

COOPERATIVE AGREEMENT

THIS AGREEMENT, made by and between **JACKSON COUNTY, MISSOURI**, a Constitutional Home Rule Charter County of the First Class of the State of Missouri, hereinafter referred to as "the County" and a Missouri not-for-profit corporation, **FOSTER ADOPT CONNECT 18600 E. 37TH TERRACE SOUTH INDEPENDENCE, MO 64057**, hereinafter referred to as "Organization".

WHEREAS, the County and Organization desire to enter into an Agreement to provide funding to be used for direct aid for foster and adoptive families and children; and,

WHEREAS, the County deems it to be in the best interest of its citizenry to support such programs and activities; and,

NOW THEREFORE, in consideration of the foregoing and the terms and provisions herein contained, the County and Organization respectively promise, covenant, and agree with each other as follows:

NOW, THEREFORE, it is agreed by and between the parties as follows:

1. Services. Organization shall provide direct aid for foster and adoptive families and children, as is more fully set out in the proposal attached hereto as Exhibit A and incorporated herein by reference. The term of this contract is January 1, 2017, through December 31, 2017, and as such, all expenditures must occur within this period. The budget Organization submitted as part of Exhibit A is considered final and non-changeable. If Organization encounters unforeseen circumstances that require a change to Organization's budget, Organization shall submit a written request to the



Jackson County Legislative Auditor's no later than October 31, 2017. Any changes to the budget must be approved by the Jackson County Legislature.

2. Terms Of Payment. The County agrees to pay Organization the total amount of **\$25,000.00** in quarterly installments of **\$6,250.00**, with the payment for the first quarter to be made upon execution of this Agreement. The remaining payments shall be made upon the County's receipt of the reports as set forth in paragraph 3 hereof. The County reserves the right to audit all invoices and to reject any invoice for good cause. The County retains the right to deduct from an invoice of Organization any overpayment made by the County on a prior invoice. The County retains the right to make invoice corrections/changes. The County will not reimburse sales tax expense.

3. Reports/Other Documentation. Within 30 days after the conclusion of each calendar quarter under this Agreement, Organization shall submit a quarterly report, including cancelled checks and/or a copy of the face of the check and corresponding bank statements, invoices, and any other documents requested by the Director of Finance and Purchasing, to establish that the funds provided pursuant to this Agreement were used for the purposes set forth herein. The report for the first quarter shall be submitted within 30 days after the execution of this Agreement. The last quarter's report shall include an annual report which shall summarize all of Organization's activities pursuant to this Agreement. Organization's failure to submit this annual report shall disqualify Organization from future funding by the County.

Organization must notify the County in writing on Organization's letterhead, within five working days of the following changes:

- a. Organization name, address, telephone number, administration, or board of directors
- b. Organization funding that will affect the program under this contract
- c. Liability insurance coverage
- d. Management or staff responsible for providing services pursuant to this contract
- e. Any proposed or actual merger or acquisition either taken by the Organization or toward the Organization

4. **Submission of Documents.** No payment shall be made under this Agreement unless Organization shall have submitted to the County's Director of Finance and Purchasing: (1) a written proposal setting out in detail the intended use of the County's funding, including the target population to be served; (2) Organization's IRS Form 990 from the previous fiscal or calendar year; (3) a statement of Organization's total budget for its most recent fiscal year; and (4) a detailed explanation of actual expenditures of the County's funds (pertains to final payments and payments on contracts for future years). If Organization has previously received funding from the County, to be eligible for future payments, Organization must submit either an audited financial statement for Organization's most-recent fiscal or calendar year, or a certified public accountant's program audit of the County's funds. Any documents described herein which were submitted to the Director of Finance and Purchasing as a part of an application for funding need not be resubmitted to qualify for payment. No payment shall be made if Organization is out of compliance on any other County contract, or has not paid county taxes on all properties owned by Organization and assessed by the County.

5. **Equal Opportunity.** Organization shall maintain policies of employment as follows:

A. Organization and Organization's subcontractor(s) shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, age, disability, or national origin. Organization shall take affirmative action as set forth to ensure that applicants are employed and employees are treated without regard to their race, religion, color, sex, age, disability, or national origin. Such action shall include, but not be limited, to the following: recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Organization agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the policies of non-discrimination.

