

**From:** [Marcy Murphy](#)  
**To:** [Lewis, Sally A](#); [Abbate, Frank B](#)  
**Cc:** [Marcy Murphy](#)  
**Subject:** CareerSource Brevard Board Make-up  
**Date:** Monday, July 13, 2020 4:56:07 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
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[CSB Bylaws updated 5 21 2020.doc](#)

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Hello Frank and Sally,

I would like to address some questions and concerns that were brought up at the July 7, 2020 Board of County Commissioner's meeting with regards to CareerSource Brevard's Board process, make-up and minority representation on the board.

CSB's Board of Director's composition is defined in the following Federal and State Laws:

USDOL Workforce Innovation and Opportunity Act Section 107(b)(2)(A) & 107(b)(2)(B)  
20 CFR 679.320  
FS 445.007

49% of our board seats are specified in the laws and statues above. For example, the Director of Area 3 Vocational Rehabilitation is on our board regardless of ethnicity and gender.

51% are business seats (13 members). The nomination process is defined in our by-laws (attached Section C) and approval of board members by CSB's Board of Directors are brought forth for County Commission approval.

Board criteria for the 13 business seats are as follows with consideration of minority and gender representation.

- Local Business Association Recommendations (WIOA Section 107(b)(2)(A))
- Business must have at least 5 employees (Bi-laws Section B)
- There should be representation from all parts of the county
- Two members must represent small business (CFR Title 20 Volume 14 Section 679.320)
- Representatives must be the owner or "C" level employee (WIOA Section 107(b)(2)(A) and CFR Title 20 Volume 14 Section 679.320)
- In-demand Industries need to be represented (i.e. Health Care, Aerospace/Aviation, Manufacturing, IT) (CFR Title 20 Volume 14 Section 679.320)

Of the 13 Business Seats, two are held by African Americans.

Please let me know if you have any further questions or concerns on our current request for approval of CSB Board Member new appointments, re-appointments, or any other process questions. I am happy to address. Thank you.

Regards,  
Marci

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