

Southwest Corner Workforce Development Board Subcontractor Monitoring Tool

Basic Information

Agency Name	Mined Minds
Contact Person	Jonathan Graham & Amanda Laucher
Phone Number	312-982-5706
Email Address	jonathan@minedminds.org; amanda.laucher@minedminds.org
Program Title	ARCODE
Contract Number	PW-18926-IM 13
Contract Amount	\$702,400.00
Monitoring Year	2018
Individuals Participating in Monitoring Review	Jonathan Graham & Marvin Laucher
Monitored By	Jeffrey Nobili, Ryan Russell
Monitoring Date	02/12/2019
Services/Activities Provided	Training under ARC POWER grant, apprenticeships, placement, real-world work experience
Funding Stream(s)	ARC POWER

Fiscal Information

1. Are invoices submitted on a consistent basis?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	NA <input type="checkbox"/>
2. Is appropriate documentation submitted with each invoice?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	NA <input type="checkbox"/>
3. Is there a refund policy for terminated participants (if in training)?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	NA <input checked="" type="checkbox"/>
4. Has audit been completed for this fiscal year?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	NA <input checked="" type="checkbox"/>
5. Has audit been submitted to WGCJTA, Inc.?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	NA <input checked="" type="checkbox"/>
6. If applicable, have all findings from the previous year audit been resolved?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	NA <input checked="" type="checkbox"/>
Comments:	Under \$750,000 threshold for single audit requirement.		

Contractual Compliance

1. Number of participants listed in contract?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
2. What is the listed number of participants?	75
3. Actual number of participants enrolled?	61
4. Number of participants who completed?	17 completed/7 current students
5. Are records maintained/kept for three (3) years after final payment?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
6. Are records easily accessible?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
7. Explain assurance complying with conflict of interest?	Conflict of interest included in subrecipient agreement/contract
8. Is a non-discrimination policy enforced?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
9. Is an affirmative action policy enforced?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
10. Is Debarment certification signature in contract?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
11. Is Lobbying certification signature in contract?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
12. Does agency operate Drug Free Workplace?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
13. Bonding requirements set at what amount?	
14. Does agency comply with Americans with Disabilities Act?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
Comments:	MM drug tests potential apprentices and then random tests after work starts. Participants are aware and sign a document acknowledging their understanding.

Scope of Work

1. Does the contract contain a Scope of Work as required?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
2. Are there performance standards or contracted goals included within the Scope of Work and/or contract?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA <input type="checkbox"/>
3. List performance standards or contracted goals and include status update in the space provided on the right:	
<i>Total Students: 75</i>	61
<i>Total Graduates: 60</i>	17
<i>Employed: 56</i>	34
Comments:	Some trainees leave the program and enter training or accept another job in sector. These are considered positive outcomes, as the individuals would not have been prepared with skills or understanding of the field without the Mined Minds class.

Risk Assessment

Risk Factors	Factor Score
Was there a change in provider's personnel or practices since last on-site review?	8
What is the structure for provision of services?	0
Is there any history of disallowed costs?	0
What is the extent of recent audit or monitoring findings?	0
What is the Contractor's share of the local area's WIOA allocation?	15
Total	23

SCORING SYSTEM FOR RISK ASSESSMENT

1. Was there a change in provider's personnel or practices since last on-site review?
 - 15 points = Extensive change
 - 8 points = Some change, not extensive
 - 0 points = Little or no change

2. What is the structure for provision of services?
 - 10 points = No services are provided directly by the contractor
 - 5 points = Contractor provides some services and purchases some services
 - 0 points = Contractor's staff provides all or nearly all services directly

3. Is there any history of disallowed costs?
 - 20 points = More than one instance of disallowance
 - 15 points = A single instance of disallowance
 - 0 points = No disallowances have occurred

4. What is the extent of recent audit or monitoring findings?
 - 25 points = Substantial audit or monitoring findings within the past two years
 - 20 points = Some audit or monitoring findings within the past two years
 - 0 points = No audit or monitoring findings within the past two years

