Board of Directors Meeting Minutes (March 13, 2006)

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Board of Directors  
Des Moines Area Community College  
Public Hearing  
March 13, 2006 – 4:00 p.m.  
Eldon Leonard Boardroom  
Ankeny Campus

1. Call to order.
2. Roll call.
3. Consideration of tentative agenda.
5. Public comments.
6. Board Report 06-019. Public hearing, consideration and adoption of FY 2007 General and Plant Fund Budgets (Funds 1, 2, and 7) and approval of FY 2007 tuition and fees.
10. Adjourn.
Board of Directors
Des Moines Area Community College

PUBLIC HEARING
March 13, 2006

A special meeting of the Des Moines Area Community College Board of Directors was held at the Ankeny Campus on March 13, 2006. Board Chair Joe Pugel called the meeting to order at 4:00 p.m.

ROLL CALL

Others present: Kim Linduska, Executive Vice President; Carolyn Farlow, Board Secretary; Greg Martin, Board Treasurer; faculty and staff.

CONSIDERATION OF TENTATIVE AGENDA
Rouse moved; seconded by Neu to approve the tentative agenda as presented.


ACKNOWLEDGMENT OF PUBLIC HEARING
Board Secretary Carolyn Farlow reported that the notice of time and place for the public hearing for the construction projects was published in THE DES MOINES REGISTER on February 21, 2006. The notice to bidders was published in THE DES MOINES REGISTER on February 21, 2006 and again on February 28, 2006. The budget was published in THE DES MOINES REGISTER on March 1.

No written objections have been received.

PUBLIC COMMENTS
None.

ADOPTION OF FY 2007 GENERAL AND PLANT FUND BUDGETS AND APPROVAL OF FY 07 TUITION AND FEES
Board Report 06-019. *Cravford and Tursi arrive. Halterman moved; seconded by Crawford recommending that the Board pass a Resolution [1] adopting the proposed FY 2007 budget (Funds 1, 2 and 7) and [2] approving the proposed FY 2007 tuition and fee schedule. Attachment #1.


DMACC URBAN CAMPUS BOOKSTORE ADDITION 2006
Board Report 06-020. Belken moved; seconded by Norman recommending that the Board adopt a Resolution approving plans and specifications, form of contract and estimated costs for the DMACC Urban Campus Bookstore Addition 2006 and recommending award the contract to Bergstrom Construction.

Board Report 06-021. Norman moved; seconded by Tursi recommending that the Board adopt a Resolution approving plans and specifications, form of contract and estimated costs for the DMACC Ankeny Campus Re-roofing 2006 Buildings #2, #4 and #10 and recommending award the contract to Academy Roofing and Sheet Metal.


Board Report 06-022. Halterman moved; seconded by Belken recommending that the Board adopt a Resolution approving plans and specifications, form of contract and estimated costs for the DMACC Ankeny Campus Building #4 Chemistry Lab Renovation 2006 and recommending award the contract to Harold Pike Construction.


Tursi moved to adjourn; seconded by Belken.

STATE OF IOWA
COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the Accounting Specialist of The Des Moines Register and Tribune Company, a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of business in Des Moines, Iowa, the publisher of THE DES MOINES REGISTER (Daily)

newspapers of general circulation printed and published in the City of Des Moines, Polk County, Iowa, and that an advertisement, a printed copy of which is attached as Exhibit “A” and made a part of this affidavit, was printed and published in The Des Moines Register (daily) on the following dates

3-1-06

Subscribed and sworn to before me by said affiant this 3 day of March

Notary Public in and for Polk County, Iowa

SUSAN HAZELTON
Notarial Seal - Iowa
Commission #223823

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 957, Des Moines, IA 50304 • (515) 284-8000
The Board of Directors of Des Moines Area Community College, Merged Area XI, in the counties of Adair, Audubon, Boone, Carroll, Cass, Clarke, Crawford, Dallas, Greene, Guthrie, Hamilton, Hardin, Jasper, Lucas, Madison, Mahaska, Marion, Marshall, Polk, Pottawattamie, Story, and Warren in Iowa will conduct a PUBLIC HEARING on the proposed 2006-2007 budget as follows:

Meeting Date: March 13, 2006
Meeting Time: 4:00 P.M.
Meeting Location: Eldon Leonard Board Room, Borgen Administrative Center, Des Moines Area Community College, 2006 S Ankeny Blvd., Ankeny, IA

At the public hearing, any resident or taxpayer may present their objections to, or arguments in favor of, any part of the proposed budget. This notice represents a summary of the supporting detail of budget receipts and expenditures on file with the Board Secretary. Copies of the Supplemental Detail will be furnished to any taxpayer upon their request.

BUDGET ESTIMATE SUMMARY:

<table>
<thead>
<tr>
<th>Resources:</th>
<th>FY 2006</th>
<th>FY 2007</th>
<th>FY 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Funds</td>
<td>$106,302,742</td>
<td>$105,886,682</td>
<td>$104,764,063</td>
</tr>
<tr>
<td>Plant &amp; Interest Funds</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total of All Funds</td>
<td>$106,302,742</td>
<td>$105,886,682</td>
<td>$104,764,063</td>
</tr>
</tbody>
</table>

Net Resources minus Expenditures | $0 | $0 | $0 |

Estimated Total Tax Rate per $1,000 Valuation: 0.68769

SUSAN HAZELTINE
Commissioner of Revenue
City of Des Moines, Polk County, Iowa

The undersigned, being first duly sworn on the day of April 2006 at Des Moines, Polk County, Iowa, the publisher of The Des Moines Register and Tribune Company, duly organized and existing under the laws of Iowa, with its principal place of business at Des Moines, Iowa, the publisher of the Des Moines Register (daily) on the following dates:

- April 6, 2006

sworn to before me by said affiant

SUSAN HAZELTINE
Notarial Seal - Iowa
Commissioner 2239325

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 957, Des Moines, IA 50304 • (515) 284-8000
AFFIDAVIT OF PUBLICATION

COPY OF ADVERTISEMENT
Exhibit "A"

STATE OF IOWA
COUNTY OF POLK
SS

The undersigned, being first duly sworn on oath, states that she/he is the Accounting Specialist "Terri Holmmer" of The Des Moines Register and Tribune Company, a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of business in Des Moines, Iowa, the publisher of THE DES MOINES REGISTER (Daily)

DES MOINES SUNDAY REGISTER

newspapers of general circulation printed and published in the City of Des Moines, Polk County, Iowa, and that an advertisement, a printed copy of which is attached as Exhibit "A" and made a part of this affidavit, was printed and published in The Des Moines Register (daily) on the following dates

2-21-06, 2-28-06

Subscribed and sworn to before me by said affiant this 8 day of March, 2006.

Notary Public in and for Polk County, Iowa

[Signature]

SUSAN HAZELTON
Notarial Seal - Iowa
Commission Expires 6/22/2005

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 957, Des Moines, IA 50304 • (515) 264-8000
AFFIDAVIT OF PUBLICATION

COPY OF ADVERTISEMENT

Exhibit “A”

STATE OF IOWA

COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the

Accounting Specialist, Terri Hammer

of The Des Moines Register and Tribune Company, a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of business in Des Moines, Iowa, the publisher of

THE DES MOINES REGISTER (Daily)

DES MOINES SUNDAY REGISTER

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2-21-06, 2-28-06

Subscribed and sworn to before me by said affiant this 8 day of March 2006

SUSAN HAZELTON

Notary Public in and for Polk County, Iowa

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 957, Des Moines, IA 50301 - 0957 - (515) 284-8000
AFFIDAVIT OF PUBLICATION

COPY OF ADVERTISEMENT
Exhibit “A”

STATE OF IOWA
COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the Accounting Specialist, Terri Hommes, of The Des Moines Register and Tribune Company, a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of business in Des Moines, Iowa, the publisher of THE DES MOINES REGISTER (Daily)

DES MOINES SUNDAY REGISTER

newspapers of general circulation printed and published in the City of Des Moines, Polk County, Iowa, and that an advertisement, a printed copy of which is attached as Exhibit “A” and made a part of this affidavit, was printed and published in The Des Moines Register (daily) on the following dates

2-21-06, 2-28-06

Subscribed and sworn to before me by said affiant this 9 day of March

[Signature]

Notary Public in and for Polk County, Iowa

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 957, Des Moines, IA 50304 • (515) 284-8000
AFFIDAVIT OF PUBLICATION

COPY OF ADVERTISEMENT
Exhibit "A"

STATE OF IOWA
COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the
Accounting Specialist of The Des Moines Register and Tribune Company,
a corporation duly organized and existing under the
laws of the State of Iowa, with its principal place of
business in Des Moines, Iowa, the publisher of

THE DES MOINES REGISTER (Daily)

THE DES MOINES SUNDAY REGISTER

newspapers of general circulation printed and
published in the City of Des Moines, Polk County,
Iowa, and that an advertisement, a printed copy of
which is attached as Exhibit "A" and made a part of
this affidavit, was printed and published in The Des
Moines Register (daily) on the following dates

2-31-06, 2-28-06

Subscribed and sworn to before me by said affiant this 8 day of March, 2006

Notary Public in and for Polk County, Iowa

SUSAN HAZELTON
Notorial Seal - Iowa
Commission Expires 2/23/09

street address: 715 Locust Street, Des Moines, IA 50309
mailing address: P.O. Box 857, Des Moines, IA 50304
(515) 284-8000
AFFIDAVIT OF PUBLICATION

COPY OF ADVERTISEMENT
Exhibit “A”

STATE OF IOWA
COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the
Accounting Specialist of The Des Moines Register and Tribune Company,
a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of
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THE DES MOINES REGISTER (Daily)

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which is attached as Exhibit “A” and made a part of
this affidavit, was printed and published in The Des
Moines Register (daily) on the following dates

2-21-06, 2-28-06

Subscribed and sworn to before me by said affiant
this 8th day of March, 2006.

__________________________
Notary Public in and for Polk County, Iowa

[Signature]

street address: 715 Locust Street, Des Moines, IA 50309 • mailing address: P.O. Box 38, Des Moines, IA 50304 • (515) 284-8000
Sealed bids for the Des Moines Area Community College Ankeny Campus Building #4 Chemistry Lab Renovation Project will be received by Des Moines Area Community College in the Eldon Leonard Board Room, Borgersen Administration Center, 2006 South Ankeny Boulevard, Ankeny, Iowa 50021, until 2:30 p.m. local, Iowa time on the 9th day of March, 2006, and will be publicly opened and read aloud for the following improvements:

Renovation of the existing chemistry lab in building #4 on the Ankeny Campus, including acoustical ceilings, resilient flooring, fume hoods, laboratory casework, and reworking associated mechanical and electrical systems.

Bidding documents, including the Information for Bidders, Instructions for Bidders, Bid Form, Form of Contract, Plans, and Specifications, may be examined at the following places:

1. Master Builders of Iowa, 221 Park Street, Box 695, Des Moines, IA, 50303
2. Dodge Scan, Suite 121, 939 Office Park Road, West Des Moines, IA 50266
3. Northern Iowa Builders Exchange, 28 West State Street, Mason City, IA 50401
4. Fort Dodge Plan Room, 1404 Central, Fort Dodge, IA 50501
5. Omaha Builders Exchange, 4255 S. 94th Street, Omaha, NE 68127
6. Dodge Scan, 311 Central Avenue, Hot Springs, AR 71913
7. Construction Update Plan Room of Cedar Rapids, 850 Sixth Street SW, P.O. Box 1776, Cedar Rapids, IA 52406
8. JDC Planning & Design, 301 Grand Avenue, Des Moines, IA 50309

Bidding Documents may be obtained from the printer, Bee Ltnen & Blue, 2507 Ingersoll Avenue, Des Moines, Iowa 50312. Plan deposit of $100.00 per set, or MBI card, will be returnable to bidder when bid documents are returned in good condition.

A pre-bid conference will be held at 10:00 a.m. on February 23, 2006, at the DMACC Eldon Leonard Board Room, Borgersen Administration Center, 2006 South Ankeny Boulevard, Ankeny, Iowa.

STATE OF IOWA
COUNTY OF POLK

The undersigned, being first duly sworn on oath, states that she/he is the

Accounting Specialist, Jerry Homsier

of The Des Moines Register and Tribune Company, a corporation duly organized and existing under the laws of the State of Iowa, with its principal place of business in Des Moines, Iowa, the publisher of

THE DES MOINES REGISTER (Daily)

DES MOINES SUNDAY REGISTER

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2-21-06, 2-28-06

Subscribed and sworn to before me by said affiant this 9th day of March, 2006.

SUSAN HAZELTON
Notary Public in and for Polk County, Iowa
## Des Moines Area Community College
### Tuition and Fees
#### FY 2007

<table>
<thead>
<tr>
<th>Tuition</th>
<th>Adopted FY 2006</th>
<th>Adopted FY 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Full or part-time enrollment (per credit)</td>
<td>$ 95.00</td>
<td>$98.00</td>
</tr>
<tr>
<td>Audit (per credit)</td>
<td>95.00</td>
<td>98.00</td>
</tr>
<tr>
<td>Career Supplemental non-credit courses (per contact hour)</td>
<td>Market Rate</td>
<td>Market Rate</td>
</tr>
<tr>
<td>Continuing and General Adult Ed – Local Schools per contact hour</td>
<td>Market Rate</td>
<td>Market Rate</td>
</tr>
<tr>
<td>Adult High School Diploma - Course Fee</td>
<td>75.00</td>
<td>75.00</td>
</tr>
<tr>
<td>Correspondence course fee</td>
<td>85.00</td>
<td>85.00</td>
</tr>
</tbody>
</table>

Non resident tuition is twice the resident rate

<table>
<thead>
<tr>
<th>Fees</th>
<th>Market Rate</th>
<th>Market Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music fee (piano/instrumental-per course)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Correspondence course fee</td>
<td>15.00</td>
<td>15.00</td>
</tr>
<tr>
<td>Transcript fee (same day processing)</td>
<td>5.00</td>
<td>5.00</td>
</tr>
<tr>
<td>TV Course Fee (per course)</td>
<td>30.00</td>
<td>30.00</td>
</tr>
<tr>
<td>Lab fees for Advanced Technology Center and Computer Application Courses (per course)</td>
<td>Market Rate</td>
<td>Market Rate</td>
</tr>
<tr>
<td>International student processing</td>
<td>100.00</td>
<td>100.00</td>
</tr>
<tr>
<td>GED - Testing/Diploma</td>
<td>85.00</td>
<td>85.00</td>
</tr>
<tr>
<td>Instructional materials fee</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>NLN Testing – per test</td>
<td>100.00</td>
<td>100.00</td>
</tr>
<tr>
<td>On-line course fee (per credit hour)</td>
<td>20.00</td>
<td>20.00</td>
</tr>
</tbody>
</table>

| Traffic Fines                                                         |                 |             |
| Parking in handicapped stall                                         | 100.00          | 100.00      |
| Illegal parking                                                      | 10.00           | 10.00       |
| Improper permit or no permit displayed                               | 10.00           | 10.00       |
| No permit displayed                                                  | 10.00           | 10.00       |
| Parking in unauthorized area                                         | 25.00           | 25.00       |
| Moving violation                                                     | 50.00           | 50.00       |
| Littering, reckless driving, driving in unauthorized area           | $ 50.00         | $ 50.00     |

Des Moines Area Community College reserves the right to change tuition, fees and fines.

Adopted March 13, 2006
Call to order – Immediately following public hearing.

Roll call.

Consideration of tentative agenda.

Public comments.

Presentations: Marc Harding; Director of Enrollment Services, Iowa State University
Tom Lee; Provost, DMACC Boone Campus

Consent Items.

a. Consideration of minutes from February 13, 2006 Public Hearing and Regular Board Meeting.
b. Human Resources report.
c. Consideration of payables.


Board Report 06-024. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa, for DMACC Entrepreneurial Training Project #4.

Board Report 06-025. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa, for Perfection Learning Corporation Project #3.

Board Report 06-026. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa, for Vision Tech Consulting, Inc.

Board Report 06-027. A resolution approving the form and content and execution and delivery of a Grow Iowa Values Fund training contract under Chapter 260F, Code of Iowa, for GCommerce, Inc.
12. **Board Report 06-028.** DMACC Building #5 Gymnasium Air Conditioning 2006.


14. **Board Report 06-030.** Approval of Board Policy 2023 Honorary Awards.

15. **Board Report 06-031.** Approval of the New Surgical Technology Program.

16. Presentation of financial report.

17. President’s report.

18. Committee reports.


20. Information items:
   - March 15 – Jack Kibbie Day at Capitol; 2:00-4:00 p.m.
   - March 20-24 – DMACC Spring Break
   - April 10 – Board meeting, Newton campus; 4:00 p.m.
   - May 4 – Commencement for Ankeny, Newton, Urban and West Campuses; Vets Auditorium; 7:00 p.m.
   - May 5 – Boone Commencement; 10:00 a.m.
   - May 8 – Carroll Commencement, Carroll Senior High School; 7:00 p.m.
   - June 22-23 – President’s Annual Workshop, Decorah (Hosted by NICC)
   - July 26-28 – IACCT State Convention, Mason City (Hosted by NIACC)
   - October 11-14 – ACCT Congress; Orlando, Florida


22. Adjourn.
The regular meeting of the Des Moines Area Community College Board of Directors was held at the Ankeny Campus on March 13, 2006. Board Chair Joe Pugel called the meeting to order at 4:10 p.m.

Members present: Harold Belken, Jim Crawford, Kevin Halterman, Cheryl Langston, Naomi Neu, Ben Norman, Joe Pugel, Wayne Rouse, Madelyn Tursi.

Others present: Kim Linduska, Executive Vice President; Carolyn Farlow, Board Secretary; Greg Martin, Board Treasurer, faculty and staff.

Rouse moved; seconded by Langston to approve the tentative agenda as presented.


Laurie Wolf, Executive Dean, Student Services, presented an overview of the ISU Partnership Program.

Tom Lee, Provost, DMACC Boone Campus, reviewed the Boone housing program and their plans to have DMACC students occupy the Borgen Apartments in an effort to create a "real college climate" at Boone.

Rouse moved, seconded by Belken to proceed with anticipation of their goals as outlined and in support of the Boone housing project.


Belken moved; seconded by Halterman to approve the consent items: a) Minutes from the February 13, 2006 Public Hearing and Regular Board Meeting; b) Human Resources report (Attachment #1); and c) Payables (Attachment #2).

