

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA**

**FINANCIAL STATEMENTS**

**JUNE 30, 2025**

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA**  
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**JUNE 30, 2025**

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## INDEPENDENT AUDITORS' REPORT

To the Board of Directors,  
Workforce Escarosa, Inc.  
d/b/a CareerSource Escarosa:

### **Report on the Audit of Financial Statements**

#### ***Opinions***

We have audited the financial statements of the governmental activities and the general fund of Workforce Escarosa, Inc. d/b/a CareerSource Escarosa ("CareerSource Escarosa"), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise CareerSource Escarosa's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of CareerSource Escarosa, as of June 30, 2025, and the respective changes in financial position thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* (GAS), issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CareerSource Escarosa and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### ***Responsibilities of Management for the Financial Statements***

CareerSource Escarosa's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CareerSource Escarosa's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditors' Responsibility for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and GAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and GAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Escarosa's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about CareerSource Escarosa's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### ***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise Workforce Escarosa, Inc.'s basic financial statements. The accompanying Schedule of Expenditures of Federal Awards, as required by the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), is presented for purposes of additional analysis and is not a required part of the basic financial statements.

The Schedule of Expenditures of Federal Awards is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

### ***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated December 9, 2025, on our consideration of CareerSource Escarosa's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering CareerSource Escarosa's internal control over financial reporting and compliance.

A handwritten signature in black ink that reads "James Moore, CPA, P.L." The signature is fluid and cursive, with "James" and "Moore" being the most prominent parts, and "CPA, P.L." written in a smaller, more formal script below.

Daytona Beach, Florida  
December 9, 2025

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
JUNE 30, 2025**

Management is pleased to offer the following assessment of the operations of Workforce Escarosa, Inc. d/b/a CareerSource Escarosa (“CareerSource Escarosa”) for the year ended June 30, 2025.

### **Overview of Financial Statements**

This discussion and analysis is intended to serve as an introduction to CareerSource Escarosa’s basic financial statements. CareerSource Escarosa’s basic financial statements comprise three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

**Government-wide financial statements.** The *government-wide financial statements* are designed to provide readers with a broad overview of CareerSource Escarosa’s finances in a manner similar to a private sector business. The government-wide financial statements consist of the Statement of Net Position and the Statement of Activities.

The *statement of net position* presents information on all of CareerSource Escarosa’s assets and liabilities, with the difference between the two reported as net position. Over time increases or decreases in net position may serve as a useful indicator of whether the financial position of CareerSource Escarosa is improving or deteriorating.

The *statement of activities* presents information showing how CareerSource Escarosa’s net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, *regardless of the timing of related cash flows*. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., earned but unused vacation leave).

**Fund financial statements.** A *fund* is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. CareerSource Escarosa uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. CareerSource Escarosa maintains one fund, which is the general fund.

**Governmental funds.** *Governmental funds* are used to account for essentially the same functions reported as *governmental activities* in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on *near term inflows and outflows of spendable resources*, as well as on *balances of spendable resources* available at the end of the fiscal year. Such information may be used in evaluating a government’s near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for *governmental funds* with similar information presented for *governmental activities* in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government’s near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between *governmental funds* and *governmental activities*.

**WORKFORCE ESCAROSA, INC.**  
**D/B/A CAREERSOURCE ESCAROSA**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**JUNE 30, 2025**  
(Continued)

**Notes to the financial statements.** The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

**Other information.** In addition to the basic financial statements and accompanying notes, this report also presents a Schedule of Expenditures of Federal Awards. This schedule lists all Federal grants awarded to CareerSource Escarosa and the related expenditures for the fiscal year ended June 30, 2025.

**Government-wide Financial Analysis** *Condensed financial information* - As noted earlier, net position may serve over time as a useful indicator of a government's financial position.

**Condensed Statements of Net Position**

	<b>2025</b>	<b>2024</b>
Current assets	\$ 588,501	\$ 568,819
Capital assets, net	<u>3,799,922</u>	<u>4,180,717</u>
Total assets	<u>4,388,423</u>	<u>4,749,536</u>
Current liabilities	616,041	637,709
Noncurrent liabilities	<u>3,882,953</u>	<u>4,122,290</u>
Total liabilities	<u>4,498,994</u>	<u>4,759,999</u>
Unrestricted	126,023	115,251
Net investment in capital assets	<u>(236,594)</u>	<u>(125,714)</u>
Net position (deficit)	<u>\$ (110,571)</u>	<u>\$ (10,463)</u>

**Condensed Statements of Activities**

	<b>2025</b>	<b>2024</b>
<b>Program Revenues</b>		
Operating grants and contributions	\$ 4,851,234	\$ 5,016,681
Total program revenues	<u>4,851,234</u>	<u>5,016,681</u>
<b>General Revenues</b>		
Other	21,623	3,686
Total revenues	<u>4,872,857</u>	<u>5,020,367</u>
<b>Expenses</b>		
Training, retraining, and adjustment	4,972,965	5,092,844
Change in net position	<u>(100,108)</u>	<u>(72,477)</u>
Net position (deficit), beginning of year	<u>(10,463)</u>	<u>62,014</u>
Net position (deficit), end of year	<u>\$ (110,571)</u>	<u>\$ (10,463)</u>

## **OVERALL FINANCIAL POSITION AND RESULTS OF OPERATIONS**

### **Governmental Activities**

In Program Year 2025, governmental activities generated \$4,872,857 in revenues and incurred \$4,972,965 of program expenses. This resulted in a \$100,108 decrease in net position. The decrease is due to the amortization of leases exceeding the principle payments on the related lease liabilities as well as other government-wide accruals not present in the governmental funds.

