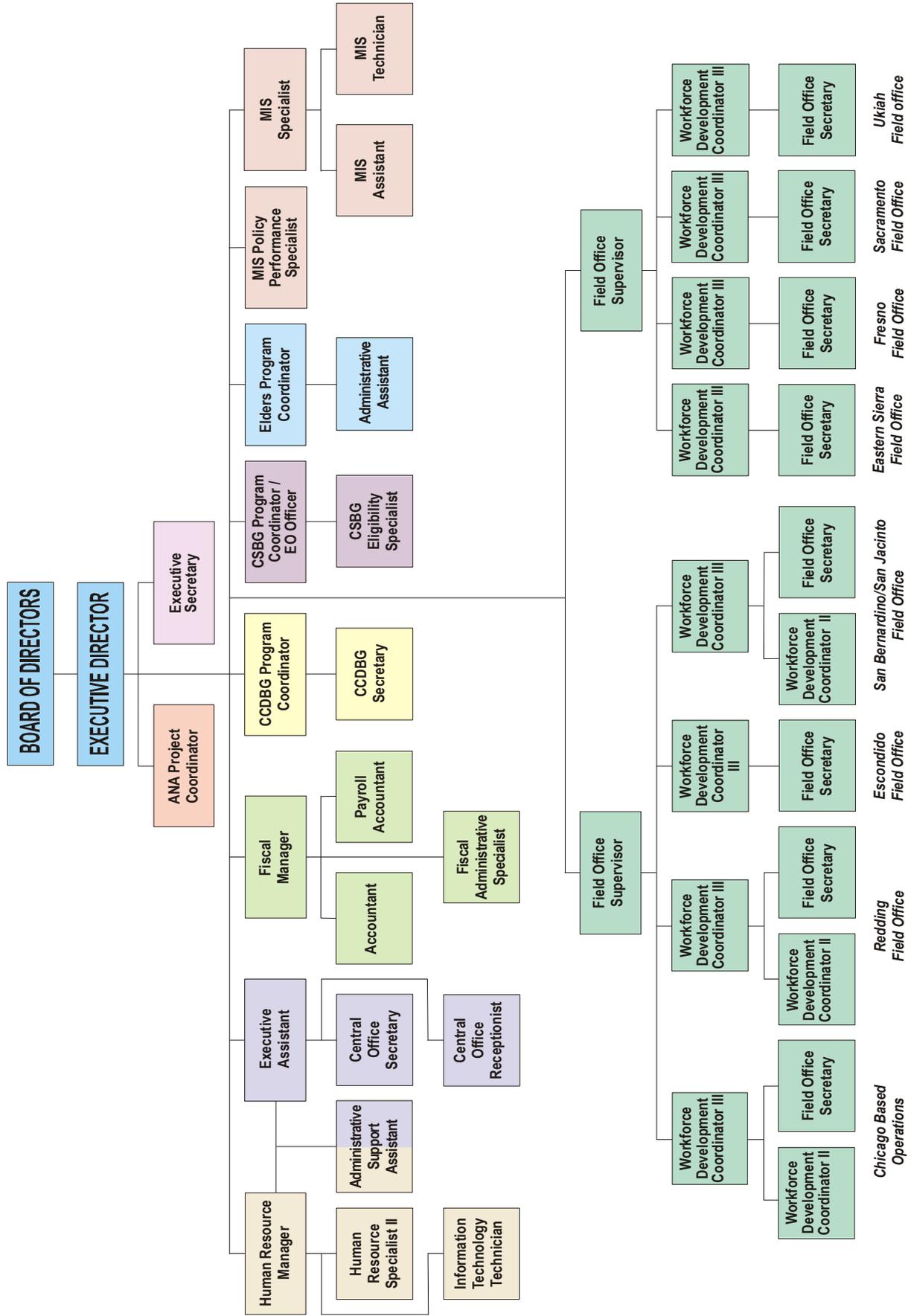


The CIMC Movement: Creating Positive Change for Native Communities

subscribers. A link to archived editions is available on the CIMC website: www.cimcinc.org.

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

ORGANIZATIONAL CHART



PROGRAM YEAR 2014 EXPENDITURES (JULY 1, 2014 TO JUNE 30, 2015)



WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor

Employment and Training Administration

Division of Indian and Native American Programs

Workforce Investment Act of 1998

Training Services Expenditures	\$147,708
Employment Services Expenditures	\$43,112
Other Program Services Expenditures	\$2,097,941
Administration Expenditures	\$560,303
Supplemental Youth Services Expenditures	\$98,911
NEW Program Expenditures	\$455,990

U.S. Department of Health and Human Services

Administration for Children and Families

Native Employment Works (NEW)

Sacramento Employment and Training Agency (SETA)

Out of School Youth Program Subcontract

SETA Subcontract Expenditures - 2013	\$19,676
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NATIVE DIGITAL NATIONS (NDN) PROJECT

U.S. Department of Health and Human Services

Administration For Native Americans

NDN Project Expenditures	\$39,475
NDN In-Kind Contributions	\$8,927



WORKIN' SKILLS INTO CAREERS (WSC) PROJECT

U.S. Department of Health and Human Services

Administration For Native Americans

WSC Project Expenditures	\$74,451
WSC In-Kind Contributions	\$19,934



CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY13 Program Expenditures	\$96,258
CCDBG - FY14 Program Expenditures	\$261,167
CCDBG - FY15 Program Expenditures	\$27,934



COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community

Services Development

Northern California Indian Development Council, Inc.

CSBG 2014 Subcontract Program Expenditures	\$229,309
CSBG 2015 Subcontract Program Expenditures	\$28,322



ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging (ACL/AoA)

<u>ACL/AoA-1 Program FY2014 Expenditures</u>	<u>\$45,897</u>
<u>ACL/AoA-2 Program FY2014 Expenditures</u>	<u>\$79,749</u>
<u>ACL/AoA-3 Program FY2014 Expenditures</u>	<u>\$53,617</u>
<u>ACL/AoA-4 Program FY2014 Expenditures</u>	<u>\$61,952</u>
<u>ACL/AoA-5 Program FY2014 Expenditures</u>	<u>\$73,740</u>
<u>ACL/AoA-6 Program FY2014 Expenditures</u>	<u>\$36,772</u>

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>Caregiver-1 Program FY2014 Expenditures</u>	<u>\$10,279</u>
<u>Caregiver-2 Program FY2014 Expenditures</u>	<u>\$15,237</u>
<u>Caregiver-3 Program FY2014 Expenditures</u>	<u>\$14,791</u>
<u>Caregiver-4 Program FY2014 Expenditures</u>	<u>\$10,672</u>
<u>Caregiver-5 Program FY2014 Expenditures</u>	<u>\$15,979</u>
<u>Caregiver-6 Program FY2014 Expenditures</u>	<u>\$7,534</u>