B. Organization and Organization's subcontractor(s) shall, in all solicitation or advertisements for employees placed by them or on their behalf, state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex, age, disability, or national origin.

6. **Employment Of Unauthorized Aliens Prohibited**. Pursuant to §285.530.1, RSMo, Organization assures that it does not knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the State of Missouri and/or Jackson County, and shall affirm, by sworn affidavit and provision of documentation, its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. Further, Organization shall sign an affidavit, attached hereto and incorporated herein as Exhibit B, affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

7. **Audit.** The parties agree that the County may, for any reason and at any given time, examine and audit the books and records of Organization pertaining to its finances and operations as related to County funds. Further, Organization agrees to establish and adopt such accounting standards and forms as recommended by the County prior to receipt of the County's first distribution of funds under the terms of this Agreement. The forms used to document expenditure of these funds may be changed from time to time by the County.

8. **Default.** If Organization shall default in the performance or observation of any covenant, term or condition herein contained to be performed by Organization, the County shall give Organization ten days written notice, setting forth the default. If said default shall continue and not be corrected by Organization within ten days after receipt of notice from the County, the County may, at its election, terminate this Agreement and withhold any payments not yet made to Organization. Said election shall not, in any way, limit the County's rights to sue for breach of this Agreement.

9. **Appropriation Of Funds.** Organization and the County recognize that the County intends to satisfy its financial obligation to Organization hereunder out of funds annually appropriated for that purpose by the County. County promises and covenants to make its best efforts to appropriate funds in accordance with this Agreement. In the event no funds or insufficient funds are appropriated and budgeted, or are otherwise unavailable by any means whatsoever for payment due hereunder, County shall immediately notify Organization of this occurrence and this Agreement shall terminate on the last day for which appropriations were received, without penalty or expense to the County of any kind whatsoever, except as to the portions of the payment amounts

herein agreed upon for which funds shall have been appropriated and budgeted or are otherwise available, or at any time after the last date that County has paid for the Services, if earlier.

County further agrees:

A. That any funds authorized or appropriated for services rendered under this Agreement shall be applied to the payments hereunder until all such funds are exhausted.

B. That County will use its best efforts to obtain authorization and appropriation of such funds including, without limitation, the inclusion in its annual budget, a request for adequate funds to meet its obligation under this Agreement in full.

10. **Conflict Of Interest.** Organization warrants that no officer or employee of the County, whether elected or appointed, shall, in any manner whatsoever, be interested in or receive any benefit from the profits or emoluments of this Agreement.

11. **Severability.** If any covenant or other provision of this Agreement is invalid, or incapable of being enforced by reason of any rule of law or public policy, all other conditions and provisions of this Agreement shall, nevertheless, remain in full force and effect; and no covenant or provision shall be deemed dependent upon any other covenant or provision unless so expressed herein.

12. **Indemnification.** Organization shall indemnify, defend and hold the County harmless from any and all claims, liabilities, damages, and costs (including reasonable attorney's fees directly related thereto) including but not limited to violation of civil rights and/or bodily injury to or death of any person and for damage to or destruction of

property if and to the extent caused by the negligence, willful misconduct or omissions of Organization during the performance of this Agreement.

13. **Insurance**. Organization shall maintain the following insurance coverage during the term of this Agreement.

A. Organization shall maintain Commercial General Bodily Injury and Property Damage Liability insurance, each in a combined single limit of One Million Dollars (\$1,000,000) each occurrence for bodily injury and property damage liability.

B. Organization shall maintain, if any motor vehicles are used in the performance of the Services, Commercial General Bodily Injury and Property Damage Liability insurance, and Automobile Liability insurance including owned, non-owned, or hired vehicles, each in a combined single limit of One Million Dollars (\$1,000,000) each occurrence for bodily injury and property damage liability.

C. Organization agrees to provide the County with certificates of insurance evidencing the above described coverage prior to the start of Services, and annually thereafter, if required by the County. Such certificates shall provide that the applicable insurance policies have been endorsed to provide a minimum of thirty days advance notice to the County in the event of cancellation, non-renewal, or reduction in limits by endorsement.