In Program Year 2024, governmental activities generated \$5,020,367 in revenues and incurred \$5,092,844 of program expenses. This resulted in a \$72,477 decrease in net position. The decrease is due to the amortization of leases exceeding the principle payments on the related lease liabilities as well as other government-wide accruals not present in the governmental funds.

### **CAREERSOURCE ESCAROSA'S INDIVIDUAL FUND**

#### **General Fund**

The General Fund receives its funding under cash advance and cost reimbursement contracts. If at the end of the fiscal year, an advance is not sufficient to cover applicable expenditures, a receivable is created. If an advance is in excess of applicable expenditures, a refundable advance is reported. Consequently, revenues will generally equal expenditures with a small profit due to charges for services not funded by grants.

The \$8,404 increase in fund balance for Program Year 2025 was a result of revenues generated by CareerSource Escarosa's charges for services and nonfederal funding Programs being more than related expenditures.

The \$1,410 decrease in fund balance for Program Year 2024 was a result of revenues generated by CareerSource Escarosa's charges for services and nonfederal funding Programs being less than related expenditures.

#### **Financial Highlights**

The liabilities of CareerSource Escarosa exceeded its assets at June 30, 2025, by \$110,571.

**Governmental activities.** Governmental activities decreased CareerSource Escarosa's net position by \$100,108. Key elements of this decrease are as follows:

The net loss for the year ending June 30, 2025, is due to the amortization of leases exceeding the principle payments on the related lease liabilities as well as other government-wide accruals not present in the governmental funds.

#### **Capital Assets**

Excluding right-to-use assets for leases, CareerSource Escarosa experienced a decrease in capital assets. Decreases in capital assets during the year ended June 30, 2025, were related to the depreciation of capital assets in the amount of \$50,368. CareerSource Escarosa had right-to-use assets for leases in the amount of \$3,717,778 net of accumulated amortization and lease liabilities in the amount of \$4,036,516 as of June 30, 2025.

## **Budgetary Highlights**

CareerSource Escarosa is not legally required to adopt a budget. As such, budgetary exhibits are not presented.

## **Economic Factors**

99.6% of the CareerSource Escarosa's revenues were generated from federal grants, most of which were passed through the State of Florida's Department of Commerce. Anything that could influence federal and state appropriations of these funds will have a direct impact on CareerSource Escarosa.

## **Debt Administration**

CareerSource Florida Escarosa's long-term debt is its accrual for compensated absences and lease liability. Please refer to the notes accompanying financial statements entitled *Long Term Debt and Leases* for more detailed information about long-term debt activity.

## **Request for Information**

This report is designed to provide a general overview of CareerSource Escarosa's finances for all those with an interest in CareerSource Escarosa's finances. Questions concerning any of the information in this report or requests for additional information should be addressed as follows:

Workforce Escarosa, Inc.  
d/b/a CareerSource Escarosa  
6913 N. 9<sup>th</sup> Avenue  
Pensacola, Florida 32504

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
STATEMENT OF NET POSITION  
JUNE 30, 2025**

	<b>Governmental Activities</b>
	<b><u>ASSETS</u></b>
<b>Current assets</b>	
Cash and cash equivalents	\$ 331,054
Grant, contract and other receivables	192,555
Prepaid items	64,892
Total current assets	<u>588,501</u>
<b>Non-current assets</b>	
Capital assets, net of accumulated depreciation and amortization	3,799,922
<b>Total Assets</b>	<u><u>\$ 4,388,423</u></u>
<b><u>LIABILITIES AND NET POSITION (DEFICIT)</u></b>	
<b>Current liabilities</b>	
Accounts payable and accrued expenses	\$ 337,204
Interest payable	18,501
Unearned revenue	39,226
Compensated absences, current portion	24,555
Lease liability, current portion	196,555
Total current liabilities	<u>616,041</u>
<b>Non-current liabilities</b>	
Compensated absences, noncurrent portion	42,992
Lease liability, noncurrent portion	<u>3,839,961</u>
Total noncurrent liabilities	<u>3,882,953</u>
<b>Total Liabilities</b>	<u><u>\$ 4,498,994</u></u>
<b>Net Position (Deficit)</b>	
Net investment in capital assets	\$ (236,594)
Unrestricted	126,023
<b>Total Net Position (Deficit)</b>	<u><u>\$ (110,571)</u></u>

The accompanying notes to financial statements  
are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED JUNE 30, 2025**