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>NSIP-1 Program FY2014 Expenditures</u>	<u>\$7,927</u>
<u>NSIP-2 Program FY2014 Expenditures</u>	<u>\$8,091</u>
<u>NSIP-3 Program FY2014 Expenditures</u>	<u>\$4,782</u>
<u>NSIP-4 Program FY2014 Expenditures</u>	<u>\$5,653</u>
<u>NSIP-5 Program FY2014 Expenditures</u>	<u>\$11,414</u>
<u>NSIP-6 Program FY2014 Expenditures</u>	<u>\$6,068</u>

MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT (MIPPA) PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>MIPPA-1 Program FY2014 Expenditures</u>	<u>\$2,168</u>
<u>MIPPA-2 Program FY2014 Expenditures</u>	<u>\$2,093</u>
<u>MIPPA-3 Program FY2014 Expenditures</u>	<u>\$1,729</u>
<u>MIPPA-4 Program FY2014 Expenditures</u>	<u>\$1,388</u>
<u>MIPPA-5 Program FY2014 Expenditures</u>	<u>\$1,810</u>
<u>MIPPA-6 Program FY2014 Expenditures</u>	<u>\$1,272</u>

PROGRAM YEAR 2014 OVERVIEW

The CIMC Movement: Creating Positive Change for Native Communities

Workforce Development Program served a total of 2,991 Participants.



Native Digital Nations Project concluded with 225 people trained.



Workin' Skills into Careers Project certified 18 CIMC staff members to become trainers in the "Workin' with Tradition" soft skills curriculum.



The Elders Program served 48,061 meals in 16 Tribal communities.



100+ elders received Medicare and Will & Trust Training.

70 individuals received Basic Caregiver Training.

CCDBG Program provided services to 72 children in 40 families.



23 students completed the CIMC Native Entrepreneur Training.



California Indian Manpower Consortium, Inc.
in partnership with the
**US Department of Labor
Employment and Training Administration**
October 31, 2014 - 8:30 am - 12:00 noon
Pala Casino Spa Resort - Pala, California



WORKFORCE INNOVATION AND OPPORTUNITY ACT OF 2014

Strengthening the Connection between Education, TANF and the Workforce

Don't miss this opportunity to learn about the legislation, including what is new, what will stay the same in Section 166 for Indian and Native American Programs, participate in a process to share your comments and ways to improve Indian workforce programs, and to help develop recommendations for the process of implementation.

Indian and Native American Grantee Concerns:

- New Primary Indicators of performance without consultation
- Proposed reporting system for INA grantees
- Change in youth accountability measures and eligibility requirements
- Participation in State Workforce Investment Boards
- Funding Levels

PLEASE CONFIRM YOUR ATTENDANCE to sandra@cimcinc.com or (916) 920-0285 by Tuesday, October 21, 2014.

For group lodging rates at the Pala Casino Spa Resort, contact CIMC at (916) 920-0285 or sandra@cimcinc.com no later than Tuesday, October 21, 2014.

CIMC, 738 North Market Boulevard, Sacramento, California 95834 | www.cimcinc.org | (800) 640-CIMC

WIOA TOWN HALL

In partnership with the U.S. Department of Labor, Employment and Training Administration, CIMC hosted a Town Hall Meeting on the Workforce Innovation and Opportunity Act of 2014. Attendees learned about this new legislation and had the opportunity to share comments on ways to improve Indian workforce programs and to help develop recommendations for the implementation process. Ms. Athena Brown, Chief of the Division of Indian and Native American Programs, was in attendance.

FIELD OFFICES

CHICAGO BASED OPERATIONS

1945 West Wilson Avenue, Suite 3000
Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax

EASTERN SIERRA FIELD OFFICE

P.O. Box 1871
Bishop, California 93514
(760) 873-3419; (760) 873-3989 - fax

ESCONDIDO FIELD OFFICE

35008 Pala Temecula Rd. - PMB#34
Pala, California 92059
(760) 742-0586; (760) 742-3854 - fax

FRESNO FIELD OFFICE

5108 East Clinton Way - Suite 127
Fresno, California 93727
(559) 456-9195; (559) 456-8330 - fax

REDDING FIELD OFFICE

2540 Hartnell Avenue - Suite 1
Redding, California 96002
(530) 222-1004; (530) 222-4830 - fax

SACRAMENTO FIELD OFFICE

738 North Market Boulevard
Sacramento, California 95834
(916) 564-2892; (916) 564-2345 - fax

SAN BERNARDINO/SAN JACINTO FIELD OFFICE

21250 Box Springs Road - Suite 204
Moreno Valley, California 92557
(951) 784-9962; (951) 784-9945 - fax

UKIAH FIELD OFFICE

631 South Orchard Avenue
Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax



WORKFORCE DEVELOPMENT PROGRAM YEAR 2014 HIGHLIGHTS



Workforce Development Program and MIS Staff with Kristi Synold, ANA Project Coordinator, G. David Singleton, WSC Project Consultant, and Dr. Steve Parese, Trainer - April 2015

Workforce Development Program staff attended a Train the Trainer workshop hosted by the CIMC Workin' Skills Into Careers (WSC) Project. Staff learned how to facilitate the ten-module "Workin' with Tradition" soft skills training curriculum that includes goal setting, conflict resolution, time management, and interpersonal communication.

CIMC field staff learned to facilitate training sessions for clients in each of the field offices to link soft skills and career pathways as a way to enhance client employment opportunities. Training was presented by Dr. Steve Parese of SBP Consulting, Inc.

The CIMC Eastern Sierra Field Office moved during this Program Year to a new location: 350 North Barlow Lane, Bishop, California 93534.



Workforce Development Program staff attended 39 outreach events during Program Year 2014. Events included job fairs, pow-wows, big times, health fairs, etc.

The Workforce Development Program continued the successful collaboration with the Native Digital Nations (NDN) project. The NDN Project provided social media training to newly hired staff that included Facebook, Twitter, online safety, digital responsibility, and an overview of Microsoft Office software.

After being located for nearly two decades in the American Indian Center of Chicago building, the CIMC Chicago Based Operations (CBO) moved to the Albany Park Community Center in May 2015.

A special Grand Opening event was held in June 2015 to allow the community to meet CBO's professional staff, learn about CIMC's innovative workforce programs, and tour the new offices and resource center. This new location provides clients with access to additional partnership program services.