14. **Term**. The term of this Agreement shall commence January 1, 2017, and shall continue until December 31, 2017, unless sooner terminated pursuant to paragraph 8, 15, or 19 hereof. If this Agreement is terminated by either party, the

County shall pay only for those services actually performed by Organization as verified by the County's audit.

15. **Termination**. This Agreement may be terminated for any reason or no reason by either of the parties upon thirty (30) days' written notice to the other party's designated fiscal representative. All services and payments shall continue through the effective date of termination. Termination of this Agreement shall not constitute a waiver of the rights or obligations which the County or Organization may be entitled to receive as provided in this Agreement, or be obligated to perform under this Agreement for services prior to the date of termination. Should this Agreement terminate, all County written materials of any kind must be delivered and returned by Organization to the County within ten (10) days of the termination of this Agreement.

16. **Standard of Care**. Organization shall exercise the same degree of care, skill, and diligence in the performance of the Services as is ordinarily possessed and exercised by professionals operating under similar circumstances.

17. **Financial Contact**. Organization shall designate a fiscal representative to act as a liaison between the parties to resolve any problems, complaints, or special circumstances encountered in the billing of the services agreed upon here.

Fiscal Representative
Q. Troy Thomas
415 E. 12th Street, Suite 100
Kansas City, MO 64106

Foster Adopt Connect
Mike Othic, Grant Coordinator
18600 E. 37th Terrace South
Independence, MO 64057
(816) 659-9380

18. **Compliance**. The performance of this Agreement shall be subject to review by the County. The County Compliance Review Officer shall review this contract

according to his responsibilities as set out in Chapter 6 of the Jackson County Code. Organization shall file quarterly compliance reports as required by the County Compliance Review Office. The County warrants that all books, records, accounts, and any other documents in the possession of the County relating to this Agreement are public records open for inspection in accordance with Chapter 610, RSMo.

19. **Remedies For Breach.** Organization agrees to faithfully observe and perform all of the terms, provisions, and requirements of this Agreement, and Organization's failure to do so constitutes a breach of this Agreement. In such event, Organization consents and agrees as follows:

A. The County may, without prior notice to Organization, immediately terminate this Agreement; and

B. The County shall be entitled to collect from Organization all payments made by the County to Organization for which Organization has not yet rendered services in accordance with this Agreement, and to collect the County's reasonable attorney's fees, court costs and service fees if it is necessary to bring action to recover such payments.

20. **Transfer And Assignment.** Organization shall not assign or transfer any portion or the whole of this Agreement without the prior written consent of the County.

21. **Organization Identity.** If Organization is merged or purchased by another entity, the County reserves the right to terminate this Agreement. Organization shall immediately notify the county in the event it is merged or purchases by any other entity.

22. **Confidentiality.** Organization's records concerning the identities of those participating in its programs shall be strictly confidential; the County shall be entitled to

examine said records in performing its audit and review functions, but shall not disclose said identities to any third party in any fashion.

23. **Incorporation.** This Agreement incorporates the entire understanding and agreement of the parties.

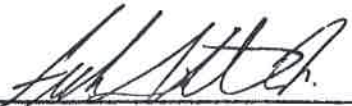
IN WITNESS WHEREOF, the County and Organization have executed this Agreement this 29th day of March, 2017.

APPROVED AS TO FORM:



W. Stephen Nixon
County Counselor

JACKSON COUNTY, MISSOURI

By 


Frank White, Jr.
County Executive

ATTEST:



Mary Jo Spino
Clerk of the Legislature

FOSTER ADOPT CONNECT

By 

Title President/CEO
Federal Tax I.D. 43-1895965

REVENUE CERTIFICATE

I hereby certify that there is a balance otherwise unencumbered to the credit of the appropriation to which this Agreement is chargeable, and a cash balance otherwise unencumbered in the treasury from which payment is to be made, each sufficient to meet the obligation of \$25,000.00, which is hereby authorized.

