Certified: --

E-132-26

FILED BY THE NASSAU COUNTY CLERK
OF THE LEGISLATURE NOVEMBER 2, 2026
3:46 PM

NIFS ID: CQPB26000001

Capital:

Contract ID #: **CQPB26000001**
NIFS Entry Date: **09/11/2026**

Department: Probation

Service: **Mandated Education Services at Nassau County JDC**
Term: from **01/01/2027** to **12/31/2027**
Contract Delayed:

Slip Type: **New**		
CRP:		
Blanket Resolution:		
Revenue:	Federal Aid:	State Aid: **X**
Vendor Submitted an Unsolicited Solicitation:		

1) Mandated Program:	**Yes**
2) Comptroller Approval Form Attached:	**No**
3) CSEA Agmt. & 32 Compliance Attached:	**No**
4) Significant Adverse Information Identified? (if yes, attach memo):	**No**
5) Insurance Required:	**Yes**

Vendor/Municipality Info:	
Name: **Leadership Training Inc.** DBA: **Leadership Training Institute**	ID#:**112239383**
Main Address: **50 Clinton Street, Suite 607Hempstead, NY 11550**	
Main Contact: **Aster Mehreteab** Contract Specific Contact: **Aster Mehreteab**	
Main Phone: **(516) 483-3400**	

Department:
Contact Name: **Joseph Schiliro**
Address: **400 County Seat Drive** **Mineola, NY 10501**
Phone: **(516) 571-5548**
Email: **jschiliro@nassaucountyny.gov,jplackis@nassaucountyny.gov,mgranoff@nassaucountyny.govr,ddimaggio@nassaucountyny.gov**

Contract Summary

Purpose: Leadership Training Institute provides educational and instructional activity at each student's appropriate level of study in the areas of language arts, science, technology, mathematics, social studies and physical education.

Procurement History: This is a contract with a not-for-profit agency. The contractor is a sole source provider who has developed and provided the JDC education program and received a positive evaluation. The Probation Department became responsible for the operation of the JDC on 1/1/12. An RFP was initiated in November 2020. The final decision to continue with LTI was made in October 2021. The conclusion was that LTI is the sole source of this service.

Description of General Provisions: The Institute agrees to provide ongoing educational services at the Center 5 days a week, Monday through Friday. They will assess each child's basic educational skills in reading, writing and arithmetic and provide guidance and awareness of further educational and occupational opportunities.

Impact on Funding / Price Analysis: The Program is State funded 49% for In County population, 100% for Out of County

population, and 100% for RTA population. The County is responsible for the difference.

This is a 5-year contract in the amount of $2,386.650.96, for the initial term, with a 5-year renewal option. The first-year encumbrance is $441,818.30, with an additional annual encumbrance in accordance with the 5-year budget. Total NYS reimbursement has ranged from 80% to 95%, depending upon the JDC population mix. The 2026 reimbursement is estimated at 85%.

Change in Contract from Prior Procurement: No change

Method of Source Selection:

☑ Pursuant to Executive Order No. 1 of 1993 as amended, the department head explains why the department obtained only one proposal as follows: Sole Source

☑Sole Source

Notice of Intent advertised in: Official Newspaper

Advertised On: 09/17/2026

# of Responses to Notice of Intent received: 0

MWBE Participation:

☑ Participation of Minority-owned and Women-owned Business Enterprises in Nassau County Contracts: The selected contractor has agreed that it has an obligation to utilize best efforts to hire MWBE sub-contractors. Proof of the contractual utilization of best efforts as outlined in Exhibit EE may be requested at any time by the Comptroller's Office prior to the approval of claim vouchers. [Note: This box must be checked.]

☑ Vendor will not require any subcontractors.

Contractor is a (check all that apply):

☑ MWBE

☐ SDVOB

Recommendation: Approve as Submitted

Advisement Information

Fund	Control	Resp. Center	Object	Index Code	Sub Object	Budget Code	Line	Amount
GEN	10	1400	DE	PBGEN1400	DE501	PBGEN1400 DE501	01	$441,818.30
						TOTAL		**$441,818.30**

Additional Info	
Blanket Encumbrance	
Transaction	
Renewal	
% Increase	
% Decrease	

Funding Source	Amount
Revenue Contract:	
County	$66,272.74
Federal	$0.00
State	$375,545.56
Capital	$0.00
Other	$0.00
Total	**$441,818.30**

Routing Slip

Department			
NIFS Entry	Joseph Schiliro	09/17/2026 01:18PM	Approved
NIFS Final Approval	John Plackis	09/17/2026 01:53PM	Approved
Final Approval	Joseph Schiliro	09/21/2026 04:05PM	Approved
County Attorney			
Approval as to Form	Michele Darcy	09/21/2026 04:47PM	Approved
RE & Insurance Verification	Shannon Molloy	09/21/2026 04:40PM	Approved
NIFS Approval	Mary Nori	09/23/2026 03:49PM	Approved
Final Approval	Mary Nori	09/23/2026 03:49PM	Approved
OMB			
NIFS Approval	Vincent Capria	09/22/2026 10:18AM	Approved
NIFA Approval	Irfan Qureshi	09/22/2026 10:25AM	Approved
Final Approval	Irfan Qureshi	09/22/2026 10:25AM	Approved
Compliance & Vertical DCE			
Procurement Compliance Approval	Andrew Levey	09/23/2026 04:25PM	Approved
DCE Compliance Approval	Robert Cleary	10/07/2026 10:55AM	Approved
Vertical DCE Approval	Arthur Walsh	10/09/2026 10:52AM	Approved
Final Approval	Arthur Walsh	10/09/2026 10:52AM	Approved
Legislative Affairs Review			
Final Approval	Eleftherios Sempepos	11/02/2026 03:33PM	Approved
Legislature			
Final Approval			In Progress
Comptroller			
Claims Approval			Pending
Legal Approval			Pending

Accounting / NIFS Approval			Pending
Deputy Approval			Pending
Final Approval			Pending
NIFA			
NIFA Approval			Pending

RULES RESOLUTION NO. – 2026

A RESOLUTION AUTHORIZING THE COUNTY EXECUTIVE TO EXECUTE A PERSONAL SERVICES AGREEMENT BETWEEN THE COUNTY OF NASSAU, ACTING ON BEHALF OF THE NASSAU COUNTY DEPARTMENT OF PROBATION AND LEADERSHIP TRAINING INC.

WHEREAS, the County has negotiated a personal services agreement with Leadership Training Inc., to provide educational and instruction activity to the Nassau County Juvenile Detention Center, a copy of which is on file with the Clerk of the Legislature; now, therefore, be it

RESOLVED, that the Rules Committee of the Nassau County Legislature authorizes the County Executive to execute an agreement with Leadership Training Inc.

THIS AGREEMENT, made the ____ day of _____, 20__, (together with the schedules, appendices, attachments and exhibits, if any, this "Agreement"), between (i) Nassau County, a municipal corporation having its principal office at 1550 Franklin Avenue, Mineola, New York 11501 (the "County"), acting for and on behalf of the Nassau County Probation Department (the "Department"), having its principal office at 400 County Seat Drive, Mineola, New York 11501, and (ii) LEADERSHIP TRAINING, INC. aka LEADERSHIP TRAINING INSTITUTE, a not-for-profit corporation having its principal office at 50 Clinton Street, Suite 607, Hempstead, New York 11550 (the "Contractor").

W I T N E S S E T H:

WHEREAS, the County wishes to retain the Contractor to provide, and the Contractor wishes to provide, the services described in this Agreement; and

WHEREAS, this is a personal service contract within the intent and purview of Section 2206 of the County Charter;

NOW, THEREFORE, in consideration of the promises and mutual covenants contained in this Agreement, the parties agree as follows:

1. Term. The term of this Agreement shall be from January 1, 2027 through December 31, 2031, with the option to renew for an additional five-year period, for a possible total term of ten years, contingent upon continued grant funding, and subject to sooner termination as provided in this Agreement. The decision to renew the contract will be at the sole discretion of the County.

2. Services. The Contractor shall provide educational services ("Services") at the Nassau County Juvenile Detention Center (the "Center") for children and minors ("Students" or "Clients") remanded thereto by the Family Court of Nassau County. Such Services shall be provided in accordance with the following requirements:

(a) The Contractor shall conduct educational and instructional activity at each Student's appropriate level of study in the areas of Language Arts (Reading, Writing, and Oral Communication), Science, Technology, Mathematics, Social Studies, and Physical Education.

(b) Services shall be provided at the Center. Contractor shall have access to three (3) classrooms, a storage area, and office space.

(c) The Contractor shall ensure that the following objectives are obtained, as determined by the County, in its sole discretion:

(i) Develop and implement a well-organized and successful education learning environment;

(ii) Provide positive orientation for learning for each Student in the Center with the intent that the orientation remains with the Student long after discharge;

(iii) Assess the education needs of each Student and develop a personalized plan to meet those needs; Strengthen the academic, social and life management skills of each Student, addressing the needs of the "whole" Student (personal, social, emotional, intellectual, and work skills);

(iv) Provide educational services and activities that are of sufficient size, scope, and quality to be effective;

(v) Establish successful and appropriate linkages with school districts and community service agencies to enhance program effectiveness; and

(vi) Provide guidance and enhance awareness of continuing educational and occupational opportunities.

(d) In order to meet the stated objectives herein the Contractor's duties shall include, but are not limited to, the following:

(i) The Contractor shall complete an educational evaluation within seventy-two (72) hours during school days of a Student's admission to the Center, unless youth is released within the 72 hours of being detained, for the purpose of providing an immediate educational program for that Student, pending further evaluation as determined by the Center or as required under 8 NYCRR 116.6. Such evaluation shall be administered in the Student's dominant language and shall assess the Student's development in reading, mathematics, and receptive and expressive language.

(ii) The Contractor shall contact the Student's previous school district within twenty-four (24) hours during school days of completing the aforementioned educational evaluation to obtain current information about the Student and his or her educational needs. Home school districts may be located outside of Nassau County. Information obtained from the school district may be used to supplement the Center's assessment under Section 3(c)(i) above.

(iii) The Contractor shall ensure that all appropriate educational information is provided to instructional and other appropriate professional staff subject to compliance with all federal, state and local privacy laws and regulations and other applicable laws. Such information shall be forwarded to the receiving school district or agency when such Student leaves the Center's educational program as prescribed by 8 NYCRR 116.2(f).

(iv) The Contractor shall provide educational programs and services at the Center during normal business hours or schedule may be adjusted based on needs of the agency. Annexed hereto and made a part hereof is Exhibit B, which sets forth the allowable school holidays.

(v) Instruction of no fewer than one-hundred and eighty (180) days per school year shall be available for each Student who is in full time residential care for a full school year. A proportionate number of days of instruction, based upon a ten (10) month school year, shall be available for each such Student who is in residence for less than a full school year.

(vi) The Contractor shall provide instruction pursuant to Section 3204 of the Education Law and 8 NYCRR 100 and as otherwise provided herein.

(vii) Occupational education, if provided, shall be provided as required by 8 NYCRR §§ 141.2, 141.4, 141.54, 141.8, 141.9 and 141.10.

(viii) Services under this Agreement shall also include, but shall not be limited to:

A. High School accredited courses;

B. Administration of NYS Regents examinations offered by the student's designated school district in eligible subject areas;

C. English for Speakers of Other Languages (ESOL);

D. Life skills management, financial literacy, TASC services, vocational services;

E. Transition program services;

F. Community services linkages;

G. Social and personal development; and

H. Computer skills development.

(ix) Attendance records shall be maintained in accordance with 8 NYCRR 104.1.

(x) No Student over compulsory attendance age shall be dropped from enrollment in educational services provided for by this Agreement.

(xi) Individual Student academic records shall be maintained for each Student. The confidentiality of Student records shall be maintained and parental access to such records shall be permitted as required pursuant to 20 USC §1232(g) and 34 CFR Part 99.

(xii) The Contractor shall provide appropriate educational services for Students with handicapping conditions, as that term is defined in 8 NYCRR Part 200.1, in accordance with Federal and NYS laws and regulations, including but not limited to 8 NYCRR Part 116.6.

A. The Services offered to Students with handicapping conditions must be provided by qualified personnel in accordance with 8 NYCRR part 200.6(b).

B. Contractor shall utilize the IEP, Individualized Educational Plan, for each Student with handicapping conditions. An individualized education program describing in detail the programs and services to be provided to the Students as proscribed by 8 NYCRR Part 200.4.

(xiii) The Contractor shall carry out its duties outlined herein, by means of the following:

A. use of concrete manipulative materials;

B. use of video-tapes and audio-visual aids, digital, and other educational technologies;

C. independent and group activities;

D. group discussions;

E. guest lectures;

F. use of experimental learning techniques;

G. small group and/or individual instruction that is individually paced and designed to meet student needs and increase the student's level of academic achievement; and on-going teacher appraisals.

3. Contractor Staff

(a) The Contractor shall provide the following personnel to deliver the Services:

(i) An Executive Director: shall have overall administrative responsibility for the program, shall have at least five (5) years experience supervising Teachers and/or Educators, for directing and providing leadership in developing and maintaining the highest standards of excellence in operation of the educational services under this Agreement. Optimizing program operation, regulation compliance, overseeing all program operation;

(ii) A Lead Teacher/ Educational Coordinator: who is a member of the instructional team, shall assist the Teachers in the classroom, and at the direction of the Executive Director, shall monitor lessons and independent educational activities. The Senior Lead teacher/ Education Coordinator shall have at least five (5) years experience supervising Teachers and/or Educators and shall be eligible for certification;

(iii) Minimum two (2) Teachers, as defined in 8 NYCRR Part 80-1.1: shall have a minimum of one (1) year experience as a teacher and shall be eligible for certification and registration requirements set forth in 8 NYCRR Part 80;

(iv) Program Assistants, as defined in 8 NYCRR Part 80: shall have a minimum of one (1) year experience as an Assistance Educator/Program Assistant and shall be eligible for certification;

(v) Technical and Operations Director: The Technical and Operations Director provides strategic oversight and coordination of LTI's technology, administrative systems, and day-to-day organizational functions. The role ensures that internal processes, technology resources, facilities, vendors, and program support systems operate efficiently and effectively. The Director also works closely with leadership and program staff to identify challenges, implement solutions, and strengthen systems that support LTI's programs, staff, and overall mission;

(vi) Accounting Specialist: The Accounting Specialist supports the organization's daily accounting functions, including financial transactions, reconciliations, accounts payable and receivable, recordkeeping, and financial reporting. The position ensures accurate and timely financial records and assists with budgeting, audits, and grant-related financial activities;

Attached hereto and marked Exhibit "C" is the schedule of all personnel assigned to the Center pursuant to this Agreement. Any additional support staff provided by the Contractor shall be at no additional cost to the County.

(b) The Contractor agrees that the staff designated and furnished in the operation of its educational program at the Center shall meet and possess all staffing requirements and certifications as defined by New York State statutes and regulations, including New York State Education Law and regulations, and all regulations of OCFS, including, but not limited to, Juvenile Detention Facility Regulations. The Contractor shall provide the Department with a copy of required certificates (e.g., Teacher's New York State teaching certificate) upon execution of this Agreement as well as a resume and/or any certification or license for each staff member. Contractor's staff shall have the following additional qualifications:

(i) Services shall be provided by experienced and committed teachers qualified by, or eligible for certification by, NYS Education Department, as prescribed by 8 NYCRR Part 80.32.

(ii) All staff employed by the Contractor shall be subject to the screening and background requirement of the Child Abuse Preventions Act of 1985 and any amendments thereto as well as the personnel requirements set forth in the Nassau County Charter Article X Section 1007. New York State Central Register of Child Abuse and Maltreatment clearances shall be obtained prior to any employee commencing employment at the Center.

