# ATTACHMENTS TO IRS FORM 1023

# Part IV – Narrative Description of Your Activities

National Employment Council is a nonprofit corporation organized and operated exclusively for charitable purposes. Specifically, this organization has been formedto provide relief to the poor, distressed and underprivileged and to educate the public on subjects useful to the individual and beneficial to the community. The organization has designed and developed one (1) program in furtherance of our purposes.

**Our program is entitled:**National Employment Council (NEC). **The program mission is to improve communities through employment. We further our purposes under this program by** ensuring that every community receives the education and job finding services necessary to re-enter the employment market. Through a structured process using skills training, career coaching, and job matching, the program helps unemployed members of each community to return to the workplace. The program is open to the public with a special focus on Veterans, families experiencing homelessness stemming from unemployment and the long-term unemployed (unemployed for longer than six months). The program is free to all participants. To accomplish our mission, we intend to conduct the following activities:

* Workshops – We host employment workshops to prepare unemployed members of the workforce in each community prior to applying for employment, we then provide a career coach for each member following the workshop series and host career events to match each member with jobs in their area. The Workshops are conducted through a project called Get Back to Work Now and are hosted at community locations such as Churches, libraries, colleges, Veterans Affairs offices, workforce centers and community centers. The hours of the workshops are from 8:30 a.m. to 1:00 p.m.
* Personal Mentoring – Participants of project Get Back to Work Now are introduced to a five step guide system called the Hidden Steps© organized through a trademarked system called the RoadMap™ [www.necouncil/roadmap](http://www.necouncil/roadmap) , designed to prepare each person prior to applying for employment. Participants are offered all five guides as they complete the workshops and upon graduation, are assigned to a career coach. Career coaches help the graduates complete each guide matching them with jobs. Employers are also available to graduates of this program at career events hosted by NEC where individuals can present their skills in-person (A description of each guide is outlined below).
* Career Events - We plan to host large career events referred to as the 10,000 Best Jobs Expos with 200 to 400 exhibitors. This event is hosted annually in locations such as stadiums or convention centers. The hours for the 10,000 Best Jobs Expos are from 9:00 a.m. to 5:30 p.m. This event is open to the public and graduates of Project Get Back to Work Now workshops.

The program commenced on 1/1/2012.

Workshop Guides

Project Get Back to Work Now workshops accompany five guides to help participants practice concepts taught in class.

* GUIDE ONE: Ignite your inner fire:
This guide is offered on the first day of class. Taking action, moving forward and generating momentum is necessary when searching for a career. The ambitions to organize, execute and follow up are important values to possess when looking for a new career. Yet, extended unemployment can lower the presence for these values. To heighten one’s morale and restore the motivation every person needs to be successful when searching for employment, the first day of the Get Back to Work Now training accompanies Guide one, Ignite Your Inner Fire. This guide allows each participant to recognize inner potential they possess, and introduce ways they can utilize this potential to achieve the career they aspire to have.
<http://www.necouncil.org/thehiddenstep/step1/flip-version/ignite-your-inner-fire/index.html>
* GUIDE TWO: Identify the career path:
This guide is offered on the second day of class. Being eager to get back to work, the average candidate rushes to create a resume, submitting it as quickly as possible. Yet, when candidates merely verbalize their past by describing a series of work experiences on a resume, they risk conveying an otherwise perfectly matching qualification as contradictory to the position’s requirements. Globalization today offers employers access to a broader pool of candidates allowing them to be more selective. To remain competitive, successful candidates construct the content of their resume by considering several important factors, (similar to factors considered by an advertising agency prior to launching a marketing campaign); factors such as demographics, a target market, trends and a budget. In addition, prior to creating a resume, job quantity, competition, and the “career opportunity scope” should also be carefully considered. Creating a resume without these considerations can result in a resume constructed purely by chance and content that may convey an otherwise matching qualification as not matching. Guide two helps each participant distinguish themselves by becoming clear and concise on how to communicate to an employer. Identifying the career path helps each person achieve clarity, a sense of direction and the knowledge to organize and place their personal qualifications in a manner that resonates with employers.
<http://www.necouncil.org/thehiddenstep/step2/flip-version/identify-your-career-path/index.html>
* GUIDE THREE: Prepare for the phone interview:
This guide is offered on the third day of class. Just 10 years ago, the phone interview did not exist. Today it is used as a fast and inexpensive tool to screen out candidates. An unprepared candidate can be eliminated from the process, even if he or she has a stellar resume. Many well qualified candidates are eliminated at this step when they find themselves ill prepared to handle the call. Guide three prepares the candidate with the knowledge to be concise, relevant and deemed compatible during the phone interview, turning every phone interview into a face-to-face meeting. <http://www.necouncil.org/thehiddenstep/step3/flip-version/prepare-for-the-phone-interview/>
* GUIDE FOUR: Construct the Resume:
This guide is offered on the fourth day of class. The resume has a job to do for every applicant. Today, the goal from creating a resume is NOT to obtain employment, but to generate a phone call. Being unaware of how to construct a resume that achieves this goal, candidates submit resumes to which they receive little or no responses to. Additionally, reacting to changes in the new job market, the average candidate possesses limited knowledge on where and how to apply for jobs. Consequently, some find themselves as being considered as overqualified, under-qualified, or not qualified, resulting from a resume containing too much, not enough, or the wrong information. Guide four helps participants of this program to package their skills according to their strengths, and become compatible by focusing on areas employers value. <http://www.necouncil.org/thehiddenstep/step4/flip-version/build-your-resume/>
* GUIDE FIVE: Managing the Apply and Interview:
This guide is offered the fifth day of class. Today, most employers use talent management software to manage applicant resume submissions. Employers are just as eager to fill their open positions, yet it is no longer a numbers game. If the first ten employers did not view a resume as a match, chances are other employers will not either. Therefore, it is important that we educate the unemployed members of our workforce with the correct strategies when applying for employment. Once the employer has responded, it is equally as important to prepare the applicant for the interview. Guide five is the final step and offered during day five and six of the Get Back to Work now workshops. After the applicant has learned the best strategies to apply and interview, the applicant is matched with employers looking for his or her skills. (Copy under revision)