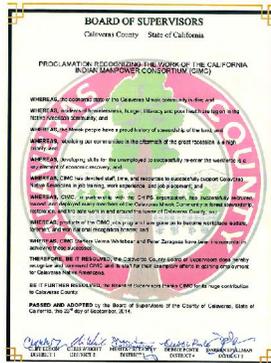
CBO appreciates its valuable relationship with the American Indian Center of Chicago and looks forward to maintaining and strengthening this linkage well into the future.

The Sacramento Field Office hosted a Personal Financial Literacy Workshop in March 2015. Training was provided by Marea J. Flores, Senior Representative of Primerica Financial Services. Ms. Flores is a graduate of the 2014 CIMC Leadership Training for Entrepreneurial Small Business / Economic Development.

The SETA Out of School Closeout Grant provided follow-up services for 44 participants from Program Year 2012-13. A subgrant of \$20,000 was provided by the Sacramento Employment and Training Agency.

The Calaveras County Board of Supervisors passed and adopted a Proclamation on September 23, 2014 in San Andreas, California, recognizing CIMC and its staff for exemplary efforts in gaining employment for Calvaras Native Americans and for its huge contribution to Calaveras County.

The Proclamation was presented by District II Supervisor Chris Wright to Ms. Lorenda T. Sanchez, CIMC Executive Director.

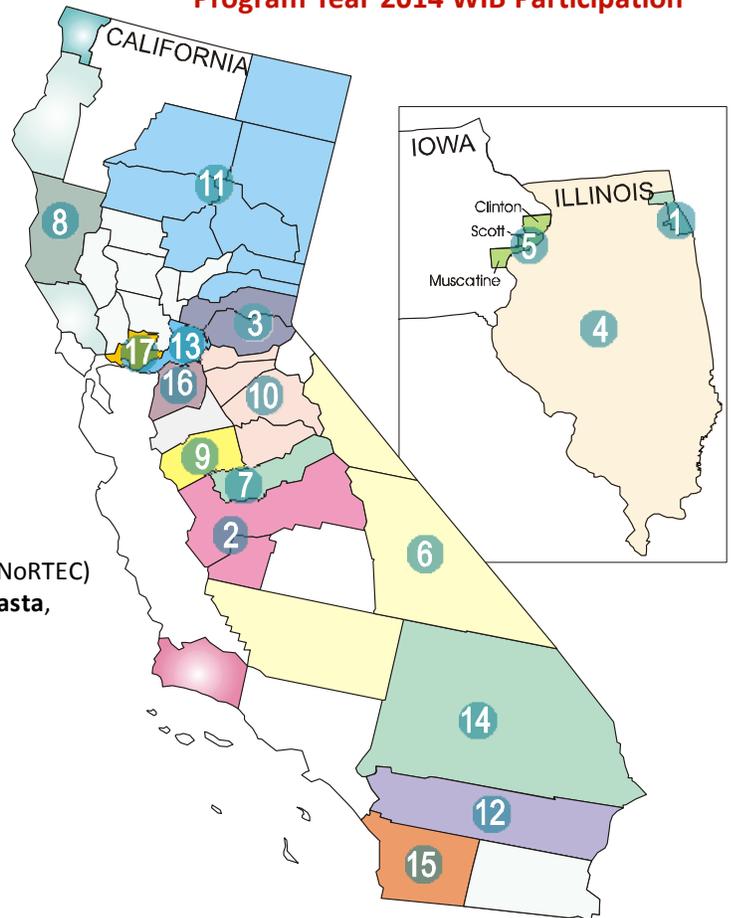


WORKFORCE INVESTMENT BOARD PARTICIPATION

During Program Year 2014, CIMC was active on or collaborated with 17 Workforce Investment Boards (WIBs) within CIMC's geographic service area. Appointed by the local Board of Supervisors for each area, each WIB board is charged with the task of implementing the respective county's Strategic Five-Year Local Plan. These boards include:

1. Chicago Jobs Council - Cook County, **Illinois**
2. **Fresno** Regional Workforce Investment Board
3. Golden Sierra Workforce Investment Board – **Alpine, El Dorado and Placer** Counties
4. **Illinois** Workforce Investment Board
5. Iowa Region 9 Workforce Investment Board - **Clinton, Jackson, Scott and Muscatine** Counties
6. Employer's Training Resource Workforce Investment Board - **Inyo, Mono, Kern** Counties
7. **Madera** County Workforce Investment Board
8. **Mendocino** County Workforce Investment Board
9. **Merced** County Workforce Investment Board
10. Mother Lode Workforce Investment Board - **Amador, Calaveras, Tuolumne and Mariposa** Counties
11. Northern Rural Training and Employment Consortium (NoRTEC) - **Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Tehama, and Trinity** Counties
12. **Riverside** County Workforce Development Board
13. **Sacramento** Employment and Training Agency
14. **San Bernardino** County Workforce Investment Board
15. **San Diego** Workforce Partnership, Inc.
16. **San Joaquin** WorkNet
17. Workforce Investment Board of **Solano** County

