



Fifth Quarter Enterprises

Education • Business • Sports • The Arts

COMPANY OVERVIEW

Fifth Quarter Enterprises, LLC is a Pittsburgh based company conducting activities in four divisions. Fifth Quarter has served as a one-stop resource for major municipal authorities, educational institutions, community-based organizations, and small business entities. Founded as a sole proprietorship in 1988, FQE became a limited liability corporation in 2003 in Pennsylvania. Fifth Quarter has established a strong record of performance and reputation as one of the most dynamic and innovative groups in the consulting field.

The **Education Division** is a consortium of professionals who have combined talents and expertise to offer academic and learning support solutions that aid in the career and educational development of our clientele. We support the mission of organizations and school districts that strive to address the issues surrounding student performance and success in the classroom. Our experience in working with entities around “No Child Left Behind” and other Department of Education programs such as TRIO, as well as those targeting drop out and delinquency prevention has made us one of the best resources available to the region.

The **Business Division** is comprised of professionals and specialists in human resource management, organizational development, career and work readiness, leadership development, supervisory and management training. Our customized training programs and workshops have been used in Pittsburgh area companies and organizations for the past 17 years. We also offer consulting services to agencies in developing systems to support compliance initiatives, prepare for accreditation visits, and on information systems for tracking performance.

The **Sports Division** of Fifth Quarter covers the full spectrum of sports experiences from amateur to professional athletics, governing associations for collegiate athletics to include the NJCAA, NAIA, NCAA and Olympic worlds of athletics. Our Associates are professional athletes, coaches, athletic administrators, and experts in sports medicine, psychology, and media communications at virtually every level in sports. These individuals are also affiliated with various national associations where we immediately draw from the latest research and best practices. We work as clinicians, camp staff, conduct research and create programs in the fields of health, physical education, leisure and sports for youth and adults.

The **Arts Division** has supported the development of new Gospel and inspirational artists. Fifth Quarter has partnered with agencies and churches to produce major events in the Pittsburgh area for the past five years. Our primary focus has been on youth and young adults. Our mission has been to provide wholesome and life skills development experiences through various forms of expression to include song, dance, dramatization, mime, musicianship, fashion design, multimedia, to name a few.

A Professional Consortium

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EDUCATION DIVISION

Our Associates in the *Education Division* are K-12 classroom instructors, college/university faculty and administrators, credentialed and licensed professionals, researchers, and practitioners. Whether for supporting literacy and achievement initiatives, staff development that improves organizational effectiveness, programs that are specific to audience and demographic, FQE's approach, resources and talent pool can create and implement solutions designed for individual, group and organizational priorities. Our programs and services measure up to, and exceed standard and even "best practices" models because our Associates are at the top of their respective fields nationally.

Our clients draw on our expertise in:

Academic Intervention
Academic Strategies & Study Skills
Assessment & Evaluation
Business & Industry
Counseling
Curriculum and Instruction
Developmental Reading
Health Services
Learning Skills
Organization and Administration
Pupil Services
Reporting Systems: Compliance, Participation
Research Methodologies
Social Services
Student Personnel Services
Writing

Who are our clients?

They are individuals and families, faith and community-based organizations, philanthropic agency program/project partners, youth serving agencies, educational institutions, human services programs and services at the city, county, state, federal levels.

We specialize in programs targeting youth and young adults in the areas of learning skills development - reading, writing, math; academic enrichment programs in science & technology/ S.T.E.M., workforce, study skills, college readiness, and career orientation; life & social skills; drop out prevention and delinquency deterrence.

Areas of Support: What can we do? How can we help?

- Youth serving agencies can have access to quality programming for youth development designed for their particular audiences and communities.
- We can help you gain access to, sustain, or get a larger share of funding available through opportunities in areas such as Workforce Investment, 21st Century Learning Centers, S.T.E.M. Initiatives, Department of Education-NCLB, Title I, Philanthropic, Juvenile Justice, or Agency appropriations.
- Our grantsmanship experience assists in agency efforts toward sustainability. We offer the full spectrum of support, from conception to completed proposals that fit requests for proposals.
- Program or project start-ups often require a commitment of resources beyond the existing capacity of the organization. Many of our clients have implemented new initiatives using a FQE team as a short-term solution until the development of full capacity management for the agency, division, or unit.
- FQE has held major contracts as a provider to school districts throughout western Pennsylvania which includes the city of Pittsburgh. We have developed and presented to school boards, teachers' unions, and governmental authorities in public forum. Our 15-plus years of experience insures your presentation and FQE project will be compliant and of high quality.
- Satisfaction surveys, participation records, and longitudinal impact studies are ways programs are assessed on performance toward objectives. Our staff can conduct compliance audits, design tracking systems and assist with correlation information for reporting requirements of your agency as per funding agency mandates.