(iii) The Contractor shall screen all its employees having direct contact with Students through the New York State Sex Offender Registry (the "Registry"). No Contractor employee listed in the Registry shall be employed under any County contract to provide services directly to Department clients. The Contractor shall immediately notify the Department of any changes to any employee's criminal conviction status who is providing Services under this Agreement.

(iv) Bilingual staff shall be provided sufficient in number to provide effective communication and Services delivery for non-English speaking students.

(v) Staff, whenever possible, shall reflect the gender and ethnic diversity of the Center's population.

(c) The Student to Teacher ratio shall not exceed twelve (12) Students for every one (1) teacher (12:1), as provided for in Title 9 NYCRR 180.9.

(d) The Department reserves the right to review the qualifications of all members of staff including the Educational Director of the project. For the purposes of this contract, staff is defined as all persons being paid by the program, and all student teachers, if any, completing a field placement within the program.

(e) The Contractor shall maintain personnel in adequate numbers and at appropriate levels of training, to provide the services described in this contract. All Teachers entrusted with the care of the children and minors in connection with this program shall be of good moral character, as defined by 8 NYCRR Part 83.1.

(f) The Contractor shall notify the Department of all changes in any staff who are providing Services under this Agreement. This notification shall include, without limitation, changes to the Contractor's executives, directors and supervisors.

(g) The Contractor shall identify, in writing and in advance of any promise of new or continued employment, any potential conflict(s) of interest that may exist with respect to both prospective and current employees (including management positions), such as family relationships between any employee(s) and among officers and/or board members, and provide a written plan satisfactory to the Department for how such conflict(s) will be resolved. Staff hired to perform services pursuant to this or any other Agreement with the County shall do so in strict compliance with any written position descriptions provided by the Department, and in accordance with all other procedures and provisions contained herein.

4. Contract Monitoring. The Department shall monitor the Contractor's provision of the Services. The Department, in its sole discretion, will determine the methods which it will utilize to monitor the Contractor's compliance with the Services requirement. Monitoring methods may include, but are not limited to, on-site reviews of Contractor's provision of Services, review of required recordkeeping documentation, establishment of a formal weekly or monthly reporting system, or establishment of monthly Department-Contractor meetings wherein Contractor's required recordkeeping activities are reviewed by the Department. The Department shall designate at least one (1) Department staff member as liaison between the Department and Contractor.

(a) Performance Standards. The Contractor shall comply with the following performance standards:

(i) conduct an evaluation of the Student's educational needs within seventy-two (72) hours during school days of referral or first school day, unless youth is released within the 72 hours of being detained;

(ii) interface with the Student's school district within one (1) week of completing the evaluation;

(iii) establish an educational plan within ten (10) school days of referral or first school day which plan shall comport with New York laws and regulations including but not limited to 8 NYCRR part 116.5; and

(iv) collaboration and coordination with youth's home school district to provide continuity of IEP (Individualized Educational Plan) services and tutoring eligibility

(v) coordinate with East Meadow School district for resourceful allocation of Title I Part D-Neglected and Delinquent Education funding to the Juvenile Detention Center

(vi) monthly meetings with the JDC Director and/or JDC Assistant Director and Probation Director and/or Fiscal Officer to discuss performance measures and improvements including progress reports and education plan updates, including but not limited to the following:

a. adherence to program and staff as stipulated above under 2. Service and 3. Contractor Staff, e.g. bilingual staff

b. TASC (formerly GED) levels, progress and deficit areas (for eligible students)

c. Reading and Math Grade levels

d. Regents (for eligible students); report should consist of names of students eligible, expected date of regents exam, subject area, students home school district and pass/fail determination

(b) Reporting. The Contractor shall maintain complete records of all activities in order to document and provide a basis for statistical reporting to the Department on program activities. The reporting system(s), including report formats and frequencies, shall be set up in a format approved by the Department. The Contractor may not substitute its own reporting forms or procedures for those established by the Department.

(i) Contractor shall electronically submit to the JDC Director, Accountant, and other designee(s) as appointed by the Director of the Center, a monthly report by the 15th day of the following month in a format approved by the Department enumerating the following:

A. total number of children served during the month, each child identified by case name, case number, case type, and date of admission;

B. total number of educational assessments completed;

C. total number of classroom sessions held;

d) In the event Contractor fails and/or refuses to participate and assist the Department as provided herein, the Department may terminate this Agreement for Cause, as that term is defined below in Section 13.

5. Payment.

(a) Consideration. The maximum amount that the County shall pay the Contractor as full consideration for all the Services provided under this Agreement (the "Maximum Amount") shall not exceed Two Million Three Hundred Eighty-Six Thousand and Six Hundred and Fifty Dollars and 96/100 ($2,386,650.96) Dollars. Payment to the Contractor shall be made monthly, in arrears, on a reimbursement basis, for expenses approved by the Department which have been incurred in accordance with the attached Line-Item Budget. The Contractor shall request reimbursement for such expenses by submitting standard County claim forms that have been duly certified by the Contractor and approved by the Department and filed in the Office of the Comptroller of the County. The Contractor is authorized to reallocate funds in the Line-Item Budget only with the advance written approval of the Department. However, even in the event of a reallocation of funds approved by the Department, the Maximum Amount shall remain unchanged. The parties agree that the Maximum Amount covers all Contractor costs necessary to carry out the promises and covenants contained in this Agreement. Under no circumstances shall the Contractor bill the County for activity or expense not provided for in this Agreement or which exceeds the Maximum Amount.

Payment shall be made as follows:

(i) One-twelfth (1/12) payable upon execution of Agreement by the County.[1] The Contractor shall submit to the Department simultaneously, with its first monthly claim for the remaining eleven-twelfths (11/12)[2] documentation of the expenditures charged to the one-twelfth (1/12) paid to the Department on the execution of the Agreement by the County. The remaining eleven-twelfths (11/12)[3] thereafter shall be paid monthly, in arrears, on a reimbursement basis only after a

1. This advance payment applies only to the first month of the first year of the original five-year term. No advance payment shall be made for any subsequent year or for indirect costs.
2. of the first year
3. of the first year, and each subsequent year

Initial for changes 1-3

demonstration of an actual cash expenditure, in accordance with the Line-Item Budget annexed hereto as "Exhibit A." Under no circumstances will a claim be recognized if submitted on an accrual basis. All payments hereunder shall be made upon the submission of standard County claim forms certified by the Contractor, approved by the Department, and filed with the Comptroller of the County.

(ii) Payment of Indirect Costs section of Exhibit A shall be made in equal monthly installments in arrears.

(iii) Within sixty (60) days of the termination of this Agreement, or on an annual basis within sixty (60) days of the first day of the new contract term if the County elects to renew or extend this Agreement, a complete and final accounting of the monies under this Agreement by the Contractor shall be submitted to the Department and the Comptroller of the County, together with a refund of excess payments by the County, if any.

(iv) The payment of one-time salary enhancements or bonuses is not permitted under this Agreement and, if claimed, will be disallowed.

(b) Vouchers; Voucher Review, Approval and Audit. Payments shall be made to the Contractor in arrears and on a reimbursement basis and shall be contingent upon (i) the Contractor submitting a claim voucher (the "Voucher") in a form satisfactory to the County, either by utilizing the County's printed form, to be supplied by the County, or another form approved by the County, that (a) states with reasonable specificity the services provided and the payment requested as consideration for such services, (b) certifies that the services rendered and the payment requested are in accordance with this Agreement, and (c) is accompanied by documentation satisfactory to the County supporting the amount claimed, and (ii) review, approval and audit of the Voucher by the Department and/or the County Comptroller or his or her duly designated representative (the "Comptroller").

(c) Timing of Payment Claims. The Contractor shall submit claims no later than three (3) months following the County's receipt of the services that are the subject of the claim and no more frequently than once a month by the tenth (10th) of the month. Payment claims must bear an original signature of an authorized official or staff member of the Contractor and be submitted to the Department.

(d) Reimbursement by the Contractor upon Loss of Funding. In addition to any other remedies available to the County, in the event that the County loses funding, including reimbursement, from the State or federal governments for any Services arising out of or in connection with any act or omission of the Contractor or a Contractor Agent (i) the County will have no further obligations to the Contractor under this Agreement and (ii) the Contractor shall pay the County the full amount of lost funds on demand, but not in excess of the amount paid to the Contractor under this Agreement.

(e) No Duplication of Payments. Payments under this Agreement shall not duplicate payments for any work performed or to be performed under other agreements between the Contractor and any funding source, including but not limited to the County. The Contractor shall pursue all possible sources of revenue for the Services to be provided by the Contractor pursuant to this Agreement, and must reimburse the County, on a monthly basis, for any revenues it receives from non-County sources.

(f) Payments in Connection with Termination or Notice of Termination. Unless a provision of this Agreement expressly states otherwise, payments to the Contractor following the termination of this Agreement shall not exceed payments made as consideration for services that were (i) performed prior to termination, (ii) authorized by this Agreement to be performed, and (iii) not performed after the Contractor received notice that the County did not desire to receive such services.

(g) Budget. The amount to be paid to the Contractor for Services shall be in accordance with the line-item annual budget (the "Budget") attached to this Agreement, Exhibit "A".

6. Independent Contractor. The Contractor is an independent contractor of the County. The Contractor shall not, nor shall any officer, director, employee, servant, agent or independent contractor of the Contractor (a "Contractor Agent"), be (i) deemed a County employee, (ii) commit the County to any obligation, or (iii) hold itself, himself, or herself out as a County employee or Person with the authority to commit the County to any obligation. As used in this Agreement the word "Person" means any individual person, entity (including partnerships, corporations and limited liability companies), and government or political subdivision thereof (including agencies, bureaus, offices and departments thereof).

7. No Arrears or Default. The Contractor is not in arrears to the County upon any debt or contract and it is not in default as surety, contractor, or otherwise upon any obligation to the County, including any obligation to pay taxes to, or perform services for or on behalf of, the County.

8. Compliance with Law.

(a) Generally. The Contractor shall comply with any and all applicable Federal, State and local Laws, including, but not limited to those relating to conflicts of interest, human rights, a living wage, disclosure of information and vendor registration in connection with its performance under this Agreement. In furtherance of the foregoing, the Contractor is bound by and shall comply with the terms of Appendix EE attached hereto and with the County's registration protocol. As used in this Agreement the word "Law" includes any and all statutes, local laws, ordinances, rules, regulations, applicable orders, and/or decrees, as the same may be amended from time to time, enacted, or adopted.

(b) Nassau County Living Wage Law. Pursuant to LL 1-2006, as amended, and to the extent that a waiver has not been obtained in accordance with such law or any rules of the County Executive, the Contractor agrees as follows:

(i) Contractor shall comply with the applicable requirements of the Living Wage Law, as amended;

(ii) Failure to comply with the Living Wage Law, as amended, may constitute a material breach of this Agreement, the occurrence of which shall be determined solely by the County. Contractor has the right to cure such breach within thirty days of receipt of notice of breach from the County. In the event that such breach is not timely cured, the County may terminate this Agreement as well as exercise any other rights available to the County under applicable law.

(iii) It shall be a continuing obligation of the Contractor to inform the County of any material changes in the content of its certification of compliance and shall provide to the County any information necessary to maintain the certification's accuracy.

(c) Records Access. The parties acknowledge and agree that all records, information, and data ("Information") acquired in connection with performance or administration of this Agreement shall be used and disclosed solely for the purpose of performance and administration of the contract or as required by law. The Contractor acknowledges that Contractor Information in the County's possession may be subject to disclosure under Article 6 of the New York State Public Officer's Law ("Freedom of Information Law" or "FOIL"). In the event that such a request for disclosure is made, the County shall make reasonable efforts to notify the Contractor of such request prior to disclosure of the Information so that the Contractor may take such action as it deems appropriate.

(d) Prohibition of Gifts. In accordance with County Executive Order 2-2018, the Contractor shall not offer, give, or agree to give anything of value to any County employee, agent, consultant,

construction manager, or other person or firm representing the County (a "County Representative"), including members of a County Representative's immediate family, in connection with the performance by such County Representative of duties involving transactions with the Contractor on behalf of the County, whether such duties are related to this Agreement or any other County contract or matter. As used herein, "anything of value" shall include, but not be limited to, meals, holiday gifts, holiday baskets, gift cards, tickets to golf outings, tickets to sporting events, currency of any kind, or any other gifts, gratuities, favorable opportunities or preferences. For purposes of this subsection, an immediate family member shall include a spouse, child, parent, or sibling. The Contractor shall include the provisions of this subsection in each subcontract entered into under this Agreement.

(e) Disclosure of Conflicts of Interest. In accordance with County Executive Order 2-2018, the Contractor has disclosed as part of its response to the County's Business History Form, or other disclosure form(s), any and all instances where the Contractor employs any spouse, child, or parent of a County employee of the agency or department that contracted or procured the goods and/or services described under this Agreement. The Contractor shall have a continuing obligation, as circumstances arise, to update this disclosure throughout the term of this Agreement.

(f) Protected Information. The Contractor acknowledges and agrees that all records, information, and data ("Information") that the Contractor acquires in connection with performance under this Agreement shall be strictly confidential, held in the strictest confidence, and used solely for the purpose of performing services to or on behalf of the County. The Contractor agrees to safeguard the confidentiality of all records, reports, data, and/or any other information obtained, gathered, reported or developed in performance of this agreement, relating to the Department's records that may be obtained by Contractor in the performance of its duties hereunder, and shall maintain the confidentiality of all such records and information, in conformity with the confidentiality requirements of the New York State Public Officer Law Sections 87, 89 and 96, the New York State Criminal Procedure Law, the New York State Family Court Act, the applicable sections of the New York State Public Health Law, New York State Mental Hygiene Law and the regulations promulgated thereunder, including but not limited to the confidentiality requirements of Section 390.5 of the Criminal Procedure Law of the State of New York, Section 750 of the Family Court Act of the State of New York, Social Services Law Section 136, 18 N.Y.C.R.R. 357, and 9 N.Y.C.R.R. Parts 348 and 369, and with the provisions of all applicable Federal laws and regulations or as same may, from time to time, be amended. The Contractor shall execute any agreements required by the Department to protect such information.

The Contractor shall, and shall cause the Contractor's Agents to, safeguard such Information and not disclose it to third parties except (i) as permitted under this Agreement, (ii) with the written consent of the County (and then only to the extent of the consent), or (iii) upon legal compulsion. The Contractor further agrees to require each of its employees, partners, officers, subcontractors, independent contractors, agents, representatives, servants, guests, patrons, students, faculty, and/or invitees, if any, assigned to the performance of duties pursuant to this agreement, to observe said requirements.

Any breach of confidentiality by the Contractor, and/or its employees, partners, officers, subcontractors, independent contractors, agents, representatives, servants, guests, patrons, students, faculty, and/or invitees, if any shall be cause for the immediate termination of this agreement.

It is further agreed to and stipulated by the parties hereto, that the provisions of paragraph 8 (d) shall survive this agreement and that Contractor agrees to remain bound by the terms of said paragraph for as long as the records and/or information developed hereunder exists.

(g) Protection of Information Obtained in the Course of Performance. Information obtained by the Contractor in the course of performance under this Agreement is the property of the Department and may be disclosed only with the express permission of the Department or as required by law.

(h) Board of Directors. All policy, financial, managerial, and programmatic decisions by the Contractor shall be made with the express, documented approval of the Contractor's Board of Directors. For purposes of this Agreement, acceptable documentation shall include written Board minutes of Board meetings attended by a quorum of voting-eligible Board members wherein the matter decided was approved by vote of the requisite majority of members.