	Program Revenues			Net (Expense) Revenue and Changes in Net Position	
	Expenses	Charges for Services	Operating Grants and Contributions	Governmental Activities	
<b>Functions and Programs</b>					
Governmental activities:					
Training, retraining and readjustment	\$ 4,972,965	\$ -	\$ 4,851,234	\$ (121,731)	
Total governmental activities	<b>\$ 4,972,965</b>	<b>\$ -</b>	<b>\$ 4,851,234</b>		<b>(121,731)</b>
			General revenues:		
			Other		21,623
			Change in net position		(100,108)
			<b>Net position (deficit), beginning of year</b>		
			(10,463)		
			<b>Net position (deficit), end of year</b>		
			<b>\$ (110,571)</b>		

The accompanying notes to financial statements  
are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.**  
**D/B/A CAREERSOURCE ESCAROSA**  
**BALANCE SHEET - GOVERNMENTAL FUND**  
**JUNE 30, 2025**

	<b><u>General Fund</u></b>
<b>Assets</b>	
Cash and cash equivalents	\$ 331,054
Grant, contract and other receivables	192,555
Prepaid items	64,892
<b>Total Assets</b>	<b><u>\$ 588,501</u></b>
<b>Liabilities</b>	
Accounts payable and accrued expenses	\$ 337,204
Unearned revenue	39,226
Total liabilities	<b><u>376,430</u></b>
<b>Fund Balance</b>	
Nonspendable for prepaid items	64,892
Unassigned	147,179
Total fund balance	<b><u>212,071</u></b>
<b>Total Liabilities and Fund Balance</b>	<b><u>\$ 588,501</u></b>

The accompanying notes to financial statements  
are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.**  
**D/B/A CAREERSOURCE ESCAROSA**  
**RECONCILIATION OF THE BALANCE SHEET - GOVERNMENTAL FUND**  
**TO THE STATEMENT OF NET POSITION**  
**JUNE 30, 2025**

**Fund balances - total governmental fund** \$ 212,071

Amounts reported for governmental activities in the statement of net position are different because:

Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds.

Total governmental capital assets	5,172,374
Less: accumulated depreciation and amortization	<u>(1,372,452)</u>
	3,799,922

Long-term liabilities are not due and payable in the current period and, therefore, are not reported in the funds.

Interest payable	(18,501)
Compensated absences	(67,547)
Lease liability	<u>(4,036,516)</u>
	(4,122,564)

**Net position (deficit) of governmental activities** \$ (110,571)

The accompanying notes to financial statements are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.**  
**D/B/A CAREERSOURCE ESCAROSA**  
**STATEMENT OF REVENUES, EXPENDITURES, AND**  
**CHANGES IN FUND BALANCE - GOVERNMENTAL FUND**  
**FOR THE YEAR ENDED JUNE 30, 2025**

<u><b>General Fund</b></u>	
<b>Revenues</b>	
Grants and contracts	\$ 4,851,234
Other	21,623
<b>Total revenues</b>	<b><u>4,872,857</u></b>
<b>Expenditures</b>	
Personnel and benefits	2,209,309
Advertising and marketing	12,537
Communications, systems and utilities	70,074
Printing and supplies	21,539
Direct program	1,538,212
Insurance	41,887
Professional fees	58,092
Noncapital furniture and equipment	41,284
Repairs and maintenance	215,072
Other	216,837
Debt service:	
Principal	191,541
Interest	248,069
<b>Total expenditures</b>	<b><u>4,864,453</u></b>
<b>Excess (deficiency) of revenues over expenditures</b>	
	<b><u>8,404</u></b>
<b>Fund balance, beginning of year,</b>	203,667
<b>Fund balance, end of year</b>	<b><u>\$ 212,071</u></b>

The accompanying notes to financial statements  
are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES, AND  
CHANGES IN FUND BALANCE - GOVERNMENTAL FUND TO  
THE STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED JUNE 30, 2025**

Amounts reported for governmental activities in the statement of activities are different because:

Net change in fund balances-total governmental funds	\$ 8,404
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Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.

Changes in:

Compensated absences	(18,324)
Interest payable	<u>20,692</u>

2,368

Governmental funds report capital outlays as expenditures. However, in the statement of activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation and amortization expense. This is the amount of capital outlay and depreciation and amortization expense in the current period.

Depreciation	(50,368)
Amortization	<u>(252,053)</u>

(302,421)

The issuance of long-term debt provides current financial resources to governmental funds, while repayment of the principal of long-term debt consumes the current financial resources of governmental funds.

Long-term lease liability - principal paid	191,541
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Change in net position of governmental activities	<u><u>\$ (100,108)</u></u>
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The accompanying notes to financial statements  
are an integral part of this statement.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(1) Summary of Significant Accounting Policies:**

The following is a summary of the more significant accounting policies of Workforce Escarosa, Inc. d/b/a CareerSource Escarosa (“CareerSource Escarosa”), which affect significant elements of the accompanying basic financial statements:

(a) **Reporting entity**—CareerSource Escarosa is a nonprofit corporation established to provide for enhanced coordination, cooperation, and outcomes by and between the several entities, both public and private, which are involved at the local level in providing youth and adults with opportunities to develop and continuously upgrade their knowledge and skills in order to advance economically and socially throughout their lifetime, and in providing employers with the skilled workforce necessary to be competitive in local, state, national and/or international markets. CareerSource Escarosa was created to fulfill the duties and responsibilities provided for by the Workforce Investment Act (WIA) of 1998—Title 1, superseded by the Workforce Innovation and Opportunity Act of 2014 (WIOA), and the State of Florida Workforce Innovation Act of 2000 for the Region 1 Local Workforce Investment Area which is comprised of Escambia and Santa Rosa counties. The governing board of CareerSource Escarosa consists of fourteen members who are appointed by state and local officials.

