

WIOA Incumbent Worker Training Program

Employer Application

SECTION 1. Business Information			
Business Name: Rhythmlink International, LLC			
Authorized Business Representative: Licheska L. Hendricks		Title: Senior Office Administrator	
Phone: (803)365-9662	Ext. 100	Fax: (803)227-1015	
Email: lhendricks@rhythmlink.com		Company Website Address: www.rhythmlink.com	
Street/Mailing Address: 1140 First Street South Ext			
City: Columbia	ZIP: 29209	County: Richland	
If there are multiple business locations, please indicate the location for which training is requested: Click or tap here to enter text.			
Date of Inception: 07/01/2002		Years in Business: 24	
Total Number of Full-time Employees: 77		Total Number of Part-time Employees: 3	
Total Number of Full-time Employees at this Business Location: Click or tap here to enter text.		Total Number of Part-time Employees at this Business Location: Click or tap here to enter text.	
Legal Structure of Business:	☐ Sole Proprietor	☐ Partnership	☒ Corporation (Designation: Click or tap here to enter text.)
Employer's Federal ID #: 36-4501647		Unemployment Comp ID #: 409363	
South Carolina Sales Tax Reg. #: 04067274-4		NAICS Code: 339112	
Is your business current on all State of South Carolina tax obligations?		☒ YES	☐ NO
Has your business received IWT, RRIWT, or other state or federal funding before?		☒ YES	☐ NO
If yes, please indicate the type of funding (e.g. Incumbent Worker Training), amount, and year: Click or tap here to enter text. 2022: \$29,813. 2023: \$47,066 2025: \$5,948.25 2026: \$10,13.20			
Is your business currently receiving/applying for other public training/consulting funds?		☐ YES	☒ NO
If yes, please identify the funding source and type of training/consulting services: Click or tap here to enter text.			
Has there been a layoff at this site within the last 12 months?		☐ YES	☒ NO
If yes:	☐ Temporary Layoff Number affected: Click or tap here to enter text.	☐ Permanent Layoff Number affected: Click or tap here to enter text.	
Has the business or part of the business relocated operations within the last 120 days?		☐ YES	☒ NO
If yes:	Relocated from: Click or tap here to enter text.	Relocated to: Click or tap here to enter text.	Date of Relocation: Click or tap here to enter text.
Does your business use SC Works services?		☐ YES	☒ NO

SECTION 1. <i>Business Information</i>			
If yes, please check all applicable services:	☐ List Job Openings	☐ Mass Hires	☐ On-the-Job Training (OJT) Please note: employees cannot participate in both WIOA funded OJT and IWT simultaneously.
	☐ Job Fairs	☐ Candidate Search	
	☐ Testing & Assessment	☐ Other:	
Please describe the business's product(s) and/or service(s): Electromedical and Electrotherapeutic Apparatus Manufacturing Surgical and Medical Instrument Manufacturing			
Is the business minority owned? If yes, please check one of the boxes below:			
☐ Women owned	☐ Asian/American owned		
☐ African/American owned	☐ Native/American owned		
☐ Hispanic/American owned	☐ Other minority owned (specify):		
Amount of Funding Requested: \$4828		Number of Individual Trainees: 3	
Anticipated Start Date: October 1, 2026		Anticipated End Date: December, 31, 2026	

SECTION 2. <i>Eligibility Criteria</i>		
Please thoroughly answer all questions. Attach additional sheets if necessary.		
Do business circumstances point to probable layoffs?	☐ YES	☒ NO
If yes, please describe the business's circumstances. Click or tap here to enter text.		
The requested training will:		
☒ Increase employee skills	☐ Save jobs within our business (How many? Click or tap here to enter text.)	
☒ Address changing skill requirements	☒ Result in a credential(s)	
☒ Result in wage/pay increases	☐ Help prevent business relocation or closure	

SECTION 2. Eligibility Criteria

Please thoroughly answer all questions. Attach additional sheets if necessary.

Explain how the training will improve employee skills, resulting in a more competitive workforce and/or improve overall business circumstances.

These trainings will strengthen employees' technical, analytical, leadership, and business skills, enabling them to work more efficiently, make data-driven decisions, solve complex problems, and contribute more effectively to organizational goals. The Six Sigma Black Belt training will provide advanced process improvement and problem-solving skills that can be applied to complex projects and help reduce waste, improve quality, and increase operational efficiency. The Certificate in Data Analysis will strengthen employees' ability to analyze and interpret data, identify trends, and use information to support informed business decisions. Business Fundamentals Mastery will broaden employees' understanding of key business functions and improve their ability to communicate, collaborate, and make sound business decisions. Leadership training will strengthen employees' communication, team-building, coaching, and leadership capabilities, preparing them to take on greater responsibility and effectively support their teams.

