

OLYMPIC VALLEY PUBLIC SERVICE DISTRICT
PROGRESS PAYMENT REPORT

EXHIBIT D-12
3 Pages

PROJECT TITLE: **Leadership Development Program**

PROJECT NUMBER: **10-09-732000; 20-12-732000**

CONTRACTOR NAME: **Pathways Consulting, LLC**

& ADDRESS: **15260 Pinion Drive**
Reno, NV 98521

DATE: 10/15/2025

PAYMENT ESTIMATE #: 4

PERIOD: 9/15/25 - 10/14/25

BID AMOUNT: \$ 18,000.00

NET CHANGE ORDERS: \$0.00

ADJUSTED CONTRACT AMOUNT: \$18,000.00

WORK COMPLETED: \$ 7,500.00

% WORK COMPLETED: 42%

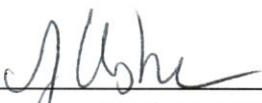
ORIGINAL TIME: N/A

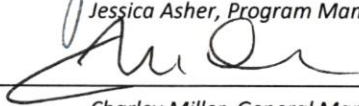
REVISED TIME:

TIME ELAPSED:

% TIME ELAPSED:

	<u>PREVIOUS</u>	<u>CURRENT</u>	<u>TO DATE</u>
EARNINGS:			
Work Completed	\$ 4,150.00	\$ 3,350.00	\$ 7,500.00
Retention on Work Completed (5%)	\$ -	\$ -	\$ -
Net Earnings on Work Completed	<u>\$ 4,150.00</u>	<u>\$ 3,350.00</u>	<u>\$ 7,500.00</u>
Materials on Hand	\$ -		\$ -
Retention on Materials (5%)	\$ -	\$ -	\$ -
Net Earnings On Materials	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
TOTAL NET EARNINGS	<u>\$ 4,150.00</u>	<u>\$ 3,350.00</u>	<u>\$ 7,500.00</u>
DEDUCTIONS:			
1.			\$ -
2.			\$ -
3.			\$ -
Total Deductions	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
OTHER ADJUSTMENTS:			
1. Release Retention			\$ -
2.			\$ -
3.			\$ -
Total Adjustments	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
TOTAL ADJUSTED EARNINGS	<u>\$ 4,150.00</u>	<u>\$ 3,350.00</u>	<u>\$ 7,500.00</u>
LESS PREVIOUS PAYMENTS			\$ (4,150.00)
PAYMENT DUE THIS ESTIMATE			<u>\$ 3,350.00</u>

REVIEWED BY: 
Jessica Asher, Program Manager

APPROVED BY: 
Charley Miller, General Manager



Veronica Frenkel, MA, SPHR, CEC

President/Principal Consultant

15260 Pinion Drive

Reno, NV 89521

(775) 351-7448

INVOICE

BILL TO: Olympic Valley Public Service District

P.O.Box 2026

Olympic Valley, CA 96146

Attn: Jessica Asher, Program Manager & Board Secretary

INVOICE NUMBER 25112

INVOICE DATE October 15, 2025

Professional Consulting Services

OVPSD Leadership Development Program

Monthly invoice for consulting services as part of the OVPSD Leadership Development program. Includes direct client services (including individual and team coaching, meeting/workshop facilitation, assessment and consulting meetings and conversations) and indirect services (consultant's planning, development, travel, and administrative time)

	Hours	Hourly rate	Sub-totals	INVOICE TOTAL	Project Balance
Sept 16,- Oct 15, 2025				\$	13,950.00 Starting balance
Total Direct Time	5	\$ 200.00	\$ 1,000.00	\$	3,350.00
Total Indirect Time	23.5	\$ 100.00	\$ 2,350.00	\$	(3,350.00)
				\$	10,600.00 Ending balance

DIRECT ALL INQUIRIES TO:

Veronica Frenkel, MA, SPHR, CEC

(775) 351-7448

email: veronicafrenkel@gmail.com

"INVOICE TOTAL" above

Payable within 45 days to:

Pathways Consulting, LLC

15260

Reno

I caught a typo/error
Starting balance should
be \$13,850 +
ending \$10,500
(\$100 off) - Please
replace invoice in
final PP. Thx!

Pathways Consulting Activity Log for OVPD - Sept 16-Oct 14, 2025

Date of Service	ACTION TAKEN/WORK PERFORMED	Direct Hrs	Indirect Hrs	COMMENTS
9/29/2025	Workshop development		3.00	
10/1/2025	Session 1 handout development		2.00	
10/2/2025	Workshop slides & activities		2.00	
10/4/2025	Session 1 finalization		2.00	
10/6/2025	Travel to/from OVPSD		3.00	
10/6/2025	Workshop set up/breakdown		1.00	
10/6/2025	Session 1: Workshop set up, facilitation, breakdown	4.00		
10/6/2025	Just-in-time coaching JA	0.50		
10/7/2025	Session 2 design & planning		2.00	
10/9/2025	Session 2 handout development		2.00	
10/10/2025	Session 2 develop session activities		1.00	
10/12/2025	Session 2 handout finalization		1.50	
10/13/2025	Session 2 slides		2.50	
10/13/2025	Just-in-time Coaching BC	0.50		
10/14/2025	Finalize Session 2 Slides		1.50	
		DIRECT	INDIRECT	
TOTAL HOURS		5	23.5	