The governing board of CareerSource Escarosa is the Board of Directors. As required by generally accepted accounting principles, the financial statements of the reporting entity include those of CareerSource Escarosa (the primary government unit) and its component units. There were no entities that required inclusion as a component unit within CareerSource Escarosa's financial statements.

(b) **Government-wide and fund financial statements**—The government-wide financial statements (the Statement of Net Position and the Statement of Activities) report information on all of the nonfiduciary activities of CareerSource Escarosa. Governmental activities are reported separately from business-type activities, which rely on fees charged to external parties as their primary revenues. CareerSource Escarosa has no business-type activities.

The Statement of Net Position reports CareerSource Escarosa's financial position as of the end of the fiscal year. In this statement, CareerSource Escarosa's net position are reported in two categories: investment in capital assets and unrestricted net position.

The Statement of Activities is displayed using a net-cost format and reports the degree to which the direct expenses of a given function are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function. Indirect costs are included in the program expense reported for individual functions and activities. Program revenues include (1) charges for services that are directly related to a given function and (2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function. Other items not properly included among program revenues are reported instead as general revenues.

Separate financial statements are provided for the general fund, which is CareerSource Escarosa's only fund.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

(1) **Summary of Significant Accounting Policies:** (Continued)

(c) **Measurement focus and basis of accounting**—The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of the related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, CareerSource Escarosa considers revenues to be available if they are collected within sixty days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, expenditures related to compensated absences and claims and judgments, are recorded only when payment is due.

CareerSource Escarosa considers most revenues, such as reimbursement-based grant revenues and charges for service, to be susceptible to accrual and so they have been recognized as revenues in the current fiscal period. Other revenue items are considered to be measurable and available only when cash is received. When both restricted and unrestricted resources are available for use, it is CareerSource Escarosa's policy to use restricted resources first, then unrestricted resources as they are needed.

**Major Governmental Fund**—The sole governmental fund used by CareerSource Escarosa is the general fund, which is used to account for all financial activity of CareerSource Escarosa.

(d) **Cash and cash equivalents**—Cash and cash equivalents of CareerSource Escarosa are considered to be cash on hand, demand deposits, and short-term investments with original maturities of three months or less from the date of acquisition.

(e) **Grants and other receivables**—Grants and other receivables consist of amounts due from grantor agencies for reimbursement of expenditures under various programs. Management has concluded that realization of losses on balance outstanding at year-end will be immaterial.

(f) **Prepaid items**—Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items in both the government wide and fund financial statements. The cost of prepaid items is recorded when consumed rather than when purchased.

(g) **Unearned revenues**—Unearned revenues are comprised of amounts received from grantor agencies by CareerSource Escarosa prior to meeting revenue recognition criteria. In subsequent periods, when the revenue recognition criteria have been met, the liability for unearned revenues is reduced and revenue is recognized.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

(1) **Summary of Significant Accounting Policies:** (Continued)

(h) **Capital assets**—Capital assets are defined by CareerSource Escarosa as assets with an initial, individual cost of \$5,000 or more and an estimated useful life of more than one year. Such assets are recorded at historical cost. Donated capital assets are recorded at estimated acquisition value at the date of the donation. The Federal Government has a reversionary interest in those assets purchased with its funds which have a cost of \$5,000 or more and an estimated useful life of at least one year. Depreciation of capital assets is computed using the straight-line method over estimated useful lives as follows:

<b>Assets</b>	<b>Years</b>
Leasehold improvements	30
Equipment	5–10
Vehicles	5

(i) **Leases**—CareerSource Escarosa leases building facilities and determines if an arrangement is a lease at inception. CareerSource Escarosa recognizes intangible right-to-use (RTU) assets and corresponding lease liabilities for all leases that are not considered short-term. RTU assets represent the CareerSource Escarosa's right to use an underlying asset for the lease term and lease liabilities represent CareerSource Escarosa's obligation to make lease payments arising from the lease. RTU assets and liabilities are recognized at the lease commencement date based on the present value of lease payments over the lease term.

Basis of lease classification – Leases that meet the following requirement will not be considered short term: the maximum possible lease term(s) is non-cancelable by both lessee and lessor, and is more than 12 months, and (2) the present value of lease payments for the lease is less than \$5,000.

Discount Rate – Unless explicitly stated in the lease agreement or CareerSource Escarosa is able to determine the rate implicit within the lease, the discount rate used to calculate lease right-to-use assets and liabilities will be CareerSource Escarosa's incremental borrowing rate (IBR), which will be the rate utilized for the subsequent fiscal year. CareerSource Escarosa's IBR was 5.50% at June 30, 2021, and was the discount rate utilized for applicable leases beginning July 1, 2021, and applicable lease conversions.