To advance our mission, our plan is to host the Get Back to Work Now workshops regularly within every community.

Get Back to Work Now Project
National Employment council plans to host the Get Back to Work Now workshops in each community regularly where unemployed members of our workforce are trained for six weeks (one day per week from 8:30 to 1:00 p.m.), themed after the Hidden Step© guides (see above). Following each session, participants practice the theme of each class for one week, using the accompanying training guides as reference. The one week gap in-between each class allows participants to exercise learned concepts (Exercises are important to help internalize the information).

Details of the Get Back to Work Now Workshops:
40% time and resources devoted to this activity

Our plan is to host monthly Get Back to Work Now events at facilities throughout southern California with regular frequency. Hosted at Churches, colleges, libraries, Veterans Affairs offices, workforce centers, community centers and other community locations, the frequency allows participants to gain access to employers hiring in their area. As the internet has made it more difficult for members of our workforce to connect with employers, gaining the opportunity to express their skills in-person affords each participant with the hope and motivation necessary to secure employment. The goal is to host 4 “Get Back to Work Now” events in each community every year. Targeted communities are selected by choosing four cities randomly within the territories outlined below:

* Los Angeles
* San Fernando Valley
* San Diego
* Inland Empire
* Orange County
* San Gabriel Valley
* San Francisco
* San Jose

We intend to expand into Texas, Colorado, Arizona, Oregon, and Utah starting 2015.

Details of the 10,000 Best Jobs Expo:
30% time and resources devoted to this activity
As project Get Back to Work Now prepares each participant, we plan to host the largest career events hosted in each territory (see above list of territories) annually, bringing 10,000 jobs to stadiums and event centers throughout Southern California. We are currently negotiating rates with the following facilities:

* Angel Stadium, Orange County,
* Shrine Auditorium, Los Angeles
* San Mateo Event Center, San Francisco
* Ontario Convention Center, Inland Empire
* San Diego Convention Center
* Pomona Fairplex

This event is much larger in nature in comparison to a typical career fair and allows participants to meet with hundreds of employers at one location. Participants are matched with employers prior to the event. On this day, the best motivational coaches from around the country are invited to speak. Participants are offered employment opportunities and inspiration at the same location. This event will be hosted in every territory where the Get Back to Work Now workshops are hosted to include: Los Angeles, San Fernando Valley, San Diego, Inland Empire, Orange County, San Gabriel Valley, San Francisco, and San Jose.