(I) Regulatory Requirements/Compliance. At all times Contractor shall comply with all applicable New York State statutes, Office of Children and Family Services ("OCFS") rules and regulations, the rules and regulations of any other Federal or State governmental agencies having jurisdiction over educational services and programs, including but not limited to Title 8 New York Codes, Rules and Regulations Part 116, and the rules and regulations of the New York State Department of Education. Contractor expressly understands and agrees that it shall assist the Department in providing and preparing any necessary report(s) and/or statistical form submission required under 9 NYCRR 180.12 relating to this Agreement.

9. Minimum Service Standards. Regardless of whether required by Law:

(a) The Contractor shall, and shall cause Contractor Agents to, conduct its, his or her activities in connection with this Agreement so as not to endanger or harm any Person or property.

(b) The Contractor shall deliver Services under this Agreement in a professional manner consistent with the best practices of the industry in which the Contractor operates. The Contractor shall take all actions necessary or appropriate to meet the obligation described in the immediately preceding sentence, including obtaining and maintaining, and causing all Contractor Agents to obtain and maintain, all approvals, licenses, and certifications ("Approvals") necessary or appropriate in connection with this Agreement.

(c) Cooperate and collaborate formally with other health and human service providers. Such providers shall include without limitation school districts, substance abuse treatment agencies, school-prevention programs, community mental health agencies, youth services and other related health and human services programs in their respective communities. Such collaboration should occur geographically, focusing on the following communities: Elmont, Freeport, Glen Cove, Hempstead, Inwood, Long Beach, New Cassel/Westbury, Roosevelt, Uniondale, Manhasset and surrounding areas, Syosset and surrounding areas, and Seaford and surrounding areas.

d) Collect and report data regarding the clients served. Such data shall be in the form and contain client-specific information set forth by the Department and shall include without limitation demographic data, the kind of services provided and the duration and outcome of those services.

(e) Any vehicle(s) provided by Contractor to transport Resident(s) shall be inspected for safety at least once a year, must be operated in compliance with all applicable laws.

(f) The provisions of this section shall survive the termination of this Agreement.

10. Indemnification; Defense; Cooperation.

(a) The Contractor shall be solely responsible for and shall indemnify and hold harmless the County, the Department and its officers, employees, and agents (the "Indemnified Parties") from and against any and all liabilities, losses, costs, expenses (including, without limitation, attorneys' fees and disbursements) and damages ("Losses"), arising out of or in connection with any acts or omissions of the Contractor or a Contractor Agent, regardless of whether taken pursuant to or authorized by this

Agreement and, regardless of whether due to negligence, fault, or default, including Losses in connection with any threatened investigation, litigation or other proceeding or preparing a defense to or prosecuting the same; provided, however, that the Contractor shall not be responsible for that portion, if any, of a Loss that is caused by the negligence of the County.

(b) The Contractor shall, upon the County's demand and at the County's direction, promptly and diligently defend, at the Contractor's own risk and expense, any and all suits, actions, or proceedings which may be brought or instituted against one or more Indemnified Parties for which the Contractor is responsible under this Section, and, further to the Contractor's indemnification obligations, the Contractor shall pay and satisfy any judgment, decree, loss or settlement in connection therewith.

(c) The Contractor shall, and shall cause Contractor's Agents to, cooperate with the County and the Department in connection with the investigation, defense or prosecution of any action, suit or proceeding in connection with this Agreement, including the acts or omissions of the Contractor and/or a Contractor Agent in connection with this Agreement.

(d) The provisions of this Section shall survive the termination of this Agreement.

11. Insurance.

(a) Types and Amounts. The Contractor shall obtain and maintain throughout the term of this Agreement, at its own expense: (i) one or more policies for commercial general liability insurance, which policy(ies) shall name "Nassau County" as an additional insured and have a minimum single combined limit of liability of not less than one million dollars ($1,000,000) per occurrence and two million dollars ($2,000,000) aggregate coverage, (ii) if contracting in whole or part to provide professional services, one or more policies for professional liability insurance, which policy(ies) shall have a minimum single combined limit liability of not less than one million dollars ($1,000,000) per claim; (iii) compensation insurance for the benefit of the Contractor's employees ("Workers' Compensation Insurance"), which insurance is in compliance with the New York State Workers' Compensation Law, and (iv) such additional insurance as the County may from time to time specify.

(b) Acceptability; Deductibles; Subcontractors. All insurance obtained and maintained by the Contractor pursuant to this Agreement shall be (i) written by one or more commercial insurance carriers licensed to do business in New York State and acceptable to the County, and which is (ii) in form and substance acceptable to the County. The Contractor shall be solely responsible for the payment of all deductibles to which such policies are subject. The Contractor shall require any subcontractor hired in connection with this Agreement to carry insurance with the same limits and provisions required to be carried by the Contractor under this Agreement.

(c) Delivery; Coverage Change; No Inconsistent Action. Prior to the execution of this Agreement, copies of current certificates of insurance evidencing the insurance coverage required by this Agreement shall be delivered to the Department. Not less than thirty (30) days prior to the date of any expiration or renewal of, or actual, proposed or threatened reduction or cancellation of coverage under, any insurance required hereunder, the Contractor shall provide written notice to the Department of the same and deliver to the Department renewal or replacement certificates of insurance. The Contractor shall cause all insurance to remain in full force and effect throughout the term of this Agreement and shall not take or omit to take any action that would suspend or invalidate any of the required coverages. The failure of the Contractor to maintain Workers' Compensation Insurance shall render this contract void and of no effect. The failure of the Contractor to maintain the other required coverages shall be deemed a material breach of this Agreement upon which the County reserves the right to consider this Agreement terminated as of the date of such failure.

12. Assignment; Amendment; Waiver; Subcontracting. This Agreement and the rights and obligations hereunder may not be in whole or part (i) assigned, transferred or disposed of, (ii) amended, (iii) waived,

or (iv) subcontracted, without the prior written consent of the County Executive or his or her duly designated deputy (the "County Executive"), and any purported assignment, other disposal or modification without such prior written consent shall be null and void. The failure of a party to assert any of its rights under this Agreement, including the right to demand strict performance, shall not constitute a waiver of such rights.

13. Termination.

(a) Generally. This Agreement may be terminated (i) for any reason by the County upon thirty (30) days' written notice to the Contractor, (ii) for "Cause" by the County immediately upon the receipt by the Contractor of written notice of termination, (iii) upon mutual written Agreement of the County and the Contractor, and (iv) in accordance with any other provisions of this Agreement expressly addressing termination.

As used in this Agreement the word "Cause" includes: (i) a breach of this Agreement; (ii) the failure to obtain and maintain in full force and effect all Approvals required for the services described in this Agreement to be legally and professionally rendered; and (iii) the termination or impending termination of federal or state funding for the services to be provided under this Agreement.

(b) By the Contractor. This Agreement may be terminated by the Contractor if performance becomes impracticable through no fault of the Contractor, where the impracticability relates to the Contractor's ability to perform its obligations and not to a judgment as to convenience or the desirability of continued performance. Termination under this subsection shall be effected by the Contractor delivering to the commissioner or other head of the Department (the "Commissioner"), at least sixty (60) days prior to the termination date (or a shorter period if sixty days' notice is impossible), a notice stating (i) that the Contractor is terminating this Agreement in accordance with this subsection, (ii) the date as of which this Agreement will terminate, and (iii) the facts giving rise to the Contractor's right to terminate under this subsection. A copy of the notice given to the Commissioner shall be given to the Deputy County Executive who oversees the administration of the Department (the "Applicable DCE") on the same day that notice is given to the Commissioner.

(c) Contractor Assistance upon Termination. In connection with the termination or impending termination of this Agreement the Contractor shall, regardless of the reason for termination, take all actions reasonably requested by the County (including those set forth in other provisions of this Agreement) to assist the County in transitioning the Contractor's responsibilities under this Agreement. The provisions of this subsection shall survive the termination of this Agreement.

(d) Accounting upon Termination. (i) Within sixty (60) days of the termination of this Agreement the Contractor shall provide the Department with a complete accounting up to the date of termination of all monies received from the County and shall immediately refund to the County any unexpended balance remaining as of the time of termination.

14. Accounting Procedures; Records.

(a) The Contractor shall maintain and retain, for a period of six (6) years following the later of termination of or final payment under this Agreement, complete and accurate records, documents, accounts and other evidence, whether maintained electronically or manually ("Records"), pertinent to performance under this Agreement. Records shall be maintained in accordance with Generally Accepted Accounting Principles and, if the Contractor is a non-profit entity, must comply with the accounting guidelines set forth in the federal Office of Management & Budget Circular A-122, "Cost Principles for Non-Profit Organizations." Such Records shall at all times be available for audit and inspection by the Comptroller, the Department, any other governmental authority with jurisdiction over the provision of services hereunder and/or the payment therefore, and any of their duly

designated representatives. The provisions of this Section shall survive the termination of this Agreement.

(b) The Contractor shall maintain all monies received from the County under this Agreement in an FDIC approved bank account. Such monies shall be maintained in a separate account for this contract and shall not be commingled with funds from any other source or with County funds related to other contracts that the Contractor may have with the County. No transactions to or from any non-County programs, grants, or other sources of revenue are permitted in the account to which reimbursements to Contractor are deposited pursuant to the Agreement.

(c) Within one hundred and eighty (180) days from the termination of this Agreement, the Contractor shall submit to the Department a financial statement for the calendar year, prepared in accordance with the Accounting Standards and accompanied by a report thereon from an independent certified public accountant, which report shall be based upon an examination conducted in accordance with Accounting Standards. Failure to timely comply will delay any reimbursements potentially owing to Contractor pursuant to this Agreement.

(d) Failure to comply with Sections 14 (a) through (c) above shall be a material breach of this Agreement constituting grounds for immediate termination. Nothing contained in this paragraph 14 (d) shall be deemed to imply or to be construed to represent an exclusive enumeration of circumstances that may be considered a material breach of this Agreement or grounds for immediate termination.

15. Inventory.

(a) Title to all equipment, supplies, and material purchased with funds paid under this Agreement (the "Equipment") shall vest in the County and the Equipment shall not be disposed of without the prior written approval of the County.

(b) The Contractor shall maintain and retain, for a period of six (6) years following the later of termination of or final payment under this Agreement, a complete and accurate inventory (the "Inventory") of the Equipment. The Inventory shall describe the Equipment with reasonable specificity so that the Equipment can be readily identified. The Inventory shall at all times be available for audit and inspection by the Comptroller, the Department, any other governmental authority with jurisdiction over the disposition or use of funds paid to the Contractor in connection with this Agreement, and any of their duly designated representatives.

(c) Within thirty (30) days of the termination of this Agreement, the Contractor shall file with the Department and the Comptroller a final Inventory. The Contractor shall dispose of the Equipment in accordance with instructions of the County. If the County does not provide disposition instructions within thirty (30) days of termination, then the Contractor shall contact the Commissioner in writing and request disposition instructions.

(d) The provisions of this Section shall survive the termination of this Agreement.

16. Limitations on Actions and Special Proceedings against the County. No action or special proceeding shall lie or be prosecuted or maintained against the County upon any claims arising out of or in connection with this Agreement unless:

(a) Notice. At least thirty (30) days prior to seeking relief the Contractor shall have presented the demand or claim(s) upon which such action or special proceeding is based in writing to the Applicable DCE for adjustment and the County shall have neglected or refused to make an adjustment or payment on the demand or claim for thirty (30) days after presentment. The Contractor shall send or deliver copies of the documents presented to the Applicable DCE under this Section to

each of (i) the Department and the (ii) the County Attorney (at the address specified above for the County) on the same day that documents are sent or delivered to the Applicable DCE. The complaint or necessary moving papers of the Contractor shall allege that the above-described actions and inactions preceded the Contractor's action or special proceeding against the County.

(b) Time Limitation. Such action or special proceeding is commenced within the earlier of (i) one (1) year of the first to occur of (A) final payment under or the termination of this Agreement, and (B) the accrual of the cause of action, and (ii) the time specified in any other provision of this Agreement.

17. Work Performance Liability. The Contractor is and shall remain primarily liable for the successful completion of all work in accordance this Agreement irrespective of whether the Contractor is using a Contractor Agent to perform some, or all of the work contemplated by this Agreement, and irrespective of whether the use of such Contractor Agent has been approved by the County.

18. Consent to Jurisdiction and Venue; Governing Law. Unless otherwise specified in this Agreement or required by Law, exclusive original jurisdiction for all claims or actions with respect to this Agreement shall be in the Supreme Court in Nassau County in New York State and the parties expressly waive any objections to the same on any grounds, including venue and forum non conveniens. This Agreement is intended as a contract under, and shall be governed and construed in accordance with, the Laws of New York State, without regard to the conflict of laws provisions thereof.

19. Notices. Any notice, request, demand or other communication required to be given or made in connection with this Agreement shall be (a) in writing, (b) delivered or sent (i) by hand delivery, evidenced by a signed, dated receipt, (ii) postage prepaid via certified mail, return receipt requested, or (iii) overnight delivery via a nationally recognized courier service, (c) deemed given or made on the date the delivery receipt was signed by a County employee, three (3) business days after it is mailed or one (1) business day after it is released to a courier service, as applicable, and (d)(i) if to the Department, to the attention of the Commissioner at the address specified above for the Department, (ii) if to an Applicable DCE, to the attention of the Applicable DCE (whose name the Contractor shall obtain from the Department) at the address specified above for the County, (iii) if to the Comptroller, to the attention of the Comptroller at 240 Old Country Road, Mineola, NY 11501, and (iv) if to the Contractor, to the attention of the person who executed this Agreement on behalf of the Contractor at the address specified above for the Contractor, or in each case to such other persons or addresses as shall be designated by written notice.

20. All Legal Provisions Deemed Included; Severability; Supremacy.

(a) Every provision required by Law to be inserted into or referenced by this Agreement is intended to be a part of this Agreement. If any such provision is not inserted or referenced or is not inserted or referenced in correct form then (i) such provision shall be deemed inserted into or referenced by this Agreement for purposes of interpretation and (ii) upon the application of either party this Agreement shall be formally amended to comply strictly with the Law, without prejudice to the rights of either party.

(b) In the event that any provision of this Agreement shall be held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

(c) Unless the application of this subsection will cause a provision required by Law to be excluded from this Agreement, in the event of an actual conflict between the terms and conditions set forth above the signature page to this Agreement and those contained in any schedule, exhibit, appendix, or attachment to this Agreement, the terms and conditions set forth above the signature page shall control. To the extent possible, all the terms of this Agreement should be read together as not conflicting.

(d) Each party has cooperated in the negotiation and preparation of this Agreement. Therefore, in the event that construction of this Agreement occurs, it shall not be construed against either party as drafter.

21. Section and Other Headings. The section and other headings contained in this Agreement are for reference purposes only and shall not affect the meaning or interpretation of this Agreement.

22. Executory Clause. Notwithstanding any other provision of this Agreement:

(a) Approval and Execution. The County shall have no liability under this Agreement (including any extension or other modification of this Agreement) to any Person unless (i) all County approvals have been obtained, including, if required, approval by the County Legislature, and (ii) this Agreement has been executed by the County Executive (as defined in this Agreement).

(b) Availability of Funds. The County shall have no liability under this Agreement (including any extension or other modification of this Agreement) to any Person beyond funds appropriated or otherwise lawfully available for this Agreement, and, if any portion of the funds for this Agreement are from the state and/or federal governments, then beyond funds available to the County from the state and/or federal governments.

23. Regulations Prohibiting Acceptance of Gifts. Under this Agreement, Vendor agrees that it:

a) Will not offer, nor give, or agree to give anything of value to any (i) County employee, (ii) agent, (iii) consultant, (iv) construction manager, or (v) other person or firm representing the County (a "County Representative").

b) This restriction includes members of a County Representative's immediate family in connection with the performance by such County Representative of duties involving transactions with the County Vendor on behalf of the County.

c) Additionally, a County Vendor is prohibited from accepting any (i) gifts, (ii) gratuities, or (iii) payments of any kind, form, or value from any County Representative, including members of a County Representative's immediate family, in connection with the performance by such County Representative of duties involving transactions with the County Vendor on behalf of the County.