Collectively, these trainings will create a more skilled and adaptable workforce, improve internal processes and decision-making, increase employee productivity, and strengthen the company's ability to respond to changing customer and business needs. The resulting improvements in efficiency, quality, leadership, and data-driven decision-making will enhance overall business performance and competitiveness.

List the credentials expected to result from the IWT program.

Lean Six Sigma Black Belt – Midlands Technical College
LSSBB Certification

Certificate in Data Analysis – Midlands Technical College
Certificate in Data Analysis

Is the business committed to retaining employees?

☒ YES

☐ NO

SECTION 3. Training Project Information

Up to six (6) training programs may be requested on each application. Training descriptions for each program requested must be attached to the application.

TRAINING #1

Name of Training: Lean Six Sigma Black Belt

Training Description: Advanced training designed for certified Six Sigma Green Belts to develop the tools and methodologies needed to lead and successfully complete large, complex improvement projects. The course builds on Green Belt knowledge and focuses on advanced tools within the DMAIC process, including statistical analysis using Excel and Minitab. Participants must complete a project to earn Black Belt certification and will learn methods applicable to both manufacturing and service organizations.

Name of Training Provider: Midlands Tech

Provider Federal ID #: 57-0427788

Name of Training Provider Representative: Virtual Course

Address: 316 South Beltline Blvd

City: Columbia

State: SC

Zip: 29205

TRAINING #1		
Phone: (803) 738-8324		Fax: N/A
Anticipated training dates: Starts November 1, 2026		
Projected Number of Hours of Training: 48hrs		Number of Trainees: 1
Job Title(s) and Length(s) of Employment: Manufacturing Engineering Manager 6yr 11mo		
Certification Earned: LSSBB Certification		
BUDGET	Instructor Wages/Tuition: \$3995.00	*Materials/Supplies/Textbooks: All Included
	*Other Costs: Click or tap here to enter text.	TOTAL COST: \$11,985
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Amount is tentative, waiting on instructor to confirm price because 3 participants are needed at \$3995 or one person at \$11,985		

TRAINING #2		
Name of Training: Certificate of Data Analysis		
Training Description: A comprehensive program that develops practical data analysis skills for business decision-making. Participants learn to analyze data, identify trends and relationships, compare groups, apply statistical concepts, and communicate findings through graphs and written summaries. The program progresses from introductory to advanced data analysis and uses Microsoft Excel as a primary tool.		
Name of Training Provider: Midlands Tech		Provider Federal ID #: 57-0427788
Name of Training Provider Representative: Virtual		
Address: 316 South Beltline Blvd		
City: Columbia	State: SC	Zip: 29205
Phone: (803) 738-8324		Fax: n/a
Anticipated training dates: Part 1 - Introduction to Data Analysis, Starts 9/8/2026 Part 2 - Intermediate Data Analysis, Starts 10/5/2026 Part 3 - Advanced Data Analysis, Starts 10/2/2026		
Projected Number of Hours of Training: 48 hours		Number of Trainees: 1
Job Title(s) and Length(s) of Employment: R&D Engineer 2yrs		
Certification Earned: Certificate in Data Analysis		
BUDGET	Instructor Wages/Tuition: \$495	*Materials/Supplies/Textbooks: All included
	*Other Costs: Click or tap here to enter text.	TOTAL COST: \$495
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Click or tap here to enter text.		

TRAINING #3		
Name of Training: Mastery of Business Fundamentals		
Training Description: A comprehensive business training program covering essential business principles and practices. The course develops practical skills in areas such as business management, communication, leadership, marketing, finance, and organizational decision-making, providing participants with a broad foundation for effectively operating and contributing to a business environment.		

TRAINING #3		
Name of Training Provider: Virtual		Provider Federal ID #: 57-0427788
Name of Training Provider Representative: Midlands Tech		
Address: 316 South Beltline Blvd		
City: Columbia	State: SC	Zip: 29205
Phone: (803) 738-8324		Fax: N/A
Anticipated training dates: 14 Oct 2026 6-weeks access		
Projected Number of Hours of Training: 24hrs of coursework		Number of Trainees: 1
Job Title(s) and Length(s) of Employment: R&D Manager 11yrs		
Certification Earned: N/A		
BUDGET	Instructor Wages/Tuition: \$169	*Materials/Supplies/Textbooks: Click or tap here to enter text.
	*Other Costs: Click or tap here to enter text.	TOTAL COST: \$169
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Click or tap here to enter text.		

