

Southwest Indiana Workforce
Investment Board
Request for Proposals
For Audit and Tax Services

TWO YEAR CONTRACT

For years ending
6/30/2025
6/30/2026

Southwest Indiana Workforce Investment Board
C/O Carla Crowe
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Indianapolis, IN 46240
Tel. (317) 208-2571

The Southwest Indiana Workforce Board (the Board) is seeking proposals for audit and tax services for the fiscal years ending June 30, 2025 and June 30, 2026 with the possibility of a 1-year extension.

Section I. Background and Overview Information

The Southwest Indiana Workforce Investment Board (the Board) is a registered 501(c)(3) not-for-profit corporation which has oversight of employment and training programs in the following counties: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick. The Board provides employment and training programs in the Economic Region 11 (Region 11) using a variety of state and federal grant resources, including those available through the Workforce Innovation and Opportunity Act (WIOA), among other grants. Revenues and expenditures for the year ending June 30, 2025 are estimated to be \$5.6 million.

Crowe LLP serves as Fiscal Agent with full time staff and records located at the Crowe office in Indianapolis, Indiana. The Southwest Indiana Workforce Investment Board is governed by a volunteer board that provides oversight and guidance on program operations.

The Board is requesting proposals from licensed CPA firms with knowledge of the Workforce Innovation and Opportunity Act (WIOA) and experience auditing organizations created under that act. The firm selected will prepare tax returns and conduct financial and compliance audits for 2 years (fiscal years ending June 30, 2025 and June 30, 2026) with a possible 1-year extension.

Section II. General Instructions

These general instructions are intended to provide guidance on the format and submission expectations for proposals. Proposals should be prepared in accordance with the general instructions outlined in this section.

- A. Submission Requirements -- Firms responding to this RFP must email a PDF copy of their proposal to the board contact. Proposals must be no longer than 20 pages including all attachments (except those required in this RFP).
- B. Submission Deadline -- All proposals must be received by the Board no later than 12:00 PM on **Friday, August 1, 2025**. Proposals should be emailed to the board contact at carla.crowe@crowe.com. **Hard copies will not be accepted.**

It is the responsibility of the bidding organization to ensure that the proposal is delivered on time.

- C. Rejection of Proposals – The Board reserves the right to reject any and all proposals it receives in response to this RFP. It is understood that submitted proposals will become part of the Board official files without further obligation.

The Board will not pay for the development or preparation of proposals.

- D. Questions about this RFP -- All inquiries concerning this RFP can be emailed to Carla Crowe at carla.crowe@crowe.com thru July 15, 2025.

Section III **Statement of Work**

- A. Scope of Financial and Compliance Audit -- The purpose of this RFP is to obtain the audit and tax filing services of a public accounting firm, whose principal officers are independent certified public accountants, certified or licensed by an appropriate regulatory authority. The audits must be performed in accordance with government auditing standards established by the Comptroller General of the United States and standards issued by the Office of Management and Budget regarding audits of organizations receiving federal grants contained in OMB Uniform Guidance.
- B. Description of Programs/Grants/Contracts -- The selected accounting firm will be responsible for conducting an audit of the Board's programs and expenditures associated with a wide range of state and federal job training and workforce development programs. The estimated expenditures to be audited in this audit is \$5.6 million. The exact amount to be audited will be reviewed in negotiations and will be based upon final close-out documents as prepared by Crowe LLP and accepted by the State of Indiana. All price quotes, however, should be based on conducting an audit of approximately \$5.6 million of revenues and expenditures.
- C. Performance and Delivery Schedule for the First Year -- The selected public accounting firm will complete a financial and compliance audit for the Board funds expended in the time period July 1, 2024 through June 30, 2025. The following delivery schedule will govern the audit engagement for the first year:
- All pre-work and on-site audit activities to occur no earlier than November 15, 2025 and no later than December 31, 2025.
 - Draft audit report submitted no later than December 31, 2025.
 - Final audit report submitted no later than January 31, 2026.
 - 990 tax return/Data Collection Form submitted no later than March 31, 2026.

All reports will be prepared in accordance with the *Government Audit Standards* as well as any audit directives from the Indiana Department of Workforce Development (DWD). Reports will be reviewed by the Board and its various funding sources to ensure compliance with these standards and directives.