24. Entire Agreement. This Agreement represents the full and entire understanding and agreement between the parties with regard to the subject matter hereof and supersedes all prior agreements (whether written or oral) of the parties relating to the subject matter of this Agreement.

IN WITNESS WHEREOF, the Contractor and the County have executed this Agreement as of the date first above written.

LEADERSHIP TRAINING, INC.

By: Aster Mehreteab

Name: Aster Mehreteab

Title: Chief Executive Officer

Date: 9/11/2026

NASSAU COUNTY

By: _____

Name: _____

Title: Deputy County Executive

Date: _____

PLEASE EXECUTE IN BLUE INK

STATE OF NEW YORK)

)ss.:

COUNTY OF NASSAU)

On the _____ day of _____ in the year 20_____ before me personally came _____ to me personally known, who, being by me duly sworn, did depose and say that he or she resides in the County of _____; that he or she is a Deputy County Executive of the County of Nassau, the municipal corporation described herein and which executed the above instrument; and that he or she signed his or her name thereto pursuant to Section 205 of the County Government Law of Nassau County.

NOTARY PUBLIC

_____

STATE OF NEW YORK)

)ss.:

COUNTY OF NASSAU)

On the 11th day of September in the year 2026 before me personally came **Aster Mehreteab** to me personally known, who, being by me duly sworn, did depose and say that he or she resides in the County of Nassau; that he or she is the Chief Executive Officer of **LEADERSHIP TRAINING, INC.** aka **THE LEADERSHIP TRAINING INSTITUTE**. The corporation described herein and which executed the above instrument; and that he or she signed his or her name thereto by authority of the board of directors of said corporation.

NOTARY PUBLIC

Roshinee Persaud

ROSHINEE PERSAUD
Notary Public, State of New York
No. 01PE6360455
Qualified in Queens County
Certificate in New York County
Commission Expires June 19, 2029

June 19, 2029

EXHIBIT A

1/1/2027 – 12/31/2031

Socio-Academic Modification Program

Category	5-Year Total (2027–2031)
Personnel Services (Salaries & Fringe Benefits)	$2,125,672.24
OTPS (Other than Personnel Services)	$112,452.30
Administrative Overhead	$148,526.42
Total Budget	**$2,386,650.96**

Note: *Reflects the combined 5-year budget for the initial contract term and ties to the Section 5 Maximum Amount of $2,386,650.96.*

LEADERSHIP TRAINING INSTITUTE

Socio Academic Modification Program (SAMP)

Personnel	**2027**	**2028**	**2029**	**2030**	**2031**	**2032**	**2033**	**2034**	**2035**	**2036**	**Total**
Personnel Services											
Salaries											
Executive Director	$38,823.76	$40,066.12	$41,348.23	$42,671.38	$44,036.86	$45,446.04	$46,900.31	$48,401.12	$49,949.96	$51,548.36	$449,192.14
Lead Teacher/Educational Coordinator	$75,773.57	$78,198.32	$80,700.67	$83,283.09	$85,948.15	$88,698.49	$91,536.84	$94,466.02	$97,488.93	$100,608.58	$876,702.66
Teachers	$96,275.28	$99,356.09	$102,535.48	$105,816.62	$109,202.75	$112,697.24	$116,303.55	$120,025.26	$123,866.07	$127,829.79	$1,113,908.14
Program Assistants	$57,313.15	$59,147.17	$61,039.88	$62,993.16	$65,008.94	$67,089.23	$69,236.08	$71,451.64	$73,738.09	$76,097.71	$663,115.04
Technical & Operations Director	$29,622.53	$30,570.45	$31,548.70	$32,558.26	$33,600.13	$34,675.33	$35,784.94	$36,930.06	$38,111.82	$39,331.40	$342,733.62
Bookkeeper	$19,917.60	$20,554.96	$21,212.72	$21,891.53	$22,592.06	$23,315.00	$24,061.08	$24,831.04	$25,625.63	$26,445.65	$230,447.28
Total salaries	$317,725.89	$327,893.11	$338,385.69	$349,214.04	$360,388.88	$371,921.33	$383,822.81	$396,105.14	$408,780.51	$421,861.48	$3,676,098.88
Fringe Benefits	$75,132.02	$80,391.26	$86,018.65	$92,039.95	$98,482.75	$105,376.54	$112,752.90	$120,645.60	$129,090.80	$138,127.15	$1,038,057.63
Total Personnel	$392,857.90	$408,284.37	$424,404.34	$441,253.99	$458,871.64	$477,297.87	$496,575.71	$516,750.75	$537,871.30	$559,988.63	$4,714,156.51
OTPS											
Consultant/Contractual	$3,096.00	$3,195.07	$3,297.31	$3,402.83	$3,511.72	$3,624.09	$3,740.06	$3,859.75	$3,983.26	$4,110.72	$35,820.82
Travel/Per Diem/Transportation	$340.56	$351.46	$362.70	$374.31	$386.29	$398.65	$411.41	$424.57	$438.16	$452.18	$3,940.29
Purchase of Services	$8,049.60	$8,307.19	$8,573.02	$8,847.35	$9,130.47	$9,422.64	$9,724.17	$10,035.34	$10,356.47	$10,687.88	$93,134.14
Equipment Purchase, Lease & Maintenance	$3,921.60	$4,047.09	$4,176.60	$4,310.25	$4,448.18	$4,590.52	$4,737.42	$4,889.01	$5,045.46	$5,206.92	$45,373.04
Supplies	$3,302.40	$3,408.08	$3,517.14	$3,629.68	$3,745.83	$3,865.70	$3,989.40	$4,117.06	$4,248.81	$4,384.77	$38,208.88
Telephone/Communication	$2,386.23	$2,462.59	$2,541.39	$2,622.72	$2,706.65	$2,793.26	$2,882.64	$2,974.89	$3,070.08	$3,168.33	$27,608.78
Total OTPS	$21,096.39	$21,771.48	$22,468.16	$23,187.14	$23,929.13	$24,694.87	$25,485.10	$26,300.62	$27,142.24	$28,010.80	$244,085.94
Administrative Overhead/Indirect Costs	$27,864.00	$28,755.65	$29,675.83	$30,625.46	$31,605.47	$32,616.84	$33,660.58	$34,737.72	$35,849.33	$36,996.51	$322,387.39
TOTAL	**$441,818.30**	**$458,811.50**	**$476,548.33**	**$495,066.59**	**$514,406.24**	**$534,609.58**	**$555,721.40**	**$577,789.09**	**$600,862.88**	**$624,995.94**	**$5,280,629.84**

EXHIBIT B

LTI-SAMP

2027 Calendar

Holiday	Date
New Year's Day	Friday, January 1, 2027
Martin Luther King, Jr. Day	Monday, January 18, 2027
President's Day	Monday, February 15, 2027
Memorial Day	Monday, May 31, 2027
Juneteenth	Observed Friday, June 18, 2027 (June 19 falls on a Saturday)
Independence Day	Observed Monday, July 5, 2027 (July 4 falls on a Sunday)
Labor Day	Monday, September 6, 2027
Columbus Day	Monday, October 11, 2027
Veteran's Day	Thursday, November 11, 2027
Thanksgiving Recess	Thursday–Friday, November 25–26, 2027
Christmas	Observed Friday, December 24, 2027 (December 25 falls on a Saturday)

Note: *The Summer Half-Day Schedule begins on the first weekday following the last day of the prior school year and continues through Labor Day. The new school year begins on the first weekday following Labor Day.*

EXHIBIT C

PERSONNEL

Effective 1/1/2027 to 12/31/2031

Staff Name & Title	Explanation/Description of Function
Executive Director	Responsible for directing and providing leadership in developing and maintaining the highest standards of excellence in the operation of the educational services under this Agreement. Optimizing program operation, regulation compliance, and overseeing all program operations.
Lead Teacher/ Education Coordinator	Responsible for assisting teachers in the classroom, monitoring lessons, and all other educational activities. Also responsible for contacting school districts for student educational records and providing classroom instructions for students to ensure that each student is assessed and evaluated.
Teachers	Responsible for classroom instruction and educational case management. Ensure each student is assessed and evaluated. Implements any applicable educational plans and IEP's.
Program Assistants	Responsible for providing support to the educational program, including bilingual support, one-on-one assistance, and teacher aide support.
Technical and Operations Director	The Technical and Operations Director provides strategic oversight and coordination of LTI's technology, administrative systems, and day-to-day organizational functions. The role ensures that internal processes, technology resources, facilities, vendors, and program support systems operate efficiently and effectively. The Director also works closely with leadership and program staff to identify challenges, implement solutions, and strengthen systems that support LTI's programs, staff, and overall mission.
Accounting Specialist	The Accounting Specialist supports the organization's daily accounting functions, including financial transactions, reconciliations, accounts payable and receivable, recordkeeping, and financial reporting. The position ensures accurate and timely financial records and assists with budgeting, audits, and grant-related financial activities.

Appendix EE

Equal Employment Opportunities for Minorities and Women

The provisions of this Appendix EE are hereby made a part of the document to which it is attached.

The Contractor shall comply with all federal, State and local statutory and constitutional anti-discrimination provisions. In addition, Local Law No. 14-2002, entitled "Participation by Minority Group Members and Women in Nassau County Contracts," governs all County Contracts as defined herein and solicitations for bids or proposals for County Contracts. In accordance with Local Law 14-2002:

(a) The Contractor shall not discriminate against employees or applicants for employment because of race, creed, color, national origin, sex, age, disability, or marital status in recruitment, employment, job assignments, promotions, upgrades, demotions, transfers, layoffs, terminations, and rates of pay or other forms of compensation. The Contractor will undertake or continue existing programs related to recruitment, employment, job assignments, promotions, upgrades, transfers, and rates of pay or other forms of compensation to ensure that minority group members and women are afforded equal employment opportunities without discrimination.

(b) At the request of the County contracting agency, the Contractor shall request each employment agency, labor union, or authorized representative of workers with which it has a collective bargaining or other agreement or understanding, to furnish a written statement that such employment agency, union, or representative will not discriminate on the basis of race, creed, color, national origin, sex, age, disability, or marital status and that such employment agency, labor union, or representative will affirmatively cooperate in the implementation of the Contractor's obligations herein.

(c) The Contractor shall state, in all solicitations or advertisements for employees, that, in the performance of the County Contract, all qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability, or marital status.

(d) The Contractor shall make best efforts to solicit active participation by certified minority or women-owned business enterprises ("Certified M/WBEs") as defined in Section 101 of Local Law No. 14-2002, for the purpose of granting of Subcontracts.

(e) The Contractor shall, in its advertisements and solicitations for Subcontractors, indicate its interest in receiving bids from Certified M/WBEs and the requirement that Subcontractors must be equal opportunity employers.

(f) Contractors must notify and receive approval from the respective Department Head prior to issuing any Subcontracts and, at the time of requesting such authorization, must submit a signed Best Efforts Checklist.

(g) Contractors for projects under the supervision of the County's Department of Public Works shall also submit a utilization plan listing all proposed Subcontractors so that, to the greatest extent feasible, all Subcontractors will be approved prior to commencement of work. Any additions or changes to the list of subcontractors under the utilization plan shall be approved by the Commissioner of the Department of Public Works when made. A copy of the utilization plans, any additions or changes thereto shall be submitted by the Contractor to the Office of Minority Affairs simultaneously with the submission to the Department of Public Works.

(h) At any time after Subcontractor approval has been requested and prior to being granted, the contracting agency may require the Contractor to submit Documentation Demonstrating Best Efforts

to Obtain Certified Minority or Women-owned Business Enterprises. In addition, the contracting agency may require the Contractor to submit such documentation at any time after Subcontractor approval when the contracting agency has reasonable cause to believe that the existing Best Efforts Checklist may be inaccurate. Within ten working days (10) of any such request by the contracting agency, the Contractor must submit Documentation.

(i) In the case where a request is made by the contracting agency or a Deputy County Executive acting on behalf of the contracting agency, the Contractor must, within two (2) working days of such request, submit evidence to demonstrate that it employed Best Efforts to obtain Certified M/WBE participation through proper documentation.

(j) Award of a County Contract alone shall not be deemed or interpreted as approval of all Contractor's Subcontracts and Contractor's fulfillment of Best Efforts to obtain participation by Certified M/WBEs.

(k) A Contractor shall maintain Documentation Demonstrating Best Efforts to Obtain Certified Minority or Women-owned Business Enterprises for a period of six (6) years. Failure to maintain such records shall be deemed failure to make Best Efforts to comply with this Appendix EE, evidence of false certification as M/WBE compliant or considered breach of the County Contract.

(l) The Contractor shall be bound by the provisions of Section 109 of Local Law No. 14-2002 providing for enforcement of violations as follows:

a. Upon receipt by the Executive Director of a complaint from a contracting agency that a County Contractor has failed to comply with the provisions of Local Law No. 14-2002, this Appendix EE or any other contractual provisions included in furtherance of Local Law No. 14-2002, the Executive Director will try to resolve the matter.

b. If efforts to resolve such matter to the satisfaction of all parties are unsuccessful, the Executive Director shall refer the matter, within thirty days (30) of receipt of the complaint, to the American Arbitration Association for proceeding thereon.

c. Upon conclusion of the arbitration proceedings, the arbitrator shall submit to the Executive Director his recommendations regarding the imposition of sanctions, fines or penalties. The Executive Director shall either (i) adopt the recommendation of the arbitrator (ii) determine that no sanctions, fines or penalties should be imposed or (iii) modify the recommendation of the arbitrator, provided that such modification shall not expand upon any sanction recommended or impose any new sanction or increase the amount of any recommended fine or penalty. The Executive Director, within ten days (10) of receipt of the arbitrator's award and recommendations, shall file a determination of such matter and shall cause a copy of such determination to be served upon the respondent by personal service or by certified mail return receipt requested. The award of the arbitrator, and the fines and penalties imposed by the Executive Director, shall be final determinations and may only be vacated or modified as provided in the civil practice law and rules ("CPLR").

(m) The contractor shall provide contracting agency with information regarding all subcontracts awarded under any County Contract, including the amount of compensation paid to each Subcontractor and shall complete all forms provided by the Executive Director or the Department Head relating to subcontractor utilization and efforts to obtain M/WBE participation.

Failure to comply with provisions (a) through (m) above, as ultimately determined by the Executive Director, shall be a material breach of the contract constituting grounds for immediate termination. Once a final determination of failure to comply has been reached by the Executive Director, the determination

of whether to terminate a contract shall rest with the Deputy County Executive with oversight responsibility for the contracting agency.

Provisions (a), (b) and (c) shall not be binding upon Contractors or Subcontractors in the performance of work or the provision of services or any other activity that are unrelated, separate, or distinct from the County Contract as expressed by its terms.

The requirements of the provisions (a), (b) and (c) shall not apply to any employment or application for employment outside of this County or solicitations or advertisements therefor or any existing programs of affirmative action regarding employment outside of this County and the effect of contract provisions required by these provisions (a), (b) and (c) shall be so limited.

The Contractor shall include provisions (a), (b) and (c) in every Subcontract in such a manner that these provisions shall be binding upon each Subcontractor as to work in connection with the County Contract.

As used in this Appendix EE the term "Best Efforts Checklist" shall mean a list signed by the Contractor, listing the procedures it has undertaken to procure Subcontractors in accordance with this Appendix EE.