We plan to expand in other territories starting 2015, hosting two 10,000 Best Jobs events in 2013, five in 2014 and nine in 2015. We have no relationship with the locations that we rent to host the events.

The 10,000 Best Jobs Expo is hosted in two sessions: 9:00 to 12:00 p.m. and 2:30 to 5:30 P.M. On March 29th, 2012, the first such event was hosted at the Angel Stadium with 150 exhibitors to include Panasonic, Kaiser Permanente, At&T, Department of Veteran Affairs, Goodwill of Sothern California, City of Corona, Small Business Administration, Los Angeles Police Department, City of Los Angeles, The Department of Homeland Security, The Department of Justice, Volunteers of America, Defense Contract Management, Oilwell Varco, L3 Communications, Verizon, Big 5 Sporting Goods, Devry University, The Art Institute and Enterprise Rent-a-car. Hundreds of participants and Veterans attended preparation workshops with assistance from the Cities of Santa Ana, Orange, Costa Mesa, Monrovia and Duarte. Participants then met with employers and secured employment. We are planning the next 10,000 Best Jobs Expo on March 21, 2013 in Orange County at the Angle Stadium and on October 10, 2013 in Los Angeles at the Pomona Fair Grounds.

The duration of the 10,000 Best Job Expo is one day and is open to the public, yet, we dedicate a special emphasis on Veterans, families experiencing homelessness stemming from unemployment and the long-term unemployed. Months prior to the event, we match and prepare members of these groups with prospective employers who will be exhibiting at this event.

All fees to cover the expenses of the 10,000 Best Jobs Expo are collected in the form of donations from employers, sponsors and admission tickets. Employers and sponsors become ticket sponsors by donating admission tickets to the public for this event. More than 3000 tickets were donated to the public during the event at the Angel Stadium. The cost of the admission ticket is $15 and can be donated to the community by event sponsors at increments of 10, 30, 50, 200 or 500 tickets. A copy of the Ticket Sponsorship page from the website has been included with this document. We plan to collect donations from individuals and corporations. Individual donations will range from $15 to $500. Sponsors receive recognition as an event sponsor and are included in the event advertising.

What distinguishes this program from similar programs?

There are many plausible employment finding services within every community, some private and some government sponsored. Yet, the National Employment Council program is uniquely structured in several ways:

1. This program is unique as it accompanies job matching:

The National Employment Council has established relationships with employers in territories it services. Employers have agreed to interview graduates of project Get Back to Work Now after our Career Coaches have matched graduates with employers. Job matching is an important distinguishing factor, offering graduates of this program a direct advantage. Job matching is offered using three methods:

* 1. Employers with jobs in the NEC portal:
		1. Some employers register to enter their jobs in our portal and candidates can apply directly to those jobs. Career coaches are able to match candidates by having access directly to the positions and the candidate resumes.
	2. Employers with jobs hosted in their own website:
		1. Some employers ask candidates to apply directly to the career page of their website. The prerequisite for this employer to be a part of the NEC program is to provide NEC with the name and contact information for the hiring manager who will be reviewing submitted resumes. Career coaches are able to follow up with the employer on applications submitted on behalf of the candidates.
	3. Employers through an aggregator:
		1. Aggregators pull jobs at large numbers from across the web. With access to jobs using an aggregator, NEC career coaches help candidates match themselves to jobs posted online by employers.
1. This program is unique as it gives precedence to building morale prior to applying:

Job seekers with the desire to organize, execute and mange a successful employment campaign share three qualities: vision, hope and motivation. Although most join the unemployed community possessing all three qualities, extended unemployment gradually diminishes these traits and replaces them with doubt and lowered self esteem. The excitement to secure employment is eventually replaced with skepticism, loss of interest, and even for some, depression. Continuous rejection and lack of forward momentum can impact individuals with the potential to become viable members of the workforce. Project Get Back to Work Now is distinguished by focusing on revitalizing the belief to achieve for each graduate, giving participants the foundation and the forward momentum they need to succeed. More emphasize is placed on this step prior to applying, than on building a resume or preparing for an interview.

