



- How will people with disabilities currently working on contracts be impacted by a lower DLH ratio?

- If applicable, will 75% DLH percentage for current Program contracts be maintained?

Yes                  No

*If No, please provide detailed reasons below:*

- Will all current DLH positions for individuals with disabilities be maintained?

Yes                  No                  Employees will be outplaced to CIE

*If No, please provide detailed reasons below:*

*This request is based on one or more of the following factors (explain):*

TWC has established a policy goal to promote workplace integration for individuals with disabilities.

TWC has established a policy goal to encourage employment of individuals with disabilities in a particular field.

Past practices in a particular area. *Please provide detail of those practices:*

CRP is providing the same or similar services have required or achieved a different percentage requirement. *Please identify CRP(s) and provide details:*

CRP proposes to offer employment opportunities for individuals with disabilities that meet the WIOA definition of CIE. *Sections 7(5) and 12(c) of the Rehabilitation Act of 1973, as amended; 29 U.S.C. 705(5) and 709(c).*

The opportunities:

Offer compensation (including benefits) at a rate of higher than the Federal, State, or local minimum wage applicable to the place of employment, and not less than the customary rate paid by the employer to employees without disabilities performing the same or similar work and who have similar experience, training, and skills.

Are at locations that are typically found in the community, and where the individual with a disability interacts, for the purpose of performing the duties of the job position, with other employees within the work unit and at the entire worksite, and as appropriate for the work performed, with other persons (*e.g.*, customers and vendors) who are not individuals with disabilities (and who are not supervisory personnel or service providers) to the same extent that non-disabled employees interact with these persons.

Present opportunities for advancement for individuals with disabilities that are similar to those available to employees without disabilities in similar positions.

- Describe how CRP will accomplish opportunities promoting CIE within the WIOA definition:

- How will you backfill positions held by individuals with disabilities that will be outplaced into CIE?

- Other factors for requesting lower DLH percentage:

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CRP Signature

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Date