CONSULTATIONS

Our consultations result in action plans that make sense for your organization, unit, or division. The breadth and depth of FQE solutions can include options from among all four divisions of the company, are project based or can represent your agency as an extended/contracted service.

FQE Signature Education Programs & Services

Academic Success Workshops (ASW)

The ASW is a series of academic enrichment and skills development workshops that aids student learning. Youth in grades 5-12 are assessed for learning styles and deficits in their preparation, then they interact with our curriculum designed to help improve confidence and develop skills to become a successful student. Participants completing the series will assume more personal responsibility for their learning.

Focus for 2009: DROP OUT PREVENTION



College Readiness Series (CRS)

For the past 12-years youth in grades 9-12 participating in the CRS are placed on track to manage their educational preparation and qualifications for admission to a two or four year institution of higher learning. Our SAT/ACT preparation materials are just one of the benefits of our relationship with the Princeton-Review Foundation, the philanthropic branch of the Princeton-Review - the nation's premier test-prep entity. Participants and parents gain a better understanding of value of: core subject, gpa, and class rank; co-and extra-curricular participation in their college choice/option process; and also how to interact with school system pupil services and community-based support programs.

Learning Lab/Center Installation

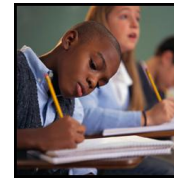
Agencies and organizations desiring to implement learning centers for student support services have drawn on our expertise to design and equip facilities, select curriculum materials, train staff, structure program offerings, and create evaluation tools and information systems. Clients using this service include Housing Authorities, municipal recreation centers, faith-based agencies, community development corporations, and others.

Samples of programs and services rendered

Boys & Girls Clubs (BGC) of Western PA Career Connections Charter School

A FQE consultant team designed a successful Charter School application to Pittsburgh Public School District (PPSD) for the BGC. Our team created the education program with a "school-to-work" curriculum that also met compliance with the Commonwealth of Pennsylvania and PPSD academic standards to issue the high school diploma. FQE has a longstanding relationship as a provider to BGC youth development programming.

Youth Places, Inc. (YP) Pittsburgh, PA and Allegheny County "Youth Academic Enrichment Program"



YP is a large non-profit youth serving agency operating in 13 sites (schools, housing authorities-city & county, community centers) that serves over 2,500 youth. YP contracted with FQE to implement academic learning/study skills, social skills workshops to youth across all sites. The weekly sessions were conducted over a six month schedule. FQE has been a provider to YP since 2003.

Pennsylvania Central Keystone Innovation Zone Pittsburgh, PA "Real Science and Math Tours" S.T.E.M Initiative

State of Pennsylvania funded agency in partnership with the University of Pittsburgh, Carnegie Mellon University, Duquesne University, Carlow College, Point Park University, and Robert Morris University to promote technology. FQE created and implemented the "Real Science and Math Tours" for the agency that promotes and exposes school-age youth to applied math and science careers and opportunities. FQE has conducted programs in conjunction with the CMU Robotics Center, Carnegie Science Center, and the Pittsburgh Pirates.





Other FQE Projects and Clients

Emphasis: Urban Youth & Academic Enrichment

Duquesne School District, Duquesne, PA.

FQE contracted with the district to run its Summer School (K-12) and credit recovery program.

Wireless Neighborhood, Pittsburgh, PA

Major non-profit youth serving agency serving seven after-school sites in the Pittsburgh Public School District. FQE contracted with the agency to conduct its tutoring program and academic enrichment programming to assist students in meeting state and district academic standards as a Supplementary Educational Support (SES).



Pittsburgh Public School District, Pittsburgh, PA

FQE designed and implemented the first Academic Support Team (AST) program across 61 schools of the district. Project consisted of FQE partnering with the college and university community of the Pittsburgh area. The AST consisted of teams of academic mentors and tutors to work in the schools with teachers and curriculum specialists to supplement teaching and learning in core academic subjects in the district's differentiated instruction model. FQE hired, trained, placed and supervised over 300 college students in the classroom to support the district's students' preparation for the Pennsylvania System of School Assessment (PSSA) test, the state's testing program required by NCLB.



Fifth Quarter Enterprises

BUSINESS DIVISION

The *Business Division* is comprised of professionals and specialists in human resource management, organizational development, career and work readiness, leadership development, supervisory and management training.

Our customized staff development and training solutions meet industry standards and position our clients to offer career and workforce enhancement options to improve employee performance ultimately affecting the bottom line.

Whether a small business owner, manufacturer, human service provider or individual seeking to enhance their success potential, FQE has a solution that makes sense and accomplishes those objectives set forth in your improvement plan.