260E CERTIFICATE REGISTRAR AND PAYING AGENT SERVICES/AGENT SERVICES

Board Report 06-023. Attachment #3. Halterman moved; seconded by Belken to recommend that the Board adopt a resolution to retain Bankers Trust as the Certificate Registrar and Paying Agent for the bonds sold under the 260E program and retain Bankers Trust/ISJIT to provide the monitoring services with respect to the investment of funds for Multiple Projects 25 through 32.


APPROVE RETRAINING OR TRAINING AGREEMENTS

Tursi moved; seconded by Langston to take items #8 (DMACC Entrepreneurial Training Project #4); #9 (Perfection Learning Corporation Project #3); #10 (Vision Tech Consulting, Inc.) and #11 (GCommerce) as one consent item.


DMACC Entrepreneurial Training Project #4

Board Report 06-024. Attachment #4. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa, for DMACC Entrepreneurial Training Project #4.

Perfection Learning Corporation Project #3

Board Report 06-025. Attachment #5. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa, for Perfection Learning Corporation Project #3.

Vision Tech Consulting, Inc.

Board Report 06-026. Attachment #6. A resolution approving the form and content and execution and delivery of a retraining or training agreement under Chapter 260F, Code of Iowa for Vision Tech Consulting, Inc.

GCommerce

Board Report 06-027. Attachment #7. A resolution approving the form and content and execution and delivery of a Grow Iowa Values Fund training contract under Chapter 260F, Code of Iowa for GCommerce.

DMACC BUILDING #5 GYMNASIUM AIR CONDITIONING 2006

Board Report 06-028. Belken moved; seconded by Crawford recommending that the Board adopt a resolution setting the public hearing date and adopting proposed plans and specifications and form of contract and estimated costs for the DMACC Building #5 Gymnasium Air Conditioning 2006 for April 10, 2006 at 4:00 p.m. and a resolution fixing date for receipt of bids for the DMACC Building #5 Gymnasium Air Conditioning 2006 for April 6, 2006 at 3:00 p.m.

DMACC NEWTON CAMPUS
CHEMISTRY AND
NURSING LAB
RENOVATION 2006

Board Report 06-029. Belken moved; seconded by Tursi to defer this item to the April meeting.


Halterman moved; seconded by Crawford recommending that the Board adopt a resolution setting the public hearing date and adopting proposed plans and specifications and form of contract and estimated costs for the DMACC Newton Campus Chemistry and Nursing Lab Renovation for April 10, 2006 at 4:00 p.m. and a resolution fixing date for receipt of bids for the DMACC Newton Campus Chemistry and Nursing Lab Renovation for April 6, 2006 at 2:00 p.m.


APPROVAL OF BOARD POLICY 2023 HONORARY AWARDS

Board Report 06-030. Crawford moved; seconded by Neu recommending that the Board approve Board Policy 2023 Honorary Awards. Attachment #8.


APPROVAL ON NEW SURGICAL TECHNOLOGY PROGRAM

Board Report 06-031. Crawford moved; seconded by Tursi recommending that the Board approve the implementation of the Surgical Technology program at the Urban campus beginning Fall 2006.


FINANCIAL REPORT

Doug Williams, Vice President, Business Services presented the January 2006 financial report as shown in Attachment #9 to these minutes.

COMMITTEE REPORTS

None.

CLOSED SESSION—PERSONNEL EVALUATION

Norman moved; seconded by Tursi to hold a closed session as provided in Section 21.5(1)(i) of the Open Meetings Law to evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual’s reputation and that individual requests a closed session. There is a written request for the Closed Session on file.


RETURN TO OPEN SESSION

The Board returned to open session at 6:05 pm. A tape recording of the closed session has been placed in the lock box at Community State Bank.
Norman moved to adjourn; seconded by Halterman.

Motion passed unanimously and at 6:10 pm, Board Chair Pugel adjourned the meeting. Aye-Belken, Crawford, Halterman, Langston, Neu, Norman, Pugel, Rouse, Tursi. Nay-none.
ADDENDUM  Human Resources Report

I. Early Retirement

A. Buck, Marvin E.
Recreation Room Assistant
Ankeny Campus
Effective June 30, 2006
Benefit Payment Equals $20,978 to be paid in two equal payments

B. Butts, Alfred L.
Custodian
Ankeny Campus
Effective June 30, 2006
Benefit Payment Equals $16,363 to be paid in two equal payments

C. Crall, Kathleen A.
Instructor, Business Technology
Urban Campus
Effective August 14, 2006
Benefit Payment Equals $84,110 to be paid in two equal payments

D. Dixon, Doris M.
Cashier
Ankeny Campus
Effective June 30, 2006
Benefit Payment Equals $6,744 to be paid in two equal payments

E. Fasbender, Patricia A.
Office Assistant 2
Ankeny Campus
Effective June 30, 2006
Benefit Payment Equals $23,847 to be paid in two equal payments

F. Hendrian, James R.
Quality Management Manager
Ankeny Campus
Effective June 30, 2006
Benefit Payment Equals $43,189 to be paid in two equal payments

G. Knott, James E.
Provost
Carroll Campus
Effective June 30, 2006
Benefit Payment Equals $93,115 to be paid in two equal payments

H. Nelson, Gary M.
Instructor, Biology
Ankeny Campus
Effective August 14, 2006
Benefit Payment Equals $69,050 to be paid in two equal payments
I. Nelson, Tom K.
    Academic Dean, Industry & Technology
    Ankeny Campus
    Effective June 30, 2006
    Benefit Payment Equals $113,528 to be paid in two equal payments

J. O'Malia, Jerry L.
    Instructional Assistant/Strive
    Ankeny Campus
    Effective June 30, 2006
    Benefit Payment Equals $19,011 to be paid in two equal payments

K. Prager, Henry J.
    Instructor, Economics
    Ankeny Campus
    Effective August 14, 2006
    Benefit Payment Equals $88,632 to be paid in two equal payments

L. Stone, Margaret A.
    Coordinator – Iowa New Choices
    Ankeny Campus
    Effective June 30, 2006
    Benefit Payment Equals $34,206 to be paid in two equal payments

M. VanOverbeke, Sandra R.
    Registration Records Specialist
    Ankeny Campus
    Effective June 30, 2006
    Benefit Payment Equals $18,650 to be paid in two equal payments

N. VanderWilt, Suellen
    Instructor, Nursing
    Ankeny Campus
    Effective June 30, 2006
    Benefit Payment Equals $42,099 to be paid in two equal payments

II. Resignation

A. Soderholm, Kari
    Counselor
    Ankeny Campus
    Effective March 10, 2006

RECOMMENDATION
It is moved that the Board accepts the President's recommendation as to the above personnel actions.
<table>
<thead>
<tr>
<th>VENDOR NAME</th>
<th>CHECK NUMBER</th>
<th>CHECK AMOUNT</th>
<th>TRANSACTION AMOUNT</th>
<th>TRANSACTIONS ACCOUNT NUMBER</th>
<th>INDEX TITLE</th>
<th>ACCOUNT TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>123SecurityProducts.com</td>
<td>354604</td>
<td>$4,550.00</td>
<td>$4,550.00</td>
<td>6323</td>
<td>Assessment Center Se</td>
<td>Minor Equipment</td>
</tr>
<tr>
<td>ACIS</td>
<td>354608</td>
<td>$3,930.00</td>
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Des Moines Area Comm College

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Des Moines Area Comm College

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### Des Moines Area Comm College

**List of checks over $2,500.00 from 01-FEB-2006 to 28-FEB-2006**

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List of checks over $2,500.00 from 01-FEB-2006 to 28-FEB-2006

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Des Moines Area Comm College

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**Des Moines Area Comm College**

List of checks over $2,500.00 from 01-FEB-2006 to 28-FEB-2006

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**Des Moines Area Comm College**

List of checks over $2,500.00 from 01-FEB-2006 to 28-FEB-2006

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<td>Fund 1 General Ledge Other Employee Deductions</td>
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REPORT TOTAL $3,190,248.51
Ankeny, Iowa
March 13, 2006

The Board of Directors of the Des Moines Area Community College (Merged Area XI) in the Counties of Adair, Audubon, Boone, Carroll, Cass, Clarke, Crawford, Dallas, Greene, Guthrie, Hamilton, Hardin, Jasper, Lucas, Madison, Mahaska, Marion, Marshall, Polk, Poweshiek, Shelby, Story and Warren, state of Iowa met in regular session on the 13th day of March, 2006, at 4:00 p.m. at the DMACC Commons Building of the College in Ankeny, Iowa. The meeting was called to order and there were present the following named Board Members:

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<tr>
<th>Name</th>
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<th>Absent</th>
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<tr>
<td>Joseph Pugel, President</td>
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Matters were discussed concerning the substitution of a new paying agent and registrar for the College’s outstanding New Jobs Training Certificates and the replacement of the agent on Agency Agreements entered into on outstanding New Jobs Training Certificates. Following a discussion of the proposal, there was introduced and caused to be read a resolution entitled "Resolution Authorizing the Substitution of a New Registrar and Paying Agent for the Existing Registrar and Paying Agent on the College’s Outstanding New Jobs Training Certificates and the Replacement of the Existing Agent on Outstanding New Jobs Training Certificates". The resolution was moved and seconded, and after due consideration of said resolution by the Board, the President put the question on the motion and, the roll being called, the following named Board Members voted:

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<thead>
<tr>
<th>Name</th>
<th>Moved</th>
<th>Seconded</th>
<th>Aye</th>
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Registrar Paying Agent.DOC
Whereupon, the President declared the resolution, a copy of which is attached hereto, duly adopted and signed his approval thereto.

* * * * * *

Attest:

Carolyn J. Fadly
Secretary of the Board of Directors

President of the Board of Directors
RESOLUTION AUTHORIZING THE SUBSTITUTION OF A NEW REGISTRAR AND PAYING AGENT FOR THE EXISTING REGISTRAR AND PAYING AGENT ON THE COLLEGE’S OUTSTANDING NEW JOBS TRAINING CERTIFICATES AND THE REPLACEMENT OF THE EXISTING AGENT ON OUTSTANDING NEW JOBS TRAINING CERTIFICATES

WHEREAS, Des Moines Area Community College (hereinafter referred to as the "College"), of the Counties of Adair, Audubon, Boone, Carroll, Cass, Clarke, Crawford, Dallas, Greene, Guthrie, Hamilton, Hardin, Jasper, Lucas, Madison, Mahaska, Marion, Marshall, Polk, Poweshiek, Shelby, Story and Warren, State of Iowa (the area served by the College being hereinafter referred to as the "Merged Area"), is an area community college and a body politic organized and existing under the laws of the State of Iowa, and is authorized and empowered by Chapter 260E of the Code of Iowa, as amended (hereinafter referred to as the "Act"), to issue New Jobs Training Certificates and use the proceeds from the sale of said Certificates to defray all or a portion of the cost of a "New Jobs Training Program" as that term is defined in the Act, including the program costs, the purpose of which is to encourage industry and trade to locate and expand within the State of Iowa (the "State") in order to create jobs and employment opportunities and to improve the economic welfare of the residents of the State; and

WHEREAS, the College is also authorized and empowered by Section 15A.7 of the Code of Iowa, as amended (hereinafter referred to as the "Supplemental Act"), to issue New Jobs Training Certificates under the Supplemental Act and payable from a supplemental new jobs credit from withholding authorized under the Supplemental Act and to use the proceeds from the sale of said Certificates to fund the program services for an additional New Jobs Training Program; and

WHEREAS, the College has previously issued, and has outstanding, the following New Jobs Training Certificates:

- New Jobs Training Certificates (Multiple Projects 25-A)
- Taxable New Jobs Training Certificates (Multiple Projects 25-B)

- New Jobs Training Certificates (Multiple Projects 26-A)
- Taxable New Jobs Training Certificates (Multiple Projects 26-B)

- New Jobs Training Certificates (Multiple Projects 27-A)
- Taxable New Jobs Training Certificates (Multiple Projects 27-B)

- New Jobs Training Certificates (Multiple Projects 28-A)
- Taxable New Jobs Training Certificates (Multiple Projects 28-B)

- New Jobs Training Certificates (Multiple Projects 29-A)
- Taxable New Jobs Training Certificates (Multiple Projects 29-B)
New Jobs Training Certificates (Multiple Projects 30-A)
Taxable New Jobs Training Certificates (Multiple Projects 30-B)

New Jobs Training Certificates (Multiple Projects 31-A)
Taxable New Jobs Training Certificates (Multiple Projects 31-B)

New Jobs Training Certificates (Multiple Projects 32-A)
Taxable New Jobs Training Certificates (Multiple Projects 32-B)

New Jobs Training Certificates (Multiple Projects 33-A)
Taxable New Jobs Training Certificates (Multiple Projects 33-B)

New Jobs Training Certificates (Multiple Projects 34-A)
Taxable New Jobs Training Certificates (Multiple Projects 34-B)

(herein referred to jointly as the "Outstanding Certificates").

WHEREAS, Wells Fargo Bank, National Association (the "Existing Paying Agent") is currently acting as Registrar and Paying Agent for the Outstanding Certificates; and

WHEREAS, the resolutions authorizing the issuance of the Outstanding Certificates (the "Resolutions") all provide that the College reserves the right to name a substitute or successor Registrar or Paying Agent upon giving 60 days' written notice to each registered Bondholder; and

WHEREAS, the College wishes to substitute Bankers Trust Company, National Association (the "New Paying Agent") as the registrar and paying agent on the Outstanding Certificates; and

WHEREAS, the College has entered into an Agency Agreement (together, the "Existing Agency Agreements") with the Existing Paying Agent providing for the investing and monitoring of various funds on each of the following issues of New Jobs Training Certificates:

New Jobs Training Certificates (Multiple Projects 25-A)
New Jobs Training Certificates (Multiple Projects 26-A)
New Jobs Training Certificates (Multiple Projects 27-A)
New Jobs Training Certificates (Multiple Projects 28-A)
New Jobs Training Certificates (Multiple Projects 29-A)
New Jobs Training Certificates (Multiple Projects 30-A)
New Jobs Training Certificates (Multiple Projects 31-A)
New Jobs Training Certificates (Multiple Projects 32-A)

(herein referred to jointly as the "Existing Agency Certificates").

WHEREAS, the College wishes to terminate the Existing Agency Agreements and enter into new Agency Agreements with the New Paying Agent; and
WHEREAS, the Existing Agency Agreements provide that they may be terminated by either party by giving the other party at least 90 days advance written notice;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DES MOINES AREA COMMUNITY COLLEGE, AS FOLLOWS:

Section 1. Substitution. The College shall substitute the New Paying Agent for the Existing Paying Agent as the Registrar and Paying Agent for the Outstanding Certificates effective on June 1, 2006. The College is authorized to enter into a Registrar and Paying Agent Agreement with the New Paying Agent for each issue of Outstanding Certificates. The officers of the College are authorized to execute and deliver Registrar and Paying Agent Agreements with the New Paying Agent for each issue of Outstanding Certificates in such form as shall be approved by the officers executing the Agreements, such approval to be evidenced by the execution thereof.

Section 2. Notice to Holders of Outstanding Certificates. The Existing Paying Agent shall provide notice to all holders of the Outstanding Certificates of the substitution of the New Paying Agent in accordance with the Resolutions.

Section 3. Termination of Agency Agreements. The College shall terminate the Existing Agency Agreements effective on June 30, 2006. The officers of the College shall notify the Existing Paying Agent of the termination of the Existing Agency Agreements in accordance with the terms of the Existing Agency Agreements.

Section 4. Approval of Agency Agreement. The Board hereby approves an Agency Agreement (the "New Agency Agreements") with Bankers Trust Company for each of the Existing Agency Certificates and hereby authorizes the President and Secretary to execute the New Agency Agreements in such form as the officers executing the New Agency Agreements shall approve, such approval to be conclusively evidenced by the execution thereof. The Board hereby approves of the establishment of the various funds and accounts referred to in the New Agency Agreements and authorizes the officers of the College to take such action as they deem necessary or appropriate to carry out the New Agency Agreements.

Section 5. Amendment. All of the Resolutions are hereby amended to reflect the substitution of the New Paying Agent for the Existing Paying Agent effective on June 1, 2006, as the Registrar and Paying Agent for the Outstanding Certificates.

Section 6. Further Action. That officials of the College are hereby authorized to take such further action as may be necessary to carry out the intent and purpose of this Resolution.

Section 7. Repeal of Conflicting Ordinances or Resolutions and Effective Date. All other ordinances, resolutions and orders, or parts thereof, in conflict with the provisions of this Resolution are, to the extent of such conflict, hereby repealed; and this Resolution shall be in effect from and after its adoption.
PASSED AND APPROVED this 13th day of March, 2006.

[Signature]
President of the Board of Directors

ATTEST:

[Signature]
Carolyn Farlow
Secretary of the Board of Directors
STATE OF IOWA  )
  ) SS:
COUNTY OF POLK  )

I, Carolyn Farlow, Secretary of the Board of Directors of the Des Moines Area Community College (Merged Area XI) in the Counties of Adair, Audubon, Boone, Carroll, Cass, Clarke, Crawford, Dallas, Greene, Guthrie, Hamilton, Hardin, Jasper, Lucas, Madison, Mahaska, Marion, Marshall, Polk, Poweshiek, Shelby, Story and Warren, State of Iowa, do hereby certify that I have in my possession or have access to the complete corporate records of said College and of its Board of Directors and officers; and that I have carefully compared the transcript hereto attached with the aforesaid corporate records and that said transcript hereto attached is a true, correct and complete copy of all of the corporate records showing the action taken with respect to the matters set forth therein by the Board of Directors of said College on March 13, 2006, which proceedings remain in full force and effect, have not been amended or rescinded in any way; that such meeting was duly and publicly held in accordance with the Notice of meeting and tentative agenda, a copy of which was timely served on each member of the Board and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board (a copy of the face sheet of said agenda being attached hereto) pursuant to the rules of the Board and the provisions of Chapter 21, Code of Iowa, as amended, upon reasonable advance notice to the public and media at least twenty-four (24) hours prior to the commencement of the meeting as required by said law and with members of the public in attendance. I further certify that the individuals named in the attached proceedings were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no Board vacancies existed except as may be stated in said proceedings, and that no controversy or litigation is pending, prayed or threatened involving the organization, existence or boundaries of the College or the right of the individuals named therein as officers to their respective positions.