As used in this Appendix EE the term "County Contract" shall mean (i) a written agreement or purchase order instrument, providing for a total expenditure in excess of twenty-five thousand dollars ($25,000), whereby a County contracting agency is committed to expend or does expend funds in return for labor, services, supplies, equipment, materials or any combination of the foregoing, to be performed for, or rendered or furnished to the County; or (ii) a written agreement in excess of one hundred thousand dollars ($100,000), whereby a County contracting agency is committed to expend or does expend funds for the acquisition, construction, demolition, replacement, major repair or renovation of real property and improvements thereon. However, the term "County Contract" does not include agreements or orders for the following services: banking services, insurance policies or contracts, or contracts with a County contracting agency for the sale of bonds, notes or other securities.

As used in this Appendix EE the term "County Contractor" means an individual, business enterprise, including sole proprietorship, partnership, corporation, not-for-profit corporation, or any other person or entity other than the County, whether a contractor, licensor, licensee or any other party, that is (i) a party to a County Contract, (ii) a bidder in connection with the award of a County Contract, or (iii) a proposed party to a County Contract, but shall not include any Subcontractor.

As used in this Appendix EE the term "County Contractor" shall mean a person or firm who will manage and be responsible for an entire contracted project.

As used in this Appendix EE "Documentation Demonstrating Best Efforts to Obtain Certified Minority or Women-owned Business Enterprises" shall include, but is not limited to the following:

a. Proof of having advertised for bids, where appropriate, in minority publications, trade newspapers/notices and magazines, trade and union publications, and publications of general circulation in Nassau County and surrounding areas or having verbally solicited M/WBEs whom the County Contractor reasonably believed might have the qualifications to do the work. A copy of the advertisement, if used, shall be included to demonstrate that it contained language indicating that the County Contractor welcomed bids and quotes from M/WBE Subcontractors. In addition, proof of the date(s) any such advertisements appeared must be included in the Best Effort Documentation. If verbal solicitation is used, a County Contractor's affidavit with a notary's signature and stamp shall be required as part of the documentation.

b. Proof of having provided reasonable time for M/WBE Subcontractors to respond to bid opportunities according to industry norms and standards. A chart outlining the schedule/time frame used to obtain bids from M/WBEs is suggested to be included with the Best Effort Documentation.

c. Proof or affidavit of follow-up of telephone calls with potential M/WBE subcontractors encouraging their participation. Telephone logs indicating such action can be included with the Best Effort Documentation.

d. Proof or affidavit that M/WBE Subcontractors were allowed to review bid specifications, blue prints and all other bid/RFP related items at no charge to the M/WBEs, other than reasonable documentation costs incurred by the County Contractor that are passed onto the M/WBE.

e. Proof or affidavit that sufficient time prior to making award was allowed for M/WBEs to participate effectively, to the extent practicable given the timeframe of the County Contract.

f. Proof or affidavit that negotiations were held in good faith with interested M/WBEs, and that M/WBEs were not rejected as unqualified or unacceptable without sound business reasons based on (1) a thorough investigation of M/WBE qualifications and capabilities reviewed against industry custom and standards and (2) cost of performance. The basis for rejecting any M/WBE deemed unqualified by the County Contractor shall be included in the Best Effort Documentation.

g. If an M/WBE is rejected based on cost, the County Contractor must submit a list of all sub-bidders for each item of work solicited and their bid prices for the work.

h. The conditions of performance expected of Subcontractors by the County Contractor must also be included with the Best Effort Documentation.

i. County Contractors may include any other type of documentation they feel necessary to further demonstrate their Best Efforts regarding their bid documents.

As used in this Appendix EE the term "Executive Director" shall mean the Executive Director of the Nassau County Office of Minority Affairs; provided, however, that Executive Director shall include a designee of the Executive Director except in the case of final determinations issued pursuant to Section (a) through (l) of these rules.

As used in this Appendix EE the term "Subcontract" shall mean an agreement consisting of part or parts of the contracted work of the County Contractor.

As used in this Appendix EE, the term "Subcontractor" shall mean a person or firm who performs part or parts of the contracted work of a prime contractor providing services, including construction services, to the County pursuant to a county contract. Subcontractor shall include a person or firm that provides labor, professional or other services, materials or supplies to a prime contractor that are necessary for the prime contractor to fulfill its obligations to provide services to the County pursuant to a county contract. Subcontractor shall not include a supplier of materials to a contractor who has contracted to provide goods but no services to the County, nor a supplier of incidental materials to a contractor, such as office supplies, tools and other items of nominal cost that are utilized in the performance of a service contract.

Provisions requiring contractors to retain or submit documentation of best efforts to utilize certified subcontractors and requiring Department head approval prior to subcontracting shall not apply to inter-governmental agreements. In addition, the tracking of expenditures of County dollars by not-for-profit corporations, other municipalities, States, or the federal government is not required.

Appendix L

Certificate of Compliance

In compliance with Local Law 1-2006, as amended (the "Law"), the Contractor hereby certifies the following:

1. The chief executive officer of the Contractor is:

Aster Mehreteab (Name)

LEADERSHIP TRAINING, INC. (Address)
50 Clinton Street, Suite 607, Hempstead, New York 11550
516 483-3400 (Telephone Number)

2. The Contractor agrees to either (1) comply with the requirements of the Nassau County Living Wage Law or (2) as applicable, obtain a waiver of the requirements of the Law pursuant to section 9 of the Law. In the event that the Contractor does not comply with the requirements of the Law or obtain a waiver of the requirements of the Law, and such Contractor establishes to the satisfaction of the Department that at the time of execution of this Agreement, it had a reasonable certainty that it would receive such waiver based on the Law and Rules pertaining to waivers, the County will agree to terminate the contract without imposing costs or seeking damages against the Contractor.

3. In the past five years, Contractor has ___ has X__ not been found by a court or a government agency to have violated federal, state, or local laws regulating payment of wages or benefits, labor relations, or occupational safety and health. If a violation has been assessed against the Contractor, describe below:

---

4. In the past five years, an administrative proceeding, investigation, or government body-initiated judicial action has ___ has X__ not been commenced against or relating to the Contractor in connection with federal, state, or local laws regulating payment of wages or benefits, labor relations, or occupational safety and health. If such a proceeding, action, or investigation has been commenced, describe below:

---

5. Contractor agrees to permit access to work sites and relevant payroll records by authorized County representatives for the purpose of monitoring compliance with the Living Wage Law and investigating employee complaints of noncompliance.

I hereby certify that I have read the foregoing statement and, to the best of my knowledge and belief, it is true, correct, and complete. Any statement or representation made herein shall be accurate and true as of the date stated below.

Dated: 9/11/2026

Signature of Chief Executive Officer: Aster Mehreteab

Name of Chief Executive Officer: Aster Mehreteab

Sworn to before me this 11th day of September, 2026

Roshinee Persaud

Notary Public

ROSHINEE PERSAUD
Notary Public, State of New York
No. 01PE6360455
Qualified in Queens County
Certificate in New York County
Commission Expires June 19, 2029

June 19, 2029

RESOLUTION TO THE CORPORATE MINUTES

The undersigned Officer hereby certifies that the following resolution was duly adopted by the Board of Directors of the corporation known as **LEADERSHIP TRAINING, INC.** aka **LEADERSHIP TRAINING INSTITUTE**, has not been modified or rescinded and is in full force and effect as to the date hereof.

RESOLVED: That **Aster Mehreteab, Chief Executive Officer** of this corporation, is hereby authorized to execute a contract on behalf of this corporation for purposes of entering into a contract with the Nassau County Probation Department for the period of January 1, 2027 through December 31, 2031.

Signature of Officer: Rosemary A Olsen

Sworn to before me this 14th day of September, 2026

Patrice P. Allen

NOTARY PUBLIC

Patrice P. Allen
NOTARY PUBLIC, STATE OF NEW YORK
Registration No. 01AL6186293
Qualified in Nassau County
Commission Expires April 28, 20__

NIFA Nassau County Interim Finance Authority

Contract Approval Request Form (As of January 1, 2015)

1. Vendor: Leadership Training Inc.

2. Amount requiring NIFA approval: $2,386,650.96

Amount to be encumbered: $441,818.30

Slip Type: New

If new contract - $ amount should be full amount of contract
If advisement - NIFA only needs to review if it is increasing funds above the amount previously approved by NIFA
If amendment - $ amount should be full amount of amendment only

3. Contract Term: 01/01/2027 to 12/31/2027
Has work or services on this contract commenced? No

If yes, please explain:

4. Funding Source:

General Fund (GEN)	X	Grant Fund (GRT)
Capital Improvement Fund (CAP)		Other

Federal %	0
State %	85
County %	15

Is the cash available for the full amount of the contract?	Yes
If not, will it require a future borrowing?	No
Has the County Legislature approved the borrowing?	N/A
Has NIFA approved the borrowing for this contract?	N/A

5. Provide a brief description (4 to 5 sentences) of the item for which this approval is requested:

Leadership Training Institute provides educational and instructional activity at each student's appropriate level of study in the areas of language arts, science, technology, mathematics, social studies and physical education.

6. Has the item requested herein followed all proper procedures and thereby approved by the:

Nassau County Attorney as to form	Yes
Nassau County Committee and/or Legislature	

Date of approval(s) and citation to the resolution where approval for this item was provided:

7. Identify all contracts (with dollar amounts) with this or an affiliated party within the prior 12 months:

Contract ID	Posting Date	Amount Added in Prior 12 Months

AUTHORIZATION

To the best of my knowledge, I hereby certify that the information contained in this Contract Approval Request Form and any additional information submitted in connection with this request is true and accurate and that all expenditures that will be made in reliance on this authorization are in conformance with the Nassau County Approved Budget and not in conflict with the Nassau County Multi-Year Financial Plan. I understand that NIFA will rely upon this information in its official deliberations.

IQURESHI 09/22/2026

Authenticated User ***Date***

COMPTROLLER'S OFFICE

To the best of my knowledge, I hereby certify that the information listed is true and accurate and is in conformance with the Nassau County Approved Budget and not in conflict with the Nassau County Multi-Year Financial Plan.

Regarding funding, please check the correct response:

I certify that the funds are available to be encumbered pending NIFA approval of this contract.

If this is a capital project:

I certify that the bonding for this contract has been approved by NIFA.

Budget is available and funds have been encumbered but the project requires NIFA bonding authorization.

Authenticated User ***Date***

NIFA

Amount being approved by NIFA:

Payment is not guaranteed for any work commenced prior to this approval.

Authenticated User ***Date***

NOTE: All contract submissions MUST include the County's own routing slip, current NIFS printouts for all relevant accounts and relevant Nassau County Legislature communication documents and relevant supplemental information pertaining to the item requested herein.

NIFA Contract Approval Request Form MUST be filled out in its entirety before being submitted to NIFA for review.

NIFA reserves the right to request additional information as needed.

COUNTY OF NASSAU

POLITICAL CAMPAIGN CONTRIBUTION DISCLOSURE FORM

1. Has the vendor or any corporate officers of the vendor provided campaign contributions pursuant to the New York State Election Law in (a) the period beginning April 1, 2016 and ending on the date of this disclosure, or (b), beginning April 1, 2018, the period beginning two years prior to the date of this disclosure and ending on the date of this disclosure, to the campaign committees of any of the following Nassau County elected officials or to the campaign committees of any candidates for any of the following Nassau County elected offices: the County Executive, the County Clerk, the Comptroller, the District Attorney, or any County Legislator?

YES [X] NO [ ] If yes, to what campaign committee?

Howard Kopel for Legislator campaign committee

Electronically signed and certified at the date and time indicated by:
Aster Mehreteab [ASTER@LTINY.ORG]

Dated: 09/10/2026 07:34:36 pm

Vendor: Leadership Training Inc.

Title: Chief Executive Officer

COUNTY OF NASSAU

LOBBYIST REGISTRATION AND DISCLOSURE FORM

1. Name, address and telephone number of lobbyist(s)/lobbying organization. The term "lobbyist" means any and every person or organization retained, employed or designated by any client to influence - or promote a matter before - Nassau County, its agencies, boards, commissions, department heads, legislators or committees, including but not limited to the Open Space and Parks Advisory Committee and Planning Commission. Such matters include, but are not limited to, requests for proposals, development or improvement of real property subject to County regulation, procurements. The term "lobbyist" does not include any officer, director, trustee, employee, counsel or agent of the County of Nassau, or State of New York, when discharging his or her official duties.

None

2. List whether and where the person/organization is registered as a lobbyist (e.g., Nassau County, New York State):

None

3. Name, address and telephone number of client(s) by whom, or on whose behalf, the lobbyist is retained, employed or designated:

None

4. Describe lobbying activity conducted, or to be conducted, in Nassau County, and identify client(s) for each activity listed. See the last page for a complete description of lobbying activities.

None

5. The name of persons, organizations or governmental entities before whom the lobbyist expects to lobby:

None

6. If such lobbyist is retained or employed pursuant to a written agreement of retainer or employment, you must attach a copy of such document; and if agreement of retainer or employment is oral, attach a written statement of the substance thereof. If the written agreement of retainer or employment does not contain a signed authorization from the client by whom you have been authorized to lobby. separately attach such a written authorization from the client.

7. Has the lobbyist/lobbying organization or any of its corporate officers provided campaign contributions pursuant to the New York State Election Law in (a) the period beginning April 1, 2016 and ending on the date of this disclosure, or (b), beginning April 1, 2018, the period beginning two years prior to the date of this disclosure and ending on the date of this disclosure, to the campaign committees of any of the following Nassau County elected officials or to the campaign committees of any candidates for any of the following Nassau County elected offices: the County Executive, the County Clerk, the Comptroller, the District Attorney, or any County Legislator?

YES [ ] NO [X] If yes, to what campaign committee? If none, you must so state:

I understand that copies of this form will be sent to the Nassau County Department of Information Technology ("IT") to be posted on the County's website.

I also understand that upon termination of retainer, employment or designation I must give written notice to the County Attorney within thirty (30) days of termination.

VERIFICATION: The undersigned affirms and so swears that he/she has read and understood the foregoing statements and they are, to his/her knowledge, true and accurate.

The undersigned further certifies and affirms that the contribution(s) to the campaign committees listed above were made freely and without duress. threat or any promise of a governmental benefit or in exchange for any benefit or remuneration.

Electronically signed and certified at the date and time indicated by:
Aster Mehreteab [ASTER@LTINY.ORG]

Dated: 06/23/2026 08:32:23 am

Vendor: Leadership Training Inc.

Title: Chief Executive Officer

The term lobbying shall mean any attempt to influence: any determination made by the Nassau County Legislature, or any member thereof, with respect to the introduction, passage, defeat, or substance of any local legislation or resolution; any determination by the County Executive to support, oppose, approve or disapprove any local legislation or resolution, whether or not such legislation has been introduced in the County Legislature; any determination by an elected County official or an officer or employee of the County with respect to the procurement of goods, services or construction, including the preparation of contract specifications, including by not limited to the preparation of requests for proposals, or solicitation, award or administration of a contract or with respect to the solicitation, award or administration of a grant, loan, or agreement involving the disbursement of public monies; any determination made by the County Executive, County Legislature, or by the County of Nassau, its agencies, boards, commissions department heads or committees, including but not limited to the Open Space and Parks Advisory Committee, the Planning Commission with respect to the zoning, use, development or improvement of real property subject to County regulation, or any agencies, boards, commissions, department heads or committees with respect to requests for proposals, bidding, procurement or contracting for services for the County; any determination made by an elected county official or an officer or employee of the county with respect to the terms of the acquisition or disposition by the county of any interest in real property, with respect to a license or permit for the use of real property of or by the county, or with respect to a franchise, concession or revocable consent; the proposal, adoption, amendment or rejection by an agency of any rule having the force and effect of law; the decision to hold, timing or outcome of any rate making proceeding before an agency; the agenda or any determination of a board or commission; any determination regarding the calendaring or scope of any legislature oversight hearing; the issuance, repeal, modification or substance of a County Executive Order; or any determination made by an elected county official or an officer or employee of the county to support or oppose any state or federal legislation, rule or regulation, including any determination made to support or oppose that is contingent on any amendment of such legislation, rule or regulation, whether or not such legislation has been formally introduced and whether or not such rule or regulation has been formally proposed.