This flexibility affords decision-makers a comprehensive approach rather than a piecemeal strategy to accomplish change, incorporate new operational and organizational strategies, while also lending confidence to success planning.



Who are our clients?

Organizations desiring to improve operations, staff performance, and set in place a new spirit of collaboration in the workplace are prime clients for FQE services.

Leaders, supervisors, managers, and proprietors who are looking for staff development opportunities as a benefit to employees have sought and utilized our services.

Small businesses, non-profits, corporations, municipal and other governmental entities, churches, and others involved in mission or project driven partnerships and collaborations.

Areas of Support: What can we do? How can we help?

- Able to help organizations create, enhance, or add to their capacity to implement solutions.
- Corporate, Institutional, Agency, or Project priorities for managing people and processes through organizational development.
- Help non-profit agencies and organizations with program or project designs that comply with priorities established by funders.
- Human Resources and Personnel issues can make or break an organization and critically impact operations, customer or client services and support. Whether a supervisor or manager, a frontline staff member, or individual service provider, we can customize staff development opportunities that benefit your organization's effective and efficient operations.
- FQE serves institutions, corporations, agencies, and individuals in enhancing, redesigning and forming priorities aligned with operations to function more efficiently and effectively. We assemble a team of associates with the right mix of expertise, talent, and experience to meet your objectives.
- Our trainings meet the requirements for approved in-service credits, continuing education hours, and other professional development credentialing associations.

CONSULTATIONS

A consultation with FQE results in a proposal custom designed to support program, division, unit, and agency or company goals. Our discussion always begins with capacity and ultimately ends with an affordable proposal that accomplishes the objectives and intended outcomes.



FQE Business Signature Programs & Services

Capacity Building Solutions

Organizations taking on new initiatives, experiencing growth or expansion must answer several common questions. Whether a multimillion dollar corporation, a medium sized industry or manufacturing company, or a three person program functioning on grant dollars, FQE has the expertise ready to assist with building the capacity of your establishment to meet your goals and objectives. We assist you in finding the answers to those questions and affirm your strategic planning for success. Capacity building is a standard component of any contract we serve.

Human Resource Management

FQE offers a host of staff development training for every level including executive coaching, management and supervision, project leadership, customer or client service. Personnel are better able to respond to challenges in the workplace when they are exposed to professional development specific to the environments in which they work. Select courses from among our extensive curriculum and put together a training program designed to impact productivity, performance, and success across all areas of the company or unit.

We also have experience representing agencies in recruiting, screening and training for new employees. Start-up programs and operations might require temporary or contracted employees to staff critical functions. FQE can assist with placement and provide the company with confidence in moving toward stability in its personnel management priorities.

Program & Project Management

Launching a new program, project or initiative can be an overwhelming challenge to management and can strain resources and energy when capacity is exceeded. For specific agency or organization needs, FQE can relieve the stress on the organization as a management consultant in functional roles in operations; special talent, skills or expertise; and frontline staff in areas of human service and interactions. Concerns for diversity and cultural sensitivity can be addressed with confidence as the interests and community are served by the program or project. We will put the right people, expertise, spirit in place to create your temporary solution or your project mission and vision.

Sample of clients & services provided:

One Vision One Life, Pittsburgh, PA Organization Expansion (current)

Non-profit agency that primarily served adults and outsourced youth initiatives, decided to create a Education and Youth division aligned with its mission in support of crime reduction, recidivism, anti-gang, violence prevention for adults. The Education division will feature adult learning initiatives to foster self-sufficiency, workforce readiness, and entrepreneurship. The Youth Development division is to feature a city school district Truancy Center, Extended School Day program, and a youth leadership development component. FQE was contracted to develop the concepts, create the implementation plan, and design the organization structure of operations, human resources, fiscal management, policies, procedures, and recruitment, training, and community engagement strategy, and put in place a sustainability model.

Mel Blount Youth Home, Washington, PA Staff Development Training

MBYH is an “out-of-home” placement facility for youth. It holds contracts with the state, county, and municipal human services in Western Pennsylvania. It was founded and is operated by NFL Hall of Famer, Mel Blount. FQE provides staff development training for the agency management and front-line staff. Areas include team-building, leadership and supervision, compliance and personal management skills.

Northeastern University, Boston, MA Office of the Provost Organization Compliance Audit in Preparation for NCAA Certification in “Student-Athlete Welfare”

FQE conducted on-campus interviews with key staff, assessed operations and processes; reviewed policies, procedures and guidelines; and submitted an audit report to the Office of the Provost to support its efforts to enhance the academic experience of the student-athlete and recreate its institutional mission and vision for student-athlete welfare in compliance with the principles of the NCAA Peer Review for Certification in advance of the formal campus visit by reviewers.