Program Year 2014 WIB Participation



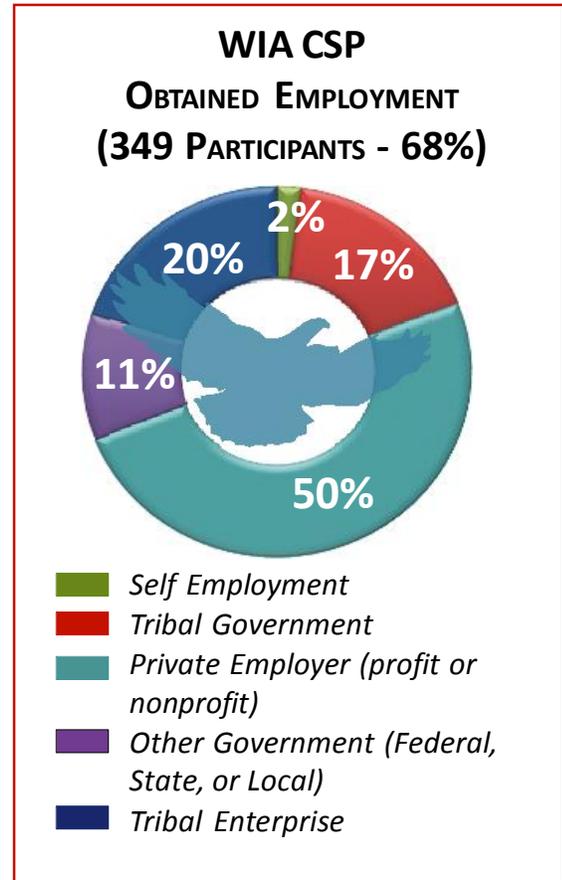
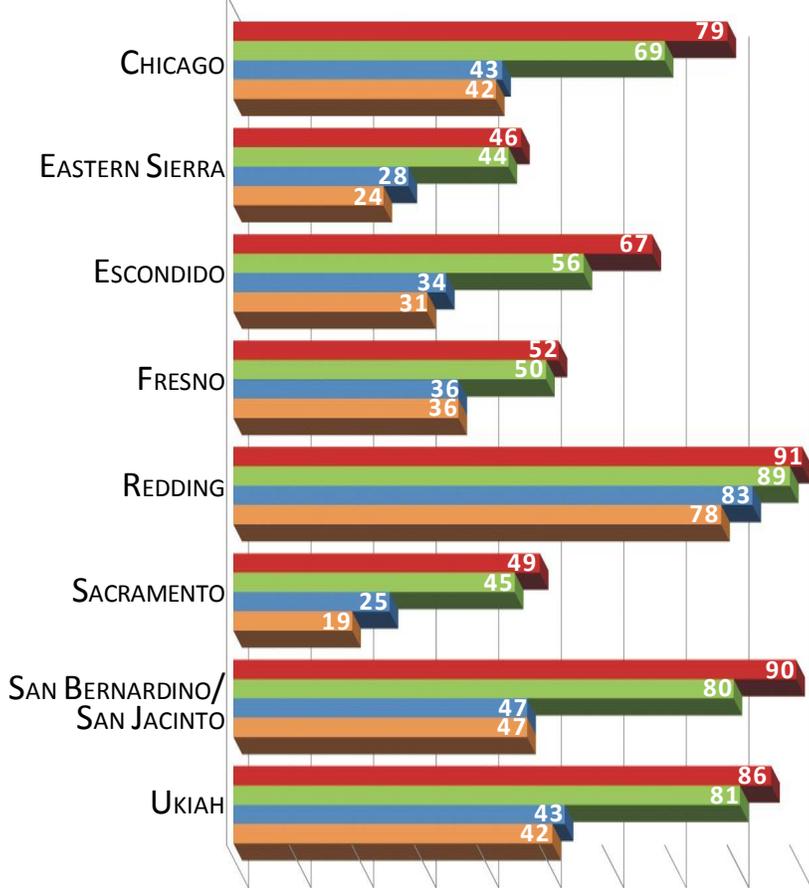
CIMC Field office staff have stayed in regular contact with these America's Job Centers and refer clients for career services. CIMC field office staff have referred CIMC clients for workshops on interviewing skills, resume development and potential funding for training.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2014 PERFORMANCE

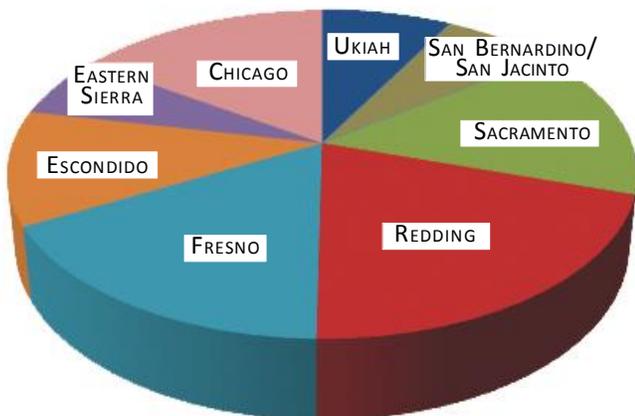
WORKFORCE INVESTMENT ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2014

■ TOTAL PARTICIPANTS SERVED	2,851
■ TOTAL EXITERS	514
■ ENTERED UNSUBSIDIZED EMPLOYMENT	349
■ ACHIEVED ENTERED EMPLOYMENT MEASURE	328

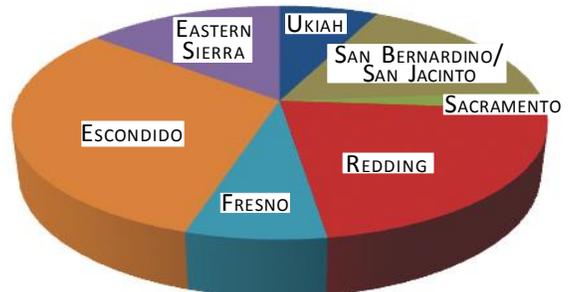
FIELD OFFICE



**CORE SERVICES (SELF-DIRECTED ONLY)
PY2014 BY FIELD OFFICE (TOTAL - 2,291)**



**TRIBAL SUPPLEMENTAL YOUTH SERVICES
PY2014 ENROLLMENTS BY FIELD OFFICE (TOTAL - 42)**



**90% ATTAINED TWO OR MORE GOALS
100% ATTAINED WORK READINESS
100% COMPLETED SUMMER EMPLOYMENT**

WIA CSP AND NEW PARTICIPANT TRAINING

Wildland Firefighter Training at Pala



The CIMC Escondido and San Bernardino/San Jacinto Field Offices recruited individuals for training in Wildland Firefighting, provided by the National Wildfire Coordinating Group. In coordination with the U.S. Bureau of Indian Affairs Southern California Agency, CIMC staff placed 20 students into this training in July 2014.

Trainees learned the primary factors affecting the start and spread of wildfire and recognition of potentially hazardous situations, basic firefighting techniques and basic leadership principle used on the fireline. Students were required to attend the entire 40 hours to complete the course. All 20 students passed the exam.

