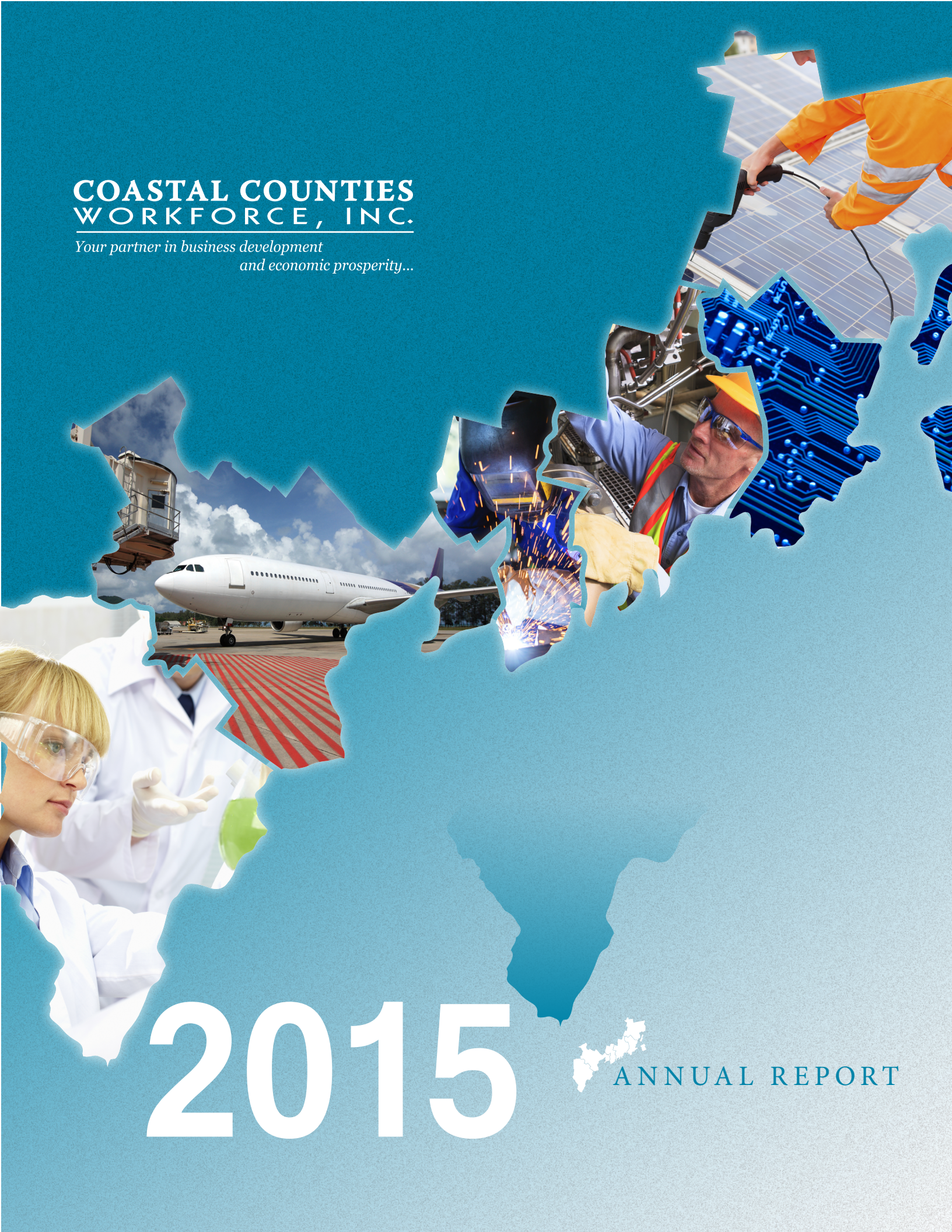


COASTAL COUNTIES WORKFORCE, INC.