Leeds Business Accessories, New Kensington, PA Staff Development Training

Leeds production facility houses its import, assembly and packaging operations, along with its sales, customer service, and shipping. FQE provided manager, supervisor and customer service training to 65 employees over a six week period.

SPORTS DIVISION

The *Sports Division* of Fifth Quarter operates throughout the full spectrum of experiences from professional and amateur sports, and governing organizations to secondary schools and collegiate athletics. Our Associates' services have been used by community-based agencies, municipal entities, governmental, college, university and secondary schools and districts at virtually every level.

Life After Sports

A considerable amount of FQE's activity is involved with former collegiate and professional athletes in preparing for careers and productive lives beyond their playing days. Former athletes from member institutions of the National Association of Academic Advisors for Athletes (N4A) contact the consortium for assistance with degree completion, start-up non-profits and foundations, starting and running a business, and employment preparation.

Youth Sports

The National Association of Sports and Education for Youth (NASEY) was founded by FQE in 2007 and is a diverse organization of professionals who promote the integrity and value of sports in the lives of young people while promoting education. We operate on a set of guiding principles and values that help us promote and implement quality services to support school-based programs for student-athletes and those involved in school sponsored extra- and co-curricular activities. Members share information, resources and expertise in their efforts to empower students to become more productive individuals through educational, healthy lifestyles, social and personal development experiences through sports and recreation. Anyplace young people are active, our youth development programming options compliment organizational missions to offer wholesome, quality, meaningful and timely growth experiences.

Leagues, Camps & Clinics

FQE conducts workshops and seminars on: Recruiting, SAT/ACT Preparation, NCAA Clearinghouse & Eligibility, Study Skills for Athletes, Leadership & Team Building

Sports Management & Administration

Our Associates have been selected from a pool of talent and expertise with over 500 combined years of experience as athletic directors, coaches, compliance officers, media relations, sports medicine, facilities management and athletic department operations. They have backgrounds in NCAA, NAIA, and NJCAA member institutions, as well as the NBA, NFL and MLB. FQE can support institutional and athletic department management with self-studies and preparation for certification visits. One of our specialties is in the area of academic support services and life skills programs. Our speakers, curriculum, and workshop leaders share a wealth of experience in support of efforts to develop current student-athlete populations.

Sampling of Community-based Programs

Youth Fair Chance-Challenge Program Housing Authority of the City of Pittsburgh “Weed & Seed” Initiative

FQE created a youth run recreation management program. We conducted the training on facilities, equipment, game-staging, sports officiating, sports reporting, budget and operations. The signature event was running a city-wide summer basketball league for youth & adults ages 13-22 through a championship tournament.

Boys & Girls Clubs of Western PA Housing Authority of Allegheny County “Athletes Support Kids”

Created a weekly sports skills and mentoring program in five county housing community centers for school-age youth. College athletes were trained and placed at sites for the school year in after-school programs as volunteer staff to run activities and conduct skills clinics or demonstrations.



THE ARTS

Recognizing the contributions the arts make in the lives of people, FQE has sought to serve as a vehicle to develop and promote artistic expression. Whether producing, sponsoring, developing or identifying talent our programs and activities have supported an appreciation for artistic expression, cultural diversity and the humanities.

In addition, we support youth and young adult talents in the areas of fashion design, media communications, broadcast/journalism, and modeling. After school program coordinators and facilitators have used FQE to structure training and classroom experiences with talent coaches, instructors, and producers to insure youth are receiving the best opportunities to develop their interests and futures beyond their current environment.

FQE has sponsored and conducted tours to historical and heritage centers in Washington D.C., Cleveland, OH, Detroit, MI, New York City, Philadelphia, PA, and other locales in the Northeast, Mid-Atlantic and Southeastern regions.

Jesus Anoints Me (J.A.M.)

J.A.M. is FQE's faith-based non-profit entity with a mission as a community-based youth development program to assist young people and families with options around wholesome fun, while grooming moral and ethical leadership and growth.



J.A.M. conducts two annual "signature" events in the Pittsburgh area for youth and youth leaders in the faith-based community. The Back-to-School JAM and the New Year's Eve J.A.M. are a gathering of over 1,000 youth who come together to celebrate Service, Leadership, Love and Devotion through a gosspefest featuring major artists, local aspiring artists, youth ministers, and always a training component for youth decision-making. Past guests include: national recording artists Vickie Winans, Tye Tribette & GA, Ziel, and former New York and NBA great John Starks.

"Dynamic Dozen"

The J.A.M. Dynamic Dozen is a youth initiative that started with a dozen organizations of 12 members each who participate in monthly and quarterly seminars and workshops around leadership development. Each agency is required to recruit another member agency each year that will bring in 12 new youth for leadership development and the process continues in multiples of 12 every year.