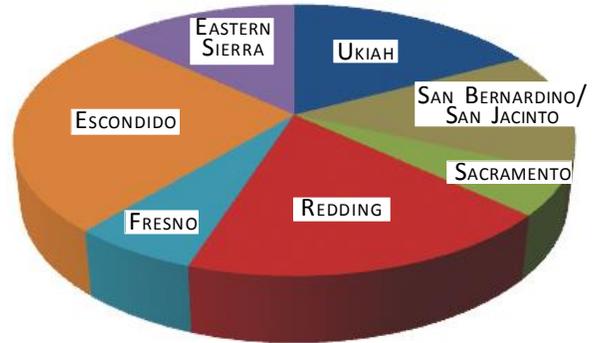
GRID Alternatives Training at Mesa Grande



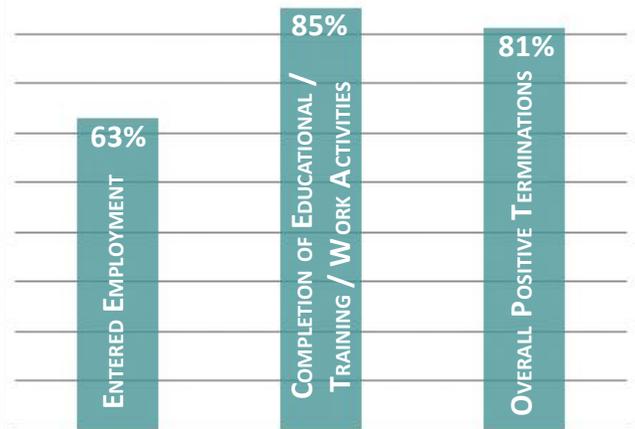
Photograph Source: Mesa Grande Band of Mission Indians

The CIMC Workforce Development Program partnered with GRID Alternatives to train clients on the installation of solar electric systems for low-income homeowners at the Mesa Grande Reservation. This partnership provided hands-on training and a career pathway to the solar industry. The 252-hour training included: solar installations, permits, logistics and materials handling, design, CPR, and workplace safety. GRID Alternatives is a nonprofit agency working to empower communities in need of clean, renewable energy.

NATIVE EMPLOYMENT WORKS PROGRAM PROGRAM YEAR 2014 ENROLLMENTS BY FIELD OFFICE (TOTAL - 98)



PROGRAM YEAR 2014 PERFORMANCE OUTCOMES



CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development

20 CIMC WIA CSP and NEW Participants completed the Program Year 2014 Training, with participants from each CIMC Field Office.



WORKIN' SKILLS INTO CAREERS PROJECT

The U.S. Department of Health and Human Services, Administration for Native Americans has awarded California Indian Manpower Consortium, Inc. with a three-year Sustainable Employment and Economic Development Strategies grant entitled *Workin' Skills into Careers* (WSC).

Project Objective

By the end of year three, 194 of the 243 WSC training participants will have achieved a work experience, unsubsidized employment, and/or enroll in school if not attending at time of enrollment.

The intent of this grant is to assist CIMC to build a standardized soft skills strategy for all CIMC field offices, including soft skills trainings for staff and clients. Soft skills trainings include topics such as work culture, understanding stress, expressing concerns, and positive decision making.

During this program year, the project worked in partnership with an excellent team of consultants and collaborated with CIMC staff, CIMC Board of Directors and community members to complete planned project activities.

Program Year 2014 Activities

18 CIMC Staff members became certified trainers in the *Workin' with Tradition* soft skills curriculum in April 2014. Staff were provided with tools and resources to facilitate their own trainings in Tribal communities in a culturally appropriate and relevant way.

Forms, outreach materials, training evaluations, and processes to collect training attendee data and to ensure the WSC project meets identified employment and education objectives by year three were developed.

A dedicated team of volunteer consultants met regularly to provide feedback on project progress and began developing career pathway resources for CIMC's different geographic service areas.

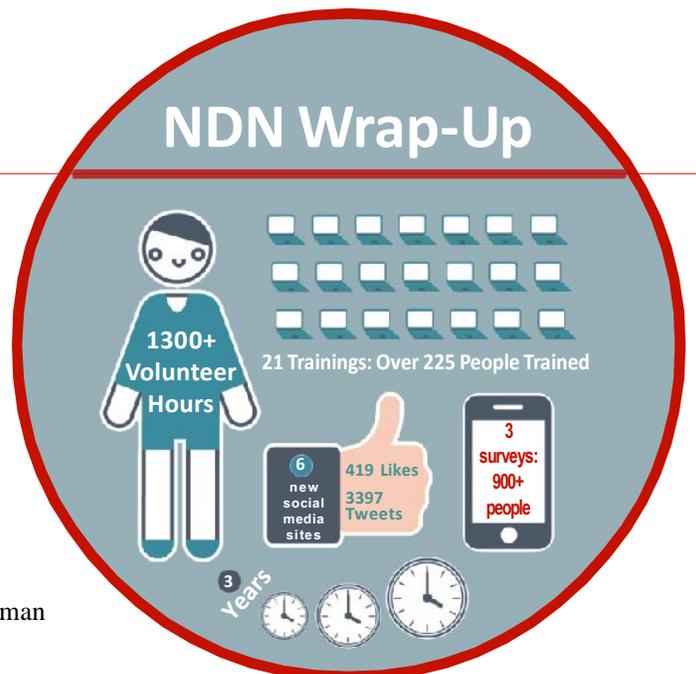


NATIVE DIGITAL NATIONS PROJECT

During Program Year 2014, the CIMC Native Digital Nations (NDN) Project completed the three-year project. This project worked to empower CIMC Workforce Development Program participants to fulfill their career goals through digital skill development.

During the final months of the project, Digital Literacy and Responsibility Training was provided to the Central Office staff and Digital Boot Camps were held at the Redding Field Office, the Chicago Based Operations, and at the Mechoopda Rancheria. The NDN Project also assisted the Sacramento Field Office with the launch of their Facebook and Twitter social media sites.

Funding was provided by the U.S. Department of Health and Human Services, Administration for Native Americans.



CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2014 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. CCDBG Program staff continued



to assist eligible parents with their child care needs.

The CIMC CCDBG Program provided payments for child care services for eligible families, which totaled 72 children from 40 fami-

lies. Payments were authorized through the issuance of child care certificates.

During this report period, the CCDBG Program staff put together backpacks that were filled with age appropriate school supplies. Each child participating in the CIMC CCDBG Program received an age appropriate backpack that was filled with enough school supplies to last throughout the entire school year.

Also during this report period, the CCDBG Program received a donation of toys from Walking Shield, Inc. CCDBG Program staff and volunteers wrapped and sorted each gift by age and gender and were given to the children who participate in the CIMC CCDBG Program. Gifts were also shared with some of the tribes located throughout California.