5. What is the contractor's share of the local area's WIOA allocation?
 - 15 points = More than 25% of the LWIOA's ARC allocation
 - 8 points = 10% to 25% of the LWIOA's allocation
 - 0 points = Less than 10% of the LWIOA's allocation

SOUTHWEST CORNER WDB SUBRECIPIENT AGREEMENT WORKSHEET					
SUBCONTRACT WORKSHEET		YES	NO	NA	COMMENTS
Service Provider Name: Mined Minds		Contract # PW-18926-IM 13		Funding Stream: ARC	
Service Provider LWDA Contract #: PW-18926-IM 13		Other:			
In comments section, indicate what section of the contract the applicable assurance is found; e.g., page 1 of contract or appendix A, Attachment page 1, etc.)					
1	Does the Grant Recipient/Fiscal Agent's contract with the service provider contain the following:				
	A. CFDA Number and Title? <i>OMB Circular A-133 Audit Requirements Subpart C-- Auditees § __.300 Auditee responsibilities</i> http://www.whitehouse.gov/sites/default/files/omb/assets/a133/a133_revised_2007.pdf	X			All pages – top right corner
	B. Defined times frames? <i>29 CFR Part 95.2(dd)</i>	X			Page 2
	C. A specific dollar amount? (Award) <i>29 CFR Part 95.2(e)</i>	X			Page 2
	D. Complete, clear, and explicit description of the services to be provided? <i>29 CFR Part 95.44(a)(3)(i)</i>	X			Exhibit A: Scope of Work
	E. An itemized listing of costs? <i>29 CFR Part 95.2(cc); 29 CFR Part 97</i>	X			Front cover/ Exhibit C: Budget
	F. A description of the products and/or results that is expected to be achieved? <i>29 CFR Part 94.74</i>	X			Exhibit A: Scope of Work
	G. A non-discrimination clause? <i>2 CFR Appendix II to Part 200 (C)</i>	X			Item 14 – pages 7-8
	H. Payment conditions and a payment schedule? <i>29 CFR Part 95.22; 29 CFR Part 97</i>	X			Exhibit B: Method of Payment
	I. Record Retention? <i>29 CFR Part 95.53; 29 CFR Part 97</i>	X			Exhibit F: Record Retention – items returned when requested to SCWDB
	J. Termination clauses? <i>2 CFR Appendix II to Part 200 (B)</i>	X			Item 26 – pages 10-11
	K. Appropriate signatures?	X			Page 29; Attachment 1: Authorized Signatory Declaration
	L. Lobbying certification? <i>2 CFR Appendix II to Part 200 (J)</i>	X			ATTM 2: Certification Regarding Lobbying
	M. Assurances that no funds will be used to assist, promote, or deter union organizing? <i>20 CFR 663.730 ; WIA 181 (b)(7)</i>	X			Item 4 - page 3
	N. Right-to-Know Law (RTKL)? <i>65 P.S. §§ 67.101-3104; 8-K-1580, 2/1/2010</i>	X			Item 13 – page 6; Exhibit G: Right to Know
	O. Suspension or Debarment Certification, both federal and commonwealth? <i>2 CFR Appendix II to Part 200 (I)</i>	X			ATTM 3: Certification Regarding Debarment & Suspension