The term "lobbying" or "lobbying activities" does not include: Persons engaged in drafting legislation, rules, regulations or rates; persons advising clients and rendering opinions on proposed legislation, rules, regulations or rates, where such professional services are not otherwise connected with legislative or executive action on such legislation or administrative action on such rules, regulations or rates; newspapers and other periodicals and radio and television stations and owners and employees thereof, provided that their activities in connection with proposed legislation, rules, regulations or rates are limited to the publication or broadcast of news items, editorials or other comment, or paid advertisements; persons who participate as witnesses. attorneys or other representatives in public rule-making or rate-making proceedings of a County agency, with respect to all participation by such persons which is part of the public record thereof and all preparation by such persons for such participation; persons who attempt to influence a County agency in an adjudicatory proceeding, as defined by § 102 of the New York State Administrative Procedure Act.

PRINCIPAL QUESTIONNAIRE FORM

All questions on these questionnaires must be answered by all officers and any individuals who hold a ten percent (10%) or greater ownership interest in the proposer. Answers typewritten or printed in ink. If you need more space to answer any question, make as many photocopies of the appropriate page(s) as necessary and attach them to the questionnaire.

COMPLETE THIS QUESTIONNAIRE CAREFULLY AND COMPLETELY. FAILURE TO SUBMIT A COMPLETE QUESTIONNAIRE MAY MEAN THAT YOUR BID OR PROPOSAL WILL BE REJECTED AS NON-RESPONSIVE AND IT WILL NOT BE CONSIDERED FOR AWARD

1. Principal Name: Aster Mehreteab
   Date of birth: 11/22/1964
   Home address: 22 Larkin Street

City:	Farmingdale	State/Province/ Territory:	NY	Zip/Postal Code:	11735
Country:	US				

Business Address: 50 Clinton Street, Suite 607

City:	Hempstead	State/Province/ Territory:	NY	Zip/Postal Code:	11550
Country	US				
Telephone:	(516) 483-3400				

Other present address(es): 50 Clinton Street, Suite 607

City:	Hempstead	State/Province/ Territory:	NY	Zip/Postal Code:	11550
Country:	US				
Telephone:	5164289027				

List of other addresses and telephone numbers attached

2. Positions held in submitting business and starting date of each (check all applicable)

President		Treasurer	
Chairman of Board		Shareholder	
Chief Exec. Officer	01/15/2019	Secretary	
Chief Financial Officer		Partner	
Vice President			
(Other)			

3. Do you have an equity interest in the business submitting the questionnaire?
   YES [ ] NO [X] If Yes, provide details.

4. Are there any outstanding loans, guarantees or any other form of security or lease or any other type of contribution made in whole or in part between you and the business submitting the questionnaire?
   YES [ ] NO [X] If Yes, provide details.

5. Within the past 3 years, have you been a principal owner or officer of any business or notfor-profit organization other than the one submitting the questionnaire?
YES [ ] NO [X] If Yes, provide details.

6. Has any governmental entity awarded any contracts to a business or organization listed in Section 5 in the past 3 years while you were a principal owner or officer?
YES [ ] NO [X] If Yes, provide details.

NOTE: An affirmative answer is required below whether the sanction arose automatically, by operation of law, or as a result of any action taken by a government agency. Provide a detailed response to all questions checked "YES". If you need more space, photocopy the appropriate page and attach it to the questionnaire.

7. In the past (5) years, have you and/or any affiliated businesses or not-for-profit organizations listed in Section 5 in which you have been a principal owner or officer:
   a. Been debarred by any government agency from entering into contracts with that agency?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   b. Been declared in default and/or terminated for cause on any contract, and/or had any contracts cancelled for cause?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   c. Been denied the award of a contract and/or the opportunity to bid on a contract, including, but not limited to, failure to meet pre-qualification standards?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   d. Been suspended by any government agency from entering into any contract with it; and/or is any action pending that could formally debar or otherwise affect such business's ability to bid or propose on contract?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

8. Have any of the businesses or organizations listed in response to Question 5 filed a bankruptcy petition and/or been the subject of involuntary bankruptcy proceedings during the past 7 years, and/or for any portion of the last 7 year period, been in a state of bankruptcy as a result of bankruptcy proceedings initiated more than 7 years ago and/or is any such business now the subject of any pending bankruptcy proceedings, whenever initiated?
YES [ ] NO [X] If 'Yes', provide details for each such instance. (Provide a detailed response to all questions check "Yes". If you need more space, photocopy the appropriate page and attached it to the questionnaire.)

9.
   a. Is there any felony charge pending against you?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

b. Is there any misdemeanor charge pending against you?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

c. Is there any administrative charge pending against you?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

d. In the past 10 years, have you been convicted, after trial or by plea, of any felony, or of any other crime, an element of which relates to truthfulness or the underlying facts of which related to the conduct of business?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

e. In the past 5 years, have you been convicted, after trial or by plea, of a misdemeanor?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

f. In the past 5 years, have you been found in violation of any administrative or statutory charges?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

10. In addition to the information provided in response to the previous questions, in the past 5 years, have you been the subject of a criminal investigation and/or a civil anti-trust investigation by any federal, state or local prosecuting or investigative agency and/or the subject of an investigation where such investigation was related to activities performed at, for, or on behalf of the submitting business entity and/or an affiliated business listed in response to Question 5?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

11. In addition to the information provided, in the past 5 years has any business or organization listed in response to Question 5, been the subject of a criminal investigation and/or a civil anti-trust investigation and/or any other type of investigation by any government agency, including but not limited to federal, state, and local regulatory agencies while you were a principal owner or officer?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

12. In the past 5 years, have you or this business, or any other affiliated business listed in response to Question 5 had any sanction imposed as a result of judicial or administrative proceedings with respect to any professional license held?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

13. For the past 5 tax years, have you failed to file any required tax returns or failed to pay any applicable federal, state or local taxes or other assessed charges, including but not limited to water and sewer charges?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

I, Aster Mehreteab , hereby acknowledge that a materially false statement willfully or fraudulently made in connection with this form may result in rendering the submitting business entity and/or any affiliated entities non-responsible, and, in addition, may subject me to criminal charges.

I, Aster Mehreteab , hereby certify that I have read and understand all the items contained in this form; that I supplied full and complete answers to each item therein to the best of my knowledge, information and belief; that I will notify the County in writing of any change in circumstances occurring after the submission of this form; and that all information supplied by me is true to the best of my knowledge, information and belief. I understand that the County will rely on the information supplied in this form as additional inducement to enter into a contract with the submitting business entity.

CERTIFICATION

A MATERIALLY FALSE STATEMENT WILLFULLY OR FRAUDULENTLY MADE IN CONNECTION WITH THIS QUESTIONNAIRE MAY RESULT IN RENDERING THE SUBMITTING BUSINESS ENTITY NOT RESPONSIBLE WITH RESPECT TO THE PRESENT BID OR FUTURE BIDS, AND, IN ADDITION, MAY SUBJECT THE PERSON MAKING THE FALSE STATEMENT TO CRIMINAL CHARGES.

Leadership Training Inc.

Name of submitting business

Electronically signed and certified at the date and time indicated by:
Aster Mehreteab ASTER@LTINY.ORG

Chief Executive Officer

Title

07/30/2026 12:03:34 pm

Date

PRINCIPAL QUESTIONNAIRE FORM

All questions on these questionnaires must be answered by all officers and any individuals who hold a ten percent (10%) or greater ownership interest in the proposer. Answers typewritten or printed in ink. If you need more space to answer any question, make as many photocopies of the appropriate page(s) as necessary and attach them to the questionnaire.

COMPLETE THIS QUESTIONNAIRE CAREFULLY AND COMPLETELY. FAILURE TO SUBMIT A COMPLETE QUESTIONNAIRE MAY MEAN THAT YOUR BID OR PROPOSAL WILL BE REJECTED AS NON-RESPONSIVE AND IT WILL NOT BE CONSIDERED FOR AWARD

1. Principal Name: Rosemary A Olsen
   Date of birth: 11/15/1962
   Home address: 30 Clemson Lane

   City: Woodbury | State/Province/ Territory: NY | Zip/Postal Code: 11797
   Country: US

   Business Address: 50 Clinton Street, Suite 607

   City: Hempstead | State/Province/ Territory: NY | Zip/Postal Code: 11550
   Country US
   Telephone: 5164833400

   Other present address(es):

   City: | State/Province/ Territory: | Zip/Postal Code:
   Country:
   Telephone:

   List of other addresses and telephone numbers attached

2. Positions held in submitting business and starting date of each (check all applicable)

President		Treasurer	
Chairman of Board	07/26/2024	Shareholder	
Chief Exec. Officer		Secretary	07/25/2024
Chief Financial Officer		Partner	
Vice President			
(Other)			

3. Do you have an equity interest in the business submitting the questionnaire?
   YES [ ] NO [X] If Yes, provide details.

4. Are there any outstanding loans, guarantees or any other form of security or lease or any other type of contribution made in whole or in part between you and the business submitting the questionnaire?
   YES [ ] NO [X] If Yes, provide details.

5. Within the past 3 years, have you been a principal owner or officer of any business or notfor-profit organization other than the one submitting the questionnaire?
YES [ ] NO [X] If Yes, provide details.

6. Has any governmental entity awarded any contracts to a business or organization listed in Section 5 in the past 3 years while you were a principal owner or officer?
YES [ ] NO [X] If Yes, provide details.

NOTE: An affirmative answer is required below whether the sanction arose automatically, by operation of law, or as a result of any action taken by a government agency. Provide a detailed response to all questions checked "YES". If you need more space, photocopy the appropriate page and attach it to the questionnaire.

7. In the past (5) years, have you and/or any affiliated businesses or not-for-profit organizations listed in Section 5 in which you have been a principal owner or officer:
   a. Been debarred by any government agency from entering into contracts with that agency?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   b. Been declared in default and/or terminated for cause on any contract, and/or had any contracts cancelled for cause?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   c. Been denied the award of a contract and/or the opportunity to bid on a contract, including, but not limited to, failure to meet pre-qualification standards?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

   d. Been suspended by any government agency from entering into any contract with it; and/or is any action pending that could formally debar or otherwise affect such business's ability to bid or propose on contract?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

8. Have any of the businesses or organizations listed in response to Question 5 filed a bankruptcy petition and/or been the subject of involuntary bankruptcy proceedings during the past 7 years, and/or for any portion of the last 7 year period, been in a state of bankruptcy as a result of bankruptcy proceedings initiated more than 7 years ago and/or is any such business now the subject of any pending bankruptcy proceedings, whenever initiated?
YES [ ] NO [X] If 'Yes', provide details for each such instance. (Provide a detailed response to all questions check "Yes". If you need more space, photocopy the appropriate page and attached it to the questionnaire.)

9.
   a. Is there any felony charge pending against you?
   YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

b. Is there any misdemeanor charge pending against you?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

c. Is there any administrative charge pending against you?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

d. In the past 10 years, have you been convicted, after trial or by plea, of any felony, or of any other crime, an element of which relates to truthfulness or the underlying facts of which related to the conduct of business?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

e. In the past 5 years, have you been convicted, after trial or by plea, of a misdemeanor?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

f. In the past 5 years, have you been found in violation of any administrative or statutory charges?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

10. In addition to the information provided in response to the previous questions, in the past 5 years, have you been the subject of a criminal investigation and/or a civil anti-trust investigation by any federal, state or local prosecuting or investigative agency and/or the subject of an investigation where such investigation was related to activities performed at, for, or on behalf of the submitting business entity and/or an affiliated business listed in response to Question 5?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

11. In addition to the information provided, in the past 5 years has any business or organization listed in response to Question 5, been the subject of a criminal investigation and/or a civil anti-trust investigation and/or any other type of investigation by any government agency, including but not limited to federal, state, and local regulatory agencies while you were a principal owner or officer?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

12. In the past 5 years, have you or this business, or any other affiliated business listed in response to Question 5 had any sanction imposed as a result of judicial or administrative proceedings with respect to any professional license held?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

13. For the past 5 tax years, have you failed to file any required tax returns or failed to pay any applicable federal, state or local taxes or other assessed charges, including but not limited to water and sewer charges?
YES [ ] NO [X] If yes, provide an explanation of the circumstances and corrective action taken.

I, Rosemary A Olsen , hereby acknowledge that a materially false statement willfully or fraudulently made in connection with this form may result in rendering the submitting business entity and/or any affiliated entities non-responsible, and, in addition, may subject me to criminal charges.

I, Rosemary A Olsen , hereby certify that I have read and understand all the items contained in this form; that I supplied full and complete answers to each item therein to the best of my knowledge, information and belief; that I will notify the County in writing of any change in circumstances occurring after the submission of this form; and that all information supplied by me is true to the best of my knowledge, information and belief. I understand that the County will rely on the information supplied in this form as additional inducement to enter into a contract with the submitting business entity.

CERTIFICATION

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Leadership Training Institute

Name of submitting business

Electronically signed and certified at the date and time indicated by:
Rosemary A Olsen ROOLSEN@AOL.COM

Board Chair

Title

09/08/2026 02:16:31 pm

Date

Business History Form

The contract shall be awarded to the responsible proposer who, at the discretion of the County, taking into consideration the reliability of the proposer and the capacity of the proposer to perform the services required by the County, offers the best value to the County and who will best promote the public interest.

In addition to the submission of proposals, each proposer shall complete and submit this questionnaire. The questionnaire shall be filled out by the owner of a sole proprietorship or by an authorized representative of the firm, corporation or partnership submitting the Proposal.

NOTE: All questions require a response, even if response is "none" or "not-applicable." No blanks.

(USE ADDITIONAL SHEETS IF NECESSARY TO FULLY ANSWER THE FOLLOWING QUESTIONS).

Date: 09/16/2026

1) Proposer's Legal Name: Leadership Training Inc.

2) Address of Place of Business: 50 Clinton Street, Suite 607

City: Hempstead State/Province/ Territory: NY Zip/Postal Code: 11550

Country: US

3) Mailing Address (if different):

City: State/Province/ Territory: NY Zip/Postal Code:

Country: US

Phone:

Does the business own or rent its facilities? Both If other, please provide details:

4) Dun and Bradstreet number: 060345683

5) Federal I.D. Number: 112239383

6) The proposer is a: Corporation (Describe)

7) Does this business share office space, staff, or equipment expenses with any other business?
YES [ ] NO [X] If yes, please provide details:

8) Does this business control one or more other businesses?
YES [ ] NO [X] If yes, please provide details:

9) Does this business have one or more affiliates, and/or is it a subsidiary of, or controlled by, any other business?
YES [ ] NO [X] If yes, please provide details:

10) Has the proposer ever had a bond or surety cancelled or forfeited, or a contract with Nassau County or any other government entity terminated?
YES [ ] NO [X] If yes, state the name of bonding agency, (if a bond), date, amount of bond and reason for such cancellation or forfeiture: or details regarding the termination (if a contract).