The CareerSource Escarosa's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

(j) **Budgets**—The general expenditure authority of CareerSource Escarosa, as provided by Sections 445.004 and 445.007 of the Florida Statutes, does not require a legally adopted budget placed into public law. Accordingly, the budgetary comparison schedules for governmental funds have not been presented as supplementary information required by the Governmental Accounting Standards Board.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

(1) **Summary of Significant Accounting Policies:** (Continued)

(k) **Use of estimates**—The process of preparing financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions regarding certain types of assets, liabilities, revenues and expenses. Such estimates primarily relate to unsettled transactions and events as of the date of the financial statements. Accordingly, upon settlement, actual results may differ from estimated amounts.

(l) **Compensated absences**—Eligible employees earn paid time off at varying rates based upon length of employment. Paid time off is accrued as earned by employees and recorded as an expense in the period earned. The total accumulated paid time off is paid out to eligible employees at termination.

(m) **Net position flow assumption**—Sometimes CareerSource Escarosa will fund outlays for a particular purpose from both restricted and unrestricted resources. In order to calculate the amounts to report as restricted – net position and unrestricted – net position in the government-wide financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is CareerSource Escarosa's policy to consider restricted – net position to have been depleted before unrestricted – net position is applied.

(n) **Fund balance**—In the fund financial statements, governmental funds report fund balance classifications that comprise a hierarchy based primarily on the extent to which CareerSource Escarosa is bound to honor constraints on the specific purposes for which amounts in those funds can be spent. Those classifications are as follows:

**Nonspendable**—Amounts that cannot be spent either because they are not in a spendable form or because they are legally or contractually required to be maintained intact.

**Restricted**—Amounts that can be spent only for specific purposes because of the Bylaws, state or federal laws, or externally imposed conditions by grantors or creditors.

**Committed**—Amounts that can be used only for specific purposes determined by a formal action by ordinance or resolution.

**Assigned**—Amounts that are designated by CareerSource Escarosa Directors for a specific purpose but are not spendable until a budget ordinance is passed by CareerSource Escarosa Directors.

**Unassigned**—All amounts not included in other spendable classifications.

It is the CareerSource Escarosa's policy to consider restricted fund balance to have been depleted before using any of the components of unrestricted fund balance. Further, when the components of unrestricted fund balance can be used for the same purpose, committed fund balance is depleted first, followed by assigned fund balance. Unassigned fund balance is applied last.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(1) Summary of Significant Accounting Policies:** (Continued)

(o) **Revenues and expenditures/expenses**— Generally, revenue is received from the State of Florida Department of Commerce and is earned on a cost reimbursement basis.

(p) **Income taxes**— CareerSource Escarosa is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, except for taxes on unrelated business income. Since CareerSource Escarosa had no taxable unrelated business income during the year ended June 30, 2025, no provision for income taxes is provided in the financial statements.

**(2) Reconciliation of Government-Wide and Fund Financial Statements:**

(a) **Explanation of certain differences between the governmental fund balance sheets and the government-wide statements of net position**—Following the governmental fund balance sheets is a reconciliation between *fund balance – total governmental funds* and *net position of governmental activities* as reported in the government-wide statements of net position. The details of these differences are explained in the above referenced financial statements.

(b) **Explanation of certain differences between the governmental fund statements of revenues, expenditures, and changes in fund balance and the government-wide statements of activities**—Following the governmental fund statements of revenues, expenditures, and changes in fund balance, there is a reconciliation between *net change in fund balance – total governmental funds* and *change in net position of governmental activities* as reported in the government-wide statements of activities. The details of these differences are explained in the above referenced financial statements.

**(3) Capital Assets:**

Capital asset activity for the year ended June 30, 2025, was as follows:

<b>Governmental activities:</b>	<b>Balance 07/01/24</b>	<b>Increases</b>	<b>Decreases</b>	<b>Balance 06/30/25</b>
Capital assets being depreciated/amortized:				
Equipment and vehicles	\$ 446,385	\$ -	\$ -	\$ 446,385
Right-to-use leased assets	4,838,848	-	(112,859)	4,725,989
Total assets being depreciated/amortized	5,285,233	-	(112,859)	5,172,374
Less accumulated depreciation/amortization for:				
Equipment and vehicles	(313,873)	(50,368)	-	(364,241)
Right-to-use leased assets	(790,643)	(252,053)	34,485	(1,008,211)
Less: accumulated depreciation/amortization	(1,104,516)	(302,421)	34,485	(1,372,452)
Total capital assets being depreciated/amortized, net	4,180,717	(302,421)	(78,374)	3,799,922
Governmental activities capital assets, net	\$ 4,180,717	\$ (302,421)	\$ (78,374)	\$ 3,799,922

Depreciation expense was \$50,368 and amortization expense was \$252,053 the year ended June 30, 2025.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(4) Leases:**

CareerSource Escarosa has leases in effect for buildings with terms ending from 2026 through 2040. The buildings are considered a right-to-use assets of CareerSource Escarosa. For disclosure purposes, this lease excludes ancillary costs included in the lease, such as utilities. The IBR interest rate on leases is 5.50%.