TRAINING #4		
Name of Training: Leadership - ETG523		
Training Description: This course develops practical leadership skills that can be applied in both personal and professional settings. Participants explore leadership qualities and models, leadership responsibilities, value-centered leadership, team building, communication, coaching and mentoring, influence and collaboration, strategic vision, organizational culture, and creative thinking. The course also helps participants understand how effective leadership can be developed and applied regardless of whether they currently hold a formal leadership position.		
Name of Training Provider: Midlands Tech		Provider Federal ID #: 57-0427788
Name of Training Provider Representative: Virtual		
Address: 316 South Beltline Blvd		
City: Columbia	State: SC	Zip: 29205
Phone: (803) 738-8324		Fax: N/A
Anticipated training dates: Click or tap here to enter text.		
Projected Number of Hours of Training: 24hrs of coursework		Number of Trainees: 1
Job Title(s) and Length(s) of Employment: R&D Manager 11yrs		
Certification Earned: N/A		
BUDGET	Instructor Wages/Tuition: \$169.00	*Materials/Supplies/Textbooks: Click or tap here to enter text.
	*Other Costs: Click or tap here to enter text.	TOTAL COST: \$169
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Click or tap here to enter text.		

TRAINING #5		
Name of Training: Click or tap here to enter text.		
Training Description: Click or tap here to enter text.		
Name of Training Provider: Click or tap here to enter text.	Provider Federal ID #: Click or tap here to enter text.	
Name of Training Provider Representative: Click or tap here to enter text.		
Address: Click or tap here to enter text.		
City: Click or tap here to enter text.	State: Click or tap here to enter text.	Zip: Click or tap here to enter text.
Phone: Click or tap here to enter text.	Fax: Click or tap here to enter text.	
Anticipated training dates: Click or tap here to enter text.		
Projected Number of Hours of Training: Click or tap here to enter text.	Number of Trainees: Click or tap here to enter text.	
Job Title(s) and Length(s) of Employment: Click or tap here to enter text.		
Certification Earned: Click or tap here to enter text.		
BUDGET	Instructor Wages/Tuition: Click or tap here to enter text.	*Materials/Supplies/Textbooks: Click or tap here to enter text.
	*Other Costs: Click or tap here to enter text.	TOTAL COST: Click or tap here to enter text.
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Click or tap here to enter text.		

TRAINING #6		
Name of Training: Click or tap here to enter text.		
Training Description: Click or tap here to enter text.		
Name of Training Provider: Click or tap here to enter text.	Provider Federal ID #: Click or tap here to enter text.	
Name of Training Provider Representative: Click or tap here to enter text.		
Address: Click or tap here to enter text.		
City: Click or tap here to enter text.	State: Click or tap here to enter text.	Zip: Click or tap here to enter text.
Phone: Click or tap here to enter text.	Fax: Click or tap here to enter text.	
Anticipated training dates: Click or tap here to enter text.		
Projected Number of Hours of Training: Click or tap here to enter text.	Number of Trainees: Click or tap here to enter text.	
Job Title(s) and Length(s) of Employment: Click or tap here to enter text.		
Certification Earned: Click or tap here to enter text.		
BUDGET	Instructor Wages/Tuition: Click or tap here to enter text.	*Materials/Supplies/Textbooks: Click or tap here to enter text.
	*Other Costs: Click or tap here to enter text.	TOTAL COST: Click or tap here to enter text.
*Please itemize costs related to materials, supplies, textbooks, and other costs here: Click or tap here to enter text.		

SECTION 4. Training Budget
Businesses/consortia must contribute to the cost of the IWT project, with a minimum contribution of: 10 percent of the cost for business locations or consortia with no more than 50 employees

- 25 percent of the cost for business locations or consortia with more than 50 employees, but no more than 100 employees
- 50 percent of the costs for a business location or consortia with more than 100 employees

BUDGET	IWT FUNDING PROVIDED BY WIOA	BUSINESS SHARE/ CONTRIBUTION*
TUITION/COURSE REGISTRATION	\$3862.40	965.60
TEXTBOOKS/MANUALS	Click or tap here to enter text.	Click or tap here to enter text.
TRAINING MATERIAL/ SUPPLIES	Click or tap here to enter text.	Click or tap here to enter text.
TOTAL COST OF TRAINING**	Click or tap here to enter text.	Click or tap here to enter text.

**Wages paid to employees while attending training may be used as the business's/training consortium's contribution to the cost of training.*

***The total of funding provided by WIOA and the business share should equal the total cost of training as reflected in the business application and training plan.*

Source of Business Share/Contribution:

- ☐ Cash
☐ In-kind

SECTION 5. Certification by Authorized Business Representative

I hereby certify that I am an authorized representative of the business named above, with the authority to commit the business to legally binding contracts and agreements. I further certify that the information given as part of and attached to this application is true and accurate. I am aware that any false information or intended omissions may subject me to civil or criminal penalties for filing of false public records and/or forfeiture of any funds approved through this program.

This application does not constitute a contractual agreement. If any portion of the application is approved, a formal agreement between parties will be executed to obligate funds for the approved training. Training may not start prior to the effective date of the agreement.

Signature:

Title: Click or tap here to enter text.

Print Name: Licheska L. Hendricks

Date: Click or tap to enter a date.