11) Has the proposer, during the past seven years, been declared bankrupt?
YES [ ] NO [X] If yes, state date, court jurisdiction, amount of liabilities and amount of assets

12) In the past five years, has this business and/or any of its owners and/or officers and/or any affiliated business, been the subject of a criminal investigation and/or a civil anti-trust investigation by any federal, state or local prosecuting or investigative agency? And/or, in the past 5 years, have any owner and/or officer of any affiliated business been the subject of a criminal investigation and/or a civil anti-trust investigation by any federal, state or local prosecuting or investigative agency, where such investigation was related to activities performed at, for, or on behalf of an affiliated business.
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

13) In the past 5 years, has this business and/or any of its owners and/or officers and/or any affiliated business been the subject of an investigation by any government agency, including but not limited to federal, state and local regulatory agencies? And/or, in the past 5 years, has any owner and/or officer of an affiliated business been the subject of an investigation by any government agency, including but not limited to federal, state and local regulatory agencies, for matters pertaining to that individual's position at or relationship to an affiliated business.
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

14) Has any current or former director, owner or officer or managerial employee of this business had, either before or during such person's employment, or since such employment if the charges pertained to events that allegedly occurred during the time of employment by the submitting business, and allegedly related to the conduct of that business:
a) Any felony charge pending?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

b) Any misdemeanor charge pending?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

c) In the past 10 years, you been convicted, after trial or by plea, of any felony and/or any other crime, an element of which relates to truthfulness or the underlying facts of which related to the conduct of business?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

d) In the past 5 years, been convicted, after trial or by plea, of a misdemeanor?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

e) In the past 5 years, been found in violation of any administrative, statutory, or regulatory provisions?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

15) In the past (5) years, has this business or any of its owners or officers, or any other affiliated business had any sanction imposed as a result of judicial or administrative proceedings with respect to any professional license held?
YES [ ] NO [X] If yes, provide details for each such investigation, an explanation of the circumstances and corrective action taken.

16) For the past (5) tax years, has this business failed to file any required tax returns or failed to pay any applicable federal, state or local taxes or other assessed charges, including but not limited to water and sewer charges?
YES [ ] NO [X] If yes, provide details for each such year. Provide a detailed response to all questions checked 'YES'. If you need more space, photocopy the appropriate page and attach it to the questionnaire.

17 Conflict of Interest:

a) Please disclose any conflicts of interest as outlined below. NOTE: If no conflicts exist, please expressly state "No conflict exists."

(i) Any material financial relationships that your firm or any firm employee has that may create a conflict of interest or the appearance of a conflict of interest in acting on behalf of Nassau County.

No conflict exists

(ii) Any family relationship that any employee of your firm has with any County public servant that may create a conflict of interest or the appearance of a conflict of interest in acting on behalf of Nassau County.

No conflict exists

(iii) Any other matter that your firm believes may create a conflict of interest or the appearance of a conflict of interest in acting on behalf of Nassau County.

No conflict exists

b) Please describe any procedures your firm has, or would adopt, to assure the County that a conflict of interest would not exist for your firm in the future.

If conflict of interest arises, LTI will contact the Nassau County authorities.

A. Include a resume or detailed description of the Proposer's professional qualifications, demonstrating extensive experience in your profession. Any prior similar experiences, and the results of these experiences, must be identified.

Have you previously uploaded the below information under in the Document Vault?
YES [ ] NO [X]

Is the proposer an individual?
YES [ ] NO [X] Should the proposer be other than an individual, the Proposal MUST include:

i) Date of formation;

11/25/1970

ii) Name, addresses, and position of all persons having a financial interest in the company, including shareholders, members, general or limited partner. If none, explain.

LTI is a not-for-profit 501 (c) 3 organization. No one has a financial interest in the organization.

iii) Name, address and position of all officers and directors of the company. If none, explain.

Rosemary Olsen, Esq., Board Chair
50 Clinton Street Suite 607
Hempstead, NY 11550

Rosetta B. Langlois, Board Member
50 Clinton Street Suite 607
Hempstead, NY 11550

Deborah Thomas, Board Member
50 Clinton Street Suite 607
Hempstead, NY 11550

Dominick Arcamone, Board Member
50 Clinton Street Suite 607
Hempstead, NY 11550

Sirousse Tabriztchi, CPA
50 Clinton Street Suite 607
Hempstead, NY 11550

Catalina Castillo, Ed.D.
50 Clinton Street, Suite 607
Hempstead, NY 11550

Aster Mehreteab, Chief Executive Officer
50 Clinton Street Suite 607
Hempstead, NY 11550

iv) State of incorporation (if applicable);

NY

v) The number of employees in the firm;

34

vi) Annual revenue of firm;

2778635

vii) Summary of relevant accomplishments

LTI has been providing educational services for students confined at the Nassau County Juvenile Detention Center. In addition to educational programming, LTI has also offered cognitive behavioral programming and special skills training to help foster a learning environment for youth at the facility. Special activities such as music and art have

been brought in to help youth decipher interests and goals that will help decrease recidivism as they return to community. At the school district level, LTI provides positive youth development strategies increasing and highlighting internal and external assets while, pairing youth with caring positive adult role models. Thus attending to the whole child, and ensuring measurable brighter outcomes.

viii) Copies of all state and local licenses and permits.

B. Indicate number of years in business.

58

C. Provide any other information which would be appropriate and helpful in determining the Proposer's capacity and reliability to perform these services.

Leadership Training Inc. (also know as Leadership Training Institute "LTI") was founded in 1968 as a minority-led community non-profit organization and has been granted tax-exempt status under Internal Revenue Code Section 501 (c) (3). The Organization is dedicated to helping children and families throughout Long Island.

LTI has served children, youth and families continuously for more than 54 years. LTI provides projects and programs designed to enhance the quality of life for individuals, families, communities at risk and to respond effectively to challenges in connection with education, employment, health and human services. Currently, LTI serves over 2500 clients annually.

D. Provide names and addresses for no fewer than three references for whom the Proposer has provided similar services or who are qualified to evaluate the Proposer's capability to perform this work.

Company	Nassau County Juvenile Detention Center		
Contact Person	Laqueta Kennedy		
Address	61 Carman Avenue		
City	Westbury	State/Province/Territory	NY
Country	US		
Telephone	(516) 571-9260		
Fax #	(516) 571-9690		
E-Mail Address	lrobbins@nassaucountyny.gov		

Company	NYS DCJS		
Contact Person	Nicole Aldi		
Address	80 South Swan Street		
City	Albany	State/Province/Territory	NY
Country	US		
Telephone	(518) 485-8457		
Fax #	(518) 485-2401		
E-Mail Address	Nicole.Aldi@dcjs.ny.gov		

Company	Inc. Village of Hempstead Community Development Agency		
Contact Person	Commissioner Danielle Oglesby		
Address	50 Clinton Street, Suite 504		
City	Hempstead	State/Province/Territory	NY
Country	US		
Telephone	(516) 485-5737		
Fax #	(516) 485-1667		
E-Mail Address	doglesby@villageofhempsteadcda.org		

I, Aster Mehreteab , hereby acknowledge that a materially false statement willfully or fraudulently made in connection with this form may result in rendering the submitting business entity and/or any affiliated entities non-responsible, and, in addition, may subject me to criminal charges.

I, Aster Mehreteab , hereby certify that I have read and understand all the items contained in this form; that I supplied full and complete answers to each item therein to the best of my knowledge, information and belief; that I will notify the County in writing of any change in circumstances occurring after the submission of this form; and that all information supplied by me is true to the best of my knowledge, information and belief. I understand that the County will rely on the information supplied in this form as additional inducement to enter into a contract with the submitting business entity.

CERTIFICATION

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Name of submitting business: Leadership Training Inc.

Electronically signed and certified at the date and time indicated by:
Aster Mehreteab ASTER@LTINY.ORG

Chief Executive Officer
Title

09/16/2026
Date

COUNTY OF NASSAU

CONSULTANT'S, CONTRACTOR'S AND VENDOR'S DISCLOSURE FORM

1. Name of the Entity: Leadership Training Inc.

Address: 50 CLINTON STREET SUITE 607

City: HEMPSTEAD State/Province/Territory: NY Zip/Postal Code: 11550

Country: US

2. Entity's Vendor Identification Number: 11-2239383

3. Type of Business: Other (specify) LTI is a not-for-profit 501 (c) 3 organization

4. List names and addresses of all principals; that is, all individuals serving on the Board of Directors or comparable body, all partners and limited partners, all corporate officers, all parties of Joint Ventures, and all members and officers of limited liability companies (attach additional sheets if necessary):

5. List names and addresses of all shareholders, members, or partners of the firm. If the shareholder is not an individual, list the individual shareholders/partners/members. If a Publicly held Corporation, include a copy of the 10K in lieu of completing this section.
If none, explain.

LTI does not have shareholder/partners/members

6. List all affiliated and related companies and their relationship to the firm entered on line 1. above (if none, enter "None"). Attach a separate disclosure form for each affiliated or subsidiary company that may take part in the performance of this contract. Such disclosure shall be updated to include affiliated or subsidiary companies not previously disclosed that participate in the performance of the contract.

None

7. List all lobbyists whose services were utilized at any stage in this matter (i.e., pre-bid, bid, post-bid, etc.). If none, enter "None." The term "lobbyist" means any and every person or organization retained, employed or designated by any client to influence - or promote a matter before - Nassau County, its agencies, boards, commissions, department heads, legislators or committees, including but not limited to the Open Space and Parks Advisory Committee and Planning Commission. Such matters include, but are not limited to, requests for proposals, development or improvement of real property subject to County regulation, procurements. The term "lobbyist" does not include any officer, director, trustee, employee, counsel or agent of the County of Nassau, or State of New York, when discharging his or her official duties.

Are there lobbyists involved in this matter?
YES [ ] NO [X]

(a) Name, title, business address and telephone number of lobbyist(s):

None

(b) Describe lobbying activity of each lobbyist. See below for a complete description of lobbying activities.

None

(c) List whether and where the person/organization is registered as a lobbyist (e.g., Nassau County, New York State):

None

8. VERIFICATION: This section must be signed by a principal of the consultant, contractor or Vendor authorized as a signatory of the firm for the purpose of executing Contracts.

The undersigned affirms and so swears that he/she has read and understood the foregoing statements and they are, to his/her knowledge, true and accurate.

Electronically signed and certified at the date and time indicated by:
Aster Mehreteab [ASTER@LTINY.ORG]

Dated: 06/23/2026 08:48:28 am

Title: Chief Executive Officer

The term lobbying shall mean any attempt to influence: any determination made by the Nassau County Legislature, or any member thereof, with respect to the introduction, passage, defeat, or substance of any local legislation or resolution; any determination by the County Executive to support, oppose, approve or disapprove any local legislation or resolution, whether or not such legislation has been introduced in the County Legislature; any determination by an elected County official or an officer or employee of the County with respect to the procurement of goods, services or construction, including the preparation of contract specifications, including by not limited to the preparation of requests for proposals, or solicitation, award or administration of a contract or with respect to the solicitation, award or administration of a grant, loan, or agreement involving the disbursement of public monies; any determination made by the County Executive, County Legislature, or by the County of Nassau, its agencies, boards, commissions, department heads or committees, including but not limited to the Open Space and Parks Advisory Committee, the Planning Commission, with respect to the zoning, use, development or improvement of real property subject to County regulation, or any agencies, boards, commissions, department heads or committees with respect to requests for proposals, bidding, procurement or contracting for services for the County; any determination made by an elected county official or an officer or employee of the county with respect to the terms of the acquisition or disposition by the county of any interest in real property, with respect to a license or permit for the use of real property of or by the county, or with respect to a franchise, concession or revocable consent; the proposal, adoption, amendment or rejection by an agency of any rule having the force and effect of law; the decision to hold, timing or outcome of any rate making proceeding before an agency; the agenda or any determination of a board or commission; any determination regarding the calendaring or scope of any legislature oversight hearing; the issuance, repeal, modification or substance of a County Executive Order; or any determination made by an elected county official or an officer or employee of the county to support or oppose any state or federal legislation, rule or regulation, including any determination made to support or oppose that is contingent on any amendment of such legislation, rule or regulation, whether or not such legislation has been formally introduced and whether or not such rule or regulation has been formally proposed.

LEADE-1 OP ID: KN

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 02/27/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER RAL Services, Inc. 240 Plandome Road Manhasset, NY 11030 Steven Tokofsky 516-365-8421	CONTACT NAME: Karla Negrete PHONE (A/C, No, Ext): 516-365-8421 FAX (A/C, No): 516-365-8690 E-MAIL ADDRESS: knegrete@ralservices.com
INSURED Leadership Training Inc 50 Clinton St St 607 Hempstead, NY 11550	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A : Mount Vernon Fire (BH) — 26522 INSURER B : State Insurance Fund NY INSURER C : INSURER D : INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$ 1,000,000
	X CLAIMS-MADE ☐ OCCUR	Y		NPP2573203E	12/31/2025	12/31/2026	DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 100,000
							MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 3,000,000
	☐ POLICY ☐ PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$ INCLUDED
	OTHER:						Emp Ben.	$ 1,000,000
A	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	☐ ANY AUTO			NPP2573203E	12/31/2025	12/31/2026	BODILY INJURY (Per person)	$
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
	☐ UMBRELLA LIAB ☐ OCCUR						EACH OCCURRENCE	$
	EXCESS LIAB ☐ CLAIMS-MADE						AGGREGATE	$
	☐ DED ☐ RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						☐ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ (Mandatory in NH)	N / A					E.L. EACH ACCIDENT	$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
D	E&O			NPP2573203E	12/31/2025	12/31/2026	E&O	$1mil/$3mil
D	D&O/EPLI			NPP2573203E	12/31/2025	12/31/2026	D&O/EPLI	1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Nassau County is included as Additional Insured for use of all facilities , including but not limited to use of the pool, as per written contract, all coverage is subject to policy term , conditions and exclusions.

Blanket Additional Insured Endorsement Form # L-744NPPNY (03/13) applies.

CERTIFICATE HOLDER

COUNTYO

County of Nassau
1550 Franklin Avenue
Mineola, NY 11501

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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NEW YORK STATE | Workers' Compensation Board

CERTIFICATE OF INSURANCE COVERAGE
NYS DISABILITY AND PAID FAMILY LEAVE BENEFITS LAW

PART 1. To be completed by NYS disability and Paid Family Leave benefits carrier or licensed insurance agent of that carrier

1a. Legal Name & Address of Insured (use street address only)
LEADERSHIP TRAINING INSTITUTE
50 CLINTON STREET SUITE 607
HEMPSTEAD, NY 11550

Work Location of Insured *(Only required if coverage is specifically limited to certain locations in New York State, i.e., Wrap-Up Policy)*

1b. Business Telephone Number of Insured
516-483-3400

1c. Federal Employer Identification Number of Insured or Social Security Number
112239383

2. Name and Address of Entity Requesting Proof of Coverage (Entity Being Listed as the Certificate Holder)
Nassau County
Office of Youth Services
Department of Human Services
60 Charles Lindberg Boulevard
Uniondale , NY 11553

3a. Name of Insurance Carrier
ShelterPoint Life Insurance Company

3b. Policy Number of Entity Listed in Box "1a"
DBL50426

3c. Policy effective period
08/01/2025 to 07/31/2027

4. Policy provides the following benefits:
- [x] A. Both disability and paid family leave benefits.
- [ ] B. Disability benefits only.
- [ ] C. Paid family leave benefits only.

5. Policy covers:
- [x] A. All of the employer's employees eligible under the NYS Disability and Paid Family Leave Benefits Law.
- [ ] B. Only the following class or classes of employer's employees:

Under penalty of perjury, I certify that I am an authorized representative or licensed agent of the insurance carrier referenced above and that the named insured has NYS Disability and/or Paid Family Leave Benefits insurance coverage as described above.

Date Signed 7/30/2026 By _____
(Signature of insurance carrier's authorized representative or NYS Licensed Insurance Agent of that insurance carrier)

Telephone Number 516-829-8100 Name and Title Wade Harrison, President

IMPORTANT: If Boxes 4A and 5A are checked, and this form is signed by the insurance carrier's authorized representative or NYS Licensed Insurance Agent of that carrier, this certificate is COMPLETE. Mail it directly to the certificate holder.