1. This program is unique at it gives precedence to enhanced communication skills:

With more than three millions open positions nationally, unemployment exists for many, not due to lack of jobs, but lack of communication. Perfectly qualified candidates overstate or under describe their abilities and are eliminated from the process when talent management software are unable to accurately match their skills to open positions. Furthermore, lacking the knowledge to convey their transferrable skills, some limit themselves when narrowing their options. An IT project manager may possess transferrable skills that may benefit a wide variety of organizations looking for project managers, but this candidate may not know how to communicate those skills to employers from an new industry.

The ability to communicate across various platforms increases the marketability of each candidate in an employment market where employers are having difficulty filling their open positions as well. Communicating one’s skills correctly is important as it prevents the wrong perception from forming by employers who may regard a perfectly qualified candidate as not compatible. Being considered as overqualified, under-qualified, or not qualified, all result from a resume containing too much, not enough, or the wrong information. To be regarded as perfectly qualified, one must communicate their skills clearly. This workshop shows applicants to communicate their skills so clearly, employers looking for those skills can quickly find them.

1. This program is unique as it accompanies career coach support:

Factors such as a skills gap, globalization and advancements in technology have created a volatile employment landscape that is constantly changing. Job seekers entering the job market for the first time find this new job market shockingly different than the one they were accustomed to in the 80’s and 90’s. Consequently, using outdated strategies; hundreds of unproductive hours are spent applying to online postings to which little responses are received. As a result, an otherwise productive workforce is preoccupied with activities seemingly relevant, yet fruitless in nature. When candidates spend hours online, completing profiles, taking application tests and assessments, for jobs that are seemingly legitimate, yet their existence suspect, a new generation of unemployed is created who are squandering time with activities that yield little or no plausible results; time they could otherwise use to advance their careers. Unproductive weeks turn into months, eventually perfectly qualified candidates lose the ambition to keep moving forward. This program affords each Get Back to Work Now graduate with a career coach, until employment is realized. This access ensures that participants have the guidance needed to remain productive and generate momentum while searching for employment. Momentum creates hope, hope reignites motivation, and motivation generates the ambition needed to continue moving forward until employment is realized.

1. This program is unique as it focuses on what works, not what is popular:

Unaware that finding employment today is no longer a two-step process, candidates continue submitting resumes to which they receive no responses to. Today creating a resume (step one), and applying online for jobs using that resume (step two) is most commonly used, yet no longer lead to employment. These steps are outdated and only blend the average applicant with thousands of others following the same two steps. For most, losing a job occurs so unexpectedly, new to the employment market, these steps are the only ones they know. An accountant knows accounting as a salesperson knows how to sell. Yet, the average job seeker is not an expert when it comes to looking for employment. Consequently, steps are taken not because they work, but because they are popular. Here are some examples of outdated steps that are popularly used:

* Submitting a resume prior to establishing a definite career path
* Applying for jobs online
* Applying for jobs using a functional resume
* Pursuing a career before finding a job
* Squandering time searching for employers in the wrong places
* Including too much or the wrong information on a social media profile
* Sharing outdated information during an interview and consequently being eliminated from the process.
* Wasting time on networking that generates leads VS networking to gain referrals

Accepted strategies, no longer relevant used by a generation more than 35 years ago, only prolong unemployment today. Just as the automobile replacing the horse carriage transformed the transportation industry, the internet replacing the classified ads transformed the employment industry as well. Small adjustments in how employers are pursued today, makes a significant difference in connecting with those employers. This program helps candidates remain focused by doing what works as opposed to what is popular.

Although the Get Back to Work Now workshops are open to the public, our team plans to focus on two segments of the population through projects Hope and Hero to Hire.

Project Hero to Hire:
15% time and resources devoted to this activity

This project dedicates a team to facilitate Veterans through the Get Back to Work Now program. We plan to partner with Veterans service organizations to invite unemployed veterans to join the Get Back to Work Now workshops. Upon graduation, a career coach is assigned to each veteran for 12 months to act as a guide until employment is realized.

Project Hope:
15% time and resources devoted to this activity

This project dedicates a team to facilitate Homeless families through the Get Back to Work Now program. We plan to contact homeless shelters to invite families experiencing homelessness stemming from unemployment to join the Get Back to Work Now workshops. Upon graduation, a career coach is assigned to each person for 12 months to act as a guide until employment is realized.

