



February 23, 2026

Paula J. Kellerman, Director, Human Resources

City of Pittsburgh  
414 Grant Street  
Pittsburgh, PA 15219

Dear Ms. Kellerman

Re: Waiver

**1. PROJECT: Employment, Advancement and Retention Network (EARN) program  
RESET/EARN Program  
ORDINANCE 177A.06A – Waiver**

The City of Pittsburgh's Equal Opportunity Review Commission Department finds it satisfactory to approve the Waiver Request for the EARN Program.

The City of Pittsburgh receives funding from the Pennsylvania Department of Human Services (DHS) to operate the Employment, Advancement and Retention Network (EARN) program. The EARN program offers a range of employment and training services to economically disadvantaged customers receiving TANF benefits. EARN is designed to provide comprehensive education, training and work services to enable them to move rapidly from welfare to work. All referrals to the program are received from DHS.

Sincerely,

A handwritten signature in black ink that reads "Chuck Durham".

Chuck Durham  
Business Diversity Manager

Cc: Diane Lapinski