*Your partner in business development
and economic prosperity...*



2015



ANNUAL REPORT

2015

CCWI STAFF & BOARD MEMBERS

Board of Directors

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Vice President, Commissioner Sallie Chandler, York County
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Commissioner Steve Gorden, Cumberland County
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Coastal Counties Workforce Board

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Lydia Sy, Manpower
Christopher Trider, IBEW Local 1253
Neal Williamson, Hodgdon Yachts
Linda Winton, Bonny Eagle Adult Education
Michelle Wyman, General Dynamics Bath Iron Works

Staff to Board

Michael Bourret, Executive Director
Antoinette Mancusi, Deputy Director
Donald Marino, Program Manager
Sarah O'Connell, Program Manager
Joy Gould, Project Manager
Valerie Odams, Executive Assistant

LETTER FROM

Michael Bourret
Executive Director, CCWI

Last year at this time, I mentioned how exciting it was to have the federal legislation for workforce development finally reauthorized in the passage of the Workforce Innovation and Opportunity Act (WIOA). At the time, we knew that it meant challenges for us, but we also knew that it created opportunities as well.

We immediately went to work by doing a comprehensive review of both the WIOA law and the initial USDOL regulations. This prepared us to provide comments to USDOL on their guidance, but also to begin our local and regional WIOA implementation. However, we knew that before launching implementation tasks, we had to address any impacts to the agency. This resulted in modifying our financial manual to fully align with the new Office of Management and Budget (OMB) compliance and adjusting by-laws and board membership composition while creating local policy guidance that dealt with the policy changes in WIOA. As this foundation was laid, our board approved the revised by-laws and designated the new One-Stop Operator. Finally, the new Coastal Counties Regional Plan has now been drafted and is awaiting final board approval.

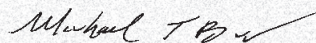
Of course our other work continued in earnest. In addition to the WIOA Program and a new effort for offenders through the Pre-Release Employment Project (PREP), our two H-1B discretionary grants continued to provide businesses with significant opportunities to equip workers with the knowledge they needed to be competitive in the job market. Please be sure to read about our progress with both the Make it in America (MIIA) and Targeted

Opportunities for Pathways Strategies (TOPS). We also made great strides in both sector strategies work and career pathways development. CCWI has identified 5 sectors to target in this region: Advanced Manufacturing, Healthcare, Information Technology, Transportation & Logistics, and Finance & Banking.

As we move forward with all of these initiatives, I want to thank all of the staff at Goodwill, Workforce Solutions for their passion and willingness to face the many challenges everyday on behalf of both employers and workers.

One final note: you can't work in this business and not recognize the shifting demographics in Maine and its impact on the workforce. Many employers are finding new ways to recruit and have become more open to hiring job seekers who still may have some challenges to overcome. This is also a challenge for the workforce system at large which we will need to overcome. That is, we must bridge the gap between those with significant barriers to employment and the requisite skills employers need. This will mean developing and piloting new intervention strategies. In the end, this remains our primary purpose.

Sincerely,



Michael T. Bourret
Executive Director



Coastal Counties Workforce, Inc. Staff (from L to R): Donald Marino, Program Manager; Sarah O'Connell, Program Manager; Antoinette Mancusi, Deputy Director; Joy Gould, Project Manager; Valerie Odams, Executive Assistant; Michael Bourret, Executive Director





Educate Maine and its business supporters believe that a skilled and productive workforce is the highest priority for Maine's economy. Educating Maine people to fill jobs today and tomorrow is our big goal and Maine could not do it without the hard work of groups like CCWI. Our partnership with CCWI to get more Maine people the computing and IT skills to fill jobs in growing Maine companies is one of our most important endeavors. They are great at what they do and they serve the people of Maine well.

Ed Cervone
Executive Director
Educate Maine

COASTAL COUNTIES REGIONAL WORKFORCE PLANNING

Vision

To meet the changing workplace needs of businesses and jobseekers by promoting economic opportunities through developing workforce skills in demand. CCWI supports the regional economy by advancing a range of workforce training services that meet current business needs.