	P. Drug-Free Workplace clause? <i>29 CFR Part 98</i>	X			Item 21 – page 10
	Q. Audit provisions? <i>29 CFR Part 95.26; 29 CFR Part 97</i>	X			Item 10 – page 4
	R. Child Labor Laws? <i>Fair Labor Standard Act (FLSA) 1938</i>	X			Item 21 – page 10
	S. Minimum Wage Requirements? <i>2 CFR Appendix II to Part 200 (D)</i>	X			Item 21 – page 10
	T. Worksite Provider Responsibilities? (Contract Work Hrs/Safety Standards) (As applicable: construction, labor, mechanical, etc) <i>2 CFR Appendix II to Part 200 (E)</i>	X			Item 13 – pages 6-7
	U. Safety Rules and Procedures? (Contract Work Hrs/Safety Standards) (As applicable: construction, labor, mechanical, etc) <i>2 CFR Appendix II to Part 200 (D)</i>	X			Item 13 – pages 6-7
	V. Is there an adequate system described to provide financial and participant data to the Grant Recipient/Fiscal Agent? <i>29 CFR Part 95.21; 29 CFR Part 95.47; 29 CFR Part 95.50; 29 CFR Part 97</i>	X			
	W. Is there a contract clause for when funds can be rescinded? <i>29 CFR Part 97.21</i>	X			Item 26 – pages 10-11
	X. Is there a contract clause for when funding can be adjusted due to funds availability or other reason(s)? <i>29 CFR Part 97.30; 29 CFR Part 95.47 and Part 95.48</i>	X			Item 26 – pages 10-11
2	Do the subcontract agreements contain assurance that the subcontractors are in compliance with either OMB Circulars A-133 (Single Audit Act) or A-110 (Non-Profit Organizations) as appropriate? <i>2 CFR 200.501</i>	X			
3	Was property and/or equipment purchased with funds from this contract? <i>29 CFR Part 95.34; 29 CFR Part 95.35; 29 CFR Part 95.36; 29 CFR Part 97</i>		X		
	A. If so, were all federal, state, and local procurement requirements adhered to? <i>29 CFR Part 95.34</i>			X	
4	Were funds expended prior to execution of this contract? If yes, please explain from what source.		X		
5	Did the Fiscal Agent advance funds to the subcontractor? <i>WIA Section 184(a)(3)(A); 29 CFR 97.21; 29 CFR 95.22; OMB A-110.22(b)</i>		X		
	A. If yes, does the fiscal agent require sub-recipients to submit supporting documentation? What documentation was used to substantiate this? <i>29 CFR 97.20; 29 CFR 97.21; 29 CFR 95.22</i>			X	

1. Training staff identification and qualifications including students or recent graduates used as trainers and degree of training provided.

Instruction done by Marvin, Jonathan, and or Amanda. Some peer-to-peer training is done to give participants a chance to lead lessons and receive feedback on their abilities. In “real-world” workplace situations, peer-to-peer assistance happens most days, so this is a good professional practice. Marvin or other leader always available to back up peer instructions.



2. The breakout between onsite and online training provided during training period.
2 mandatory 8-hour days per week required. 3 8-hour days remote required for 40-hour week. Staff reviews Github and project performance/progression to gauge time participant is spending remotely. Classroom always open to students, but many work jobs and perform school duties during off hours.

3. A copy of signed agreements, if available.
MM staff keep these in participant folders

4. The assessment process to determine participant progress and understanding of instruction.
There is initial Boeey’s problem solving assessment, and a 2-wewek “orientation” where basic concepts are presented, along with expectations and small projects to gage participant levels. Throughout the class, participants are assigned projects (get more difficult as time moves) and staff works with them daily/weekly to assist in progression. Participants are encouraged to reach out to classmates and staff through Slack channel, Zoom, email, or in person for any issue that they spend more than 30 minutes trying to solve on their own. Again, this peer-to-peer assistance is very relatable to professional working experiences.

5. Financial accountability including breakout of budgeted for trainers or other staff.
Informational breakouts are included in contract budgets and broken down by personnel type on invoices.

6. Reviewed additional documentation to support selected invoice.
Invoice selected for review only included expenses related to hours work. Time activity report was provided that included hours worked per day per person. Total hours worked for time period was more that total hours invoiced. Documentation was sufficient.

7. Supporting documentation for the matching funds noted to date.
Match accumulation is based on hours worked, so documentation provided for invoice is also sufficient support for matching funds listed on invoice.