Dated this 13th day of March, 2006.

Carolyn Farlow
Secretary of the Board of Directors of the Des Moines Area Community College
The Board of Directors of the Des Moines Area Community College met in regular session on the 13th day of March, 2006, at 4:00 p.m., at the DMACC Commons Building on the campus of the College in Ankeny, Iowa. The meeting was called to order and there were present the following named Board Members:

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Matters were discussed concerning Training Contracts between the College and participants in the DMACC Entrepreneurial Training Program. Following a discussion of the proposal by the Board, there was introduced and caused to be read a resolution entitled, “A Resolution Approving the Form and Content and Execution and Delivery of Training Contracts between the College and participants in the DMACC Entrepreneurial Training Program” The resolution was moved and seconded as follows, and after due consideration of the resolution by the Board, the President put the question on the motion and, the roll being called, the following named Board Members voted:

<table>
<thead>
<tr>
<th>Name</th>
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</table>
Whereupon, the President declared said resolution, a copy of which is attached hereto, duly adopted and signed his approval thereto.

*****

[Signature]

PRESIDENT OF THE BOARD OF DIRECTORS

Attest:

[Signature]

Secretary of the Board of Directors
RESOLUTION

A RESOLUTION APPROVING THE FORM AND CONTENT AND EXECUTION AND DELIVERY OF TRAINING CONTRACTS BETWEEN THE COLLEGE AND PARTICIPANTS IN THE DMACC ENTREPRENEURIAL TRAINING PROGRAM

WHEREAS, Des Moines Area Community College (hereinafter referred to as the “College”), is an area community college and a body politic organized and existing under the laws of the State of Iowa, and is authorized and empowered by Chapter 260F of the Code of Iowa, as amended (hereinafter referred to as the “Act”), to provide a “Jobs Training Program” as that term is defined in the Act, including the program costs, the purpose of which is to provide training or retraining of workers within the State of Iowa (the “State”) in order to improve the economic welfare of the residents of the State, and is authorized under the Act to pay the costs of such a program from funds allocated for such purpose by the Iowa Department of Economic Development under Section 260F.6 of the Act; and

WHEREAS, the College has established an Entrepreneurial Training Program (the “Program”) pursuant to the provisions of the Act for the purpose of providing entrepreneurial training for participants in the Program which will be beneficial to the participants and the College; and

WHEREAS, the College has received an allocation (the “Fund Advance”) under Section 260F.6 of the Act in order to defray all or a portion of the cost of certain participants in the Program, including necessary expenses incidental thereto, in the amount of $4,999; and

WHEREAS, a form of Training Contract, with the contents set forth in Exhibit “A” attached hereto, has been prepared under the terms of which the College agrees, subject to the provisions of such Contract, to provide training for participants in the Program;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DES MOINES AREA COMMUNITY COLLEGE, AS FOLLOWS:

Section 1. That the form of Training Contract, set forth in Exhibit “A” attached hereto, be and the same is hereby approved and the President of the Board of Directors is hereby authorized to execute Training Contracts with the participants in the Program being funded with the Fund Advance, and the Secretary of the Board of Directors is hereby authorized to attest the same, said Training Contracts, which constitutes and are hereby made a part of this Resolution, to be in substantially the form, text and containing the provisions set forth in Exhibit “A” attached hereto with such changes therein as the officers executing such Training Contracts shall approve, such approval to be conclusively evidenced by the execution thereof.

Section 2. That the form of resolution required by the Iowa Department of Economic Development (the “Department”) is hereby approved and the officers of the College are authorized to file such resolution in accordance with the requirements of the Department.
Section 3. That officials of the College are hereby authorized to take such further action as may be necessary to carry out the intent and purpose of this Resolution.

Section 4. That all resolutions and parts thereof in conflict herewith are hereby repealed to the extent of such conflict.

Passed and approved this 13th day of March, 2006.

[Signature]
President of the Board of Directors

ATTEST:

[Signature]
Secretary of the Board of Directors
I, Carolyn Farlow, Secretary of the Board of Directors of the Des Moines Area Community College, do hereby certify that I have in my possession or have access to the complete corporate records of said College and of its Board of Directors and officers; and that I have carefully compared the transcript hereto attached with the aforesaid corporate records and that said transcript hereto attached is a true, correct and complete copy of all of the corporate records showing the action taken with respect to the matters set forth therein by the Board of Directors of said College on March 13, 2006, which proceedings remain in full force and effect, and have not been amended or rescinded in any way; that such meeting was duly and publicly held in accordance with the Notice of Meeting and tentative agenda, a copy of which was timely served on each member of the Board of Directors and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board of Directors (a copy of the face sheet of said agenda being attached hereto) pursuant to the rules of the Board of Directors and the provisions of Chapter 21, Code of Iowa, as amended, upon reasonable advance notice to the public and media at least twenty-four (24) hours prior to the commencement of the meeting as required by said law and with members of the public in attendance. I further certify that the individuals named in the attached proceedings were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no Board of Directors vacancies existed except as may be stated in said proceedings, and that no controversy or litigation is pending, prayed or threatened involving the organization, existence or boundaries of the College or the right of the individuals named therein as officers to their respective positions.

WITNESS my hand hereto affixed this 13th day of March, 2006.

Carolyn Farlow
SECRETARY OF THE BOARD OF DIRECTORS
This Iowa Jobs Training Program TRAINING CONTRACT (the “Contract”), effective as of 7/01/05, is entered into under the following circumstances:

A. Pursuant to Chapter 260F of the Code of Iowa (the "Act"), the Community College enters into this Contract with the participating businesses and individuals for purposes of establishing a training program to educate and train certain persons employed by the Employers.

B. The Community College and the participating businesses and individuals each have full right and lawful authority to enter into this Contract and to perform and monitor the provisions of this Contract as they apply respectively to the Community College and the Employers.

NOW, THEREFORE, in consideration of the premises and the mutual representations and agreements herein contained, the parties agree as follows:
ARTICLE I
REPRESENTATIONS

Section 1.1. Representations of the Community College. The Community College represents and covenants that:

(A) It is duly organized and validly existing under the laws of the State of Iowa;

(B) It is not in violation of or in conflict with any provisions of the laws of the State which would impair its ability to carry out its obligations hereunder;

(C) It is empowered to enter into the transactions contemplated by this Contract; and

(D) It will do all things in its power required to maintain its existence or assure the assumption of its obligations hereunder by any successor public body.

Section 1.2. Representations and Covenants of each participating business. Each participating business represents and covenants that:

(A) It is a business duly qualified to do business in Iowa;

(B) It has full power to execute, deliver, and perform this Contract and all other instruments given by the participating business to secure its performance and to enter into and carry out the transactions contemplated herein. Such execution, delivery, and performance are not in contravention of law or the participating business’s articles of incorporation, by-laws or any indenture, agreement, mortgage, lease, undertaking, or any other restriction, obligation or instrument to which the participating business is a party or by which it is bound. This Contract has by proper action been duly authorized, executed, and delivered by the participating business and all steps necessary have been taken to constitute this Contract as a valid and binding obligation of the participating business.

(C) There is no threatened, pending, or actual litigation or proceeding against the participating business or any other person which affects, in any manner whatsoever, the right of the participating business to execute the Contract or to otherwise comply with its obligations contained in the Contract.

(D) The participating business is engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products or conducting research and development; OR, provides services and has customers outside of Iowa.

(E) The participating business, within the 36 month period prior to the date of this application, did not close or reduce its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state.

(F) The participating business is not currently involved in a strike, lockout, or other labor dispute at any of its business sites in Iowa.

(G) Persons to receive training under this Contract are current employees of the participating business for which the participating business pays state withholding tax.

(H) The individuals receiving the training are not replacement workers who were hired as a Result of a strike, lockout, or other labor dispute.
(I) The participating business is an equal opportunity participating business which complies will all local, state, and federal affirmative action requirements.

ARTICLE II
PROJECT; PROGRAM SERVICES; PROJECT EVALUATION; FEES

Section 2.1 The Iowa Jobs Training Program (260F) Application for Assistance, as submitted by the Community College in behalf of each business and/or individual participant, and as approved by the Iowa Department of Economic Development, shall be incorporated as an integral part of this Contract. The "Project", as defined by the Application, shall consist of the program services and costs of services to be provided, the number of individuals to be trained, the beginning and ending dates of training, the stated budget, and any other provisions specified in the Application.

Section 2.2. The Community College agrees to provide the program services within the constraints of funds awarded and released to the Project by the Department of Economic Development. It is understood and agreed that each business and/or individual participant and the Community College will cooperate in the coordination and programming of the specific expenditures and operation of the Project within the guidelines set out by the approved application.

Section 2.3. Iowa Code section 84A.5 requires the Department of Economic Development to report to the Iowa General Assembly the impact of training provided by this Program on the wages of employees who receive training. This information is obtained by matching social security numbers of trainees with State income records. Each business and/or individual participant therefore agrees to provide the social security number of each employee who receives training under this contract.

Section 2.4. Each business and/or individual participant agrees to complete Performance Report, Form 260F-6, at the completion of training to evaluate the initial impact of training on the Business’ operations. Each business and/or individual participant also agrees to complete a follow-up report one year after the completion of training to determine whether the Business’ initial objectives for training were met.

Section 2.5. It is understood by the Community College and each business and/or individual participant that should project funds not be available or received from the Department of Economic Development within a reasonable period of time, this Contract shall be terminated by mutual agreement of the parties. In any event, the business and/or individual participants shall pay all administrative and legal costs associated with this project which have been incurred by the Community College.

ARTICLE III
PAYMENT AND SECURITY

Section 3.1. The Community College shall create a fund to deposit monies awarded to the Project by the Department of Economic Development (DED). Funds awarded by DED shall be known as the Project Award. Interest earned on the fund shall be refunded to the State if not used by the Community College in accordance with Iowa Administrative Code Chapter 261.

Section 3.2. Each business and/or individual participant and the Community College agree that the Project Award, in the amount of $4,999.00, is issued by DED as a forgivable loan and shall not be required to be repaid by the business and/or individual participant unless an event of default has occurred. Events of default and associated penalties are specified in Article VI of this Contract. The Community College and the Department of Economic Development shall determine whether an event of default has
ARTICLE IV
CONTRACT MODIFICATION

Section 4.1. The business and/or individual participants shall not modify any provision of this Contract without the prior written approval of the Community College.

Section 4.2. The Community College, with the written consent of each business and/or individual participant, has the authority to modify all provisions of this Contract except modifications which result in a reduction of the number of individuals to be trained or which significantly change the training program. The Community College is authorized to change the ending dates of the training project, training provider, or other minor modifications to the training program. A signed copy of the modification must be sent to the Department.

Section 4.3. Modifications which result in a reduction of the number of individuals to be trained or change the training program content must be approved by the Department of Economic Development, the Community College, and the Businesses.

Section 4.4. This Contract shall not be modified in any way that would result in a violation of the "Act".

ARTICLE V
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION REQUIREMENTS

Section 5.1. Each participating business shall comply with all federal, state, and local laws, rules, and executive orders, to insure that no applicant for employment or employee is discriminated against because of race, religion, color, age, sex, national origin, or disability.

Section 5.2. Each participating business shall provide state or federal agencies with appropriate reports as required to insure compliance with equal employment opportunity laws and regulations.

Section 5.3. Each participating business shall insure, to the maximum extent possible, that all authorized subcontractors comply with provisions of this section.

ARTICLE VI
EVENTS OF DEFAULT

Section 6.1. Events of Default. Each of the following shall be an "event of default". If a default occurs which results in a financial penalty, the penalty shall be levied against the business(s) and/or individual participants which are “in default”. The penalty shall be based on the business’s and/or individual participant’s share of the project award, with each business’s and/or individual participant’s share determined by the ratio of the business’s employees and/or individual participants to be trained compared to the total number of individuals to be trained.

(A) The business and/or individual participants’ fails to complete the training project within the agreed period of time as specified in the training Contract. Such business shall be required to repay 20 percent of total project funds expended by the community college and the business.

(B) The business and/or individual participants fails to train the agreed number of individuals as specified in the training Contract. Such business shall be required to repay a proportionate
amount of total project funds expended by the community college and the business. The proportion shall be based on the number of individuals not trained compared to the number of individuals to have been trained.

(C) If both (A) and (B) occur, both penalties shall apply.

(D) The business and/or individual participants fail to comply with any requirements contained in the training agreement. The business and/or individual participants shall be sent written notice by the community college which specifies the issue(s) of noncompliance and shall be allowed 20 days from the date notice is sent to effect a cure. If noncompliance is of such a nature that a cure cannot be reasonably accomplished within 20 days, the community college has the discretion to extend the period of cure to a maximum of 60 days.

(E) The business and/or individual participants cease or announce the cessation of operations at the project site prior to completion of the training program.

(F) The business and/or individual participants directly or indirectly makes any false or misleading representations or warranties in the program application or training agreement, reports, or any other documents which are provided to the community college or the department.

(G) The business and/or individual participants act in any manner contrary to, or fails to act in accordance with any provision of the training Contract.

(H) The business and/or individual participant take corporate action to effect any of the preceding conditions of default.

Section 6.2. Whenever an event of default has occurred, further training or payments in behalf of the business and/or individual participants shall be suspended.

Section 6.3. Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (A-C), the businesses and/or individual participants shall immediately pay to the Department of Economic Development the amount of penalty determined by the Department. The businesses and/or individual participants shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.4 Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (D-H), the businesses and/or individual participants shall immediately pay to the Department of Economic Development the amount expended by the businesses and/or individual participants and the Community College from the Project Award. The businesses and/or individual participants shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.5. Whenever an event of default has occurred and is continuing, the Community College may take whatever action at law or in equity may appear necessary or desirable to collect the amounts then due or to enforce performance and observance of any other obligation or agreement of the businesses and/or individual participants under this Contract.

Section 6.6. No remedy conferred upon or reserved to the Community College by this Contract is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the
Community College to exercise any remedy reserved to it in this Article, it shall not be necessary to give any notice, other than such notice as may be expressly required herein.

Section 6.7. In the event any agreement contained in this Contract should be breached by any party and thereafter waived by the other parties, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

Section 6.8. As required by Iowa Administrative Code, Chapter F, any payments required to be made by the business and/or individuals participants to the Department of Economic Development are a lien upon the business’s and/or individual participant’s property until paid and have equal precedence with ordinary taxes and shall not be divested by a judicial sale. Property subject to the lien may be sold for sums due and delinquent at a tax sale, with the same forfeitures, penalties, and consequences as for the nonpayment of ordinary taxes. The purchaser at tax sale obtains the property subject to the remaining payments.

Section 6.9. Whenever an event of default has occurred and is unresolved, the Community College shall assign this Contract to the Iowa Department of Economic Development for appropriate collection action.

ARTICLE VII
MISCELLANEOUS

Section 7.1. All notices, requests or other communications hereunder shall be in writing and shall be deemed to be sufficiently given when mailed by registered or certified mail, postage prepaid, addressed to the appropriate address as follows:

Community College:  Des Moines Area Community College

2006 S. Ankeny Boulevard

Ankeny IA 50023

Participating Businesses or Individuals

Joyce Smith, 2006 S. Ankeny Blvd.

Ankeny IA 50023

Brenda Easley, 1282 N.W. 90th Street

Clive IA 50325

Tony Rothmeyer, 205 Howard

Rippee IA 50235

Mariana Hernandez, 4701 Pleasant Street

West Des Moines IA 50266

Dawn Kasotia, 715 S.W. 14th Street

Des Moines IA 50315
Each business and/or individual participant and the Community College may, by notice given hereunder, designate any further or different addresses to which subsequent notices, requests or other communications shall be sent.

Section 7.2. All covenants, stipulations, obligations and agreements of the Community College contained in this Contract shall be effective to the extent authorized and permitted by applicable law. No such covenant, stipulation, obligation or agreement shall be deemed to be a covenant, stipulation, obligation or agreement of any present or future member, officer, agent or employee of the Community College or the Board of Directors other than in his official capacity, and neither the members of the Board of Directors nor any official executing this Contract shall be liable personally or be subject to any personal liability or accountability by reason of the covenants, stipulations, obligations or agreements of the Community College contained in this Contract.

Section 7.3. This Contract shall benefit of and be binding in accordance with its terms upon the Community College, each business and/or individual participant and their respective permitted successors and assigns. This Contract may not be assigned by the business and/or individual participant without the express written consent of the Community College and may not be assigned by the Community College except as may be necessary to enforce or secure payment due resulting from an event of default.

Section 7.4. This Contract may be executed in any number of counterparts, each of which shall be regarded as an original and all of which shall constitute but one and the same instrument.

Section 7.5. If any provision of this Contract, or any covenant, stipulation, obligation, agreement, act, or action, or part thereof made, assumed, entered into or taken thereunder or any application thereof, is for any reason held to be illegal or invalid, such illegality or invalidity shall not affect any other provision or any other covenant, stipulation, obligation, agreement, act or action or part thereof, made, assumed, entered into, or taken, each of which shall be construed and enforced as if such illegal or invalid portion were not contained herein. Nor shall illegality of any application thereof affect any legal and valid application thereof, and each such provision, covenant, stipulation, obligation, agreement, act. or action, or part thereof shall be deemed to be effective, operative, made, entered into or taken in the manner and to the full extent permitted by law.

Section 7.6. This Contract shall be governed exclusively by and construed in accordance with the laws of the State of Iowa.
IN WITNESS WHEREOF, each participating business and/or individual has caused this Contract to be duly executed all as of the date hereinabove written.

DMACC

Authorized Signature

Joyce Smith, Coordinator

Type Name And Title

2006 South Ankeny Boulevard

Ankeny IA 50023

Address

1/11/06

Date

Authorized Signature

Type Name And Title

Address

Date
IN WITNESS WHEREOF, the Community College has caused this Contract to be duly executed all as of the date hereinabove written.

Des Moines Area Community College
Community College

Authorized Signature
Joe Rued, Board President
Type Name And Title

2006 South Ankeny Boulevard

Ankeny IA 50023
Address

3-13-06
Date
IOWA JOBS
TRAINING PROGRAM

RETRAINING PROJECT
TRAINING PLAN

for

DMACC Entrepreneurial Training
Project #4

July 1, 2005
I. JOB SPECIFIC SKILL DEVELOPMENT
Entrepreneurial Training for NEW businesses

A. Exploring Business Concepts
Business entrepreneurs will discuss their ideas for their businesses with the instructor in order to develop a sound business concept. The participants will attend a 9 week 27 hour class to determine if their ideas are viable. The first decision the entrepreneur will make is how to start a new business or whether to buy an existing business.