March 24, 2017

Date



Chief Financial Officer
Account No. 002-7775-56789

**2017 Jackson County Outside Agency Funding Proposal
FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children**

**EXHIBIT A
RES. 19371**

FosterAdopt Connect, Inc. FosterAdopt Connect, Inc. 
18600 E. 37th Terrace S. Sammy's Window - Direct Aid for Foster/Adoptive Families & Children
Independence , MO 64057 Feb 24, 2017
(816) 350-0215 Page 1
www.fosteradopt.org
fedtaxid: 43-1895965

Fiscal Year: January to December

GuideStar:

Mission: To provide foster and adoptive children a stable, loving and nurturing family environment by support and advocacy for abused and neglected children and the families caring for them.

Executive Director

President & CEO
Lori Ross
(816) 350-0215 x358
lori@fosteradopt.org

Contact Person

Grant Coordinator
Mike Othic
(816) 659-9380
mike@fosteradopt.org

Check the Jackson County Legislative District and your At-Large District where your agency is located?

District 3: Yes

**2017 Jackson County Outside Agency Funding Proposal
FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children**

**Agency Revenue
Information**

FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children
Feb 24, 2017
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Funding Entity	Source Description	2016 Actual	2017 Projected
Federal			
State	State funding through LINC	\$900,000	\$900,000
Jackson County	Outside Agency = \$25k, Mental Health Levy = \$75k	\$100,000	\$100,000
City of Kansas City			
Charity/Donations	Individual donors, Foundations, United Way	\$539,074	\$762,443
Fundraisers	Ribs for Kids, Annual Gala, other events	\$237,800	\$208,000
Donations	Earned Revenue, Interest income	\$2,129,214	\$2,476,515
		\$3,906,088	\$4,446,958

Please check if your agency has cash reserves: Yes
What is the current balance? \$100,000

Please check all Jackson County sources your agency received funding from in 2016:
COMBAT: Yes
Mental Health Levy: Yes
Outside Agency: Yes

Please check any of the following your agency received funding or resources from in 2016:

	Goods	Services	Cash	Amount
Harvesters	Yes			\$154,107
Mid America Regional Council				
MAAC Link				
United Way			Yes	\$20,000

**2017 Jackson County Outside Agency Funding Proposal
FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children**

Date Program was Initiated: FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children
2010 Feb 24, 2017
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What time period does this program run: All Year

Provide program description: FosterAdopt Connect is dedicated to providing Jackson County foster and adoptive families with the resources they need to ensure that the children placed in their care receive the highest quality care. Our goal in this work is to provide the stable foundation that foster/adopted children need to enjoy all the opportunities available to them, ensure a successful transition to adulthood, and achieve parity with the outcomes experienced by children in the general population. To achieve this goal, we have developed a continuum of services that directly benefit foster/adoptive families by addressing many significant challenges and barriers, including the physical necessities required for a stable home. Our direct services program and resource center, called Sammy's Window, is the primary source for Jackson County families who need help acquiring clothing, food, health equipment, bedding, fire protection equipment, and other essential items. This resource center is set up to look like a traditional thrift shop/market with separate areas dedicated to clothing, food, birthday supplies, and specialized health equipment. Located in southern Independence, Sammy's Window serves approximately 190 families in any given month. Sammy's Window operations are overseen by FosterAdopt Connect's Direct Service Specialist, Tammy Sudduth (also a foster parent), who works directly with clients to determine the needs of individual families and provides information on and referrals to other programs that can help meet those needs. Tammy also works with other FosterAdopt Connect programs to ensure effective service delivery for as many families as possible. An example of this inter-program collaboration can be seen in our use of past Outside Agency funding. Following our Outside Agency grant award in 2015 (\$25,000), FosterAdopt Connect used a portion of the grant funding to purchase twin mattresses for families involved in our foster parent licensing program with an emphasis on relatives/kin who are providing emergency placement for children entering foster care for the first time. During the grant period we expanded the target population to include families involved in our Extreme Recruitment and 30 Days to Family programs (which find loving, permanent homes for children with significant mental health/behavioral needs). We found that this collaboration made it easier for these families to attain licensure in a short period of time, reducing the amount of time individual foster children were made to wait before being placed in a permanent home. It is often these small incentives that make the difference for a family in determining whether they have the ability to take on a child with elevated needs. We found this application of Outside Agency funding to have a greater impact on a population that faces unique and difficult challenges. We have also used past Outside Agency funding to maximize Sammy's Window purchasing by partnering with other organizations including Happy Bottoms diaper bank, Harvesters food bank, HyVee, Walmart, and other food/clothing purveyors greatly increasing our ability to effectively purchase the items our families desperately need. We believe the funding provided by our past Outside Agency awards have greatly increased the capacity of Sammy's Window (and other programs) to drive positive change in the lives of the children we serve, and sincerely appreciate your consideration of this request.