Mission

To accomplish our vision of creating economic opportunities, CCWI is committed to the effective use of resources to improve workforce skills throughout the region. Existing resources are leveraged and enhanced through strategic partnerships with organizations of similar vision, thereby raising the economic capacity of our regional community, its businesses, and citizenry.

Workforce Board Goals

1. Employers are actively engaged with a regional workforce development system that understands and appropriately responds to their skilled workforce needs.
2. Job seekers and current workers easily access and participate in workforce services relevant and appropriate to their career goals and align with the skilled workforce needs of the local economy.
3. Regional workforce system partners align and integrate services and resources to create a “no wrong door” employment and training network easily accessed by workers and employers.



Representatives from Coastal Counties Workforce, Inc. (CCWI) and Coastal Counties Workforce Board (CCWB) attend the National Association of Workforce Boards (NAWB) Conference March 12-15, 2016, Washington, DC (from left to right): Lydia Sy (CCWB Chair); Michael Bourret (CCWI Executive Director); Sally DelGreco (CCWI Consultant); Charles Crosby, III (President, CCWI Board of Directors)



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

WIOA took effect on July 1, 2015, superseding the Workforce Investment Act (WIA) of 1998 and amending the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. It is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

WIOA improves connections to employment and training opportunities that lead to economic prosperity for workers and their families. It strengthens existing workforce development and adult education programs in four ways that can benefit adults and youth with barriers to economic success:

- I. **Increases the focus on serving the most vulnerable workers** – low-income adults and youth who have limited skills, lack work experience and face other barriers to economic success;
- II. **Expands education and training options** to help participants access good jobs and advance in their careers;
- III. **Helps disadvantaged and unemployed adults and youth earn while they learn** through support services and effective employment-based activities; and
- IV. **Aligns planning and accountability policies across core programs** to support more unified approaches to serving low-income, low-skilled individuals.

Since 2000, Coastal Counties Workforce, Inc. (CCWI) has administered these WIA and now WIOA employment and training dollars. CCWI is one of three Local Workforce Investment Boards in the state, with its region consisting of the six coastal counties of Waldo, Knox, Lincoln, Sagadahoc, Cumberland, and York. CCWI's region is geographically large and diverse. Our Local Area is also the most populous, with approximately half of Maine's residents and business community located within our borders. CCWI, working with its primary service provider, Goodwill, Workforce Solutions, supports the regional economy by advancing a range of workforce training programs to meet the changing needs of local businesses and job seekers.

In Program Year 2014–2015 (July 1, 2014 – June 30, 2015), while still under WIA, the region's CareerCenters and Workforce Solutions Centers saw more than 51,127 customer visits. Individuals receiving WIA-funded employment and training services over that period of time totaled 842. The average entered employment rate across the three WIA formula programs was 85%.



Workforce development is essential to growing the Maine economy, and Coastal Counties Workforce, Inc. plays an important role in getting workers the skills they need. The labor needs of Maine businesses are constantly changing, and CCWI helps workers develop the skills to meet those labor needs.

Congresswoman Chellie Pingree
1st District of Maine



Adult Education ^{MAINE}

Learning for Work and Life

CCWI staff understand the important role of education in economic and workforce development. Maine Adult Education is proud to partner with CCWI to develop training programs that both meets the workforce skill needs of employers and enables individuals to remain productive and competitive. Our continued partnership will result in further increasing service alignment to successfully address the region's business needs.

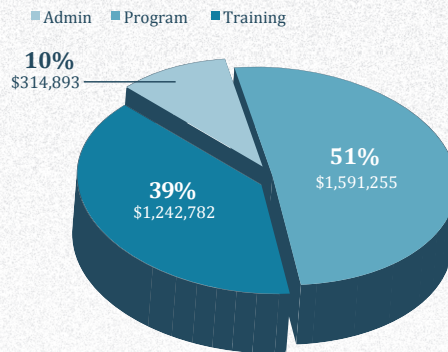
Gail Senese, Ph.D.
State Director, Office of Adult Education and Family Literacy