8. Additional information about recent program actions.

Jonathan and Amanda sat through depositions for their lawsuit on 2/11/2019. Jonathan described the questions as a fishing expedition and the lawyers trying to find money they believe to be available. Major points from the deposition include:

- Plaintiffs complaining of lack of placement into jobs
 - Both plaintiffs quit the training prior to being offered positions. One plaintiff was a week or so from completion and was identified as a great potential apprentice/employee. He chose to leave with other plaintiff.
- Plaintiffs complaining of lack of stipend during training
 - Participants were explained that other agencies may be able to provide assistance during training, including one grant to trainees within the building that could apply for a stipend or grant award. Five MM participants applied, were supported by MM in their application, and received a grant. Plaintiffs never applied for the grant
- One plaintiff complaining of not being reimbursed for his personal computer purchase.
 - MM provided laptops to participants who did not have one of their own. This individual would carry his iMac desktop computer to training, and chose to purchase a Macbook Pro. Both of these actions were explained to him to be unnecessary, but he preferred Mac to PC. His purchase was toward the end of his time in training, and reimbursement for purchase was never discussed, in fact it was discouraged.

Lawyers claimed that they had already moved the case to a class action, which is untrue. They then claimed to have 5, then over 10, then over 20 people involved – again untrue. The lawyers have a meeting with the judge at the end of the month. It is believed at that time that the plaintiff lawyer will file for lawsuit to become a class action suit. Jonathan believes this will be rejected, and thus result in the judge dismissing the case. MM has spent over \$10,000 of their funds personal money on lawyer fees in this process.

Participant interviews

We wanted to speak with a few of the participants that we met with last year to see how progress is being made.



- G.M. – Left MM and accepted a job working for the state (I believe he worked for the state previously). I remember him being very tentative, but a talented developer. It is the belief of the staff that G.M. loved doing the development, but customer interaction and describing progress made him very uncomfortable. He is doing some technical work in his new position, so his training did assist in his professional move.
- J.P. – Talented junior developer who was designing a site for local animal rescue shelter. He was let go in recent months for failing a random drug test. Shame because his

apprenticeship was going well. Currently working part-time labor jobs and stays in contact with MM staff and participants.

- A.G. – started class in February 2018 and completed in June 2018. Was brought on as an apprentice and now works for company. He has grown into an IT professional over the last year, and is quite impressive, even if just through describing the projects he has worked on. He has worked on the company's projects including the supplements app, TAG (pharmaceutical app developed with Ruby on Railz), Timbersafe (app for safety audits and measurements), Teamtime Sports store website (site for sporting good store in wordpress, but had to learn php for the backend changes). He's taken his learning to his personal life as well. He is still a Methodist minister, and he is 90% done with an app that hearing-impaired members of his congregation will be able to use during service. This is a speech-to-text app that will upload streaming audio and translate for view on user's smart phone. This is a long way from where he was a year ago! He says the training was definitely worth the effort and has recommended it often, but believes students must put in the time and dedicate themselves to the craft. He is an excellent example of the target audience for this project.

NEW STUDENTS:

- J.G. – young student who started training in June. Has gone through major family issues recently when he lost his mother and father within 2 months. The schedule and class was perfect for him, as he dedicated himself to the class for a distraction from his home life. Despite his problems, he has stayed with the class and is excelling. He is even learning game development and starting a game on his own. He enjoys the web design and definitely sees himself working in that career. He said that the class has saved him from dark places, and for the last three weeks has been attending classes in person every day. Previously worked fast food and retail jobs.
- D.S. – older gentleman looking for a career change from local newspaper where he was recently dislocated. Is struggling a bit with understanding the more difficult portions of the class, but leaning on his peers for help. He also has a difficult home life where his wife and he homeschools a 17-year-old autistic child, and his wife has a business. He does much of his work at late hours. Committed to remaining in class and learning, and working at his pace. He is having trouble and worried about falling behind.
- J.W. – 18-year-old recent high school graduate. Started class in September, 2018 and is one of two remaining students from class. Chose this route as he did not want to go to traditional schooling and was worried about the cost and debt incurred. He has a good grasp of the material, but has some trouble with specifics of some topics. He enjoys trying to figure things out on his own, but will reach out to instructors or peers if stuck. Committed to learning the craft and becoming a professional developer.