Describe the benefits of this program to Jackson County Missouri: Sammy's Window helps foster/adoptive families access the resources needed to provide the highest quality of care to the children in their homes many of whom have suffered abuse, neglect, and abandonment. The ultimate benefit of this program will be realized through reduced placement instability for Jackson County foster children, and a high level of retention for existing foster care providers. Although foster parents do receive some compensation for their services, these rates (which range from \$9 - \$40/day) are widely regarded as insufficient when compared to the actual cost of raising a child especially when that child has elevated needs that require 24/7 care. Generally speaking, relative and kinship care providers are compensated at a much lower rate than traditional or elevated needs homes. To put this rate in perspective, we can use the total cost of providing care through traditional congregate care settings (residential treatment centers, psychiatric hospitals, large group homes, etc.) which averages around \$53,000 annually, and compare that to the total annual reimbursement of the highest-paid rate (elevated needs homes), which averages around \$21,000 or about 39% of the costs associated with congregate care. In this context, the services provided by licensed foster care providers considerably reduces the costs associated with raising children in congregate care scenarios. Through Sammy's Window, we are able to draw upon the resources of other agencies and other services to maximize the benefit experienced by foster/adoptive families who access our services. Examples of this can be seen in our collaborations with Harvesters (a regional food-bank and distribution center), Happy Bottoms (our area's only large-scale diaper bank), the Salvation Army (who helps us manage our clothing donation overstock), and many other small nonprofits and volunteer/church groups. These partnerships help ensure that every dollar allocated for Sammy's Window operations is used efficiently, and is leveraged to provide a higher overall quality of service.

Describe target population to be served: The primary beneficiaries of this service include foster and adopted children and the families who provide them a loving home. Children entering the foster care system often do so with only the clothes on their backs, and whatever else they can carry. Unfortunately, the assistance provided by Missouri to meet the clothing and personal needs of these

children currently ranks 49th out of all 50 States. There are currently 1,799 children in foster care in Jackson County. These children reside in the homes of 498 licensed care providers whose numbers include relatives, kin, group homes, elevated needs homes, and traditional foster homes (MO Children's Division Management Reports 6/16). Each of these categories of placement provider have different needs, and require different services to ensure they have the capacity to meet the needs of the children in their care. Overall, these families and children are much more likely to be of a minority ethnic heritage and come from an economically disadvantaged municipality/neighborhood. In 2015, Sammy's Window provided direct assistance to 306 of the 498 Jackson County foster care providers, or 61% of the total number of providers in our county. A large portion of these families were relatives of the children in their care (usually grandparents) whose annual income typically falls near the federal poverty level for their household size (100%-180% of the FPL). In an average month, Sammy's Window serves about 190 foster/adoptive families. This program achieves a relatively high level of participation by offering flexible pick-up hours at our bi-weekly and weekend disbursements, or by appointment.

What are the qualifications for participants: Access to this program is limited to licensed foster families and relatives/kin who currently have children placed in their home confirmed by checking the individual's DVN number on their first visit. However, we also serve Jackson County youth who recently aged-out of foster care (ages 17-26), and low-income households who reside in the 64057 zip code (southern Independence). We restrict advertising and marketing for this service to avenues that appeal specifically to foster/adoptive families, helping to ensure that the majority of families we serve are actively engaged in providing care to Jackson County foster/adopted children however, we have never refused access for any family seeking help with food or clothing needs (regardless of their status as a licensed care provider).

Check if your services are available to anyone: Yes

Do you maintain a database of participants: Yes

Number of participants from Jackson County: 306

Number of participants from Other Areas: 29

Total Number of participants: 335

Outcomes

Outcome 1: A significant portion of the of the foster parent population in Jackson County experience an increase in access to direct aid through Sammy's Window.

How will outcome 1 be measured: Documentation of at least 250 foster parents (50% of the total Jackson County foster parent population) having accessed aid through Sammy's Window services in calendar year 2017.