WIA ADULT & DISLOCATED WORKER PROGRAM

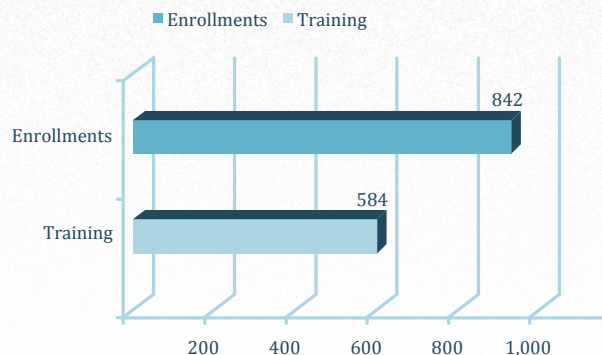
The Adult Program provides employment and training services to eligible individuals ages 18 and older who require assistance and skills upgrading in order to secure meaningful employment, with priority given to those who are low income. The Dislocated Worker program provides services to eligible individuals who have been terminated or laid off or who have received a notice of termination or layoff from employment, who are eligible for or have exhausted unemployment insurance, or who are displaced homemakers. In Program Year 2014–2015, the two programs served 572 workers throughout the region.

During the Program Year 2014–2015, outreach strategies were amended to acknowledge the low unemployment rate in the region. Local business increasingly noted difficulty in finding skilled applicants and continued to seek services covered under WIA. In the Greater Portland area, efforts have been made to engage the New Mainer, youth and other populations with significant barriers to employment to encourage these individuals to enter the workforce. Utilizing various training techniques, these underserved populations are now engaging in employment activities that would not have been possible without the aid of the WIA funding source.

**Local Area 4
WIA FYE 2015 Expenditures**



WIA FYE 2015 Enrollments



CASE STUDY: Kate came into the system looking for assistance to find employment. When she first started working with the service provider, she was 20 years old and a committed resident at Long Creek Youth Development Center. She had solid work experience working in both customer service and as a CNA, but a tragic car accident and subsequent substance abuse issues led her to a long-term commitment at Long Creek.

The first goal for Kate was to start reintegration into the community through Long Creek’s off-ground work program. Working with our region’s WIA staff, Kate explored her interests, available work sites through Long Creek, and participated in some informational interviewing. After discussing options, she was placed at the Goodwill Maine Mall Retail Store where she was able to successfully work for her last 8 weeks at the Long Creek Center. She received rave reviews from the management team and was in line to be hired directly but, as her discharge date came closer, she made the decision to move back with her mother in the Lewiston area. During this time, Goodwill was looking for a receptionist at the job center at the Lewiston Goodwill store. Kate spoke to the Program Manager and after a few meetings she was offered a transitional 12-week work experience helping customers job search, complete resumes, and direct them to resources in the community. After almost 3 years in Long Creek, this transitional job was vital to Kate’s reintegration into the community.

Last fall, she started her first semester at Central Maine Community College studying Business. Back in the classroom for the first time in nearly 3 years, she received all A’s as a full-time student. In mid-September, she found a part-time receptionist job at a C.N. Brown office and has maintained it to date. Furthermore, she also successfully worked with the state licensing board to receive permission to re-test and certify for her CNA license. This past February, she received the good news that she passed the test and could work in this field again. She also successfully petitioned the state to get her driving license suspension lifted and, as of March 2015, it was reinstated.

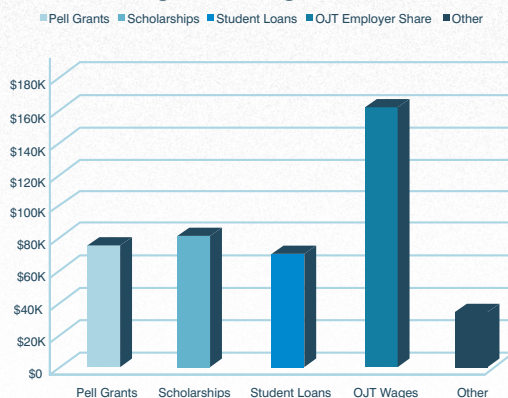
Kate is now in her second semester at CMCC and is again receiving straight A’s. CCWI’s program funding supports her through counseling and financial help with the cost of textbooks and supplies as she starts to transition of out of the program.