The National Employment Council Plan to Restore Employment for Communities

The Get Back to Work Now program is instituted by NEC following a step by step plan to restore employment for communities. Below are the steps:

1. Unemployed members of our workforce are invited to attend the Get Back to Work Now six week training. Although the program is open to the public, special attention is dedicated to Veterans, Homeless families (homelessness stemming from unemployment) and the long-term unemployed.
2. Participants complete six sessions with assignments to help prepare each participant with the tools they need to secure employment
3. After completing all six sessions, participants graduate from the program and become an alumni.
4. Graduates are entered into a job matching software support by Brightmove.com
5. Graduates are assigned a career coach for 30 days.
	1. Veterans, Homeless families or those who donate $100 receive 12 months of support.
6. Graduates gain access to the career coach both online and on location
	1. Graduates can meet with a career coach anytime on location or through the online session
	2. Graduates are offered assistance on preparing their career path, resume and interview techniques
	3. Graduates are offered job matching
7. Job matching is offered as an option
	1. NEC Career coaches use online aggregators to match graduates to jobs
	2. NEC Career coaches use employer relationships to match graduates to jobs
		1. With established relationships with employers offering jobs ranging from entry level to executive management, the goal is to learn about employer hiring needs and applicant preferences so that NEC career coaches are able to match employer needs to skills offered by graduates of this program. By first speaking to each employer and identifying what they value in an applicant, we help each graduate groom their skills appropriately before they apply for a position.
		2. Every graduate’s marketable skills are identified and paired with a position offered by employers registered in this program.
8. 10,000 Best Jobs Expo offers graduates face-to-face opportunities
	1. Once per year, NEC brings 10,000 jobs to a stadium setting. This event accomplishes several objectives:
		1. The event offers opportunities to meet employers face-to-face to present one’s assets in-person.
		2. This event allows NEC to expand its relationships with employers to strengthen the Get Back to Work Now job matching program.

The National Employment Council team

This program will be conducted by Farhad Omidwar (Fred Omid), head trainer and the NEC team. Fred Omid has organized more than 1100 career events over the past 15 years. The team’s qualifications are outlined in this document. This program will achieve the following:

* 10,000 employed annually
	+ 5,000 Veterans
	+ 1000 homeless families
	+ 5,000 unemployed members of the public

**Raising Awareness**

**The National Employment Council program will be advertised through partnerships with local cities, workforce centers, veteran offices and various media outlets who will inform job seekers about the NEC projects. We will also connect with the public by hosting career events, sending out emails, and using social media to raise awareness for the following:**

* **Raising awareness on the impact of unemployment to our Veterans**
	+ **Although our Veterans** acquire important skills while in active duty, being in the Military for an extended period, some lose the edge to compete for civilians jobs. Reintegrating back into the civilian workforce for our veterans is more challenging and requires special assistance. Our Veterans sacrificed their lives when serving and should not be asked to sacrifice their lives even further when looking for employment. It is our duty to ensure they find employment quickly.
* **Raising awareness on child homelessness stemming from Unemployment**
	+ **For some families employment does not arrive on time. When families lose their homes, children lose their security. Life quickly takes on new meaning when children are forced to live at a shelter or even in their cars and hide this new lifestyle from their school friends. It is our responsibility to dedicate special attention to this group to ensure families can restore their lives and preserve for our children their dignity and future.**
* **Raising awareness on how to resolving unemployment within communities by embracing globalization and technological advancements**
	+ **Globalization and technological advancements have changed the employment landscape, however, it has brought with it incredible opportunities never before available.**

**The officers and directors administer this program. This program has already commenced and consumes 100% of the organization’s time. Our efforts are funded through volunteer services and donations to cover the expenses associated with it. Planning for our program is conducted at our headquarters as listed on this Form 1023. Through the successful execution of our program, we further our purposes of** ­­­­­­­­ providing relief to the poor, distressed and underprivileged and educating the public on subjects useful to the individual and beneficial to the community.

**Fred Omid**

Qualifications: Fred Omid is the founder of the National Employment Council and the Author of the Hidden Step®, an employment step by step guide many have used to secure employment within 90 days. He oversees the publication of Best Jobs Magazine, distributed online to over 40,000 subscribers every month. With 20 years of experience in human resources and executive recruitment, under his direct supervision, over 18,000 have secured employment. He and his team have hosted more than 1100 career events with the largest hosted on February 24, 2011, where 10,783 jobs were brought to the Angel Stadium. His relationships with employers hiring for a variety of positions ranging from entry level to executive management has provided him with the platform to help the unemployed secure employment.