Summary Comments/Recommendations

Classes are progressing and leading to apprenticeships and employment for those who dedicate themselves and stick to the training (just like traditional schooling). Jonathan and Amanda are dedicated to the area and fighting the legal issues, as they believe themselves to be in the right. It seems from what we have been told that this is true.

Still could do a better job of tracking participant hours and reconciling the time with the participants.

Some students choose to continue with schooling or move to other tech jobs, which still adds to the success of the program. These individuals would not have had the baseline experience or knowledge to do that without Mined Minds. Concern for the area is that their company is the only "player" in town to do the web application development. Jonathan says Amanda has more work than developers right now, which is a good problem to have, unless the clients find another option. It is clear that those who stuck with the program and dedicate themselves are happy to be involved and thankful for the program

Jeffrey Nobili
Monitor Name


Signature

2/21/2019
Date

Ryan Russell
Monitor Name


Signature

2/21/19
Date

SCWDB Executive in Receipt of Document

Ami Gatts
SCWDB Representative/Title


Signature

2-22-19
Date

WASHINGTON GREENE COUNTY JOB TRAINING AGENCY, INC.

To: Mined Minds

12/7/2018

INVOICE NUMBER	DATE	DESCRIPTION	AMOUNT	DISCOUNT	NET AMOUNT
ARCODE012	12/7/2018	Mined Minds Arcode 012	\$79,800.00	\$0.00	\$79,800.00
		Totals:	\$79,800.00	\$0.00	\$79,800.00

Mined Minds

145 W High St
Waynesburg, PA 15370
(724) 250-8660
info@minedminds.org
www.minedminds.org



INVOICE

BILL TO

Washington Greene County
Job Training Agency, Inc.

INVOICE # ARCODE012

DATE 10/29/2018

ACTIVITY	QTY	RATE	AMOUNT
Hours Worked:Training Aug 20 - Sep 14: Cohort 2 (Clendenin and Logan). 2 full- time trainers (4 weeks, minus 1 day for Labor Day: 38 trainer days)	904	120.00	108,480.00
Sep 17 - Oct 26: Cohort 2 (Logan) and Cohort 3 (Clendenin and Logan). 2.5 full-time trainers (6 weeks: 75 trainer days)			
Hours Worked:Training GPdL match	904	-45.00	-40,680.00
Director Hours:Coordination and Support Community outreach - support through WV code slack group; mentorship / advice of trainers of other code groups; planning for fall conference.	240	120.00	28,800.00
Director Hours:Coordination and Support GPdL match	240	-120.00	-28,800.00
Trainer Hours:Recruiting (Interviewing and pre-training support) Recruiting for new cohorts in Clendenin and Logan, starting September 17.	160	120.00	19,200.00
Trainer Hours:Recruiting (Interviewing and pre-training support) GPdL match	160	-45.00	-7,200.00

BALANCE DUE

\$79,800.00

Mined Minds
Time Activities by Employee Detail
 Activity: August 20 - October 26, 2018