The amortization expense for right-to-use leased assets was \$252,053 and the interest expense for lease liabilities was \$248,069 for the year ended June 30, 2025. Of that interest expense, \$20,693 is variable lease interest expense.

The principal and interest requirements to maturity for the lease liability as of June 30, 2025, is as follows:

<b>Year Ending June 30,</b>	<b>Principal</b>	<b>Interest</b>	<b>Total</b>
2026	\$ 196,555	\$ 198,762	\$ 395,317
2027	140,306	225,880	366,186
2028	178,078	199,094	377,172
2029	199,726	188,761	388,487
2030	214,963	177,235	392,198
2031 – 2035	1,319,664	690,028	2,009,692
2036 – 2040	1,787,224	253,765	2,040,989
Total future minimum lease payments	<u>\$ 4,036,516</u>	<u>\$ 1,933,525</u>	<u>\$ 5,970,041</u>

**(5) Long-term Liabilities:**

***Changes in Long-term Liabilities.*** Long-term liability activity for the year ended June 30, 2025, was as follows:

	<b>Balance</b>			<b>Balance</b>		
	<b>07/01/24</b>	<b>Additions</b>	<b>Deletions</b>	<b>06/30/25</b>	<b>Due in one year</b>	
<b>Governmental activities</b>						
Lease liability	\$ 4,306,431	\$ -	\$ (269,915)	\$ 4,036,516	\$ 196,555	
Compensated absences	49,223	18,324	-	67,547	24,555	
Total Long-term liabilities	<u>\$ 4,355,654</u>	<u>\$ 18,324</u>	<u>\$ (269,915)</u>	<u>\$ 4,104,063</u>	<u>\$ 221,110</u>	

**(6) Retirement Plan:**

CareerSource Escarosa sponsors a defined contribution 401(k) profit sharing plan which covers substantially all employees. The amount of retirement expense for the year ended June 30, 2025, was \$48,221.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(7) Concentrations of Credit Risk and Significant Funding Source:**

(a) **Cash and cash equivalents**—As of June 30, 2025, CareerSource Escarosa had demand deposits with one financial institution of \$430,212. CareerSource Escarosa has no policy requiring collateral or other security to support its deposits, although all demand deposits with banks are federally insured up to FDIC limitations. The demand deposits with the financial institutions are insured up to \$250,000. At June 30, 2025, CareerSource Escarosa had \$180,212 in excess of FDIC coverage.

(b) **Grants and other receivables**—CareerSource Escarosa's receivables are for amounts due under contracts with the State of Florida and Federal government agencies. The Board has no policy requiring collateral or other security to support its receivables.

(c) **Significant funding source**—During the years ended June 30, 2025, CareerSource Escarosa received approximately 99.6% of its funding from the United States Department of Labor, the United States Department of Health and Human Services, and the United States Department of Agriculture, passed through the Department of Commerce. The organization's operations are entirely dependent on this funding, which represents its sole purpose. If a significant reduction or loss of this funding were to occur, it would have a substantial adverse effect on CareerSource Escarosa's programs and activities. There are no alternative funding sources or mitigating actions available to offset such a reduction, as the organization's mission and activities are wholly reliant on these federal funds.

**(8) Contingencies and Uncertainties:**

Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies, principally the Federal government and the State of Florida. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable funds. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time although CareerSource Escarosa expects such amounts, if any, to be immaterial.

**(9) Related Parties:**

The Board of Directors includes representation of both the private and public service industries as required by Florida Statutes. The Board had transactions with entities with which certain board members are associated for the purpose of providing training services to participants and temporary labor. During the year ended June 30, 2025, total payments to these entities were \$365,867. At June 30, 2025, \$23,679 were payable to these entities. The transactions were approved and authorized in accordance with CareerSource Escarosa's purchasing policies and procedures.

**(10) Risk Management:**

CareerSource Escarosa is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; and natural disasters for which CareerSource Escarosa carries commercial insurance.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2025**

**(11) Recent Accounting Pronouncements:**

(a) GASB issued Statement No. 101, *Compensated Absences*, in June 2022. GASB Statement No. 101 updates the recognition and measurement guidance for compensated absences, which include leave for vacation, holidays, sick time, or other paid time off. The Statement establishes a unified model for recognizing a compensated absence liability when leave is attributable to services already rendered, accumulates, and is more likely than not to be used for time off or paid to the employee. This guidance replaces prior provisions under GASB Statement No. 16. CareerSource Escarosa implemented this Statement and its various provisions during the year ended June 30, 2025, with an effective date of reporting periods beginning after December 15, 2023. The implementation of the Statement did not have a material effect on CareerSource Escarosa.

(b) GASB issued Statement No. 102, *Certain Risk Disclosures*, in December 2023. GASB 102 requires governments to disclose essential information about risks related to vulnerabilities due to certain concentrations or constraints. The provisions for GASB 102 are effective for fiscal years beginning after June 15, 2024. CareerSource Escarosa implemented this Statement and its various provisions during the year ended June 30, 2025, and did not have an effect on CareerSource Escarosa.