If Box 4B, 4C or 5B is checked, this certificate is NOT COMPLETE for purposes of Section 220, Subd. 8 of the NYS Disability and Paid Family Leave Benefits Law. It must be emailed to PAU@wcb.ny.gov or it can be mailed for completion to the Workers' Compensation Board, Plans Acceptance Unit, PO Box 5200, Binghamton, NY 13902-5200.

PART 2. To be completed by the NYS Workers' Compensation Board (Only if Box 4B, 4C or 5B have been checked)

State of New York
Workers' Compensation Board

According to information maintained by the NYS Workers' Compensation Board, the above-named employer has complied with the NYS Disability and Paid Family Leave Benefits Law(Article 9 of the Workers' Compensation Law) with respect to all of their employees.

Date Signed _____ By _____
(Signature of Authorized NYS Workers' Compensation Board Employee)

Telephone Number _____ Name and Title _____

Please Note: *Only insurance carriers licensed to write NYS disability and paid family leave benefits insurance policies and NYS licensed insurance agents of those insurance carriers are authorized to issue Form DB-120.1.* ***Insurance brokers are NOT authorized to issue this form.***

Additional Instructions for Form DB-120.1

By signing this form, the insurance carrier identified in Box 3 on this form is certifying that it is insuring the business referenced in Box 1a for disability and/or Paid Family Leave benefits under the NYS Disability and Paid Family Leave Benefits Law. The insurance carrier or its licensed agent will send this Certificate of Insurance Coverage (Certificate) to the entity listed as the certificate holder in Box 2.

The insurance carrier must notify the above certificate holder and the Workers' Compensation Board within 10 days IF a policy is cancelled due to nonpayment of premiums or within 30 days IF there are reasons other than nonpayment of premiums that cancel the policy or eliminate the insured from coverage indicated on this Certificate. (These notices may be sent by regular mail.) Otherwise, this Certificate is valid for one year after this form is approved by the insurance carrier or its licensed agent, or until the policy expiration date listed in Box 3c, whichever is earlier.

This Certificate is issued as a matter of information only and confers no rights upon the certificate holder. This Certificate does not amend, extend or alter the coverage afforded by the policy listed, nor does it confer any rights or responsibilities beyond those contained in the referenced policy.

This Certificate may be used as evidence of a NYS disability and/or Paid Family Leave benefits contract of insurance only while the underlying policy is in effect.

Please Note: Upon the cancellation of the disability and/or Paid Family Leave benefits policy indicated on this form, if the business continues to be named on a permit, license or contract issued by a certificate holder, the business must provide that certificate holder with a new Certificate of Insurance Coverage for NYS disability and/or Paid Family Leave Benefits or other authorized proof that the business is complying with the mandatory coverage requirements of the NYS Disability and Paid Family Leave Benefits Law.

NYS DISABILITY AND PAID FAMILY LEAVE BENEFITS LAW

§220. Subd. 8

(a) The head of a state or municipal department, board, commission or office authorized or required by law to issue any permit for or in connection with any work involving the employment of employees in employment as defined in this article, and not withstanding any general or special statute requiring or authorizing the issue of such permits, shall not issue such permit unless proof duly subscribed by an insurance carrier is produced in a form satisfactory to the chair, that the payment of disability benefits and after January first, two thousand and twenty-one, the payment of family leave benefits for all employees has been secured as provided by this article. Nothing herein, however, shall be construed as creating any liability on the part of such state or municipal department, board, commission or office to pay any disability benefits to any such employee if so employed.

(b) The head of a state or municipal department, board, commission or office authorized or required by law to enter into any contract for or in connection with any work involving the employment of employees in employment as defined in this article and notwithstanding any general or special statute requiring or authorizing any such contract, shall not enter into any such contract unless proof duly subscribed by an insurance carrier is produced in a form satisfactory to the chair, that the payment of disability benefits and after January first, two thousand eighteen, the payment of family leave benefits for all employees has been secured as provided by this article.

NEW YORK STATE Workers' Compensation Board

CERTIFICATE OF
NYS WORKERS' COMPENSATION INSURANCE COVERAGE

Insured Detail

1a. Legal Name and address of Insured (Use street address only) Leadership Training Institute 50 Clinton St Ste 607 Hempstead, NY 11550 Work Location of Insured *(Only required if coverage is specifically limited to certain location in New York State, i.e. a Wrap-Up Policy)*	**1b. Business Telephone Number of Insured** 516-516-4833 **1c. NYS Unemployment Insurance Employer Registration Number of Insured** **1d. Federal Employer Identification Number of Insured or Social Security Number** 112239383
2. Name and Address of the Entity Requesting Proof of Coverage (Entity Being Listed as the Certificate Holder) County of Nassau 1550 Franklin Avenue Mineola, NY 11501	**3a.Name of Insurance Carrier** Technology Insurance Company, Inc. **3b. Policy Number of entity listed in box "1a":** TWC4711648 **3c. Policy effective period:** 1/1/2026 to 1/1/2027 **3d. The Proprietor, Partners or Executive Officers are:** ☐ **included** (Only check box if all partners/officers included) ☑ **all excluded or certain partners/officers excluded**

This certifies that the insurance carrier indicated above in box "3" insures the business referenced above in box "1a" for workers' compensation under the New York State Workers' Compensation Law. (To use this form, New York (NY) must be listed under Item 3A on the INFORMATION PAGE of the workers' compensation insurance policy). The Insurance Carrier or its licensed agent will send this Certificate of Insurance to the entity listed above as the certificate holder in box "2".

The insurance carrier must notify the above certificate holder and the Workers' Compensation Board within 10 days IF a policy is canceled due to nonpayment of premiums or within 30 days IF there are reasons other than nonpayment of premiums that cancel the policy or eliminate the insured from the coverage indicated on this Certificate. (These notices may be sent by regular mail.) Otherwise, this Certificate is valid for one year after this form is approved by the insurance carrier or its licensed agent, or until the policy expiration date listed in box "3c", whichever is earlier.

This certificate is issued as a matter of information only and confers no rights upon the certificate holder. This certificate does not amend, extend or alter the coverage afforded by the policy listed, nor does it confer any rights or responsibilities beyond those contained in the referenced policy.

This certificate may be used as evidence of a Workers' Compensation contract of insurance only while the underlying policy is in effect.

Please Note: Upon cancellation of the workers' compensation policy indicated on this form, if the business continues to be named on a permit, license or contract issued by a certificate holder, the business must provide that certificate holder with a new Certificate of Workers' Compensation Coverage or other authorized proof that the business is complying with the mandatory coverage requirements of the New York State Workers' Compensation Law.

Under penalty of perjury, I certify that I am an authorized representative or licensed agent of the insurance carrier referenced above and that the named insured has the coverage as depicted on this form.

Approved By: Matt Zender
(Print name of authorized representative or licensed agent of insurance carrier)



Approved By: _____ 2/27/2026
(Signature) (Date)

Title: Senior Vice President

Telephone Number of authorized representative or licensed agent of insurance carrier: 877-528-7878

Please Note: Only insurance carriers and their licensed agents are authorized to issue the C-105.2 form . Insurance brokers are NOT authorized to issue it.

C-105.2 (9-17) **www.wcb.ny.gov**

Workers' Compensation Law

Section 57. Restriction on issue of permits and the entering contracts unless compensation is secured.

1. The head of a state or municipal department, board, commission or office authorized or required by law to issue any permit for or in connection with any work involving the employment of employees in a hazardous employment defined by this chapter, and notwithstanding any general or special statute requiring or authorizing the issue of such permits, shall not issue such permit unless proof duly subscribed by an insurance carrier is produced in a form satisfactory to the chair, that compensation for all employees has been secured as provided by this chapter. Nothing herein, however, shall be construed as creating any liability on the part of such state or municipal department, board, commission or office to pay any compensation to any such employee if so employed.

2. The head of a state or municipal department, board, commission or office authorized or required by law to enter into any contract for or in connection with any work involving the employment of employees in a hazardous employment defined by this chapter, notwithstanding any general or special statute requiring or authorizing any such contract, shall not enter into any such contract unless proof duly subscribed by an insurance carrier is produced in a form satisfactory to the chair, that compensation for all employees has been secured as provided by this chapter.

C-105.2 (9-17) REVERSE

Leadership Training Institute – Sole Source Justification

Leadership Training Inc. dba Leadership Training Institute is uniquely qualified to continue providing the educational program at the Juvenile Detention Center, having developed and implemented the program approximately 40 years ago. The staff has worked closely with the JDC Director and New York State Office of Family and Children Services throughout its tenure in refining programmatic needs as required and seeks to identify innovative programs to enhance the educational experience of our incarcerated youth.

The RFP that was conducted in 2021 and ensuing discussions have shown that LTI continues to be the sole provider of an onsite educational program in a secured setting, and with a history and track record of developing such a program. This is a unique population of court-remanded youth with varying educational and special education needs. Educational programming within a secure detention setting requires a provider with demonstrated expertise in delivering individualized, bilingual instruction while operating within a highly structured, secure environment. Each youth housed at the JDC for longer than a 24-hour period must be schooled in their own home school syllabus in such a setting. The educational program must be flexible enough to accommodate frequent admissions and releases, varying lengths of stay, credit recovery needs, individualized education programs (IEPs), and coordination with numerous school districts throughout Nassau and Suffolk County.

During the procurement process, the other competing vendor stated that they provided educational services within its non-secure programs but never in a secure setting such as the JDC. Their educational model presented was significantly different from the needs of a secure juvenile detention facility. A substantial number of youth placed at Hope for Youth attend educational programs through BOCES, off-campus, or were being transported to their home school districts to receive instruction. As such, Hope for Youth has limited experience delivering comprehensive, on-site educational services to an entire secure detention population comprised of youth from the multiple Long Island school districts with a constantly changing enrollment.

As discussed during the procurement process, for the youth who remain on the Hope for Youth campus for educational services, the instructional model is not comparable to the individualized educational program currently provided by Leadership Training Institute. This individualized approach is essential within a detention setting, where educational continuity can have a significant impact on successful reintegration into the student's home school district or subsequent placement.

Leadership Training Institute has established effective working relationships with facility administration, probation departments, school districts, special education departments, and related service providers to ensure that educational records are obtained promptly, instructional services begin immediately upon admission whenever possible, and educational progress continues despite the temporary nature of detention. LTI staff have the required expertise in operating within a secure detention environment. They understand facility security procedures and the importance of maintaining a structured educational environment that complements the facility's overall mission.

Leadership Training Institute

Serving Youth, Family and Community!

www.ltiny.org

50 Clinton Street, Hempstead, NY 11550 Telephone: (516) 483-3400 Fax: (516) 483-3402 E-mail: info@ltiny.org

July 20, 2026

Joseph Schiliro, Fiscal Officer
Nassau County Department of Probation
400 County Seat Drive
Mineola, NY 11501

Re: Sole Source Provider Justification — Comprehensive Educational and Youth Development Services at the Nassau County Juvenile Detention Center

Dear Mr. Schiliro:

Leadership Training Institute ("LTI") respectfully submits this letter in support of Nassau County's determination that LTI is the only provider capable of delivering the comprehensive educational and youth development services required at the Nassau County Juvenile Detention Center and that a sole source procurement is appropriate.

The required services constitute an integrated detention education and youth development program rather than a traditional educational contract. The County requires a single provider capable of delivering state-aligned academic instruction together with educational continuity, GED testing, workforce preparation, restorative practices, mentoring, enrichment, transition planning, and related support services within a secure juvenile detention environment.

Required Scope of Services

The required services include:

- New York State–aligned academic instruction;
- Educational assessment and individualized instructional planning;
- Credit recovery and educational continuity with students' home school districts;
- Regents examination preparation and administration;
- GED preparation and operation of an authorized Pearson VUE GED Testing Center located within the facility;
- Workforce development, employment readiness, career exploration, and financial literacy;
- Restorative circles and social-emotional development;
- Music, arts, enrichment, physical education, and recreation;
- Mentoring and positive youth development; and
- Transition planning to support successful reintegration into school, employment, and the community.

Why No Other Provider Can Meet This Scope

To the best of LTI's knowledge, no other organization possesses the combination of authorizations, operational infrastructure, institutional knowledge, and specialized capacity required to deliver this complete integrated program within the Nassau County Juvenile Detention Center.

LTI uniquely provides:

1. Authorized on-site Pearson VUE GED testing.
2. Staff, security-procedure fluency, and operational systems developed through continuous operation within this specific secure juvenile detention facility.
3. Established educational continuity with students' home school districts, including records, credit transfer, assessments, and compliance.
4. Facility-configured instructional technology including Imagine Learning, IXL, Essential Education, and Google Workspace for Education.
5. A single coordinated delivery model integrating academics, workforce development, mentoring, restorative practices, enrichment, and transition services.

While other organizations may provide individual components of these services, LTI is not aware of any provider capable of delivering the County's complete required scope of services as one coordinated program without substantial delay, duplication of effort, or disruption.

Demonstrated Performance

LTI's qualifications are demonstrated by measurable performance. During the 2025 program year LTI served 466 students, including 326 new admissions, while providing uninterrupted year-round educational services. Because students remain in detention for an average of approximately 13.4 days, LTI has developed systems that allow educational assessment within 72 hours, immediate coordination with home school districts, rapid credit transfer, Regents participation, and educational continuity. In June 2026 alone, LTI administered New York State Regents examinations on site in five subjects, with students earning passing scores, while continuing GED preparation and on-site testing.

Operational Efficiency

LTI's integrated model provides the County with significant operational efficiencies. Rather than procuring and managing separate contracts for academic instruction, GED preparation and testing, workforce development, mentoring, restorative practices, enrichment programming, educational technology, and transition services, the County benefits from a single provider responsible for one coordinated program, reducing administrative complexity, strengthening accountability, and improving continuity of services.

Transition Risk, Duplication of Effort, and Public Cost

Replacing LTI would involve substantially more than engaging another educational provider. It would require a successor to recreate a comprehensive, facility-specific educational and youth development system developed, implemented, and refined through more than four decades of continuous operation within the Nassau County Juvenile Detention Center.

A successor would need to obtain provider-specific authorizations, recruit and train personnel for secure-facility operations, establish procedures for student records, credit recovery, Regents coordination, and educational continuity with students' home school districts, implement and configure instructional technology approved for use within the facility, and assume responsibility for the integrated academic, GED testing, workforce development, mentoring, restorative practices, enrichment, and transition services currently delivered through a single coordinated program.

Absent LTI's integrated service model, the County could be required to procure and coordinate multiple vendors to provide the various educational and youth development services currently delivered under one contract, increasing administrative complexity and overall public cost.

During any transition, the County would face a significant risk of service interruptions, duplication of implementation costs, and delays affecting student assessment, credit transfer, Regents administration, educational continuity, and on-site GED testing. Because many detained youth remain at the facility only briefly, even temporary disruptions could have lasting educational consequences and affect the County's ability to provide seamless educational services.

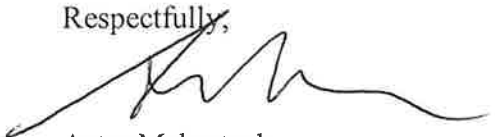
Conclusion

Based upon LTI's unique operational capabilities, regulatory authorizations, integrated service delivery model, institutional knowledge, demonstrated performance, and more than four decades of continuous service, LTI respectfully submits that no other known provider can furnish the required services without substantial duplication of cost, unacceptable delay, or interruption of essential services. Accordingly, a sole source procurement is reasonable, in the County's best interest, and supports the uninterrupted delivery of educational services to detained youth.

LTI would be pleased to provide supporting documentation, including program authorizations, staff credentials, compliance records, and performance data.

Thank you for your consideration.

Respectfully,



Aster Mehreteab
Chief Executive Officer