Activity Date	Customer	Memo/Description	Duration	Employee
08/20/2018	ARCODE		8	Joe Hatcher
08/20/2018	ARCODE	Arc Training	8	Marvin Laucher II
08/20/2018	ARCODE		8	Aaron Gooden
08/20/2018	ARCODE	arc training	8	Billyjack Buzzard
08/21/2018	ARCODE		8	Joe Hatcher
08/21/2018	ARCODE	Arc Training	8	Marvin Laucher II
08/21/2018	ARCODE		8	Aaron Gooden
08/22/2018	ARCODE	Arc Training	6	Marvin Laucher II
08/22/2018	ARCODE		8	Aaron Gooden
08/22/2018	ARCODE	arc training	8	Billyjack Buzzard
08/22/2018	ARCODE		8	Joe Hatcher
08/23/2018	ARCODE		8	Aaron Gooden
08/23/2018	ARCODE	Arc Training	8	Marvin Laucher II
08/23/2018	ARCODE		8	Joe Hatcher
08/24/2018	ARCODE	Arc Training	8	Marvin Laucher II
08/24/2018	ARCODE		8	Aaron Gooden
08/24/2018	ARCODE		8	Joe Hatcher
08/27/2018	ARCODE	ARC TRAINING	0	Marvin Laucher II
08/27/2018	ARCODE		8	Joe Hatcher
08/27/2018	ARCODE	arc training	8	Billyjack Buzzard
08/27/2018	ARCODE		8	Aaron Gooden
08/28/2018	ARCODE	ARC TRAINING	8	Marvin Laucher II
08/28/2018	ARCODE		8	Joe Hatcher
08/28/2018	ARCODE		8	Aaron Gooden
08/29/2018	ARCODE	ARC TRAINING	6	Marvin Laucher II
08/29/2018	ARCODE		8	Aaron Gooden
08/29/2018	ARCODE	arc training	8	Billyjack Buzzard
08/29/2018	ARCODE		8	Joe Hatcher
08/30/2018	ARCODE		8	Aaron Gooden
08/30/2018	ARCODE	ARC TRAINING	8	Marvin Laucher II
08/30/2018	ARCODE		8	Joe Hatcher
08/31/2018	ARCODE		8	Joe Hatcher
08/31/2018	ARCODE		8	Aaron Gooden
08/31/2018	ARCODE		8	Marvin Laucher II
08/31/2018	ARCODE	ARC TRAINING	8	Marvin Laucher II
08/31/2018	ARCODE		8	Heather Shockney
09/04/2018	ARCODE	ARC Training	8	Marvin Laucher II
09/04/2018	ARCODE		8	Joe Hatcher
09/04/2018	ARCODE		8	Marvin Laucher II
09/04/2018	ARCODE		8	Aaron Gooden
09/05/2018	ARCODE	arc training	8	Billyjack Buzzard
09/05/2018	ARCODE		8	Joe Hatcher
09/05/2018	ARCODE		8	Aaron Gooden