Outcome 2:

How will outcome 2 be measured:

Outcome 3:

How will outcome 3 be measured:

Outcome 4:

How will outcome 4 be measured:

Outcome 5:

How will outcome 5 be measured:

Please classify your program from the following types of services:

Community Improvement/Outreach: Yes

Health/Wellness: Yes

Indigent Population: Yes

Youth Services: Yes

Foster Care & Adoption : Yes

What Jackson County Legislative Districts are served by this program:

Countywide: Yes

**2017 Jackson County Outside Agency Funding Proposal
 Budget as Awarded
 FosterAdopt Connect, Inc.
 Sammy's Window - Direct Aid for Foster/Adoptive Families & Children**

Total 2017 Program Budget: \$25000
 FosterAdopt Connect, Inc.
 Sammy's Window - Direct Aid for Foster/Adoptive Families & Children
 Feb 24, 2017
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Salaries

Position/Title	Description	Amount of Salary Requested	Total Salary
Program Manager	This person manages all day-to-day operation of Sammy's Window KC.	\$4,000	\$32,135
Total Salaries & Fringe Benefits		\$4,000	

Contractual Services & Supplies

Description	Amount
Harvesters Food Purchases	\$3,500
Other Food Purchases	\$1,500
Fire Extinguishers	\$250
Mattresses	\$8,750
Cribs/Bed Frames	\$1,000
Diapers (Purchased from Happy Bottoms)	\$3,000
Socks & Underwear (Walmart)	\$3,000
Total Contractual Services & Supplies	\$21,000

Program sustainable without Jackson County Funding	Yes
Total Cost to Run Program WITHOUT Jackson County Funding	\$90,692
Cost/Participant	\$114
JACO Funding/Total Program Cost	%

**2017 Jackson County Outside Agency Funding Proposal
FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children**

Reviewed the Non-Allowable Expenses: Yes

FosterAdopt Connect, Inc.
Sammy's Window - Direct Aid for Foster/Adoptive Families & Children
Feb 24, 2017
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Reviewed Executive Order 04-18 to deem your agency in compliance if funding is awarded and approved: Yes

Include the Jackson County Logo and credit Jackson County in marketing efforts and provide the Auditor's Office with copies: Yes

Certificate of Liability Insurance valued at a minimum of \$1 million per occurrence or \$2 million annual aggregate: Yes

Missouri Secretary of State Certificate of Good Standing: Yes

Missouri Secretary of State Annual Registration Report: Yes

Financial Statements (Balance Sheet, Income Statement, Cash Flow Statement): Yes

WORK AUTHORIZATION AFFIDAVIT

As a condition for any service provided to the County, a business entity shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services.

Business entity, as defined in section 285.525, RSMo pertaining to section 285.530, RSMo, is any person or group of persons performing or engaging in any activity, enterprise, profession, or occupation for gain, benefit, advantage, or livelihood. The term "business entity" shall include but not be limited to self-employed individuals, partnerships, corporations, contractors, and subcontractors. The term "business entity" shall include any business entity that possesses a business permit, license, or tax certificate issued by the state, any business entity that is exempt by law from obtaining such a business permit, and any business entity that is operating unlawfully without such a business permit.

Every such business entity shall complete the following affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services. The completed affidavit must be returned as a part of the contract documentation.

This affidavit affirms that **Foster Adopt Connect**, is enrolled in, and is currently participating in, E-verify or any other equivalent electronic verification of work authorization operated by the United States Department of Homeland Security under the Immigration Reform and Control Act of 1986 (IRCA); and, **Foster Adopt Connect**, does not knowingly employ any person who is an unauthorized alien in conjunction with the contracted services.

In Affirmation thereof, the facts stated above are true and correct. (The undersigned understands that false statements made in this filing are subject to the penalties provided under section 575.040, RSMo.)

Loretta A. Ross
Authorized Representative's Signature
President / CEO
Title

Loretta Ross
Printed Name
3-22-17
Date

Subscribed and sworn before me this 22 day of March, 2017. I am commissioned as a notary public within the County of JACKSON, State of Missouri, and my commission expires on January 21, 2019.

Vonda Sirls
Signature of Notary

3/22/17
Date