The program was a confidence builder for me and I had assistance in understanding my skills so that I could focus on the best direction to be successful.

Joan Parent
Workforce Innovation and Opportunity Act (WIOA)
Participant of the Year

WIA Leveraged Training (July 2014 - June 2015)





During my time with LearningWorks, CCWI was a great resource for providing at-risk and low-income teens with the job skills they need to enter the workforce. Now, as Mayor, I hope we can build a similar partnership with the City of Portland.

Ethan K. Strimling
Mayor of Portland, Maine

WIA YOUTH PROGRAM

Youth Services provides employment and training opportunities to young adults between the ages of 14 and 24 who have barriers to employment, with a focus on youth who are out of school and disengaged. In Program Year 2014–2015, the program served 272 youth throughout the region; 210 were out-of-school and 62 were in-school. Despite life and work challenges that some of the youth face, they also experience great successes through their program enrollment.

CASE STUDY: Tom came to our service provider as a referral from Thornton Academy, in his senior year of high school. He had a wealth of volunteer experience and was looking for assistance in determining his next steps after high school. Because he had a diagnosis of Asperger's Syndrome, in addition to Goodwill, Workforce Solutions, the client was connected to Vocational Rehabilitation (VR) for further assistance. Tom had connections to Weaponcraft, LLC. and had visited the worksite where he mentioned that he was working with VR and the WIA Youth program. It was determined that a work experience could happen through the program which would allow Tom to gain experience in a work setting. During his work experience, Tom learned a lot about the business. He was able to use some of the skills he already had to successfully put together a working firearm and to work on his people skills. Weaponcraft owner, Uel Gardner offered Tom an opportunity to start a business within the current business, an indoor, pellet gun range. Tom was challenged to put together a business plan and VR services put him in touch with a business consultant to assist him in the process. Tom is currently working on finalizing his business plan and hopes to have it operational very soon.

Employer of the Year Saco River Dyehouse



Working with Goodwill, Workforce Solutions and their partners has been a tremendous opportunity to understand the nature of the challenges faced by our citizens. Daily, they are confronted with the difficulties of finding suitable employment – whether their barriers are literacy, social support, ESL or something else. As an employer, I look forward to contributing more to the conversation of how to eliminate some of the challenges to successful employment.

Claudia Raessler, Managing Director
Saco River Dyehouse



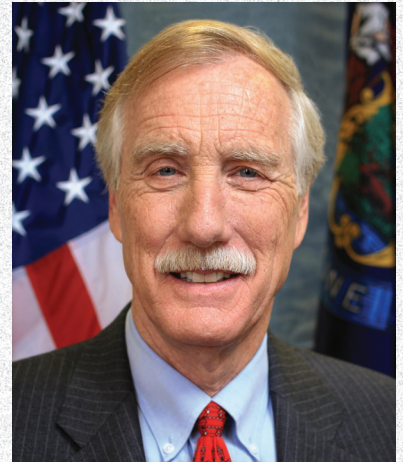
NATIONAL EMERGENCY GRANTS

JOB DRIVEN (JD-NEG)

The intention of a National Emergency Grant is to expand capacity on the service provider level in order to address immediate and tragic economic events or massive job losses. During Program Year 2014, CCWI was awarded \$943,435 in funding through Maine's Bureau of Employment Services via the U.S. Department of Labor for dislocated workers, with a focus on those who are long-term unemployed. This project runs between October 2014 and September 2016 and will support training and reemployment efforts for 108 participants.

SECTOR PARTNERSHIP (SP-NEG)

This \$857,825 award focuses on both bolstering capacity for dislocated worker services and provides funding for regional sector planning and strategies (up to 25% of the total funds). This grant supports our demand-side, or industry focused, regional planning – increasing workforce and economic development opportunities and improving partnerships between industries, workforce investment boards, government entities, economic districts, and community colleges.