09/05/2018	ARCODE	ARC Training	8 Marvin Laucher II
09/06/2018	ARCODE	ARC Training	8 Marvin Laucher II
09/06/2018	ARCODE		8 Aaron Gooden
09/06/2018	ARCODE		8 Marvin Laucher II
09/06/2018	ARCODE		8 Joe Hatcher
09/07/2018	ARCODE		8 Joe Hatcher
09/07/2018	ARCODE		8 Aaron Gooden
09/07/2018	ARCODE		8 Marvin Laucher II
09/10/2018	ARCODE	arc training	8 Billyjack Buzzard
09/10/2018	ARCODE		8 Aaron Gooden
09/10/2018	ARCODE		8 Marvin Laucher II
09/10/2018	ARCODE		8 Joe Hatcher
09/11/2018	ARCODE		8 Joe Hatcher
09/11/2018	ARCODE	ARC Training	8 Marvin Laucher II
09/11/2018	ARCODE		8 Aaron Gooden
09/11/2018	ARCODE		4 Marvin Laucher II
09/12/2018	ARCODE	arc training	8 Billyjack Buzzard
09/12/2018	ARCODE		8 Joe Hatcher
09/12/2018	ARCODE		8 Aaron Gooden
09/12/2018	ARCODE	ARC Training	4 Marvin Laucher II
09/13/2018	ARCODE		8 Joe Hatcher
09/13/2018	ARCODE	ARC Training	8 Marvin Laucher II
09/13/2018	ARCODE		8 Aaron Gooden
09/13/2018	ARCODE		4 Marvin Laucher II
09/14/2018	ARCODE		8 Joe Hatcher
09/14/2018	ARCODE		8 Aaron Gooden
09/14/2018	ARCODE		8 Marvin Laucher II
09/17/2018	ARCODE	arc training	8 Billyjack Buzzard
09/17/2018	ARCODE		8 Heather Shockney
09/17/2018	ARCODE		8 Aaron Gooden
09/17/2018	ARCODE		8 Joe Hatcher
09/18/2018	ARCODE	ARC training for Logan and Clendein	8 Marvin Laucher II
09/18/2018	ARCODE		8 Aaron Gooden
09/18/2018	ARCODE		8 Joe Hatcher
09/19/2018	ARCODE	arc training	8 Billyjack Buzzard
09/19/2018	ARCODE		8 Aaron Gooden
09/19/2018	ARCODE		8 Joe Hatcher
09/19/2018	ARCODE	ARC training for Logan and Clendein	4 Marvin Laucher II
09/20/2018	ARCODE	ARC training for Logan and Clendein	8 Marvin Laucher II
09/20/2018	ARCODE	student training	0.5 Scott Coffman
09/20/2018	ARCODE		8 Aaron Gooden
09/20/2018	ARCODE		8 Joe Hatcher
09/21/2018	ARCODE		8 Aaron Gooden
09/21/2018	ARCODE		8 Joe Hatcher
09/24/2018	ARCODE		8 Aaron Gooden
09/24/2018	ARCODE	Student Training	1 Scott Coffman
09/24/2018	ARCODE		8 Joe Hatcher
09/25/2018	ARCODE	ARC training in Clendenin.	8 Marvin Laucher II
09/25/2018	ARCODE		8 Joe Hatcher
09/25/2018	ARCODE		8 Aaron Gooden

09/26/2018	ARCODE		8 Joe Hatcher
09/26/2018	ARCODE		8 Aaron Gooden
09/27/2018	ARCODE	training answered questions about database	1 Heather Shockney
09/27/2018	ARCODE		3 Scott Coffman
09/27/2018	ARCODE		8 Joe Hatcher
09/27/2018	ARCODE		8 Aaron Gooden
09/27/2018	ARCODE	ARC training in Clendenin.	8 Marvin Laucher II
09/28/2018	ARCODE		8 Scott Coffman
09/28/2018	ARCODE		8 Joe Hatcher
09/28/2018	ARCODE		8 Aaron Gooden
10/01/2018	ARCODE	arc training	8 Billyjack Buzzard
10/01/2018	ARCODE		8 Aaron Gooden
10/01/2018	ARCODE	ARC Training	4 Marvin Laucher II
10/01/2018	ARCODE		8 Joe Hatcher
10/01/2018	ARCODE		8 Scott Coffman
10/02/2018	ARCODE		8 Aaron Gooden
10/02/2018	ARCODE	ARC Training	8 Marvin Laucher II
10/02/2018	ARCODE		8 Scott Coffman
10/02/2018	ARCODE		8 Joe Hatcher
10/03/2018	ARCODE	arc training	8 Billyjack Buzzard
10/03/2018	ARCODE	ARC Training	4 Marvin Laucher II
10/03/2018	ARCODE		8 Aaron Gooden
10/03/2018	ARCODE		8 Scott Coffman
10/03/2018	ARCODE		8 Joe Hatcher
10/04/2018	ARCODE		8 Scott Coffman
10/04/2018	ARCODE		8 Aaron Gooden
10/04/2018	ARCODE		8 Joe Hatcher
10/04/2018	ARCODE	ARC Training	8 Marvin Laucher II
10/05/2018	ARCODE		8 Aaron Gooden
10/05/2018	ARCODE	ARC Training	4 Marvin Laucher II
10/05/2018	ARCODE		8 Joe Hatcher
10/05/2018	ARCODE		8 Scott Coffman
10/08/2018	ARCODE	arc training	8 Billyjack Buzzard
10/08/2018	ARCODE		8 Joe Hatcher
10/08/2018	ARCODE		8 Aaron Gooden
10/08/2018	ARCODE		8 Scott Coffman
10/09/2018	ARCODE	ARC Training .	8 Marvin Laucher II
10/09/2018	ARCODE		8 Scott Coffman
10/09/2018	ARCODE		8 Aaron Gooden
10/09/2018	ARCODE	Training answered questions on front end design	1 Heather Shockney
10/09/2018	ARCODE		8 Joe Hatcher
10/10/2018	ARCODE		8 Aaron Gooden
10/10/2018	ARCODE		8 Joe Hatcher
10/10/2018	ARCODE	arc training	8 Billyjack Buzzard
10/10/2018	ARCODE		8 Scott Coffman
10/11/2018	ARCODE		8 Joe Hatcher
10/11/2018	ARCODE	ARC Training .	8 Marvin Laucher II
10/11/2018	ARCODE		8 Aaron Gooden
10/11/2018	ARCODE		8 Scott Coffman
10/11/2018	ARCODE	Training answered questions on front end design	1 Heather Shockney