- PARTICIPATING TRIBES**
- Cahuilla Band of Indians
 - Fort Independence Reservation
 - Lone Pine Paiute-Shoshone Reservation
 - Mesa Grande Band of Mission Indians
 - Morongo Band of Mission Indians
 - San Pasqual Band of Mission Indians
 - Santa Rosa Reservation
 - Santa Ynez Band of Chumash
 - Iipay Nation of Santa Ysabel
 - Sherwood Valley Rancheria
 - Tuolumne Band of Me-Wuk Indians

COMMUNITY SERVICES BLOCK GRANT PROGRAM

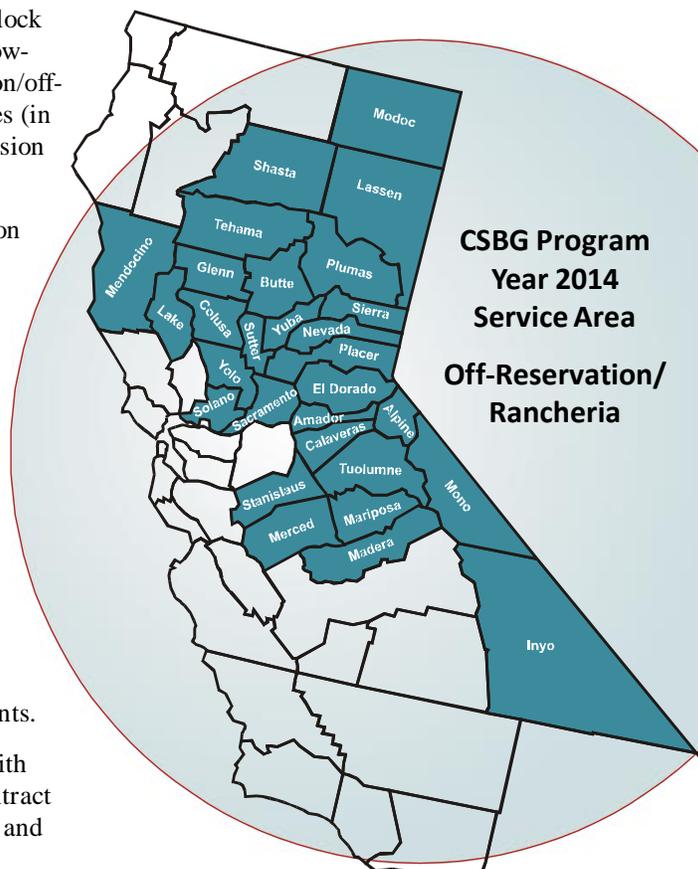
During Program Year 2014, the CIMC Community Services Block Grant (CSBG) Program services were available to eligible low-income Native American families that resided off-reservation/off-rancheria in 29 California counties. The provision of CSBG services (in collaboration with various other agencies) support the program's vision of promoting the self-sufficiency of Native American households.

Services provided included: (1) housing -- emergency relocation or eviction prevention; (2) utilities -- deposit for new service, disconnection prevention, or restore service; (3) other utilities -- wood or other heating fuel; and (4) nutrition. Also, there were limited supportive services available (related to employment or education), which were directly related to the applicant's vocational pursuits.

Given the increased number of requests for more information about the program, CSBG staff conducted outreach activities at the Marysville Pow Wow, including free face-painting for young children.

Another emerging pattern has been the increasing number of repeat households seeking assistance. CSBG staff registered to participate in a budget management education training of trainers activity, which will provide useful tools that can be shared with clients.

The CIMC CSBG Program was funded through a subcontract with Northern California Indian Development Council, Inc. and a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter.

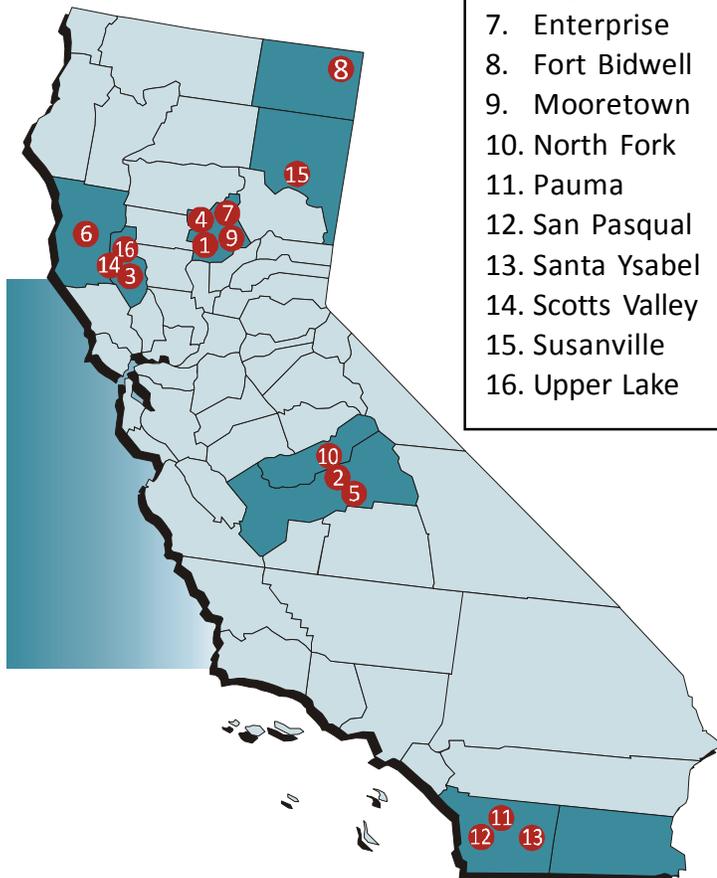


The CIMC Elders Program operated during Program Year 2014 with funding from the U.S. Department of Health and Human Services, Administration for Community Living/Administration on Aging (ACL/AoA). The program is funded under Title VI of the Older Americans Act.

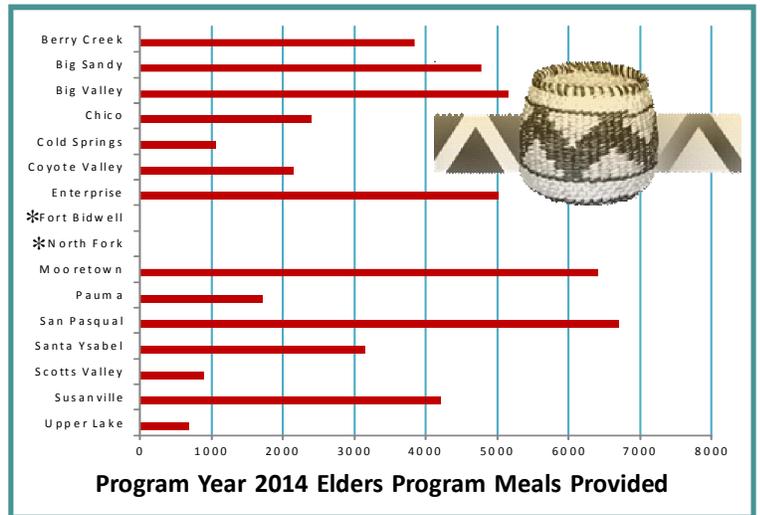
The primary purpose of the program is to ensure that the nutritional needs of participating elders are being met. During PY14, noon meals were prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders who are homebound and unable to come to the congregate meal site were able to receive home-delivered meals. Elders at sites where meals are not prepared and served on-site received delivered hot meals from other nutrition programs, frozen meals, or shelf stable meals.