(c) GASB issued Statement No. 103, *Financial Reporting Model Improvements*, in April 2024. The objective of GASB 103 is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing an entity's accountability. The provisions in GASB 103 are effective for fiscal years beginning after June 15, 2025.

(d) GASB issued Statement No. 104, *Disclosure of Certain Capital Assets*, in September 2024. GASB 104 requires governments to provide detailed information about certain types of capital assets, including lease assets, intangible right-to-use assets, and subscription assets, in the notes to financial statements. The provisions for GASB 104 are effective for fiscal years beginning after June 15, 2025.

**WORKFORCE ESCAROSA, INC.**  
**D/B/A CAREERSCOURCE ESCAROSA**  
**SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS**  
**FOR THE YEAR ENDED JUNE 30, 2025**

<b>Federal Grantor/Pass-Through Entity/ Federal Program or Cluster Title</b>	<b>Federal Assistance Listing Number</b>	<b>Pass-Through Entity Identification Number</b>	<b>Federal Expenditures</b>	<b>Amount to Subrecipients</b>
<b>Department of Health and Human Services</b>				
Passed through Florida Department of Commerce:				
Temporary Assistance to Needy Families	93.558	WTS24	\$ 379,000	\$ -
Temporary Assistance to Needy Families	93.558	WTS25	660,347	<u>1,039,347</u>
<b>Total Department of Health and Human Services</b>			<u>1,039,347</u>	<u>-</u>
<b>Department of Labor</b>				
Passed through Florida Department of Commerce:				
Employment Service/Wagner-Peyser Funded Activities	17.207	WPA24	33,575	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPB25	126,401	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPB24	72,298	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPB25	68,327	-
Employment Service/Wagner-Peyser Funded Activities	17.207	WPA25	238,681	-
Local Veterans' Employment Representatives (LVER)	17.801	LVR24	15,762	-
Local Veterans' Employment Representatives (LVER)	17.801	LVR25	21,413	-
Disable Veterans' Outreach Program (DVOP)	17.801	DVP24	22,582	-
Disable Veterans' Outreach Program (DVOP)	17.801	DVP25	81,527	<u>680,566</u>
Total Employment Service Cluster				<u>-</u>
Unemployment Insurance	17.225	UCR23	18,741	-
Unemployment Insurance	17.225	UCR24	79,404	<u>98,145</u>
<b>Total Unemployment Insurance</b>				<u>-</u>
WIOA - Adult	17.258	WIA24	294,880	-
WIOA - Adult	17.258	WIA25	603,919	-
WIOA - Adult	17.258	WIR24	7,375	-
WIOA - Adult	17.258	WIR25	16,522	-
WIOA - Adult	17.258	WIS25	42,380	-
WIOA - Adult	17.258	WIS24	103,019	-
WIOA - Youth	17.259	WIY24	472,065	416,675
WIOA - Youth	17.259	WIY25	493,209	434,444
WIOA - Youth	17.259	WIR24	7,144	-
WIOA - Youth	17.259	WIR25	16,006	-
WIOA - Youth	17.259	WIS25	41,055	-
WIOA - Youth	17.259	WIS24	99,800	-
WIOA - Dislocated Worker	17.278	WID25	49,203	-
WIOA - Dislocated Worker	17.278	WID24	484,378	-
WIOA - Dislocated Worker	17.278	WIR24	8,527	-
WIOA - Dislocated Worker	17.278	WIR25	19,103	-
WIOA - Dislocated Worker	17.278	WIS25	49,001	-
WIOA - Dislocated Worker	17.278	WIS24	119,116	<u>2,926,702</u>
Total WIOA Cluster				<u>851,119</u>
Trade Adjustment Assistance for Workers	17.245	TAT23	3,382	-
<b>Total Department of Labor</b>			<u>3,708,795</u>	<u>851,119</u>
<b>U.S. Department of Agriculture</b>				
Passed through Florida Department of Commerce:				
Supplemental Nutrition Assistance Programs	10.561	FSH24	19,628	-
Supplemental Nutrition Assistance Programs	10.561	FSH25	83,464	<u>103,092</u>
Total SNAP Cluster				<u>-</u>
<b>Total U.S. Department of Agriculture</b>			<u>103,092</u>	<u>-</u>
<b>TOTAL EXPENDITURES OF FEDERAL AWARDS</b>			<b>\$ 4,851,234</b>	<b>\$ 851,119</b>

The accompanying notes to schedule of expenditures of federal awards are an integral part of this schedule.

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS  
FOR THE YEAR ENDED JUNE 30, 2025**

**(1) Basis of Presentation:**

The accompanying Schedule of Expenditures of Federal Awards (the Schedule) includes the Federal awards activity of Workforce Escarosa, Inc. d/b/a CareerSource Escarosa (“CareerSource Escarosa”) under programs of the federal government for the year ended June 30, 2025, in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of CareerSource Escarosa it is not intended to and does not present the financial position, changes in net assets, or cash flows of CareerSource Escarosa.

**(2) Summary of Significant Accounting Policies:**

Expenditures reported on the schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowed or are limited as to reimbursement.

