



FIT is Extremely Meticulous About Accountability

- Money is tightly accounted for. Upon approval of each client's Vocational Plan (VP), an individual client budget is prepared. Only expense items noted in each budget will be paid. Immediately upon approval of a client's VP, all of the funds necessary for that VP are segregated into an earmarked account. Thus, we know at all times that all client costs have been funded.
- No funds are ever remitted directly to a client: checks for tuition are made payable to the school, vouchers are used cover food needs, bus passes for transportation, etc.
- FIT does not carry a deficit. All funds necessary for general, administrative and fundraising needs are raised through special event fundraising. Thus, 100% of every donor dollar is dedicated toward client expenses.
- All books are kept in accordance with GAAP and audited annually by an independent auditing firm. FIT's CFO is a certified and licensed CPA. FIT's Treasurer is also a CPA. He spot-checks accounting procedures and methodology. All expenditures are reviewed weekly by the Chairman of the Board and semi-annually by the Board. All checks require two signatures, one of which must be that of a Board member.
- Our Board of Directors serve in uncompensated positions. Each contributes generously of their talent, time and money to make FIT a success. A list of our Board of Directors is attached hereto.
- The FIT program is closely monitored and scrutinized at all times. We meticulously track every client's individual progress through the program, including for a minimum period of one year after job placement. Thus, we can not only analyze program performance outcomes, but also identify benchmarks in the process at which clients may get log-jammed. This allows us to take immediate steps to correct any potential problems and helps ensure that the program is operating at the most optimal level possible.
- Service delivery is scrutinized. Each service provided is identified, documented and accounted for, both in terms of its type and cost to deliver. We report the number of people served and program outcomes, most notably how many clients were placed into employment, their resulting wage increase, and the subsequent decrease in their need for public assistance, on a quarterly basis. We can also provide such accounting at any other interval, as our records are contemporaneously updated and available at all times.