B. Develop strategy for marketing
Entrepreneurs have limited funds available to operate their ventures or hire a person devoted to market research. Students will be encouraged to be creative and identify sources of information, choosing target markets, for research and determining what the collected information really means.
Participants will use the following eight information sources to prepare a market section of a business plan:
1. Local sources
2. Trade associations
3. Government reports
4. Demographic information
5. Computer and Internet searches
6. Competition
7. Customer surveys
8. Focus groups

C. Develop budgets
In order for a business to succeed, a budget must first be developed. Such preparation includes estimating sales, cost of goods sold, gross margin, expenses, and pre-tax profit.
Participants will prepare the financial section of a feasibility plan including start-up costs along with 3 to 6 months operating capital.

D. Identify sources of capital
Looking for start-up money and expansion capital is an ongoing and increasingly difficult task as there are more and more people competing for money. Participants learn how to utilize the following:
1. Self-financing
2. Relatives and friends
3. Business associates
4. Credit cards
5. Customer in hand
6. Suppliers
7. Sale and distribution rights
8. Hard-asset lender
9. Commercial finance companies

III MATERIALS AND SUPPLIES
In order for entrepreneurs to take the training, they must first be made aware the training exists. This will be done through advertising

IV DMACC ADMINISTRATION FEE
Project funds in the amount of 15% of the cost of the training will be designated to cover DMACC's cost administering the project.
8. TRAINING PLAN

A. What date will the training project begin? 7 / 1 / 05
B. What date will the training end? 7 / 1 / 06
C. TOTAL NUMBER OF UNDUPLICATED employees receiving training? 4

LIST OF TRAINING ACTIVITIES TO BE PROVIDED

Complete the following chart for each training activity to be provided. Training activities include vocational and skill assessment and testing, consulting, evaluation, job-related training, etc. List each training activity. Include all direct costs associated with each item listed including trainer cost, equipment, materials, supplies, facility cost, transportation, meals, etc. Do not include employee wages. Attach a comprehensive description for each of the listed items. Insert the descriptions immediately following this page.

<table>
<thead>
<tr>
<th>TRAINING ACTIVITY</th>
<th>TRAINING COST</th>
<th># TO BE TRAINED</th>
<th>IN KIND MATCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Venture Entrepreneurial Training</td>
<td>$4,347.00</td>
<td>4</td>
<td>VALUE OF WAGES &amp; BENEFITS: $900</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>VALUE OF FACILITIES: $600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>VALUE OF EQUIPMENT: $</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>VALUE OF SUPPLIES: $</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>OTHER: $0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>TOTAL IN-KIND MATCH $1,500</td>
</tr>
</tbody>
</table>

A. TOTAL TRAINING COST $4,347.00
B. ADMINISTRATIVE COSTS + $652.00
C. TOTAL PROJECT COST equals $4,999.00
D. COMPANY CASH MATCH - 0
E. IDED AWARD AMOUNT equals $4,999.00
Ankeny, Iowa
March 13, 2006

The Board of Directors of the Des Moines Area Community College met in regular session on the 13th day of March, 2006, at 4:00 p.m., at the DMACC Commons Building on the campus of the College in Ankeny, Iowa. The meeting was called to order and there were present the following named Board Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Pugel, President</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Harold Belken</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Kevin Halterman</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Madelyn Tursi</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Ben Norman</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Naomi Neu</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>James Crawford</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Wayne E. Rouse</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Cheryl Langston</td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>

Matters were discussed concerning a Retraining Agreement between the College and Perfection Learning Corporation. Following a discussion of the proposal by the Board, there was introduced and caused to be read a resolution entitled, "A Resolution Approving the Form and Content and Execution and Delivery of a Retraining Agreement between the College and Perfection Learning Corporation." The resolution was moved and seconded as follows, and after due consideration of the resolution by the Board, the President put the question on the motion and, the roll being called, the following named Board Members voted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Moved</th>
<th>Seconded</th>
<th>Aye</th>
<th>Nay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Pugel</td>
<td>☐</td>
<td>☐</td>
<td>✔✓</td>
<td>☐</td>
</tr>
<tr>
<td>Harold Belken</td>
<td>☐</td>
<td>☐</td>
<td>✔✓</td>
<td>☐</td>
</tr>
<tr>
<td>Kevin Halterman</td>
<td>☐</td>
<td>☐</td>
<td>✔✓</td>
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<td>Madelyn Tursi</td>
<td>✔✓</td>
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<td>☐</td>
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<tr>
<td>Cheryl Langston</td>
<td>☐</td>
<td>☐</td>
<td>✔✓</td>
<td>☐</td>
</tr>
</tbody>
</table>
Whereupon, the President declared said resolution, a copy of which is attached hereto, duly adopted and signed his approval thereto.

***

PRESIDENT OF THE BOARD OF DIRECTORS

Attest:

Carolyn Faler
Secretary of the Board of Directors
RESOLUTION

A RESOLUTION APPROVING THE FORM AND CONTENT
AND EXECUTION AND DELIVERY OF A RETRAINING AGREEMENT
BETWEEN THE COLLEGE AND PERFECTION LEARNING CORPORATION

WHEREAS, Des Moines Area Community College (hereinafter referred to as the “College”), is an area community college and a body politic organized and existing under the laws of the State of Iowa, and is authorized and empowered by Chapter 260F of the Code of Iowa, as amended (hereinafter referred to as the “Act”), to provide a “Jobs Training Program” as that term is defined in the Act, including the program costs, the purpose of which is to provide retraining of existing workers for a business within the State of Iowa (the “State”) in order to improve the economic welfare of the residents of the State, and is authorized under the Act to pay the costs of such a program from funds allocated for such purpose by the Iowa Department of Economic Development under Section 260F.6 of the Act; and

WHEREAS, the College has undertaken negotiations with respect to a Jobs Training Program with Perfection Learning Corporation (the “Company”), pursuant to the provisions of the Act for the purpose of establishing a jobs training program (hereinafter referred to as the “Project”) to retrain workers at the Company at its facilities located in the merged area served by the College, which Project will be beneficial to the Company and the College; and

WHEREAS, the College has received an allocation (the “Fund Advance”) under Section 260F.6 of the Act in order to defray all or a portion of the cost of the Project, including necessary expenses incidental thereto, in the amount of $25,000; and

WHEREAS, a Retraining Agreement, in the form and with the contents set forth in Exhibit “A” attached hereto, has been negotiated by the College under the terms of which the College agrees, subject to the provisions of such Agreement, to provide a Jobs Training Program for the Company;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DES MOINES AREA COMMUNITY COLLEGE, AS FOLLOWS:

Section 1. That the Retraining Agreement, in the form and with the contents set forth in Exhibit “A” attached hereto, be and the same is hereby approved and the President of the Board of Directors is hereby authorized to execute said Retraining Agreement, and the Secretary of the Board of Directors is hereby authorized to attest the same, said Retraining Agreement, which constitutes and is hereby made a part of this Resolution, to be in substantially the form, text and containing the provisions set forth in Exhibit “A” attached hereto with such changes therein as the officers executing such Retraining Agreement shall approve, such approval to be conclusively evidenced by the execution thereof.
Section 2. That the form of resolution required by the Iowa Department of Economic Development (the "Department") is hereby approved and the officers of the College are authorized to file such resolution in accordance with the requirements of the Department.

Section 3. That officials of the College are hereby authorized to take such further action as may be necessary to carry out the intent and purpose of this Resolution.

Section 4. That all resolutions and parts thereof in conflict herewith are hereby repealed to the extent of such conflict.

Passed and approved this 13th day of March, 2006.

[Signature]
President of the Board of Directors

ATTEST:

[Signature]
Carolyn Farlow
Secretary of the Board of Directors
STATE OF IOWA
COUNTY OF POLK

I, Carolyn Farlow, Secretary of the Board of Directors of the Des Moines Area Community College, do hereby certify that I have in my possession or have access to the complete corporate records of said College and of its Board of Directors and officers; and that I have carefully compared the transcript hereto attached with the aforesaid corporate records and that said transcript hereto attached is a true, correct and complete copy of all of the corporate records showing the action taken with respect to the matters set forth therein by the Board of Directors of said College on March 13, 2006, which proceedings remain in full force and effect, and have not been amended or rescinded in any way; that such meeting was duly and publicly held in accordance with the Notice of Meeting and tentative agenda, a copy of which was timely served on each member of the Board of Directors and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board of Directors (a copy of the face sheet of said agenda being attached hereto) pursuant to the rules of the Board of Directors and the provisions of Chapter 21, Code of Iowa, as amended, upon reasonable advance notice to the public and media at least twenty-four (24) hours prior to the commencement of the meeting as required by said law and with members of the public in attendance. I further certify that the individuals named in the attached proceedings were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no Board of Directors vacancies existed except as may be stated in said proceedings, and that no controversy or litigation is pending, prayed or threatened involving the organization, existence or boundaries of the College or the right of the individuals named therein as officers to their respective positions.

WITNESS my hand hereto affixed this 13th day of March, 2006.

Carolyn Farlow
SECRETARY OF THE BOARD OF DIRECTORS
IOWA JOBS TRAINING PROGRAM (260F)
TRAINING CONTRACT

This Iowa Jobs Training Program TRAINING CONTRACT (the "Contract"), effective as of March 13, 2006 between Des Moines Area Community College, Ankeny, Iowa, (the "Community College" and its location), and Perfection Learning Corporation, Urbandale, Iowa, (the "Employer" and its location), is entered into under the following circumstances:

A. Pursuant to Chapter 260F of the Code of Iowa (the "Act"), the Community College enters into this Contract with the Employer for purposes of establishing a training program to educate and train certain persons employed by the Employer.

B. The Community College and the Employer each have full right and lawful authority to enter into this Contract and to perform and monitor the provisions of this Contract as they apply respectively to the Community College and the Employer.

NOW, THEREFORE, in consideration of the premises and the mutual representations and agreements herein contained, the parties agree as follows:

ARTICLE I
REPRESENTATIONS

Section 1.1. Representations of the Community College. The Community College represents and covenants that:

(A) It is duly organized and validly existing under the laws of the State of Iowa;

(B) It is not in violation of or in conflict with any provisions of the laws of the State, which would impair its ability to carry out its obligations hereunder;

(C) It is empowered to enter into the transactions contemplated by this Contract; and

(D) It will do all things in its power required to maintain its existence or assure the assumption of its obligations hereunder by any successor public body.

Section 1.2. Representations and Covenants of the Employer. The Employer represents and covenants that:

(A) It is a business duly qualified to do business in Iowa;

(B) It has full power to execute, deliver, and perform this Contract and all other instruments given by the Employer to secure its performance and to enter into and carry out the transactions contemplated herein. Such execution, delivery, and performance are not in contravention of law or the Employer's articles of incorporation, by-laws or any indenture, agreement, mortgage, lease, undertaking, or any other restriction, obligation or instrument to which the Employer is a party or by which it is bound.
This Contract has by proper action been duly authorized, executed, and delivered by the Employer and all steps necessary have been taken to constitute this Contract as a valid and binding obligation of the Employer.

(C) There is no threatened, pending, or actual litigation or proceeding against the Employer or any other person which affects, in any manner whatsoever, the right of the Employer to execute the Contract or to otherwise comply with its obligations contained in the Contract.

(D) The Employer is engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products or conducting research and development; OR, provides services and has customers outside of Iowa.

(E) The employer, within the 36 month period prior to the date of this application, did not close or reduce its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state.

(F) The employer is not currently involved in a strike, lockout, or other labor dispute at any of its business sites in Iowa.

(G) Persons to receive training under this Contract are current employees of the employer for which the employer pays state withholding tax.

(H) Employees to receive training are not replacement workers who were hired as a result of a strike, lockout, or other labor dispute.

(I) The employer is an equal opportunity employer which complies will all local, state, and federal affirmative action requirements.

**ARTICLE II**

**PROJECT; PROGRAM SERVICES; FEES**

Section 2.1 The Iowa Jobs Training Program (260F) Application for Assistance, as submitted by the Community College in behalf of the Employer, and as approved by the Iowa Department of Economic Development, shall be incorporated as an integral part of this Contract. The "Project", as defined by the Application, shall consist of the program services and costs of services to be provided, the number of employees to be trained, the beginning and ending dates of training, the stated budget, and any other provisions specified in the Application.

Section 2.2. The Community College agrees to provide the program services within the constraints of funds awarded and released to the Project by the Department of Economic Development. It is understood and agreed that the Employer and the Community College will cooperate in the coordination and programming of the specific expenditures and operation of the Project within the guidelines set out by the approved application.

Section 2.3. Iowa Code section 84A.5 requires the Department of Economic Development to report to the Iowa General Assembly the impact of training provided by this Program on the wages of employees who receive training. This information is obtained by matching social security numbers of trainees with State income records. The Employer therefore agrees to provide the social security number of each employee who receives training under this contract.
Section 2.4. The Employer agrees to complete Performance Report, Form 260F-5, at the completion of training to evaluate the initial impact of training on the Business' operations. The Employer also agrees to complete a follow-up report one year after the completion of training to determine whether the Business' initial objectives for training were met.

Section 2.5. It is understood by the Community College and the Employer that should project funds not be available or received from the Department of Economic Development within a reasonable period of time, this Contract shall be terminated by mutual agreement of the parties. In any event, the Employer shall pay all administrative and legal costs associated with this Project which have been incurred by the Community College.

ARTICLE III
PAYMENT AND SECURITY

Section 3.1. The Community College shall create a fund to deposit monies awarded to the Project by the Department of Economic Development (DED). Funds awarded by DED shall be known as the Project Award. Interest earned on the fund shall be refunded to the State if not used by the Community College in accordance with Iowa Administrative Code Chapter 261.

Section 3.2. The Employer and the Community College agree that the Project Award, in the amount of $25,000.00, is issued by DED as a forgivable loan and shall not be required to be repaid by the Employer unless an event of default has occurred. Events of default and associated penalties are specified in Article VI of this Contract. The Community College and the Department of Economic Development shall determine whether an event of default has occurred.

ARTICLE IV
CONTRACT MODIFICATION

Section 4.1. An Employer shall not modify any provision of this Contract without the prior written approval of the Community College.

Section 4.2 The Community College, with the written consent of the Employer, has the authority to modify all provisions of this Contract except modifications which result in a reduction of the number of employees to be trained or which significantly change the training program. The Community College is authorized to change the ending dates of the training project, training provider, or other minor modifications to the training program. A signed copy of the modification must be sent to the Department.

Section 4.3 Modifications which result in a reduction of the number of employees to be trained or change the training program content must be approved by the Department of Economic Development, the Community College, and the Employer.

Section 4.4 This Contract shall not be modified in any way that would result in a violation of the "Act".
ARTICLE V
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION REQUIREMENTS

Section 5.1. The employer shall comply with all federal, state, and local laws, rules, and executive orders, to insure that no applicant for employment or employee is discriminated against because of race, religion, color, age, sex, national origin, or disability.

Section 5.2. The employer shall provide state or federal agencies with appropriate reports as required to insure compliance with equal employment opportunity laws and regulations.

Section 5.3. The employer shall insure, to the maximum extent possible, that all authorized subcontractors comply with provisions of this section.

ARTICLE VI
EVENTS OF DEFAULT

Section 6.1. Events of Default. Each of the following shall be an "event of default":

(A) The Employer fails to complete the training project within the agreed period of time as specified in the training Contract. Such Employer shall be required to repay 20 percent of total project funds expended by the community college and the business.

(B) The Employer fails to train the agreed number of employees as specified in the training Contract. Such Employer shall be required to repay a proportionate amount of total project funds expended by the community college and the Employer. The proportion shall be based on the number of employees not trained compared to the number of employees to have been trained.

(C) If both (A) and (B) occur, both penalties shall apply.

(D) The Employer fails to comply with any requirements contained in the training agreement. The Employer shall be sent written notice by the community college, which specifies the issue(s) of noncompliance and shall be allowed 20 days from the date notice is sent to effect a cure. If noncompliance is of such a nature that a cure cannot be reasonably accomplished within 20 days, the community college has the discretion to extend the period of cure to a maximum of 60 days.

(E) The Employer ceases or announces the cessation of operations at the project site prior to completion of the training program.

(F) The Employer directly or indirectly makes any false or misleading representations or warranties in the program application or training agreement, reports, or any other documents, which are provided, to the community college or the department.

(G) The Employer acts in any manner contrary to, or fails to act in accordance with any provision of the training Contract.

(H) An Employer takes corporate action to effect any of the preceding conditions of default.
Section 6.2. Whenever an event of default has occurred, further training or payments to the Employer shall be suspended.

Section 6.3. Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (A-C), the Employer shall immediately pay to the Department of Economic Development the amount of penalty determined by the Department. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.4 Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (D-H), the Employer shall immediately pay to the Department of Economic Development the amount expended by the Employer and the Community College from the Project Award. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.5. Whenever an event of default has occurred and is continuing, the Community College may take whatever action at law or in equity may appear necessary or desirable to collect the amounts then due or to enforce performance and observance of any other obligation or agreement of the Employer under this Contract.

Section 6.6. No remedy conferred upon or reserved to the Community College by this Contract is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the Community College to exercise any remedy reserved to it in this Article, it shall not be necessary to give any notice, other than such notice as may be expressly required herein.

Section 6.7. In the event any agreement contained in this Contract should be breached by either party and thereafter waived by the other party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

Section 6.8. As required by Iowa Administrative Code, Chapter F, any payments required to be made by the Employer to the Department of Economic Development are a lien upon the Employer's property until paid and have equal precedence with ordinary taxes and shall not be divested by a judicial sale. Property subject to the lien may be sold for sums due and delinquent at a tax sale, with the same forfeitures, penalties, and consequences as for the nonpayment of ordinary taxes. The purchaser at tax sale obtains the property subject to the remaining payments.

Section 6.9. Whenever an event of default has occurred and is unresolved, the Community College shall assign this Contract to the Iowa Department of Economic Development for appropriate collection action.
ARTICLE VII
MISCELLANEOUS

Section 7.1. All notices, requests or other communications hereunder shall be in writing and shall be deemed to be sufficiently given when mailed by registered or certified mail, postage prepaid, addressed to the appropriate address as follows:

Community College: Des Moines Area Community College
2006 South Ankeny Boulevard
Ankeny, IA 50021

Employer: Perfection Learning Corporation
10520 New York Ave.
Urbandale, IA 50322

The Employer and the Community College may, by notice given hereunder, designate any further or different addresses to which subsequent notices, requests or other communications shall be sent.