Avg. Hours: 52 per week

Duties: To manage the fundraising activities, to manage the career coaches daily activities, to conduct the Hidden Step career workshops, to expand relationships with employers, to ensure 100% of the participants on the program are employed and to ensure we achieve the NEC annuals goals to find employment for 5,000 Veterans, 1000 homeless families and 5,000 from the public.

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**Annaliza Fran**

Qualifications: Annaliza Fran has extensive Customer Service and Data entry experience.

Avg. Hours: 30 hours per week

Duties: Maintaining client and customer relations, contact and process job seekers and canvass employers for directors identifying HR managers, manage meetings and minutes.

**Maliheh Eslamkish**

Qualifications: With a Bachelor’s degree in accounting, Maliheh Eslamkish has managed accounting for several non-profits. She plans to bring her experience to NEC.

Avg. Hours: 25 hours per week

Duties: Process income, Manage payments to staff, Manage accounts payable, Manage QuickBooks and bank account, and Complete and maintain the accounting documents for the non-profit

**John Davis**

Qualifications: Graduating with Honors and a degree in Applied Sciences, John Davis has over 20 years of supervisory experience building and promoting businesses while cultivating Territories. John’s broad relationships with governmental agencies, associations, Veterans groups and employers provide him with the contacts necessary to help our Veterans receive the help they need. His strengths in managing accounts, negotiating contracts, and building territories are important qualities to the NEC mission.

Avg. Hours: 40 hours per week

Duties: To participate in fundraising activities in the territories assigned, to operate the Get Back to Work Now events in the Inland Empire, San Diego and Orange County California, to connect with unemployed members of our workforce in those areas and register them for the program, to participate in promoting, organizing and hosting the 10,000 Best Jobs Expos.

**Charles Cotrell**

Qualifications: With an MBA in Management and Bachelor of Arts in Business/Accounting, Charles is a United States Marine Corps Vietnam Veteran, and for years served as a Marine Corps recruiter evaluating, and matching individuals to job opportunities. Managing a recruiting station and as the Non Commission Officer in Charge (NCOIC) he was responsible for the assignment of duties and overall operations of the unit. He currently serves as the Director of the Divine Intervention Ministry (The DI Ministry) at Calvary Chapel West Grove in Garden Grove, California. The mission of this ministry is to give counseling, support, and guidance to those veterans who currently serve and have served.

Avg. Hours: 40 hours per week

Duties: To participate in fundraising activities in the territories assigned, to operate the Get Back to Work Now events in the Los Angeles and San Gabriel Valley California, to connect with the unemployed members of our workforce in those areas and register them for the program, to participate in promoting, organizing and hosting the 10,000 Best Jobs Expos.

**Hamid Meradi**

Qualifications: With a Master’s degree in Mechanical engineering, Hamid brings over 20 years of project management experience to NEC. His knowledge in this area will help NEC organize important activities that are important to the NEC Mission Statement.

Hamid Meradi has an established relationship with employers and key institutions that plan to support our Veterans. Additionally, his ability to communicate will contribute to our efforts when connecting with employers in each territory.

Avg. Hours: 40 hours per week

Duties: To participate in fundraising activities in the territories assigned, to operate the Get Back to Work Now events in the Northern California, to connect with the unemployed members of our workforce in those areas and register them for the program, to participate in promoting, organizing and hosting the 10,000 Best Jobs Expos.

**Line 5a**

The CONFLICT OF INTEREST policy attached to this application was adopted by the Board of Directors and signed into effect by the Secretary.

# Part VI - Your Members and Other Individuals and Organizations That Receive Benefits From You.

# Line 1a

Please see Part IV – Narrative Description of Your Activities for details.

**Part VIII - Your Specific Activities**

**Line 4d**

Fundraising will primarily, though not exclusively, be conducted in the state of California. Our organization will conduct its own fundraising.

**Fundraising Strategies:**

Vehicle Donations:
We work with Cars for Causes and hope to generate revenue from donated cars.

Organization's website:
A Donate link offers visitors an option to donate to NEC projects.

Get Back to Work Now Membership:
Annual membership is offered to both job seekers offering access to a career coach for 12 months and employers access to job matching. Funds from membership generated support the organization and execution of Get Back to Work Now Project.