- D. Exit Conference -- An exit conference with appropriate Board and Crowe LLP representatives will be held at the conclusion of the field work. Observations and recommendations must address internal control and program compliance issues, be summarized in writing, and discussed during the exit conference.
- E. Work papers -- Upon request, the audit firm will provide a copy of the work

papers pertaining to any questioned costs identified in this audit. The work papers must be concise and provide the basis for the questioned costs as well as an analysis of the problem. All work papers are to be retained for a period of at least three years from the end of the audit period. All work papers will be made available, as requested, to appropriate cognizant agencies, the General Accounting Office, and to the Board.

- F. Deliverables to be prepared by the CPA firm –
- Independent Auditors Report
 - Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards
 - Independent Auditor's Report on Compliance for Each Major Program and on Internal Control over Compliance required by the Uniform Guidance
 - Form 990 – Federal Tax Return
 - The financial statements are expected to be prepared by the CPA firm using information provided by the Fiscal Agent

Section IV. Proposal Requirements

All CPA firms responding to this RFP must include, at a minimum, the following information. Proposals which do not address each of these required items will be considered non-responsive and will not receive consideration.

- A. Prior Audit Experience -- Include in this section all relevant prior audit experience, including names, addresses, contact persons, and telephone numbers of prior organizations audited. Include information on the following specific experiences:
- Prior experience auditing WIOA or other employment and training programs;
 - Prior experience auditing programs financed with other federal sources; and,
 - Prior experience auditing programs operated by community based nonprofit organizations.
- B. Organizational/Staff Qualifications -- Include a brief description of the organization, its size, and its structure. This description should include: (1) identification of the audit team to complete this audit, and (2) specific supervision strategies to be exercised. Describe the specific qualifications of the staff to be assigned to complete this audit. Include in these descriptions the following information about each audit team member: (1) education, (2) years and position in firm, (3) years and types of experience, (4) state(s) in which licensed as a CPA, and (5) other information highlighting the experience of the team member. Resumes containing this information may be submitted to meet the requirements of this section.

- C. Audit Plan -- Detail specific plans and strategies for completing the requested audit. Describe the organizations understanding of the work to be performed including audit procedures, estimated hours, and other relevant information. Include an assurance that the delivery schedule detailed in section III of this RFP will be followed.
- D. Price -- The price proposed to cover the complete audit engagement and tax return completion must be detailed. Include information on how this price was determined, including information on estimated hours, staff hourly rates, and projected out of pocket expenses. Please include the fixed price for each year, as well as the possible extension year.
- E. Certifications and Assurances -- Sign and include with the proposal the Certifications and Assurances included in Attachment A to this RFP. Proposals submitted without these signed certifications and assurances will not be considered for funding.

Section V. Proposal Evaluation and Contract Awards

- A. Proposal Evaluation -- Evaluation of each proposal will be based on the following criteria:

CRITERIA

Organizational Experience
Specific Staff Experience
Audit Plan
Price

The Board may request, at its discretion, presentations by or meetings with any or all organizations responding to this RFP. Such presentations or meetings would be for the purpose of clarifying or negotiating modifications to proposals.

- B. Contract Awards -- It is expected that a decision selecting the successful audit firm will be made by **August 22, 2025**. Upon conclusion of final negotiations, it is expected that a two-year contract will be awarded.

Attachment A

Certifications and Assurances

The following certifications and assurances are provided by the bidding organization.

1. The individual signing this proposal is authorized to contract on behalf of the bidding organization.
2. The individual signing this proposal assures that the bidding organization, or any member of the organization, has not in any way paid or expressed a willingness to pay any other person or organization which would (1) lessen or destroy free and open competition and/or (2) influence the outcome of this solicitation. The individual signing this proposal also assures that the price(s) in this proposal have been arrived at independently, without consultation or agreement which would have the effect of restricting competition.
3. The individual signing this proposal certifies that the organization and its staff meet the independence and education standards of the *Government Auditing Standards*. It is further assured that appropriate staff is properly licensed certified public accountants.
4. The individual signing this proposal assures the organization and its staff has read and is familiar with the following documents:
 - A. Government Auditing Standards
 - B. OMB Uniform Guidance
 - C. Workforce Innovation and Opportunity Act and associated regulations pertaining to cost principles and audit standards.
5. The individual signing this proposal certifies that the bidding organization, and any individual assigned to the audit team, does not have a record of substandard audit work and has not been debarred or suspended from doing work with any federal, state, or local government.

Bidding Organization

Typed Name and Title of Authorized Representative

Signature of Authorized Representative

Date Signed