By empowering Maine people with new skills, Coastal Counties Workforce Inc. is putting them on a path to employment and strengthening Maine's economy. Services like these are incredibly valuable in today's ever-changing economy, which is why I continue to commend CCWI for their extraordinary work on behalf of our state.

Senator Angus S. King, Jr.
United States Senator



Michael Bourret and Sally DelGreco meet with Senator Angus King and his staff in his Washington, D.C. office to discuss the TechHire proposal in Maine.



Coastal Counties Workforce, Inc. and Goodwill, Workforce Solutions have been incredibly helpful to Bath Iron Works using the Technical Occupational through Pathway Strategies (TOPS) program. The key resources and training services provided to our new employees have been very beneficial and contributed to their success at Bath Iron Works.

Cynthia Lobikis, Manager,
General Dynamics
Bath Iron Works

MIDCOAST TECHNOLOGY OCCUPATIONS THROUGH PATHWAY STRATEGIES (TOPS)

In October 2011, CCWI was awarded a five-year, \$5 million H-1B Technical Skills Training grant by the US Department of Labor’s Employment and Training Administration (DOLETA). This grant, funded by employer-paid H-1B visa fees, is designed to encourage Maine’s mid-coast employers to hire Maine residents with science, technology, engineering, and math (STEM)-related skills and experience. The intention of these grants on the national level is to upgrade the skills of the labor pool in the United States in order to reduce the reliance on foreign workers in high-tech/high-skill occupations through the H-1B visa program.

Called the Midcoast Technology Occupations through Pathway Strategies (TOPS), the public-private partnership provides a combination of on-the-job (OJT) and classroom training to a target of 370 participants. The project is assisting employers with hiring and training workers along a career pathway for a broad range of mid- and higher-level, STEM-related occupations.

As of December 31, 2015, TOPS had provided 405 participants with OJT in nearly 62 different companies including Bath Iron Works, Mölnlycke Healthcare, Apex Engineering, and Ocean Renewables. Over \$2 million dollars, including employer-paid OJT wages, were leveraged through TOPS as of that date.

For more information, visit:

<http://www.coastalcounties.org/portfolio/midcoast-technology-occupations-through-pathway-strategies-tops>

MIDCOAST TECHNOLOGY OCCUPATIONS THROUGH PATHWAYS STRATEGIES (TOPS) PERFORMANCE OUTCOMES 11/14/2011 – 3/31/2015

Measure	Outcome to Date	Grant Goal	% to Goal
Total number of participants beginning education/training activities	405	370	109%
Total number of participants completing education/training activities	297	270	110%
Total number of participants who complete education/training activities that receive a degree or other type of credential	74	60	123%
Total number of participants who complete education/training activities and who enter unsubsidized employment	262	270	97%



PRE-RELEASE EMPLOYMENT PROJECT (PREP)



CCWI was selected by the U.S. Department of Labor (USDOL) as one of 20 communities in 14 states to receive funding for the Pre-Release Employment Project (PREP) grant. More than 9 million people are released from the nation's more than 3,000 county and local jails every year, the U.S. Department of Justice reports. Many of these individuals have few

job skills and face difficult barriers to stable employment. Without a strong support system or a steady job, many once-incarcerated people are likely to commit new crimes and return to jail; a cycle of recidivism that recurs across the country.

CCWI received \$499,941 for the purpose of creating an American Job Center in the Cumberland County Jail. PREP staff are housed in the jail and in the Community Corrections Center, for the purpose of providing workforce development and re-entry services to prisoners within 180 days of their scheduled release dates. Comprehensive services are provided to inmates before release and ongoing support is provided when their incarceration ends. PREP will serve 100 transitioning offenders over a 24-month period, during which time staff will work directly with participants to develop work-readiness skills and competencies in order to prepare them to obtain employment prior to or immediately upon release. PREP staff will continue to work with participants after they are released and will coordinate post-release services with WIOA service providers throughout the state. The City of Portland's Human Services Division will provide assistance with helping released offenders find suitable housing upon their release. PREP will measure performance outcomes and outputs based on specific performance targets set by the USDOL.