Section 7.2. All covenants, stipulations, obligations and agreements of the Community College contained in this Contract shall be effective to the extent authorized and permitted by applicable law. No such covenant, stipulation, obligation or agreement shall be deemed to be a covenant, stipulation, obligation or agreement of any present or future member, officer, agent or employee of the Community College or the Board of Directors other than in his official capacity, and neither the members of the Board of Directors nor any official executing this Contract shall be liable personally or be subject to any personal liability or accountability by reason of the covenants, stipulations, obligations or agreements of the Community College contained in this Contract.

Section 7.3. This Contract shall benefit of and be binding in accordance with its terms upon the Community College, the Employer and their respective permitted successors and assigns. This Contract may not be assigned by the Employer without the express written consent of the Community College and may not be assigned by the Community College except as may be necessary to enforce or secure payment due resulting from an event of default.

Section 7.4. This Contract may be executed in any number of counterparts, each of which shall be regarded as an original and all of which shall constitute but one and the same instrument.

Section 7.5. If any provision of this Contract, or any covenant, stipulation, obligation, agreement, act, or action, or part thereof made, assumed, entered into or taken thereunder or any application thereof, is for any reason held to be illegal or invalid, such illegality or invalidity shall not affect any other provision or any other covenant, stipulation, obligation, agreement, act or action or part thereof, made, assumed, entered into, or taken, each of which shall be construed and enforced as if such illegal or invalid portion were not contained herein. Nor shall illegality of any application thereof affect any legal and valid application thereof, and each such provision, covenant, stipulation,
obligation, agreement, act, or action, or part thereof shall be deemed to be effective, operative, made, entered into or taken in the manner and to the full extent permitted by law.

Section 7.6. This Contract shall be governed exclusively by and construed in accordance with the laws of the State of Iowa.

IN WITNESS WHEREOF, the Community College and the Employer have caused this Contract to be duly executed all as of the date hereinabove written.

Des Moines Area Community College
Community College
Joe Payne, Board President
Authorized Signature

Perfection Learning Corporation
Business
Barbara Oliver
Authorized Signature
Barbara Oliver, Director of Human Resources
Type Name and Title

Authorized Signature

2006 South Ankeny Blvd.
Ankeny, IA 50021
Address
3-13-0
Date

105220 New York Ave.
Urbandale, IA 50322
Address
January 9, 2006
Date

Approved as to Form 08/26/96 by DMACC General Counsel
IOWA JOBS
TRAINING PROGRAM

RETRAINING PROJECT
TRAINING PLAN

for

Perfection Learning Corporation
Project #3

September 20, 2004
Perfection Learning Corporation  
260 F – Project #3  
Training Plan Outline/Budget

The following Training Plan reflects the expected training activities for this company.

The company will document the name and social security numbers of the employees who receive training and will keep track of the specific training received by each employee. All records of training documentation to support the expenditures will be kept according to the categories shown below, they will be turned in/or reimbursement as the training programs. The company will work with DMACC evaluating the outcomes of the training.

The company will match the 260 F training funds with a 25% cash match.

I.  Job Skill Training  
   A. Several employees will be taking computer courses in areas such as but not limited to, Excel, Photoshop, InDesign (version of Adobe), and Website training.  
   B. Several employees will be taking various editorial courses. There will also be training in the marketing area to help employees to develop marketing strategies which will make the company more competitive. There will also be employees attending publishing conferences to learn the latest and greatest in their industry.

IV. Administrative Costs  

   DMACC will work with the company to identify needed resources, it will help the company monitor the activity for the duration of the contract to assure that training objectives are met.

Total  

Training will begin in September 2004 with completion anticipated September 2006. Upon receipt of proper documentation, reimbursement to all providers of training and training that meets guidelines of 260 F, DMACC, & this training plan will be made on an applied for basis.
6. TRAINING PLAN

I. Training start date. 9-20-04
II. Training end date. 9-30-06
III. TOTAL UNDuplicated number of employees to be trained. 10

LIST OF TRAINING ACTIVITIES TO BE PROVIDED

Complete the following chart for each training activity to be provided. Training activities include vocational and skill assessment and testing, consulting, evaluation, job-related training, etc. List each training activity. Include all direct costs associated with each item listed including trainer cost, equipment, materials, supplies, facility cost, transportation, meals, etc. Do not include employee wages. Attach a comprehensive description for each of the listed items. Insert the descriptions immediately following this page.

<table>
<thead>
<tr>
<th>TRAINING ACTIVITY</th>
<th>TRAINING COST</th>
<th># TO BE TRAINED</th>
<th>IN KIND MATCH</th>
<th>VALUE OF</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td></td>
<td></td>
<td>WAGES &amp;</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>BENEFITS:</td>
</tr>
<tr>
<td>Computer training</td>
<td>10,000</td>
<td>5</td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td>Marketing, Publishing, Editorial training</td>
<td>19,588</td>
<td>5</td>
<td>10,000</td>
<td></td>
</tr>
</tbody>
</table>

TOTAL TRAINING COST

| Total Training Cost                     | 29,588        |
| Admin. Costs                            | + 3750         |
| Total Project Cost                      | equals 33,338  |
| Company Cash Match                      | - 8,338        |
| IDED Award Amount                       | equals 26,000  |

Business contribution above minimum program match? □ Yes □ No
The Board of Directors of the Des Moines Area Community College met in regular session on the 13th day of March, 2006, at 4:00 p.m., at the DMACC Commons Building on the campus of the College in Ankeny, Iowa. The meeting was called to order and there were present the following named Board Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Pugel, President</td>
<td>✔</td>
<td></td>
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<tr>
<td>Harold Belken</td>
<td>✔</td>
<td></td>
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<td>Kevin Halterman</td>
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<td>Madelyn Tursi</td>
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<td>Ben Norman</td>
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<td>James Crawford</td>
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<td>Wayne E. Rouse</td>
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<tr>
<td>Cheryl Langston</td>
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</tbody>
</table>

Matters were discussed concerning a Retraining Agreement between the College and Vision Tech Consulting, Inc. Following a discussion of the proposal by the Board, there was introduced and caused to be read a resolution entitled, “A Resolution Approving the Form and Content and Execution and Delivery of a Retraining Agreement between the College and Vision Tech Consulting, Inc.” The resolution was moved and seconded as follows, and after due consideration of the resolution by the Board, the President put the question on the motion and, the roll being called, the following named Board Members voted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Moved</th>
<th>Seconded</th>
<th>Aye</th>
<th>Nay</th>
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<tr>
<td>Joseph Pugel</td>
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<td>Cheryl Langston</td>
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</table>
Whereupon, the President declared said resolution, a copy of which is attached hereto, duly adopted and signed his approval thereto.

***

PRESIDENT OF THE BOARD OF DIRECTORS

Attest:

Secretary of the Board of Directors
RESOLUTION

A RESOLUTION APPROVING THE FORM AND CONTENT
AND EXECUTION AND DELIVERY OF A RETRAINING AGREEMENT
BETWEEN THE COLLEGE AND VISION TECH CONSULTING, INC.

WHEREAS, Des Moines Area Community College (hereinafter referred to as the “College”), is an area community college and a body politic organized and existing under the laws of the State of Iowa, and is authorized and empowered by Chapter 260F of the Code of Iowa, as amended (hereinafter referred to as the “Act”), to provide a “Jobs Training Program” as that term is defined in the Act, including the program costs, the purpose of which is to provide retraining of existing workers for a business within the State of Iowa (the “State”) in order to improve the economic welfare of the residents of the State, and is authorized under the Act to pay the costs of such a program from funds allocated for such purpose by the Iowa Department of Economic Development under Section 260F.6 of the Act; and

WHEREAS, the College has undertaken negotiations with respect to a Jobs Training Program with Vision Tech Consulting, Inc. (the “Company”), pursuant to the provisions of the Act for the purpose of establishing a jobs training program (hereinafter referred to as the “Project”) to retrain workers at the Company at its facilities located in the merged area served by the College, which Project will be beneficial to the Company and the College; and

WHEREAS, the College has received an allocation (the “Fund Advance”) under Section 260F.6 of the Act in order to defray all or a portion of the cost of the Project, including necessary expenses incidental thereto, in the amount of $25,000; and

WHEREAS, a Retraining Agreement, in the form and with the contents set forth in Exhibit “A” attached hereto, has been negotiated by the College under the terms of which the College agrees, subject to the provisions of such Agreement, to provide a Jobs Training Program for the Company;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DES MOINES AREA COMMUNITY COLLEGE, AS FOLLOWS:

Section 1. That the Retraining Agreement, in the form and with the contents set forth in Exhibit “A” attached hereto, be and the same is hereby approved and the President of the Board of Directors is hereby authorized to execute said Retraining Agreement, and the Secretary of the Board of Directors is hereby authorized to attest the same, said Retraining Agreement, which constitutes and is hereby made a part of this Resolution, to be in substantially the form, text and containing the provisions set forth in Exhibit “A” attached hereto with such changes therein as the officers executing such Retraining Agreement shall approve, such approval to be conclusively evidenced by the execution thereof.
Section 2. That the form of resolution required by the Iowa Department of Economic Development (the “Department”) is hereby approved and the officers of the College are authorized to file such resolution in accordance with the requirements of the Department.

Section 3. That officials of the College are hereby authorized to take such further action as may be necessary to carry out the intent and purpose of this Resolution.

Section 4. That all resolutions and parts thereof in conflict herewith are hereby repealed to the extent of such conflict.

Passed and approved this 13th day of March, 2006.

ATTEST:

[Signature]
President of the Board of Directors

[Signature]
Secretary of the Board of Directors
STATE OF IOWA               )
                              ) ss
COUNTY OF POLK               )

I, Carolyn Farlow, Secretary of the Board of Directors of the Des Moines Area Community College, do hereby certify that I have in my possession or have access to the complete corporate records of said College and of its Board of Directors and officers; and that I have carefully compared the transcript hereto attached with the aforesaid corporate records and that said transcript hereto attached is a true, correct and complete copy of all of the corporate records showing the action taken with respect to the matters set forth therein by the Board of Directors of said College on March 13, 2006, which proceedings remain in full force and effect, and have not been amended or rescinded in any way; that such meeting was duly and publicly held in accordance with the Notice of Meeting and tentative agenda, a copy of which was timely served on each member of the Board of Directors and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board of Directors (a copy of the face sheet of said agenda being attached hereto) pursuant to the rules of the Board of Directors and the provisions of Chapter 21, Code of Iowa, as amended, upon reasonable advance notice to the public and media at least twenty-four (24) hours prior to the commencement of the meeting as required by said law and with members of the public in attendance. I further certify that the individuals named in the attached proceedings were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no Board of Directors vacancies existed except as may be stated in said proceedings, and that no controversy or litigation is pending, prayed or threatened involving the organization, existence or boundaries of the College or the right of the individuals named therein as officers to their respective positions.

WITNESS my hand hereto affixed this 13th day of March, 2006.

[Signature]

Carolyn Farlow
SECRETARY OF THE BOARD OF DIRECTORS
IOWA JOBS TRAINING PROGRAM (260F)
TRAINING CONTRACT

This Iowa Jobs Training Program TRAINING CONTRACT (the "Contract"), effective as of March 13, 2006 between Des Moines Area Community College, Ankeny, Iowa, (the "Community College" and its location), and Vision Tech Consulting, Inc., West Des Moines, Iowa, (the "Employer" and its location), is entered into under the following circumstances:

A. Pursuant to Chapter 260F of the Code of Iowa (the "Act"), the Community College enters into this Contract with the Employer for purposes of establishing a training program to educate and train certain persons employed by the Employer.

B. The Community College and the Employer each have full right and lawful authority to enter into this Contract and to perform and monitor the provisions of this Contract as they apply respectively to the Community College and the Employer.

NOW, THEREFORE, in consideration of the premises and the mutual representations and agreements herein contained, the parties agree as follows:

ARTICLE I
REPRESENTATIONS

Section 1.1. Representations of the Community College. The Community College represents and covenants that:

(A) It is duly organized and validly existing under the laws of the State of Iowa;
(B) It is not in violation of or in conflict with any provisions of the laws of the State, which would impair its ability to carry out its obligations hereunder;
(C) It is empowered to enter into the transactions contemplated by this Contract; and
(D) It will do all things in its power required to maintain its existence or assure the assumption of its obligations hereunder by any successor public body.

Section 1.2. Representations and Covenants of the Employer. The Employer represents and covenants that:

(A) It is a business duly qualified to do business in Iowa;
(B) It has full power to execute, deliver, and perform this Contract and all other instruments given by the Employer to secure its performance and to enter into and carry out the transactions contemplated herein. Such execution, delivery, and performance are not in contravention of law or the Employer's articles of incorporation, by-laws or any indenture, agreement, mortgage, lease, undertaking, or any other restriction, obligation or instrument to which the Employer is a party or by which it is bound.
This Contract has by proper action been duly authorized, executed, and delivered by the Employer and all steps necessary have been taken to constitute this Contract as a valid and binding obligation of the Employer.

(C) There is no threatened, pending, or actual litigation or proceeding against the Employer or any other person which affects, in any manner whatsoever, the right of the Employer to execute the Contract or to otherwise comply with its obligations contained in the Contract.

(D) The Employer is engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products or conducting research and development; OR, provides services and has customers outside of Iowa.

(E) The employer, within the 36 month period prior to the date of this application, did not close or reduce its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state.

(F) The employer is not currently involved in a strike, lockout, or other labor dispute at any of its business sites in Iowa.

(G) Persons to receive training under this Contract are current employees of the employer for which the employer pays state withholding tax.

(H) Employees to receive training are not replacement workers who were hired as a result of a strike, lockout, or other labor dispute.

(I) The employer is an equal opportunity employer which complies with all local, state, and federal affirmative action requirements.

ARTICLE II
PROJECT; PROGRAM SERVICES; FEES

Section 2.1 The Iowa Jobs Training Program (260F) Application for Assistance, as submitted by the Community College in behalf of the Employer, and as approved by the Iowa Department of Economic Development, shall be incorporated as an integral part of this Contract. The "Project", as defined by the Application, shall consist of the program services and costs of services to be provided, the number of employees to be trained, the beginning and ending dates of training, the stated budget, and any other provisions specified in the Application.

Section 2.2. The Community College agrees to provide the program services within the constraints of funds awarded and released to the Project by the Department of Economic Development. It is understood and agreed that the Employer and the Community College will cooperate in the coordination and programming of the specific expenditures and operation of the Project within the guidelines set out by the approved application.

Section 2.3. Iowa Code section 84A.5 requires the Department of Economic Development to report to the Iowa General Assembly the impact of training provided by this Program on the wages of employees who receive training. This information is obtained by matching social security numbers of trainees with State income records. The Employer therefore agrees to provide the social security number of each employee who receives training under this contract.

60F Training Contract.doc 2
Section 2.4. The Employer agrees to complete Performance Report, Form 260F-5, at the completion of training to evaluate the initial impact of training on the Business' operations. The Employer also agrees to complete a follow-up report one year after the completion of training to determine whether the Business' initial objectives for training were met.

Section 2.5. It is understood by the Community College and the Employer that should project funds not be available or received from the Department of Economic Development within a reasonable period of time, this contract shall be terminated by mutual agreement of the parties. In any event, the Employer shall pay all administrative and legal costs associated with this Project which have been incurred by the Community College.

ARTICLE III
PAYMENT AND SECURITY

Section 3.1. The Community College shall create a fund to deposit monies awarded to the Project by the Department of Economic Development (DED). Funds awarded by DED shall be known as the Project Award. Interest earned on the fund shall be refunded to the State if not used by the Community College in accordance with Iowa Administrative Code Chapter 261.

Section 3.2. The Employer and the Community College agree that the Project Award, in the amount of $25,000.00, is issued by DED as a forgivable loan and shall not be required to be repaid by the Employer unless an event of default has occurred. Events of default and associated penalties are specified in Article VI of this Contract. The Community College and the Department of Economic Development shall determine whether an event of default has occurred.

ARTICLE IV
CONTRACT MODIFICATION

Section 4.1. An Employer shall not modify any provision of this Contract without the prior written approval of the Community College.

Section 4.2. The Community College, with the written consent of the Employer, has the authority to modify all provisions of this Contract except modifications which result in a reduction of the number of employees to be trained or which significantly change the training program. The Community College is authorized to change the ending dates of the training project, training provider, or other minor modifications to the training program. A signed copy of the modification must be sent to the Department.

Section 4.3. Modifications which result in a reduction of the number of employees to be trained or change the training program content must by approved by the Department of Economic Development, the Community College, and the Employer.

Section 4.4. This Contract shall not be modified in any way that would result in a violation of the "Act".
ARTICLE V
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION REQUIREMENTS

Section 5.1. The employer shall comply with all federal, state, and local laws, rules, and executive orders, to insure that no applicant for employment or employee is discriminated against because of race, religion, color, age, sex, national origin, or disability.

Section 5.2. The employer shall provide state or federal agencies with appropriate reports as required to insure compliance with equal employment opportunity laws and regulations.

Section 5.3. The employer shall insure, to the maximum extent possible, that all authorized subcontractors comply with provisions of this section.

ARTICLE VI
EVENTS OF DEFAULT

Section 6.1. Events of Default. Each of the following shall be an "event of default":

(A) The Employer fails to complete the training project within the agreed period of time as specified in the training Contract. Such Employer shall be required to repay 20 percent of total project funds expended by the community college and the business.

(B) The Employer fails to train the agreed number of employees as specified in the training Contract. Such Employer shall be required to repay a proportionate amount of total project funds expended by the community college and the Employer. The proportion shall be based on the number of employees not trained compared to the number of employees to have been trained.

(C) If both (A) and (B) occur, both penalties shall apply.

(D) The Employer fails to comply with any requirements contained in the training agreement. The Employer shall be sent written notice by the community college, which specifies the issue(s) of noncompliance and shall be allowed 20 days from the date notice is sent to effect a cure. If noncompliance is of such a nature that a cure cannot be reasonably accomplished within 20 days, the community college has the discretion to extend the period of cure to a maximum of 60 days.

(E) The Employer ceases or announces the cessation of operations at the project site prior to completion of the training program.