10,000 Best Jobs Expo:
This event brings 10,000 jobs to a stadium setting. Ticket sponsors purchase admission tickets and offer tickets to the public for free admission. Although most employers with no budget receive complimentary booths, exhibitors with a budget support this event by purchasing an exhibitor booth. Funds from this event are used to benefit Project Hope (Preventing child homelessness stemming from unemployment) and Project Hero to Hire (Helping veterans expedite job finding). Contacting homeless shelters and Veterans services, offering training, job matching and a career coach to each individual are the objectives of project Hope and Hero to Hire.

Golf Tournament:
We plan to host a tournament to help expand project Hero to Hire.

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| **Part IX - Financial Data**  |   |   |
|  |  |  |  |
| **Revenue** | **2014** | **2015** | **2016** |
| Gifts/Grants/Donations/Contributions | $467,148  | $681,540  | $825,144  |
|  |  |  |  |
|  **Total Revenue**  | **$467,148**  | **$681,540**  | **$825,144**  |
|  |  |  |  |
| **Expenses** | **2014** | **2015** | **2016** |
| Line 17 - Director / Officer compensation  |  |  |  |
|  For Fred Omid - President | $60,000  | $60,000  | $60,000  |
|  For John Davis - Director 1 & Inland Empire Territory Manager | $42,000  | $42,000  | $42,000  |
|  For Charles Cotrell - Director 2 and Los Angeles Territory Manager | $42,000  | $42,000  | $42,000  |
|  For Annaliza Fran - Secretary | $14,400  | $20,400  | $30,400  |
|  For Hamid Mehradi - Director 3 & Northern California Territory Manager | $42,000  | $42,000  | $42,000  |
|  For Maliheh Eslamkish - Treasurer | $18,000 | $30,000 | $30,000 |
| Line 18 - Other salaries and wages |  |  |  |
|  For Still interviewing – Vice President of Operations |  $60,000 |  $70,000 |  $80,000 |
|  For Still interviewing - Grant Writers | $12,000  | $42,000  | $48,000  |
|  For Still Interviewing - Media Relations | $36,000  | $48,000  | $48,000  |
|  For Fred Omid - Career Coach 1 | $24,000  | $36,000  | $36,000  |
|  For Still interviewing - Career Coaches 2 | $0  | $36,000  | $36,000  |
|  For Still interviewing - Career Coaches 3 | $0  | $0  | $36,000  |
|  For Still interviewing - Technology, website development and maintenance | $12,000  | $18,000  | $24,000  |
|  For Louie Naciso - Data Entry | $3,000 | $6,000 | $12,000 |
| Line 20 - Occupancy (rent, utilities, etc.) |  |  |  |
|  Rent | $30,000  | $49,992  | $69,996  |
| Line 23 - Other expenses |  |  |  |
|  Program Expenses  |  |  |  |
|  For Meals for exhibitors | $21,600  | $42,600  | $54,600  |
|  For Exhibitor booth rentals | $60,000  | $90,000  | $120,000  |
|  For Education and training - Lynda.com | $1,200  | $1,200  | $1,200  |
|  For Web services - Gotomeeting and Salesforce | $2,988  | $5,388  | $7,788  |
|  For Video and Photography | $3,000  | $6,000  | $9,000  |
|  Promotion Expenses | $6,000  | $12,000  | $12,000  |
|  Office Supplies | $6,000  | $8,400  | $12,000  |
|  Telephone | $2,400  | $2,400  | $6,000  |
|  Fax | $240  | $240  | $240  |
|  Internet Expense | $720  | $720  | $720  |
|  Printing Costs | Signs | $17,000  | $28,000  | $39,000  |
|  Reproduction (Copying) | $1,000  | $2,000  | $3,000  |
|  Transportation Costs (Gas, Lodging, etc.) | $6,000  | $12,000  | $14,400  |
|  Permits & Licenses | $1,200  | $1,200  | $1,200  |
|  Insurance | $600  | $600  | $600  |
|  Fees Paid to Professionals (lawyers, CPA, etc.) | $1,800  | $2,400  | $3,000  |
| Other Expenses Subtotal | $131,748  | $215,148  | $284,748  |
| **Total Expenses** | **$527,148**  | **$757,540**  | **$921,144**  |
|  |  |  |  |
| **Excess revenue over expenses** | **$0**  | **$0**  | **$0**  |