Putting people back to work is my number one goal, and ensuring that workers get the education and training they need to compete in the global economy must be a top priority. I applaud the Coastal Counties Workforce Board's commitment to the success of our state's employers and, most important, to offering all Mainers the opportunity to train for and secure new jobs.

Senator Susan Collins
United States Senator



Senator Susan Collins and her staff in her Washington, D.C. office discuss workforce issues in Maine with Michael Bourret, Lydia Sy, and Sally DelGreco of Coastal Counties Workforce, Inc .



Goodwill has given me a sense of freedom by helping me to get my driver's license. They helped me get through school by supporting me and giving me positive thoughts that I could do it. Finally, by finding me a job, they completed my independence. Finding employment for the first time in the U.S. is almost impossible. The thing that amazed me the most is that they help us and give us rewards. I thank them so much. I don't know if I will ever be able to thank them enough.

Parastoo Seddigi
Workforce Innovation and
Opportunity Act (WIOA)
Youth Participant of the Year

MAKE IT IN AMERICA (MIIA)

The Make it in America Grant (MIIA), a United States Department of Labor funded program of the Employment and Training Administration (DOLETA), is a tri-agency grant which was developed collaboratively with Maine Manufacturing Extension Partnership (MEP), Midcoast Regional Redevelopment Authority (MRRRA), and Coastal Counties Workforce, Inc. (CCWI). CCWI was awarded \$1,300,000 in September of 2013 to oversee this 3-year grant and to meet the grant objectives.

Known as a DOLETA H-1B Jobs Accelerator, MIIA serves to reduce the reliance on foreign workers through the skill development and training offered to Maine participants. Grant objectives of the Integrated Unemployed Worker Training (IUWT) include identifying and enrolling 80 unemployed or underemployed Maine residents with at least a HS diploma or GED and related education or employment experience in one of the four targeted industry sectors:

- Aviation/Aerospace
- Biotechnology
- Renewable Energy
- Advanced Materials and Composites

Since the inception of MIIA, grant activities focused on two primary interventions – paid internships and incumbent worker training.

MIDCOAST REGIONAL INNOVATION INITIATIVE MAKE IT IN AMERICA - INTEGRATED UNEMPLOYED WORKER TRAINING PERFORMANCE OUTCOMES 10/1/2013 – 3/31/2016

Measure	Outcome to Date	Grant Goal	% to Goal
Total number of participants beginning education/training activities	66	80	83%
Total number of participants completing education/training activities	28	80	35%
Total number of participants who complete education/training activities that receive a degree or other type of credential	32	72	44%
Total number of participants who complete education/training activities and who enter unsubsidized employment	25	72	35%



MAKE IT IN AMERICA (MIIA) (CONTINUED)

Paid Internships: Individuals have been continually enrolled in a cohort-based academy where they have received pre- and post-internship employment and education support based on the needs of the individual. Twenty-nine companies have served as an internship sponsor, offering valuable training opportunities for qualified unemployed and underemployed participants. These participants have successfully upgraded their experience and skill development. Combined, 25 individuals have received a total of 32 industry-recognized credentials and are on their way to continue their education and/or become full-time employees in non-entry level positions.

Incumbent Workers: Through the Targeted Incumbent Worker Training (TIWT) aspect of MIIA, funding is provided for valuable training experiences for workers currently employed in companies in these industry sectors. The grant goal of providing this training to 150 incumbent workers has already been exceeded and continues to provide upskilled workers in numerous regional companies, thereby adding to the quality and skill development of Maine’s workforce.

Coastal Counties Workforce, Inc., in conjunction with Maine Manufacturing Extension Partnership, service provider Goodwill, Workforce Solutions and partner Midcoast Regional Redevelopment Authority, proudly continue to meet and surpass all of the grant’s goals.