10/12/2018	ARCODE		8 Scott Coffman
10/12/2018	ARCODE		8 Aaron Gooden
10/12/2018	ARCODE		8 Joe Hatcher
10/15/2018	ARCODE		8 Scott Coffman
10/15/2018	ARCODE		8 Aaron Gooden
10/15/2018	ARCODE		8 Heather Shockney
10/15/2018	ARCODE		8 Joe Hatcher
10/15/2018	ARCODE		8 Marvin Laucher II
10/16/2018	ARCODE		8 Scott Coffman
10/16/2018	ARCODE		8 Heather Shockney
10/16/2018	ARCODE		8 Marvin Laucher II
10/16/2018	ARCODE		6 Aaron Gooden
10/16/2018	ARCODE		8 Joe Hatcher
10/17/2018	ARCODE		8 Scott Coffman
10/17/2018	ARCODE		8 Heather Shockney
10/17/2018	ARCODE		8 Joe Hatcher
10/17/2018	ARCODE		8 Marvin Laucher II
10/17/2018	ARCODE		8 Aaron Gooden
10/17/2018	ARCODE		8 Marvin Laucher II
10/18/2018	ARCODE		8 Joe Hatcher
10/18/2018	ARCODE		8 Scott Coffman
10/18/2018	ARCODE		8 Aaron Gooden
10/18/2018	ARCODE		8 Heather Shockney
10/19/2018	ARCODE		8 Scott Coffman
10/19/2018	ARCODE		8 Heather Shockney
10/19/2018	ARCODE		4 Marvin Laucher II
10/19/2018	ARCODE		8 Joe Hatcher
10/22/2018	ARCODE		8 Joe Hatcher
10/22/2018	ARCODE		4 Aaron Gooden
10/22/2018	ARCODE	ARC Training	3 Marvin Laucher II
10/22/2018	ARCODE		1.5 Gary Boyd
10/23/2018	ARCODE	ARC Training	8 Marvin Laucher II
10/23/2018	ARCODE		8 Joe Hatcher
10/23/2018	ARCODE	training, answered questions on front end design for students	1 Heather Shockney
10/23/2018	ARCODE	Tuesday, 10/23: Worked with students in Clendenin.	2 Aaron Gooden
10/24/2018	ARCODE		8 Joe Hatcher
10/24/2018	ARCODE	ARC Training	8 Marvin Laucher II
10/24/2018	ARCODE	Wednesday, 10/24: Helped Logan students. Help teach at Logan.	2 Aaron Gooden
10/25/2018	ARCODE		8 Joe Hatcher
10/25/2018	ARCODE	ARC Training	8 Marvin Laucher II
10/26/2018	ARCODE		8 Aaron Gooden
10/26/2018	ARCODE	ARC Training	3 Marvin Laucher II
10/26/2018	ARCODE		8 Joe Hatcher