

OLYMPIC VALLEY PUBLIC SERVICE DISTRICT
PROGRESS PAYMENT REPORT

EXHIBIT D-11
3 Pages

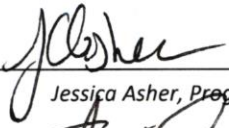
PROJECT TITLE: **Leadership Development Program**
 PROJECT NUMBER: **10-09-732000; 20-12-732000**
 CONTRACTOR NAME: **Pathways Consulting, LLC**
 & ADDRESS: **15260 Pinion Drive**
Reno, NV 98521

DATE: 11/30/2025
 PAYMENT ESTIMATE #: 6
 PERIOD: 11/01/25 - 11/30/25

BID AMOUNT: \$ 18,000.00
 NET CHANGE ORDERS: \$0.00
 ADJUSTED CONTRACT AMOUNT: \$18,000.00
 WORK COMPLETED: \$ 11,550.00
 % WORK COMPLETED: 64%

ORIGINAL TIME: N/A
 REVISED TIME:
 TIME ELAPSED:
 % TIME ELAPSED:

	<u>PREVIOUS</u>	<u>CURRENT</u>	<u>TO DATE</u>
EARNINGS:			
Work Completed	\$ 9,650.00	\$ 1,900.00	\$ 11,550.00
Retention on Work Completed (5%)	\$ -	\$ -	\$ -
Net Earnings on Work Completed	<u>\$ 9,650.00</u>	<u>\$ 1,900.00</u>	<u>\$ 11,550.00</u>
Materials on Hand	\$ -		\$ -
Retention on Materials (5%)	\$ -	\$ -	\$ -
Net Earnings On Materials	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
TOTAL NET EARNINGS	<u>\$ 9,650.00</u>	<u>\$ 1,900.00</u>	<u>\$ 11,550.00</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>\$ 9,650.00</u>	<u>\$ 1,900.00</u>	<u>\$ 11,550.00</u>
LESS PREVIOUS PAYMENTS			\$ (9,650.00)
PAYMENT DUE THIS ESTIMATE			<u>\$ 1,900.00</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 | 25115
INVOICE DATE | November 30, 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, session development, travel, and administrative time).

	Hours	Hourly rate	Sub-totals	INVOICE TOTAL	Project Balance
Nov 1-Nov 30, 2025				\$	8,350.00 Starting balance
Total Direct Time	8.75	\$ 200.00	\$ 1,750.00	\$ 1,900.00	\$(1,900.00)
Total Indirect Time	1.5	\$ 100.00	\$ 150.00		
				\$	6,450.00 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 Pinion Drive

Reno, NV 89521

Pathways Consulting Activity Log for OVPSD - November 1-30, 2025

Date of Service	ACTION TAKEN/WORK PERFORMED	Direct Hrs	Indirect Hrs	COMMENTS
11/4/2025	Coaching CM	1.25		
11/7/2025	Coaching JG	1.00		
11/7/2025	Coaching DH	1.00		
11/13/2025	Coaching BC	1.00		
11/19/2025	Develop tools for DH, NM & BC		1.50	
11/19/2025	Coaching DH	1.25		
11/19/2025	Coaching NM	1.00		
11/20/2025	Coaching DM	1.00		
11/21/2025	Coaching CM	1.25		
		DIRECT	INDIRECT	
TOTAL HOURS		8.75	1.5	