**(3) De Minimis Indirect Cost Rate Election:**

CareerSource Escarosa has elected not to use the de minimis indirect cost rate as allowed under Uniform Guidance.

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL  
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF  
FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT  
AUDITING STANDARDS***

To the Board of Directors,  
Workforce Escarosa, Inc. d/b/a CareerSource Escarosa:

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of Workforce Escarosa, Inc. ("CareerSource Escarosa") as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise CareerSource Escarosa's basic financial statements, and have issued our report thereon dated December 9, 2025.

***Report on Internal Control over Financial Reporting***

In planning and performing our audit of the financial statements, we considered CareerSource Escarosa's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Escarosa's internal control. Accordingly, we do not express an opinion on the effectiveness of CareerSource Escarosa's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of CareerSource Escarosa's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

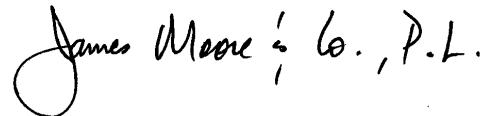
Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

### ***Report on Compliance and Other Matters***

As part of obtaining reasonable assurance about whether CareerSource Escarosa's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the result of that testing, and not to provide an opinion on the effectiveness of CareerSource Escarosa's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering CareerSource Escarosa's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "James Moore, CPA, P.L." The signature is fluid and cursive, with "James" and "Moore" being the most prominent parts, and "CPA, P.L." appearing to the right of "Moore".

Daytona Beach, Florida  
December 9, 2025



**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL  
PROGRAM AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE IN  
ACCORDANCE WITH THE UNIFORM GUIDANCE**

To the Board of Directors,  
Workforce Escarosa, Inc.  
d/b/a CareerSource Escarosa

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited Workforce Escarosa, Inc. ("CareerSource Escarosa")'s compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of CareerSource Escarosa's major federal programs for the year ended June 30, 2025. CareerSource Escarosa's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, CareerSource Escarosa complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2025.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); the special audit guidance provided by the State of Florida Department of Commerce and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of CareerSource Escarosa and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of CareerSource Escarosa's compliance with the compliance requirements referred to above.

***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to CareerSource Escarosa's federal programs.

### ***Auditors' Responsibilities for the Audit of Compliance***

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on CareerSource Escarosa's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about CareerSource Escarosa's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards* and Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding CareerSource Escarosa's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of CareerSource Escarosa's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Escarosa's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

### ***Report on Internal Control Over Compliance***

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

A handwritten signature in black ink that reads "James Moore, Esq., P.L." The signature is fluid and cursive, with "James" on the left, "Moore" in the center, "Esq." to the right of "Moore", and "P.L." to the right of "Esq." There is a small circle or loop to the left of "James".

Daytona Beach, Florida  
December 9, 2025

**WORKFORCE ESCAROSA, INC.  
D/B/A CAREERSOURCE ESCAROSA  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS  
JUNE 30, 2025**

**I. Summary of Auditors' Results:**

***Financial Statements:***

Type of audit report issued on the financial statements:	<i>Unmodified</i>
Internal control over financial reporting:	
Material weakness(es) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Significant deficiency(ies) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> none reported
Noncompliance material to financial statements noted?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no

***Federal Awards:***

Internal control over major Federal programs:	
Material weakness(es) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Significant deficiency(ies) identified?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> none reported
Type of auditors' report issued on compliance for major Federal programs:	<i>Unmodified</i>
Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Identification of major Federal programs:	

<b>ALN Number(s)</b>	<b>Program Name</b>
93.558	Welfare Transition Program

Dollar threshold used to distinguish between type A and type B Federal programs: \$750,000

Auditee qualified as low-risk auditee?  yes  no

**II. Financial Statement Findings:** None.

**III. Financial Statement Schedule of Prior Year Findings:**

A. 2024-001 SERA Reporting Errors – this has been corrected in the current year. See Summary Schedule of Prior Audit Findings.

**IV. Federal Awards Findings and Questioned Costs:** None.

**V. Federal Award Summary Schedule of Prior Year Findings:** None.

**VI. State of Florida, Department of Commerce (DOC) Reporting Requirements:**

1.	Timely reconciliation between the general ledger accounting system and the Subrecipient Enterprise Resource Application (SERA) maintained by the DOC.	Yes
2.	Annual reconciliation to year-end financial records must include the following:	
a.	Each federal award passed through DOC balanced by the individual DOC NFA ID# since each NFA is required to be a self-balancing set of accounts.	Yes
b.	Net assets of each federal award equaled zero.	Yes
c.	Federal awards did not have negative cash balances without sufficient explanation.	Yes
d.	All cost pools were allocated to their final cost objectives.	Yes
3.	Application of indirect cost rate agreements negotiated with the federal cognizant agency or DOC had no areas of noncompliance noted.	Yes
4.	Federal cash management processes complied with DOC requirements.	Yes



**Lloyd Reshard**  
Board Chair

**Marcus L. McBride, PhD**  
Chief Executive Officer

**Schedule of Prior Year Findings:**

**2024-001 SERA Reporting Errors**

Corrective action taken. No repeat comment in current year.

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