(F) The Employer directly or indirectly makes any false or misleading representations or warranties in the program application or training agreement, reports, or any other documents, which are provided, to the community college or the department.

(G) The Employer acts in any manner contrary to, or fails to act in accordance with any provision of the training Contract.

(H) An Employer takes corporate action to effect any of the preceding conditions of default.
Section 6.2. Whenever an event of default has occurred, further training or payments to the Employer shall be suspended.

Section 6.3. Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (A-C), the Employer shall immediately pay to the Department of Economic Development the amount of penalty determined by the Department. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.4 Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1. (D-H), the Employer shall immediately pay to the Department of Economic Development the amount expended by the Employer and the Community College from the Project Award. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Section 6.5. Whenever an event of default has occurred and is continuing, the Community College may take whatever action at law or in equity may appear necessary or desirable to collect the amounts then due or to enforce performance and observance of any other obligation or agreement of the Employer under this Contract.

Section 6.6. No remedy conferred upon or reserved to the Community College by this Contract is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the Community College to exercise any remedy reserved to it in this Article, it shall not be necessary to give any notice, other than such notice as may be expressly required herein.

Section 6.7. In the event any agreement contained in this Contract should be breached by either party and thereafter waived by the other party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

Section 6.8. As required by Iowa Administrative Code, Chapter F, any payments required to be made by the Employer to the Department of Economic Development are a lien upon the Employer's property until paid and have equal precedence with ordinary taxes and shall not be divested by a judicial sale. Property subject to the lien may be sold for sums due and delinquent at a tax sale, with the same forfeitures, penalties, and consequences as for the nonpayment of ordinary taxes. The purchaser at tax sale obtains the property subject to the remaining payments.

Section 6.9. Whenever an event of default has occurred and is unresolved, the Community College shall assign this Contract to the Iowa Department of Economic Development for appropriate collection action.
ARTICLE VII
MISCELLANEOUS

Section 7.1. All notices, requests or other communications hereunder shall be in writing and shall be deemed to be sufficiently given when mailed by registered or certified mail, postage prepaid, addressed to the appropriate addresses follows:

Community College: Des Moines Area Community College
2006 South Ankeny Boulevard
Ankeny, IA 50023

Employer: Vision Tech Consulting, Inc.
3775 EP True Parkway Suite 200
West Des Moines, IA 50265

The Employer and the Community College may, by notice given hereunder, designate any further or different addresses to which subsequent notices, requests or other communications shall be sent.

Section 7.2. All covenants, stipulations, obligations and agreements of the Community College contained in this Contract shall be effective to the extent authorized and permitted by applicable law. No such covenant, stipulation, obligation or agreement shall be deemed to be a covenant, stipulation, obligation or agreement of any present or future member, officer, agent or employee of the Community College or the Board of Directors other than in his official capacity, and neither the members of the Board of Directors nor any official executing this Contract shall be liable personally or be subject to any personal liability or accountability by reason of the covenants, stipulations, obligations or agreements of the Community College contained in this Contract.

Section 7.3. This Contract shall benefit of and be binding in accordance with its terms upon the Community College, the Employer and their respective permitted successors and assigns. This Contract may not be assigned by the Employer without the express written consent of the Community College and may not be assigned by the Community College except as may be necessary to enforce or secure payment due resulting from an event of default.

Section 7.4. This Contract may be executed in any number of counterparts, each of which shall be regarded as an original and all of which shall constitute but one and the same instrument.

Section 7.5. If any provision of this Contract, or any covenant, stipulation, obligation, agreement, act, or action, or part thereof made, assumed, entered into or taken thereunder or any application thereof, is for any reason held to be illegal or invalid, such illegality or invalidity shall not affect any other provision or any other covenant, stipulation, obligation, agreement, act or action or part thereof, made, assumed, entered into, or taken, each of which shall be construed and enforced as if such illegal or invalid portion were not contained herein. Nor shall illegality of any application thereof affect any legal and valid application thereof, and each such provision, covenant, stipulation,
obligation, agreement, act, or action, or part thereof shall be deemed to be effective, operative, made, entered into or taken in the manner and to the full extent permitted by law.

Section 7.6. This Contract shall be governed exclusively by and construed in accordance with the laws of the State of Iowa.

IN WITNESS WHEREOF, the Community College and the Employer have caused this Contract to be duly executed all as of the date hereinabove written.

Des Moines Area Community College

[Signature]
Joc Pugel, Board President

Type Name and Title

Vision Tech Consulting, Inc.

[Signature]
Scott Keen, Managing Director

Type Name and Title

skeen@visionsolutions.com

Email Address

2006 South Ankeny Blvd.

Ankeny, IA 50023

Address

Date 3-13-6

Vision Tech Consulting, Inc.

Business

[Signature]

Authorized Signature

Scott Keen, Managing Director

Type Name and Title

skeen@visionsolutions.com

Email Address

3775 EP True Parkway Suite 200

West Des Moines, IA 50265

Address

Date 10/17/2005
IOWA JOBS
TRAINING PROGRAM

RETRAINING PROJECT
TRAINING PLAN

for

Vision Tech Consulting, Inc.
Project #1

October 7, 2005
Training Plan and Budget
For
Vision Tech Consulting, Inc.

260F Project 1

The following Training Plan reflects the expected training activities for Vision Tech Consulting, Inc. The company will participate in some, if not all, of the following activities. The company will document the names and social security numbers of the employees who receive training, and will keep track of specific training received by each employee. All records of training documentation to support the expenditures will be kept according to the categories shown below. They will submit for reimbursement as the training progresses.

<table>
<thead>
<tr>
<th>Cost</th>
<th>260F Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$20,000</td>
<td>$12,250</td>
</tr>
</tbody>
</table>

I. JOB SKILL TRAINING

A. Computer Skills
The training may instruct employees on IT software and hardware. Instruction may include, but is not limited to, database, programming languages/toolsets, business-related software, certification training. DMACC and/ or outside vendors may provide computer skills training.

B. Customer Service Training
The company may train one or more employees in customer service. This will help the employees to better serve customers. DMACC or an outside vendor will provide the training.

C. Lean Operations
The company may do a lean operations assessment. Training may include, but is not limited to, the terms and philosophy of lean. Consulting and implementation may be included.

D. Sales Training
The company may be training its sales people on techniques for increasing sales. Training may include, but is not limited to, individual instruction by a consultant and conferences.
E. Project Management
The company may train one or more employees on project management disciplines and methodologies. Training may include, but is not limited to, Microsoft Project and other Project management software, project estimating, IBM Rational Unified Processing, Six Sigma, Agile Development, PMI/PMP and individual instruction by a consultant.

F. Accounting Training
The company may send one or more employees to training on accounting, business-related taxes, and accounting software that may include, but is not limited to, training courses and individual training/consulting.

G. Technical Training
The company may send employees to technical classes offered by DMACC or other vendors. The training may include, but is not limited to, seminars, workshops, certification prep and continuing education courses.

H. Professional Development
The company will be sending one or more employees to various professional workshops, courses and conferences. Consulting may also be included. Topics of training may include, but are not limited to, project management, business analysis, technical, recruiting, marketing, sales and business strategies.

I. Business Operations/Business Development
The company may be training its employees on high-level internal business operations. Training may include, but is not limited to, individual instruction by a consultant and conferences.

J. Certifications and Exams
Certifications and exams for computer skills and other subjects may be included.

I. Management Supervisory

<table>
<thead>
<tr>
<th></th>
<th>$5,000</th>
<th>$9,000</th>
</tr>
</thead>
</table>

The company may be sending their supervisors through training on leadership and management skills. This will help the supervisors to better manage employees. This could, but is not limited to, a supervisory leadership series presented by DMACC.
III. Materials and supplies $4,588 $0

Learning resources may be purchased for the training library. These may include, but are not limited to, reference materials, books, audio, video on computer hardware and software, miscellaneous technical or professional certification study materials, trade publications, manuals, certification study materials, general business, marketing, sales, leadership, and management.

IV Administrative costs $3,750 $3,750

DMACC will work with the company to identify needed resources. DMACC will help the company monitor the activity for the duration of the contract to assure that the training objectives are met.

Total $33,338 $25,000

Training will begin in October 2005 with completion anticipated October 2008. Upon receipt of proper documentation, reimbursement to all providers of training and training that meets guidelines of 260 F, DMACC, and this training plan will be made on an applied for basis.
6. TRAINING PLAN

I. Training start date. 10/7/05

II. Training end date. 10/7/08

III. TOTAL UNDUPPLICATED number of employees to be trained. 4

LIST OF TRAINING ACTIVITIES TO BE PROVIDED

Complete the following chart for each training activity to be provided. Training activities include vocational and skill assessment and testing, consulting, evaluation, job-related training, etc. List each training activity. Include all direct costs associated with each item listed including trainer cost, equipment, materials, supplies, facility cost, transportation, meals, etc. Do not include employee wages. Attach a comprehensive description for each of the listed items. Insert the descriptions immediately following this page.

<table>
<thead>
<tr>
<th>TRAINING ACTIVITY</th>
<th>TRAINING COST</th>
<th># TO BE TRAINED</th>
<th>IN KIND MATCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Skill</td>
<td>$20,000</td>
<td>4</td>
<td>$9,600</td>
</tr>
<tr>
<td>Supervisory/Management</td>
<td>$6,000</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Training Materials</td>
<td>$4,588</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL TRAINING COST</strong></td>
<td></td>
<td></td>
<td>$29,588</td>
</tr>
</tbody>
</table>

Business contribution above minimum program match? ☑ Yes ☐ No

Total Training Cost $29,588
Admin. Costs + $3,750
Total Project Cost equals $33,338
Company Cash Match - $8,338
IDED Award Amount equals (Maximum Award $25,000) $25,000

Page subtotal _______
Ankeny, Iowa
March 13, 2006

The Board of Directors of the Des Moines Area Community College met in regular session on the 13th day of March, 2006, at 4:00 p.m., at the DMACC Commons Building on the campus of the College in Ankeny, Iowa. The meeting was called to order and there were present the following named Board Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Pugel, President</td>
<td>✔</td>
<td>❌</td>
</tr>
<tr>
<td>Harold Belken</td>
<td>✔</td>
<td>❌</td>
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<tr>
<td>Kevin Halterman</td>
<td>✔</td>
<td>❌</td>
</tr>
<tr>
<td>Madelyn Tursi</td>
<td>✔</td>
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<tr>
<td>Ben Norman</td>
<td>✔</td>
<td>❌</td>
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<tr>
<td>Naomi Neu</td>
<td>✔</td>
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</tr>
<tr>
<td>James Crawford</td>
<td>✔</td>
<td>❌</td>
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<tr>
<td>Wayne E. Rouse</td>
<td>✔</td>
<td>❌</td>
</tr>
<tr>
<td>Cheryl Langston</td>
<td>✔</td>
<td>❌</td>
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</table>

Matters were discussed concerning an Iowa Values Fund Training Contract between the College and GCommerce, Inc. Following a discussion of the proposal by the Board, there was introduced and caused to be read a resolution entitled, “A Resolution Approving the Form and Content and Execution and Delivery of an Iowa Values Fund Training Contract between the College and GCommerce, Inc.” The resolution was moved and seconded as follows, and after due consideration of the resolution by the Board, the President put the question on the motion and, the roll being called, the following named Board Members voted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Moved</th>
<th>Seconded</th>
<th>Aye</th>
<th>Nay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Pugel</td>
<td>❌</td>
<td>✔️</td>
<td>✔️</td>
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<td>✔️</td>
<td>✔️</td>
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</tr>
</tbody>
</table>
Whereupon, the President declared said resolution, a copy of which is attached hereto, duly adopted and signed his approval thereto.

***

PRESIDENT OF THE BOARD OF DIRECTORS

Attest:

Carolyn Foulard
Secretary of the Board of Directors
RESOLUTION

A RESOLUTION APPROVING THE FORM AND CONTENT AND EXECUTION AND DELIVERY OF AN IOWA VALUES FUND TRAINING CONTRACT BETWEEN THE COLLEGE AND GCOMMERC, INC.

WHEREAS, Des Moines Area Community College (hereinafter referred to as the “College”), is an area community college and a body politic organized and existing under the laws of the State of Iowa, and is authorized and empowered by Chapter 260F of the Code of Iowa, as amended (hereinafter referred to as the “Act”), to provide a “Jobs Training Program” as that term is defined in the Act, including the program costs, the purpose of which is to provide retraining of existing workers for a business within the State of Iowa (the “State”) in order to improve the economic welfare of the residents of the State, and is authorized under the Act to pay the costs of such a program from funds allocated for such purpose by the Iowa Department of Economic Development (“IDED”); and

WHEREAS, House File 683 as adopted by the General Assembly of the State of Iowa provides for the funding of projects under the Act from the Grow Iowa Values Fund; and

WHEREAS, the College has undertaken negotiations with respect to a Jobs Training Program with GCommerce, Inc. (the “Company”), pursuant to the provisions of the Act for the purpose of establishing a jobs training program (hereinafter referred to as the “Project”) to retrain workers at the Company at its facilities located in the merged area served by the College, which Project will be beneficial to the Company and the College; and

WHEREAS, the IDED has approved an application by the College for Grow Iowa Values Funds in order to defray all or a portion of the cost of the Project, including necessary expenses incidental thereto, in the amount of $50,000; and

WHEREAS, an Iowa Values Fund Training Contract, in the form and with the contents set forth in Exhibit “A” attached hereto, has been negotiated by the College under the terms of which the College agrees, subject to the provisions of such Contract, to provide a Jobs Training Program for the Company;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DES MOINES AREA COMMUNITY COLLEGE, AS FOLLOWS:

Section 1. That the Iowa Values Fund Training Contract, in the form and with the contents set forth in Exhibit “A” attached hereto, be and the same is hereby approved and the President of the Board of Directors is hereby authorized to execute said Iowa Values Fund Training Contract, and the Secretary of the Board of Directors is hereby authorized to attest the same, said Iowa Values Fund Training Contract, which constitutes and is hereby made a part of this Resolution, to be in substantially the form, text and containing the provisions set forth in Exhibit “A” attached
Exhibit "A" attached hereto with such changes therein as the officers executing such Iowa Values Fund Training Contract shall approve, such approval to be conclusively evidenced by the execution thereof.

Section 2. That officials of the College are hereby authorized to take such further action as may be necessary to carry out the intent and purpose of this Resolution.

Section 3. That all resolutions and parts thereof in conflict herewith are hereby repealed to the extent of such conflict.

Passed and approved this 13th day of March, 2006.

ATTEST:

[Signature]
President of the Board of Directors

[Signature]
Secretary of the Board of Directors
I, Carolyn Farlow, Secretary of the Board of Directors of the Des Moines Area Community College, do hereby certify that I have in my possession or have access to the complete corporate records of said College and of its Board of Directors and officers; and that I have carefully compared the transcript hereto attached with the aforesaid corporate records and that said transcript hereto attached is a true, correct and complete copy of all of the corporate records showing the action taken with respect to the matters set forth therein by the Board of Directors of said College on March 13, 2006, which proceedings remain in full force and effect, and have not been amended or rescinded in any way; that such meeting was duly and publicly held in accordance with the Notice of Meeting and tentative agenda, a copy of which was timely served on each member of the Board of Directors and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board of Directors (a copy of the face sheet of said agenda being attached hereto) pursuant to the rules of the Board of Directors and the provisions of Chapter 21, Code of Iowa, as amended, upon reasonable advance notice to the public and media at least twenty-four (24) hours prior to the commencement of the meeting as required by said law and with members of the public in attendance. I further certify that the individuals named in the attached proceedings were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no Board of Directors vacancies existed except as may be stated in said proceedings, and that no controversy or litigation is pending, prayed or threatened involving the organization, existence or boundaries of the College or the right of the individuals named therein as officers to their respective positions.

WITNESS my hand hereto affixed this 13th day of March, 2006.

Carolyn Farlow
SECRETARY OF THE BOARD OF DIRECTORS
GROW IOWA VALUES FUND
TRAINING CONTRACT

This Grow Iowa Values Fund TRAINING CONTRACT (the "Contract"), effective as of March 13, 2006, between Des Moines Area Community College, Ankeny, Iowa, (the "Community College" and its location), and JCommerce, Inc., Des Moines, Iowa, (the "Employer" and its location), is entered into under the following circumstances:

A. Pursuant to Chapter 260F of the Code of Iowa (the "Act"), the Community College enters into this Contract with the Employer for purposes of establishing a training program to educate and train certain persons employed by the Employer.

B. The Community College and the Employer each have full right and lawful authority to enter into this Contract and to perform and monitor the provisions of this Contract as they apply respectively to the Community College and the Employer.

NOW, THEREFORE, in consideration of the premises and the mutual representations and agreements herein contained, the parties agree as follows:

ARTICLE I
REPRESENTATIONS

Section 1.1. Representations of the Community College. The Community College represents and covenants that:

(A) It is duly organized and validly existing under the laws of the State of Iowa;

(B) It is not in violation of or in conflict with any provisions of the laws of the State, which would impair its ability to carry out its obligations hereunder;

(C) It is empowered to enter into the transactions contemplated by this Contract; and

(D) It will do all things in its power required to maintain its existence or assure the assumption of its obligations hereunder by any successor public body.

Section 1.2. Representations and Covenants of the Employer. The Employer represents and covenants that:

(A) It is a business duly qualified to do business in Iowa;

(B) It has full power to execute, deliver, and perform this Contract and all other instruments given by the Employer to secure its performance and to enter into and carry out the transactions contemplated herein. Such execution, delivery, and performance are not in contravention of law or the Employer's articles of incorporation, by-laws or any indenture, agreement, mortgage, lease, undertaking, or any other restriction, obligation or instrument to which the Employer is a party or by which it is bound. This Contract has by proper action been duly authorized, executed, and delivered by the Employer and all steps necessary have been taken to constitute this Contract as a valid and binding obligation of the Employer.
(C) There is no threatened, pending, or actual litigation or proceeding against the Employer or any other person which affects, in any manner whatsoever, the right of the Employer to execute the Contract or to otherwise comply with its obligations contained in the Contract.

(D) The Employer is engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products or conducting research and development; OR, provides services and has customers outside of Iowa.

(E) The employer, within the 36 month period prior to the date of this application, did not close or reduce its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state.

(F) The employer is not currently involved in a strike, lockout, or other labor dispute at any of its business sites in Iowa.

(G) Persons to receive training under this Contract are current employees of the employer for which the employer pays state withholding tax.