CCWI has been a great resource partner in promoting Maine’s workforce to a global audience. Their data and training programs have been important components to our program to attract international companies to Maine.

Wade E. Merritt, Vice President
Maine International Trade Center

MIDCOAST REGIONAL INNOVATION INITIATIVE MAKE IT IN AMERICA - TARGETED INCUMBENT WORKER TRAINING PERFORMANCE OUTCOMES 10/1/2014 – 3/31/2016			
Measure	Outcome to Date	Grant Goal	% to Goal
Total number of participants beginning education/training activities	169	150	113%
Total number of participants completing education/training activities	133	150	89%
Total number of participants who complete education/training activities that receive a degree or other type of credential	157	150	105%



At Project>Login, I worked with CCWI leaders to connect the dots between workforce resources, education, and employment. Indeed, the collaborative nature of that work helped Maine gain national recognition from the White House as a TechHire Community.

In my new role at the University of New England, we will continue to work together to help Maine people gain the competencies they need to thrive in their future careers.

Jay Collier
 Director of Computational
 and Digital Programs
 University of New England

CAREER PATHWAYS AND SECTOR PARTNERSHIP STRATEGY

Building on the work CCWI started last year with CAEL – Council for Adult and Experiential Learning, CCWI continues to take an employer focused approach to address the skilled worker shortage in our region. An in-depth labor market analysis was conducted to identify key industry sectors which are growing and which provide employees a competitive wage and opportunity for advancement. With additional help from the Maine Center for Business & Economic Research (University of Southern Maine), a regional economic assessment was undertaken which confirmed the initial CAEL recommendations.

CCWI has identified 5 key industry sectors which are critical to the growth of our regional economy. These sectors are Advanced Manufacturing, Health Care, Information Technology, Banking & Financial Services, and Transportation & Logistics. The goal of engaging employer partners through a sector-wide approach is two-fold. First, it enables us to understand immediate hiring needs so we can create a pipeline of qualified candidates. Secondly, it allows us to identify career pathways within each industry sector. By mapping the career pathways, CCWI is better positioned to address common workforce needs. It also allows us to strengthen the capacity of our training and education partners in designing customized training programs and industry recognized credentials.

Sector Partnership 5 Key Industries

- Banking / Financial Services
- Information Technology
- Advanced Manufacturing
- Health Care
- Transportation / Logistics

This past fall, CCWI hosted industry specific listening sessions to gather information from employers about the challenges and opportunities they are experiencing. Employers representing the Transportation/Logistics sector and the Banking/Financial Services sector, as well as our community partners came together for these initial listening sessions. Over the upcoming year, we will continue to host listening sessions for employers in Information Technology, Health Care, and Advanced Manufacturing.

CCWI will continue to engage employers in these 5 key sectors by creating an advisory group for each industry. Members of the group will include industry specific employer partners, education and training partners, representation from our CareerCenter staff and CCWI. These sector advisory groups will meet regularly to address key needs in hiring and training and set goals to address those needs. Agendas and goals for the year will be employer driven, with the mission of creating a pipeline of qualified candidates who meet industry need for in-demand occupations.





2014 REVENUE & EXPENSE REPORT

CCWI Audited Financial Statement Year Ending June 30, 2015

REVENUES

Federal Funds	\$4,140,324
Other Funds	\$4,314
Total Revenues	\$4,144,638

EXPENSES

CCWI Expenses	
Payroll	\$404,597
Communication	\$11,808
Conferences & Meetings	\$19,751
Office Expenses	\$45,727
Supplies	\$12,458
Miscellaneous	\$6,409
Professional Services	\$45,734
	\$546,484
Program & Training Expenses	
Subcontractor	\$3,603,744
Total Expenses	\$4,150,228
Change in Net Assets	(\$5,590)

According to an independent auditor's report, CCWI complied in all material respects with compliance requirements on each of the federal programs operated for the year reviewed (2015). (See www.coastalcounties.org for more information.)