Throughout the program year, Elders Program staff worked with all participating tribes and provided oversight of the program operation at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

Elder Program Sites



1. Berry Creek
2. Big Sandy
3. Big Valley
4. Chico/Mechoopda
5. Cold Springs
6. Coyote Valley
7. Enterprise
8. Fort Bidwell
9. Mooretown
10. North Fork
11. Pauma
12. San Pasqual
13. Santa Ysabel
14. Scotts Valley
15. Susanville
16. Upper Lake



*On-site nutrition pending; only outreach and cultural activity during this report period.



During the grant period of April 1, 2014 through March 31, 2015 a total of 3,153 meals were served in a congregate meal setting and another 44,908 meals were delivered to participating elders' homes for a grand total of **48,061** meals served.

All sites contributed to the success of the CIMC Elders Program by providing site contacts that assisted the program staff with completing intakes and distribution of informational material. Some sites provided assistance to the CIMC Elders Program to help meet the financial requirements of the program as funding is limited.

MEALS ARE PURCHASED FROM OTHER NUTRITIONAL PROGRAMS FOR DELIVERY AT:	SHELF STABLE MEALS ARE PROVIDED AT:	CURRENTLY MEALS ARE PREPARED ON-SITE AT:
CHICO / MECOOPDA RANCHERIA	MOORETOWN RESERVATION	BIG SANDY RANCHERIA
COLD SPRINGS RANCHERIA	PAUMA RESERVATION	COYOTE VALLEY RANCHERIA
ENTERPRISE RANCHERIA	SUSANVILLE RANCHERIA	SAN PASQUAL RANCHERIA
SANTA YSABEL RANCHERIA	SCOTTS VALLEY RANCHERIA	NORTH FORK RANCHERIA
	UPPER LAKE RANCHERIA	BIG VALLEY RANCHERIA
		BERRY CREEK RANCHERIA
		FORT BIDWELL RESERVATION

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program provides services to families who are caring for an older relative with a chronic illness or disability and to elders who are relative caregivers themselves. Services include information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

During this past program year, two sessions of a 26-hour basic caregiver training / 8-hour CPR First Aid training were conducted; 70 tribal members com-

pleted the training.

Course participants completed an application and were required to meet the following requirements: A desire to learn new skills; provide own transportation; actively providing care; reliable; 21 years of age or older; willing to make a long-term commitment and drug free.

During each course, participants learned the following: the role of the caregiver; consumer rights; mental and physical conditions, including aging process; observation and reporting; environmental safety; infection control; universal precautions, and personal care.



CAREGIVER TRAINING



Date: August 4-8, 2014
Location: Pala Casino Spa Resort
11154 Highway 76, Pala, CA

Application Deadline: July 28, 2014

Earn up to \$11.50 per hour providing respite care to families who care for an Elder in their home.

Learn the skills you need to be a Respite Care Provider.

Contact for more information:
Phone: (916) 320-0225 or (800) 640-CIMC
Charlaine Mix, Elders Program Coordinator
or Sandra Gillming, Administrative Support Assistant

Requirements:

- A Desire to Learn New Skills
- Provide own Transportation
- Providing Care
- Reliable
- Be Twenty One (21) Years of Age
- Long Term Commitment
- Drug Free

What you will learn:

- Role of the Caregiver
- Consumer Rights
- Mental and Physical Conditions, Including Aging Process
- Observation and Reporting
- A Safe Environment
- Infection Control/Universal Precautions
- Personal Care

The CIMC Movement: Creating Positive Change for Native Communities
California Indian Manpower Consortium, Inc. 728 North Market Boulevard, Sacramento, CA 95833
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MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT PROGRAM

This past program year, California Indian Manpower Consortium, Inc. (CIMC) hosted three regional Medicare Informational Workshops as follows:

DATE	LOCATION	TRIBES SERVED
DECEMBER 7, 2014	OROVILLE	CHICO, ENTERPRISE, BERRY CREEK, MOORETOWN
FEBRUARY 17, 2015	UPPER LAKE	COYOTE VALLEY, SCOTTS VALLEY, BIG VALLEY, UPPER LAKE
MAY 14, 2015	SUSANVILLE	SUSANVILLE, FORT BIDWELL

CIMC collaborated with the California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) which identified HICAP staff and volunteers to present at the training sessions. A powerpoint (Protect Yourself, Your Family, and Your Tribe) was presented containing the following;

- É Medicare Overview
- É What is Senior Medicare Patrol (SMP)
- É What is Medicare
- É Part D, Who is eligible? Prescription Drug Coverage
- É Fraud and Abuse

The following lists of handouts were provided to each attendee:

- É A brochure from the California Senior Medicare Patrol (Protect Yourself, Your Elders, and Your Tribe)
- É Getting Help with Medicare Costs
- É Medical Identity Theft
- É Medical Equipment Fraud
- É Save \$ on Medicare costs, including prescription drugs

In partnership with California Indian Legal Services, the CIMC Elders Program provided Will and Trust training in conjunction with the Medicare workshops.



NATIVE ENTREPRENEUR TRAINING PROGRAM

The fifteenth session of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2014.

This program year, 23 emerging Native entrepreneurs completed this training which was conducted in a series of workshops held in four different tribal communities in California: Pala, Alpine,

Loleta, and Tuolumne. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in December 2014.

Students learned how to develop a business plan, enabling them to start a business or expand an existing business. They also learned essential business

concepts including marketing, financial management, human resource management, and day-to-day operations.

A ceremony marked the completion of the training at the Hotel at Black Oak Casino in Tuolumne, California. CIMC Board of Directors Chairman Robert H. Smith presented Certificates of Completion to the graduates.