(H) Employees to receive training are not replacement workers who were hired as a result of a strike, lockout, or other labor dispute.

(I) The employer is an equal opportunity employer which complies with all local, state, and federal affirmative action requirements.

ARTICLE II
PROJECT; PROGRAM SERVICES; FEES

Section 2.1 The Iowa Jobs Training Program (260F) Application for Assistance, as submitted by the Community College in behalf of the Employer, and as approved by the Iowa Department of Economic Development, shall be incorporated as an integral part of this Contract. The "Project", as defined by the Application, shall consist of the program services and costs of services to be provided, the number of employees to be trained, the beginning and ending dates of training, the stated budget, and any other provisions specified in the Application.

Section 2.2 The Community College agrees to provide the program services within the constraints of funds awarded and released to the Project by the Department of Economic Development. It is understood and agreed that the Employer and the Community College will cooperate in the coordination and programming of the specific expenditures and operation of the Project within the guidelines set out by the approved application.

Section 2.3 Iowa Code section 84A.5 requires the Department of Economic Development to report to the Iowa General Assembly the impact of training provided by this Program on the wages of employees who receive training. This information is obtained by matching social security numbers of trainees with State income records. The Employer therefore agrees to provide the social security number of each employee who receives training under this contract.

Section 2.4 The Business also agrees to complete a follow-up report one year after the completion of training to determine whether the Business' initial objectives for training were met.

rowing Iowa Values Fund Training Contract.doc 2
Section 2.5. It is understood by the Community College and the Employer that should project funds not be available or received from the Department of Economic Development within a reasonable period of time, this contract shall be terminated by mutual agreement of the parties. In any event, the Employer shall pay all administrative and legal costs associated with this Project which have been incurred by the Community College.

ARTICLE III
PAYMENT AND SECURITY

Section 3.1. The Community College shall create a fund to deposit monies awarded to the Project by the Department of Economic Development (DED). Funds awarded by DED shall be known as the Project Award. Interest earned on the fund shall be refunded to the State if not used by the Community College in accordance with Iowa Administrative Code Chapter 261.

Section 3.2. The Employer and the Community College agree that the Project Award, in the amount of $50,000.00, issued by DED as a forgivable loan and shall not be required to be repaid by the Employer unless an event of default has occurred. Events of default and associated penalties are specified in Article VI of this Contract. The Community College and the Department of Economic Development shall determine whether an event of default has occurred.

ARTICLE IV
CONTRACT MODIFICATION

Section 4.1. The Employer shall not modify any provision of this Contract without the prior written approval of the Community College.

Section 4.2. The Community College, with the written consent of the Employer, has the authority to modify all provisions of this Contract except modifications which result in a reduction of the number of employees to be trained or which significantly change the training program. The Community College is authorized to change the ending dates of the training project, training provider, or other minor modifications to the training program. A signed copy of the modification must be sent to the Department.

Section 4.3. Modifications which result in a reduction of the number of employees to be trained or change the training program content must be approved by the Department of Economic Development, the Community College, and the Employer.

Section 4.4. This Contract shall not be modified in any way that would result in a violation of the "Act".
ARTICLE V
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION REQUIREMENTS

Section 5.1. The employer shall comply with all federal, state, and local laws, rules, and executive orders, to insure that no applicant for employment or employee is discriminated against because of race, religion, color, age, sex, national origin, or disability.

Section 5.2. The employer shall provide state or federal agencies with appropriate reports as required to insure compliance with equal employment opportunity laws and regulations.

Section 5.3. The employer shall insure, to the maximum extent possible, that all authorized subcontractors comply with provisions of this section.

ARTICLE VI
EVENTS OF DEFAULT

Section 6.1. Events of Default. Each of the following shall be an "event of default":

(A) The Employer fails to complete the training project within the agreed period of time as specified in the training Contract. Such Employer shall be required to repay 20 percent of total project funds expended by the community college and the business.

(B) The Employer fails to train the agreed number of employees as specified in the training Contract. Such Employer shall be required to repay a proportionate amount of total project funds expended by the community college and the Employer. The proportion shall be based on the number of employees not trained compared to the number of employees to have been trained.

(C) If both (A) and (B) occur, both penalties shall apply.

(D) The Employer fails to comply with any requirements contained in the training agreement. The Employer shall be sent written notice by the community college, which specifies the issue(s) of noncompliance and shall be allowed 20 days from the date notice is sent to effect a cure. If noncompliance is of such a nature that a cure cannot be reasonably accomplished within 20 days, the community college has the discretion to extend the period of cure to a maximum of 60 days.

(E) The Employer ceases or announces the cessation of operations at the project site prior to completion of the training program.

(F) The Employer directly or indirectly makes any false or misleading representations or warranties in the program application or training agreement, reports, or any other documents, which are provided, to the community college or the department.

(G) The Employer acts in any manner contrary to, or fails to act in accordance with any provision of the training Contract.

(H) The Employer takes corporate action to effect any of the preceding conditions of default.

Section 6.2. Whenever an event of default has occurred, further training or payments to the Employer shall be suspended.
Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1 (A-C), the employer shall immediately pay to the Department of Economic Development the amount of penalty determined by the Department. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Whenever an event of default has occurred for reasons cited in ARTICLE VI, Section 6.1 (D-H), the employer shall immediately pay to the Department of Economic Development the amount expended by the employer and the Community College from the Project Award. The Employer shall also pay interest on the amount to be repaid at the rate of 6%. Interest shall accrue from the issuance date specified on the Project Award check.

Whenever an event of default has occurred and is continuing, the Community College may take whatever action at law or in equity may appear necessary or desirable to collect the amounts then due or to enforce performance and observance of any other obligation or agreement of the Employer under this Contract.

No remedy conferred upon or reserved to the Community College by this Contract is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the Community College to exercise any remedy reserved to it in this Article, it shall not be necessary to give any notice, other than such notice as may be expressly required herein.

In the event any agreement contained in this Contract should be breached by either party and thereafter waived by the other party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

As required by Iowa Administrative Code, Chapter F, any payments required to be made by the Employer to the Department of Economic Development are a lien upon the Employer's property until paid and have equal precedence with ordinary taxes and shall not be divested by a judicial sale. Property subject to the lien may be sold for sums due and delinquent at a tax sale, with the same forfeitures, penalties, and consequences as for the nonpayment of ordinary taxes. The purchaser at tax sale obtains the property subject to the remaining payments.

Whenever an event of default has occurred and is unresolved, the Community College shall assign this Contract to the Iowa Department of Economic Development for appropriate collection action.
ARTICLE VII
MISCELLANEOUS

Section 7.1. All notices, requests or other communications hereunder shall be in writing and shall be deemed to be sufficiently given when mailed by registered or certified mail, postage prepaid, addressed to the appropriate addresses as follows:

Community College: Des Moines Area Community College
2006 South Ankeny Boulevard
Ankeny, IA 50023-3993

Employer: GCommerce Inc.
601 E. Locust Suite 103
Des Moines, IA 50309

The Employer and the Community College may, by notice given hereunder, designate any further or different addresses to which subsequent notices, requests or other communications shall be sent.

Section 7.2. All covenants, stipulations, obligations and agreements of the Community College contained in this contract shall be effective to the extent authorized and permitted by applicable law. No such covenant, stipulation, obligation or agreement shall be deemed to be a covenant, stipulation, obligation or agreement of any present or future member, officer, agent or employee of the Community College or the Board of Directors other than in his official capacity, and neither the members of the Board of Directors nor any official executing this Contract shall be liable personally or be subject to any personal liability or accountability by reason of the covenants, stipulations, obligations or agreements of the Community College contained in this Contract.

Section 7.3. This Contract shall benefit of and be binding in accordance with its terms upon the Community College, the Employer and their respective permitted successors and assigns. This Contract may not be assigned by the Employer without the express written consent of the Community College and may not be assigned by the Community College except as may be necessary to enforce or secure payment due resulting from an event of default.

Section 7.4. This Contract may be executed in any number of counterparts, each of which shall be regarded as an original and all of which shall constitute but one and the same instrument.

Section 7.5. If any provision of this Contract, or any covenant, stipulation, obligation, agreement, act, or action, or part thereof made, assumed, entered into or taken thereunder or any application thereof, is for any reason held to be illegal or invalid, such illegality or invalidity shall not affect any other provision or any other covenant, stipulation, obligation, agreement, act or action or part thereof, made, assumed, entered into, or taken, each of which shall be construed and enforced as if such illegal or invalid portion were not contained herein. Nor shall illegality of any application thereof affect any legal and valid application thereof, and each such provision, covenant, stipulation, obligation, agreement, act, or action, or part thereof shall be deemed to be effective, operative, made, entered into, taken in the manner and to the full extent permitted by law.

Brow Iowa Values Fund Training Contract.doc
Section 7.6. This Contract shall be governed exclusively by and construed in accordance with the laws of the State of Iowa.

WITNESS WHEREOF, the Community College and the Employer have caused this Contract to be duly executed all as of the date hereinabove written.

Des Moines Area Community College  
Authorized Signature  
Joe Purcell, Board President  
Type Name and Title  
2006 South Ankeny Blvd.  
Ankeny, IA 50023-3993  
Date 3-13-6

GCommerce  
Authorized Signature  
Steven Smith, Pres. & CEO  
Type Name and Title  
601 E. Locust Suite 103  
Des Moines, IA 50309  
Date 1-30-06

Email Address  ssmith@gcommerceinc.com

60F-4 (03/00)  
60F-4 (03/00)
GROW IOWA VALUES FUND

IOWA JOBS
TRAINING PROGRAM

RETRAINING PROJECT

TRAINING PLAN

for

GCommerce, Inc.
Project #1

July 1, 2005
Training Plan and Budget

For
GCommerce, Inc.
GIVF Project #1

The following Training Plan reflects the expected training activities for G Commerce. The company will participate in some, if not all, of the following activities. The company will document the names and social security numbers of the employees who receive training, and will keep track of specific training received by each employee. All records of training documentation to support the expenditures will be kept according to the categories shown below. They will be submitted for reimbursement as the training progresses.

This training plan has been designed by GCommerce staff with assistance from a DMACC Training Consultant. The Training Plan and Budget are as follows.

<table>
<thead>
<tr>
<th>Category</th>
<th>Cost</th>
<th>260F Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Job Skill Training</td>
<td>$59,176</td>
<td>$42,500</td>
</tr>
<tr>
<td>Sales Training – General Sales Training for new salespeople</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Applications – This could be any software training that GCommerce uses to perform their jobs better. This could include but is not limited to: Word, Excel, Power Point, or other job specific applications.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Product Integration Training – Training on specific product software that GCommerce sells or uses.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>II. Management/Supervisory Skills</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>III. Materials and Supplies</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>IV. Administrative Costs</td>
<td>$7000</td>
<td>$7000</td>
</tr>
<tr>
<td>Total</td>
<td>$66,676</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

The training began 7-1-05 with completion anticipated 7-1-07 upon receipt of proper documentation and reimbursement to all providers of training and training that meets guidelines of 260F. DMACC and this training plan will be made on an applied for basis.
Check appropriate box(es) for business provided benefits. Health ☒ Other ☒

6. TRAINING PLAN

I. Training start date. 7-1-05

II. Training end date. 7-1-07

III. TOTAL UNDUPLICATED number of employees to be trained. 7

LIST OF TRAINING ACTIVITIES TO BE PROVIDED

Complete the following chart for each training activity to be provided. Training activities include vocational and skill assessment and testing, consulting, evaluation, job-related training, etc. List each training activity. Include all direct costs associated with each item listed including trainer cost, equipment, materials, supplies, facility cost, transportation, meals, etc. Do not include employee wages. Attach a comprehensive description for each of the listed items. Insert the descriptions immediately following this page.

<table>
<thead>
<tr>
<th>TRAINING ACTIVITY</th>
<th>TRAINING COST</th>
<th># TO BE TRAINED</th>
<th>IN KIND MATCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Training</td>
<td>14,588</td>
<td>3</td>
<td>VALUE OF WAGES &amp; BENEFITS:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>20,000</td>
</tr>
<tr>
<td>Computer Application</td>
<td>30,000</td>
<td>4</td>
<td>VALUE OF FACILITIES:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10,000</td>
</tr>
<tr>
<td>Product Integration training</td>
<td>14,588</td>
<td>4</td>
<td>VALUE OF EQUIPMENT:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>VALUE OF SUPPLIES:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>OTHER:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>TOTAL IN-KIND MATCH:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>30,000</td>
</tr>
</tbody>
</table>

TOTAL TRAINING COST

| Total Training Cost        | 59,176        |
| Admin. Costs +             | 7,500         |
| Total Project Cost equals  | 66,676        |
| Company Cash Match -       | 16,676        |

Business contribution above minimum program match? ☒ Yes ☐ No
An Honorary Award or Degree may be awarded by the Board to recognize those members of the community who make extraordinary contributions of time, talent, leadership, and financial commitments to the College. Students in their last term of enrollment may be considered for either an honorary diploma or associate degree when extreme circumstances such as death (posthumously) or catastrophic illness prevents them from the attainment of their award.

Procedures involving Honorary Awards or Degrees shall be established by the President.

Adopted: August 8, 2005
Reviewed: March 13, 2006
Revised: March 13, 2006
Des Moines Area Community College

MONTHLY FINANCIAL STATEMENTS
FOR FEBRUARY 28, 2006
AND THE EIGHT MONTHS THEN ENDED
## TABLE OF CONTENTS

### BALANCE SHEET & ATTACHMENTS:

<table>
<thead>
<tr>
<th>PAGE</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Balance Sheet - All Funds</td>
</tr>
<tr>
<td>2</td>
<td>Statement of Revenue, Expenditures &amp; Changes in Fund Balance</td>
</tr>
<tr>
<td>3</td>
<td>Schedule B - Investments</td>
</tr>
<tr>
<td>4</td>
<td>Schedule F - Detail of Liabilities</td>
</tr>
</tbody>
</table>

### BUDGET VS ACTUAL AND COMPARATIVE SUMMARY REPORTS

<table>
<thead>
<tr>
<th>PAGE</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Budget Balance Report All Funds</td>
</tr>
<tr>
<td>6</td>
<td>Fund 1 Revenue Comparison</td>
</tr>
<tr>
<td>7</td>
<td>Fund 1 Expense Comparison</td>
</tr>
<tr>
<td>8</td>
<td>Graph Showing Actual Revenue and Expenses Compared to Prior Year for Funds 1, 2 and 7</td>
</tr>
</tbody>
</table>
### Des Moines Area Community College
#### Balance Sheet
**February 28, 2006**

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted General Fund 1</th>
<th>Restricted General Fund 2</th>
<th>Auxiliary Fund 3</th>
<th>Agency Fund 4</th>
<th>Scholarship Fund 5</th>
<th>Loan Fund 6</th>
<th>Plant Fund 7</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash on Hand or in Banks</td>
<td>$2,270</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$2,270</td>
</tr>
<tr>
<td>Investments</td>
<td>5,984,703</td>
<td>44,873,312</td>
<td>1,499,708</td>
<td>887,332</td>
<td>125,250</td>
<td>(55,695)</td>
<td>6,305,069</td>
<td>59,619,669</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>8,211,064</td>
<td>30,505,283</td>
<td>75,342</td>
<td>298,125</td>
<td>96,814</td>
<td>2,169</td>
<td>1,171,333</td>
<td>40,360,130</td>
</tr>
<tr>
<td>Student Loans</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Deposits &amp; Prepaid Expenses</td>
<td>123,147</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>291,323</td>
<td>414,470</td>
</tr>
<tr>
<td>Inventories</td>
<td>180,992</td>
<td>-</td>
<td>1,388,493</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,569,485</td>
</tr>
<tr>
<td>Due to/from Other Funds</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>14,502,176</td>
<td>75,378,595</td>
<td>2,963,543</td>
<td>1,185,457</td>
<td>222,064</td>
<td>59,096</td>
<td>7,767,715</td>
<td>102,078,646</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land, Buildings &amp; Improvements</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>87,198,974</td>
</tr>
<tr>
<td>Equipment, Leased Prop, Books &amp; Films</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>9,141,163</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(36,067,373)</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>60,272,764</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$14,502,176</td>
<td>$75,378,595</td>
<td>$2,963,543</td>
<td>$1,185,457</td>
<td>$222,064</td>
<td>$59,096</td>
<td>$7,767,715</td>
<td>$162,351,410</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted General Fund 1</th>
<th>Restricted General Fund 2</th>
<th>Auxiliary Fund 3</th>
<th>Agency Fund 4</th>
<th>Scholarship Fund 5</th>
<th>Loan Fund 6</th>
<th>Plant Fund 7</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES AND FUND BALANCES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$8,255,497</td>
<td>$26,907,801</td>
<td>$101,901</td>
<td>$52,927</td>
<td>$11,090</td>
<td>-</td>
<td>$1,350,657</td>
<td>$36,678,873</td>
</tr>
<tr>
<td>Long Term Liabilities</td>
<td>-</td>
<td>42,649,909</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>11,112,336</td>
<td>53,762,245</td>
</tr>
<tr>
<td>Deposits Held in Custody for Others</td>
<td>4,746</td>
<td>-</td>
<td>-</td>
<td>1,132,530</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,137,276</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>8,260,243</td>
<td>69,557,710</td>
<td>101,901</td>
<td>1,185,457</td>
<td>11,090</td>
<td>-</td>
<td>12,462,993</td>
<td>91,579,394</td>
</tr>
<tr>
<td>Fund Balance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>6,241,933</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>6,241,933</td>
</tr>
<tr>
<td>Restricted-Specific Purposes</td>
<td>-</td>
<td>5,820,885</td>
<td>2,861,642</td>
<td>-</td>
<td>210,974</td>
<td>59,096</td>
<td>6,409,722</td>
<td>15,362,319</td>
</tr>
<tr>
<td>Net investment in Plant</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>49,167,764</td>
<td>49,167,764</td>
</tr>
<tr>
<td><strong>Total Fund Balance</strong></td>
<td>6,241,933</td>
<td>5,820,885</td>
<td>2,861,642</td>
<td>-</td>
<td>210,974</td>
<td>59,096</td>
<td>55,577,486</td>
<td>70,772,016</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; FUND BAL</strong></td>
<td>$14,502,176</td>
<td>$75,378,595</td>
<td>$2,963,543</td>
<td>$1,185,457</td>
<td>$222,064</td>
<td>$59,096</td>
<td>$68,040,479</td>
<td>$162,351,410</td>
</tr>
</tbody>
</table>
Des Moines Area Community College  
Statement of Revenue, Expenditures and Changes in Fund Balances  
For the Eight Months Ended February 28, 2006