Front Row: Weylin Webster (Tonawanda Band of Seneca Indians); Marcell Cagey (Pala Band of Mission Indians); Sonny Thompson (Leech Lake Band of Ojibwe); Teresa Meek (Habematolel Pomo of Upper Lake); Frank Salazar III (Campo Band of Kumeyaay Indians) Middle Row: Paul Beecher (Big Sandy Band of Western Mono Indians); William Falck (Bishop Paiute Tribe); Kathy Toney (North Fork Rancheria of Mono Indians); Sylvia Buccat (lone Band of Miwok Indians); Candace Kupsch (Mountain Cahuilla); Derek Muro (Kashia Band of Pomo Indians); Josette Wawahsuck (Prairie Band Potawatomi Nation) Back Row: Paul Arnold (Yankton Sioux Tribe); Michael Morales (Tohono O'odham Nation); Charlie Alvary (Tejon Indian Tribe); Yvonne Quintero (Sherwood Valley Band of Pomo Indians); Robert Tapia (Kashia Band of Pomo Indians); Marthina Taylor (Bishop Paiute Tribe); Carla Youngbear (Sac & Fox Tribe of the Mississippi in Iowa); Amber Wilburn (Delaware Tribe of Indians); Jason Davis (Hualapai Tribe); Jorganna Pecore-Espejel (Menominee Nation); Clarissa Mashburn (Bishop Paiute Tribe)

In addition to funding received under the Workforce Investment Act from the U.S. Department of Labor, this important training was also sponsored by:

Cahuilla Band of Indians

TRAINING FACULTY

The training was provided by faculty chosen for their expertise in their respective fields and their knowledge of Native entrepreneurship; most are Native American.

- **Preston J. Arrow-weed** - President, Ah-Mut Pipa Foundation (Quechan)
- **Kenneth Banks** - Artist, Kenneth Banks Designs (Kumeyaay) - 2005*
- **Monica Burch** - Owner, Bliss Salon (Maidu) - 2008*
- **Michael L. Connolly** - CEO, Laguna Resource Services, Inc. (Kumeyaay)
- **Dirk Charley** - Former Business Owner and Former Human Resources Manager (Mono) - 2001*
- **Daniel Golding** - Owner, Hokan Media Productions (Quechan)
- **Peter H. Hackbert, PhD** - Director, Entrepreneurship for the Public Good, Berea College
- **Marcia Hoaglen** - Owner, Wailaki Indian Tacos (Round Valley)
- **Julian Lang** - Director, The Ink (Institute of Native Knowledge) People (Karuk)
- **Susan Lamping** - Vice President, CDC Small Business Finance Corporation
- **Benjamin Linton** - Professional Financial Planner (Santa Ysabel) - 2012*
- **Angela Medrano** - Attorney at Law (Cahuilla)
- **Panda Morgan** - Director, Greater Sacramento Small Business Development Center
- **Robert Nash** - CEO, Superior California Economic Development, Inc.
- **Joseph Orozco** - Station Manager, KIDE-FM, Hoopa Valley Tribally-Owned Radio Station (Hupa)
- **Christopher H. Peters** - President, Seventh Generation Fund; CEO, Red Deer Consulting (Pohlik-lah/Karuk)
- **Michael D. Rodriguez, Jr.** - Quality Assurance Officer, Creative Innovation Landscape and Design (Costanoan Rumsen Carmel) - 2011*
- **Hai-Na-Nu Saulque** - Graphic Artist, Nooligan Productions (Benton Paiute)
- **Paul Stone** - Artist and Musician (Washoe/Paiute)
- **Robert Stone** - President/CEO, Whitney-Stone, Inc. (Maidu) - 2009*
- **Kathy Willcuts** - Owner, On Sacred Ground (Lakota) - 2010 *
- **Billee Willson, MBA** - CEO, Willson Lane Management & Consulting (Yurok)
- **Sharon Wise** - Executive Director, Native American Housing Service (Choctaw)

TRAINING CO-COORDINATORS: G. David Singleton | Teresa Marie Willson

*Former Entrepreneur Training Graduate

CIMC

CENSUS INFORMATION CENTER

During Program Year 2014, the CIMC Census Information Center (CIC) worked directly with the U.S. Census Bureau to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AIAN) data. Data is constantly being released from the 2010 decennial census as well as the American Indian Community Survey (ACS) that provides updated data every year on topics such as income, benefits, education, employment, poverty, and disabilities.

Partnering with the U.S. Census Bureau has equipped the CIMC CIC with many useful tools to help strengthen, not only the CIC, but CIMC as well. The CIC staff will continue to provide and assist with custom data tabulations using 2010 decennial census data as well as the ACS data.



CIMC

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

California Native Entrepreneurs Opportunity Fund (CNEOF) is intended to serve as a revolving loan fund to provide micro and mini loans to Native entrepreneurs who reside on or near Indian reservations/rancherias in the target areas of the Sacramento Region and the San Diego Region.

CNEOF Advisory Board:
Walter D. Gray III - Talmage, California (Chairman)
Diana Blair - Houston, Texas (Vice Chair)
Theresa J. Nieto - Pala, California (Secretary)
Jesse D. Burnett II - Ukiah, California (Treasurer)
Alsace LaFramboise - Albuquerque, New Mexico
G. David Singleton - Davis, California
Robert H. Smith - Pala, California



CIMC

TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

During Program Year 2014, CIMC continued to work with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development in Sacramento, California to identify prospective funding opportunities for global markets.



CIMC

CIMC TRIBAL BUSINESS SERVICES, LLC

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations. TBS seeks to provide professional economic development services to assist American Indian Tribes and organizations in developing funding strategies and public private partnerships that will lead to greater economic vitality.

Areas of specialization are: Economic Development, Entrepreneur and Business Development, Conference Services, International Business Development, Census Services, and Workforce Development Technical Assistance.



YEARS OF SERVICE RECOGNITION

BOARD OF DIRECTORS

Fifteen Year Recognition

Robert H. Smith

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND ADVISORY COUNCIL

Five Year Recognition

Jesse D. Burnett, II

Theresa J. Nieto

G. David Singleton

EMPLOYEES

Thirty-Five Year Recognition

Althea L. Boyd

Twenty-Five Year Recognition

Sarah M. King

Five Year Recognition

Linda LaFountain

MEMBERSHIP RECOGNITION

Thirty-Five Year Membership

Bridgeport Indian Colony
Northern Circle Indian Housing Authority

Thirty Year Membership

Big Sandy Rancheria
La Jolla Band of Luiseno Indians
Sierra Mono Museum
Southern Sierra Miwuk Nation
Torres Martinez Desert Cahuilla Indians

Twenty Year Membership

Enterprise Rancheria

Ten Year Membership

The Mono Nation

Five Year Membership

American Indian Association of Illinois
Indian Senior Center, Inc.

As first Americans, we walk in the present, with our eyes on the future and the past in our hearts.

We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

Our team of caring professionals:

- *Empowers Native Americans to achieve excellence*
- *Revitalizes our communities*
- *Embraces the challenges of the 21st century*



California Indian Manpower Consortium, Inc.

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916.920.0285 | 800.640.CIMC (2462) | TTY: 800.748.5259 | Fax: 916.641.6338
www.cimcinc.org

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