<table>
<thead>
<tr>
<th>Revenue:</th>
<th>Unrestricted</th>
<th>Restricted</th>
<th>Auxiliary</th>
<th>Agency</th>
<th>Scholarship</th>
<th>Loan</th>
<th>Plant</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Fees</td>
<td>$22,927,578</td>
<td>$ 57,457</td>
<td>$ 85,776</td>
<td>$355,342</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$23,426,153</td>
</tr>
<tr>
<td>Local Support (Property Taxes)</td>
<td>3,338,745</td>
<td>3,674,981</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10,352,526</td>
</tr>
<tr>
<td>State Support</td>
<td>15,059,222</td>
<td>1,207,568</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>16,770,147</td>
</tr>
<tr>
<td>Federal Support</td>
<td>1,247,978</td>
<td>1,091,099</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10,337,276</td>
</tr>
<tr>
<td>Sales and Services</td>
<td>373,176</td>
<td>125</td>
<td>7,155,993</td>
<td>61,797</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>7,616,220</td>
</tr>
<tr>
<td>Training Revenue / Fund 1 ACE</td>
<td>819,679</td>
<td>9,319,509</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10,139,188</td>
</tr>
<tr>
<td>Other Income</td>
<td>883,466</td>
<td>204,990</td>
<td>86,266</td>
<td>247,723</td>
<td>1,287</td>
<td>-</td>
<td>-</td>
<td>1,587,972</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>44,649,844</td>
<td>16,838,427</td>
<td>7,468,703</td>
<td>1,107,218</td>
<td>8,339,485</td>
<td>5,000</td>
<td>11,210,682</td>
<td>90,130,366</td>
</tr>
</tbody>
</table>

| Transfers In - General               | 511,007      | 1,282,698  | 140,668   | 115,159  | 340,248     | 5,000 | 621,000 | 2,999,838   |
| Transfers In - Fund 3 Balances       | -            | -          | -         | -       | -           | -    | -     | 621,000     |
| Transfers In - 260E Interest         | -            | -          | -         | -       | -           | -    | -     | 3,885,537   |
| **Total Revenue and Transfers In**   | 45,160,851   | 16,838,427 | 7,468,703 | 1,107,218 | 8,339,485   | 5,000 | 11,210,682 | 93,638,416  |

| Expenditures:                        |             |             |           |         |             |       | 11,567,382 | 83,737,246  |
| Instruction                          | 24,421,568  | 8,886,074   | -         | -       | -           | -    | 33,307,642 | 32,077,576  |
| Academic Support                     | 4,847,703   | 76,056      | -         | -       | -           | -    | 4,923,759  | 4,923,759   |
| Student Services                     | 3,413,136   | 610,133     | -         | -       | -           | -    | 4,023,269  | 4,023,269   |
| Institutional Support                | 7,385,515   | 3,681,368   | -         | -       | -           | -    | 11,066,883 | 11,066,883  |
| Operation and Maintenance of Plant   | 3,482,436   | 649,100     | -         | -       | -           | -    | 4,131,536  | 4,131,536   |
| Auxiliary Enterprise Expenditures    | - 7,389,333 | -           | -         | -       | -           | -    | 7,389,333  | 7,389,333   |
| Scholarship Expenditure              | -           | - 8,336,831 | -         | -       | -           | -    | 8,336,831  | 8,336,831   |
| Loan Fund Expense                   | -           | -           | -         | -       | 767         | -    | 767     | 9,588,444   |
| Plant Fund Expense                  | -           | -           | -         | -       | 9,588,444   | -    | 9,588,444 | 9,588,444   |
| Agency Fund Expense                 | -           | -           | -         | -       | 968,782     | -    | 968,782  | 968,782     |
| **Total Expenditures**              | 43,550,358  | 13,602,731  | 7,389,333 | 968,782  | 8,336,831   | 767  | 9,588,444 | 83,737,246  |
| Transfers Out - General             | 1,468,006   | 3,064,264   | 255,366   | 128,997  | -           | -    | 460,000  | 5,394,633   |
| Transfers Out - Fund 3 Balances     | - 621,000   | -           | -         | -       | -           | -    | 621,000  | 621,000     |
| Transfers Out - 260E Interest       | - 3,885,537 | -           | -         | -       | -           | -    | 3,885,537 | 3,885,537   |
| **Total Expenditures and Transfers Out** | 45,046,364 | 20,652,532 | 8,265,699 | 1,097,779 | 8,336,831   | 767  | 10,038,444 | 93,638,416  |

Net Increase (Decrease) for the Period | 114,487     | (4,014,165) | (795,996) | 9,439    | 2,654       | 4,233 | 1,172,238 | (3,508,050) |

Fund Balance at Beginning of Year   | 6,127,446   | 9,834,990   | 3,658,638 | 1,052,381 | 208,320     | 54,863 | 54,406,248 | 75,341,886  |

Fund Balance at End of Period      | $ 6,241,933 | $ 5,820,885 | $ 2,881,642 | $1,061,820 | $ 210,974   | $ 59,096 | $ 55,779,486 | $ 71,833,836 |
## DES MOINES AREA COMMUNITY COLLEGE
### INVESTMENT RECAP
#### February 28, 2006

<table>
<thead>
<tr>
<th>Bank</th>
<th>Amount</th>
<th>Rate</th>
<th>Maturity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bankers Trust</td>
<td>$10,331,225</td>
<td>3.95%</td>
<td>Money Market</td>
</tr>
<tr>
<td>Community State Bank - Ankeny</td>
<td>$139,340</td>
<td>2.55%</td>
<td>Money Market</td>
</tr>
<tr>
<td>Various Checking Accounts</td>
<td>$261,732</td>
<td>1.25%</td>
<td>Checking Account</td>
</tr>
<tr>
<td>Wells Fargo Bank - Ankeny</td>
<td>$460,308</td>
<td>3.10%</td>
<td>Money Market</td>
</tr>
<tr>
<td><strong>Sub Total</strong></td>
<td><strong>$11,192,605</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### ISJIT INVESTMENTS

<table>
<thead>
<tr>
<th>Bank</th>
<th>Amount</th>
<th>Rate</th>
<th>Maturity</th>
</tr>
</thead>
<tbody>
<tr>
<td>WestBank - West Des Moines</td>
<td>$369,100</td>
<td>3.63%</td>
<td>March 1, 2006</td>
</tr>
<tr>
<td>WestBank - West Des Moines</td>
<td>$4,000,000</td>
<td>4.28%</td>
<td>March 29, 2006</td>
</tr>
<tr>
<td>First National Bank - Ames</td>
<td>$294,100</td>
<td>3.70%</td>
<td>April 3, 2006</td>
</tr>
<tr>
<td>Metabank - West Des Moines</td>
<td>$2,500,000</td>
<td>4.01%</td>
<td>April 10, 2006</td>
</tr>
<tr>
<td>First National Bank - Ames</td>
<td>$194,100</td>
<td>3.70%</td>
<td>May 1, 2006</td>
</tr>
<tr>
<td>Gateway Savings Bank</td>
<td>$1,600,000</td>
<td>4.91%</td>
<td>May 23, 2006</td>
</tr>
<tr>
<td>Regions Bank</td>
<td>$1,000,000</td>
<td>4.77%</td>
<td>May 23, 2006</td>
</tr>
<tr>
<td>Northwest Federal Bank - West Des Moines</td>
<td>$1,963,319</td>
<td>3.58%</td>
<td>May 31, 2006</td>
</tr>
<tr>
<td>State Bank and Trust - Nevada</td>
<td>$2,449,315</td>
<td>3.55%</td>
<td>May 31, 2006</td>
</tr>
<tr>
<td>WestBank - West Des Moines</td>
<td>$461,745</td>
<td>3.91%</td>
<td>May 31, 2006</td>
</tr>
<tr>
<td>Boone Bank and Trust</td>
<td>$1,428,408</td>
<td>3.82%</td>
<td>May 31, 2006</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$190,800</td>
<td>3.75%</td>
<td>June 1, 2006</td>
</tr>
<tr>
<td>Northwest Federal Bank - West Des Moines</td>
<td>$1,000,000</td>
<td>3.69%</td>
<td>July 1, 2006</td>
</tr>
<tr>
<td>First Federal - West Des Moines</td>
<td>$3,000,000</td>
<td>4.12%</td>
<td>July 14, 2006</td>
</tr>
<tr>
<td>WestBank - West Des Moines</td>
<td>$2,000,000</td>
<td>4.43%</td>
<td>September 29, 2008</td>
</tr>
<tr>
<td>WestBank - West Des Moines</td>
<td>$2,000,000</td>
<td>4.43%</td>
<td>September 29, 2008</td>
</tr>
<tr>
<td>First National Bank - Ames</td>
<td>$121,038</td>
<td>4.00%</td>
<td>November 30, 2006</td>
</tr>
<tr>
<td>State Bank and Trust - Nevada</td>
<td>$166,753</td>
<td>3.76%</td>
<td>November 30, 2006</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$51,838</td>
<td>4.18%</td>
<td>November 30, 2006</td>
</tr>
<tr>
<td>First Federal - West Des Moines</td>
<td>$2,000,000</td>
<td>4.24%</td>
<td>January 10, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$1,115,151</td>
<td>3.96%</td>
<td>May 31, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$1,486,938</td>
<td>4.50%</td>
<td>May 31, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$1,617,687</td>
<td>4.50%</td>
<td>May 31, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$753,538</td>
<td>4.18%</td>
<td>May 31, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$1,000,000</td>
<td>3.98%</td>
<td>July 1, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$106,078</td>
<td>4.05%</td>
<td>November 30, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$65,368</td>
<td>4.35%</td>
<td>November 30, 2007</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$770,050</td>
<td>4.67%</td>
<td>May 31, 2008</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$1,325,000</td>
<td>4.51%</td>
<td>May 31, 2008</td>
</tr>
<tr>
<td>US Bank - Des Moines</td>
<td>$500,000</td>
<td>4.20%</td>
<td>July 1, 2008</td>
</tr>
<tr>
<td>ISJIT Diversified Fund</td>
<td>$11,334,859</td>
<td>4.05%</td>
<td>Money Market</td>
</tr>
</tbody>
</table>

**Total ISJIT Investments** $48,427,064

**Grand Total of Investments** $59,619,669

**Grand Total Weighted Average** 4.07%
## Des Moines Area Community College
### Detail of Liabilities
#### February 28, 2006

<table>
<thead>
<tr>
<th>Payables:</th>
<th>Unrestricted</th>
<th>Restricted</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Fund 1</td>
<td>General Fund 2</td>
</tr>
<tr>
<td>Trade Accounts Payable</td>
<td>$339,619</td>
<td>$97,614</td>
</tr>
<tr>
<td>Long Term Payables (Bonds)</td>
<td>-</td>
<td>42,940,000</td>
</tr>
<tr>
<td>Unamortized Discount on Bonds</td>
<td>-</td>
<td>(290,091)</td>
</tr>
<tr>
<td>Unamortized Premium on Bonds</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Interest Payable</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

| Accrued Liabilities:            |              |            |                |                |                |             |             |               |
| Wages and Salary                | 2,592,360    | 1,370,055  | 50,000         | -              | -               | -           | -           | 4,012,415     |
| Accrued Vacation                 | 840,000      | 75,000     | 50,000         | -              | -               | -           | 9,000       | 974,000       |
| Employee deductions and benefits | (538,443)    | 398        | -              | -              | -               | -           | -           | (538,045)     |

| Due to Other Funds:             |              |            |                |                |                |             |             |               |
| Due to DMACC Foundation:        | 2,324        |            | -              | -              | -               | -           | -           | 2,324         |

| Deferred Revenue:               |              |            |                |                |                |             |             |               |
| Tuition and Fees                | 4,939,894    |            | -              | -              | -               | -           | -           | 4,939,894     |
| Property Tax                    | -            |            | -              | -              | -               | -           | -           | -             |
| Other                           | 79,743       |            | -              | -              | -               | -           | 79,968      | 159,711       |
| Grants and Contracts            | -            |            | -              | -              | -               | -           | -           | -             |
| 260E Bond Retirement Revenue    | -            | 12,739,911 | -              | -              | -               | -           | -           | 12,739,911    |
| 260E Training Funds             | -            | 10,604,344 | -              | -              | -               | -           | -           | 10,604,344    |
| 260E Administrative Fees        | -            | 2,020,479  | -              | -              | -               | -           | -           | 2,020,479     |

| Other Liabilities:              |              |            |                |                |                |             |             |               |
| Funds Held in Trust / Deposits  | 4,746        |            | -              | 70,710         | -               | -           | -           | 75,456        |
| Fund Balance                    | -            |            | -              | 1,061,820      | -               | -           | -           | 1,061,820     |
| Deferred Compensation Account   | -            |            | -              | -              | -               | -           | -           | -             |

**Total**                        | $8,260,243   | $69,557,710 | $101,901       | $1,185,457     | $11,090        | -           | $12,462,993 | $91,579,394   |
Des Moines Area Community College  
Fiscal Year Ending June 30, 2006 Budget Report  
Summary by Fund (All Funds)  
For The Eight Months Ended February 28, 2006

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Fund Number</th>
<th>Board Approved Budget</th>
<th>Working Budget</th>
<th>Amount Received/Expended</th>
<th>Budget Commitments</th>
<th>Working Budget Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted Current</td>
<td>1</td>
<td>$70,802,567</td>
<td>$72,117,110</td>
<td>$45,160,851</td>
<td>$26,956,259</td>
<td></td>
</tr>
<tr>
<td>Restricted Current</td>
<td>2</td>
<td>35,201,204</td>
<td>36,056,334</td>
<td>16,838,427</td>
<td>$19,217,907</td>
<td></td>
</tr>
<tr>
<td>Auxiliary</td>
<td>3</td>
<td>9,472,801</td>
<td>9,889,081</td>
<td>7,468,703</td>
<td>$2,420,378</td>
<td></td>
</tr>
<tr>
<td>Agency</td>
<td>4</td>
<td>777,275</td>
<td>1,186,140</td>
<td>1,107,218</td>
<td>$78,922</td>
<td></td>
</tr>
<tr>
<td>Scholarship</td>
<td>5</td>
<td>10,020,810</td>
<td>10,046,209</td>
<td>8,339,485</td>
<td>$1,706,724</td>
<td></td>
</tr>
<tr>
<td>Loan</td>
<td>6</td>
<td>25,000</td>
<td>25,000</td>
<td>5,000</td>
<td>$20,000</td>
<td></td>
</tr>
<tr>
<td>Plant (Note 1)</td>
<td>7</td>
<td>13,307,635</td>
<td>16,905,284</td>
<td>11,210,682</td>
<td>$5,694,602</td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td></td>
<td><strong>$139,607,292</strong></td>
<td><strong>$146,225,158</strong></td>
<td><strong>$90,130,366</strong></td>
<td><strong>$56,094,792</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Current</td>
<td>1</td>
<td>$70,441,964</td>
<td>$71,689,197</td>
<td>$45,046,364</td>
<td>$15,451,433</td>
<td>$11,161,400</td>
</tr>
<tr>
<td>Restricted Current</td>
<td>2</td>
<td>35,312,613</td>
<td>38,854,403</td>
<td>20,852,532</td>
<td>1,179,933</td>
<td>$16,821,938</td>
</tr>
<tr>
<td>Auxiliary</td>
<td>3</td>
<td>9,012,746</td>
<td>9,461,661</td>
<td>8,265,699</td>
<td>775,834</td>
<td>$420,128</td>
</tr>
<tr>
<td>Agency</td>
<td>4</td>
<td>718,596</td>
<td>943,446</td>
<td>1,097,779</td>
<td>205,464</td>
<td>(359,797)</td>
</tr>
<tr>
<td>Scholarship</td>
<td>5</td>
<td>10,020,810</td>
<td>10,046,209</td>
<td>8,336,831</td>
<td>-</td>
<td>$1,709,378</td>
</tr>
<tr>
<td>Loan</td>
<td>6</td>
<td>25,000</td>
<td>25,000</td>
<td>767</td>
<td>-</td>
<td>$24,233</td>
</tr>
<tr>
<td>Plant (Note 1)</td>
<td>7</td>
<td>15,661,422</td>
<td>17,658,663</td>
<td>10,038,444</td>
<td>2,706,862</td>
<td>$4,913,357</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td></td>
<td><strong>$141,193,151</strong></td>
<td><strong>$148,648,579</strong></td>
<td><strong>$93,638,416</strong></td>
<td><strong>$20,319,526</strong></td>
<td><strong>$34,690,637</strong></td>
</tr>
</tbody>
</table>

Note 1: The Plant Fund is presented on a cash basis consistent with the published budget.
Fund 1 Revenue Comparison by Source
February 28, 2006

<table>
<thead>
<tr>
<th>Source</th>
<th>FY 2005</th>
<th>FY 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition</td>
<td>22,362,259</td>
<td>22,927,578</td>
</tr>
<tr>
<td>Local</td>
<td>3,203,471</td>
<td>3,339,745</td>
</tr>
<tr>
<td>State</td>
<td>14,167,995</td>
<td>15,056,222</td>
</tr>
<tr>
<td>Federal</td>
<td>988,832</td>
<td>1,247,997</td>
</tr>
<tr>
<td>Other</td>
<td>1,312,622</td>
<td>2,076,321</td>
</tr>
</tbody>
</table>

Fund 1 Revenue
February 28, 2006

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2005</td>
</tr>
<tr>
<td>FY 2006</td>
</tr>
</tbody>
</table>
Fund 1 Expense Comparison by Function
February 28, 2006

<table>
<thead>
<tr>
<th></th>
<th>Instruction</th>
<th>Academic Support</th>
<th>Student Services</th>
<th>Institutional Support</th>
<th>Plant</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2006</td>
<td>24,421,568</td>
<td>4,847,703</td>
<td>3,413,136</td>
<td>7,385,515</td>
<td>3,482,436</td>
</tr>
</tbody>
</table>

Fund 1 Expense
February 28, 2006

<table>
<thead>
<tr>
<th></th>
<th>FY 2005</th>
<th>FY 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction</td>
<td>41,220,868</td>
<td>43,550,358</td>
</tr>
</tbody>
</table>