



September 30, 2023 Report

Submitted to:

Tennessee Human Rights Commission
Title VI Compliance Program
&
Tennessee Comptroller of the Treasury
Division of State Audit



State of Tennessee
Department of Finance and
Administration
FY 2022 - 2023
Title VI Compliance Report and
Implementation Plan
for
Title VI of the Civil Rights Act of 1964
and
Title IX of the Education Amendments Act of 1972

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Chapter 01 – OVERVIEW

THRC DIRECTIVES

Provide a clear description of the department’s mission and structure, operations, and statutory based programs, include an explanation of each (including programs that do not receive FFA). Include an organizational chart of the entire department or agency.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

OVERVIEW

This plan represents the Department of Finance and Administration’s commitment to nondiscrimination, with a particular emphasis on services provided to the citizens of Tennessee.

Purpose

The purpose of this Department of Finance and Administration (F&A) Compliance Review and Implementation Plan is to meet the implementation planning and annual reporting requirements of Tennessee Code Annotated, § 4-21-901, et seq. and Tennessee Code Annotated, § 4-4-123. It is intended to detail F&A efforts and strategy to foster the intents of and ensure compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972.

Period Covered—2022-2023

The departmental process for ensuring and reviewing compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972 has been assessed. Consequently, F&A has implemented an approach with an emphasis on implementation planning, follow-through, and performance measurement.

Applicability—Departmental, Service Provider and Sub recipient Programs

The Department of Finance and Administration carries out its responsibilities both through its own administrative and program staff and through contracted programs.

As a recipient of federal financial assistance, the requirements of Title VI of the Civil Rights Act of 1964 are applicable to all the operations of the Department of Finance and Administration and to any entity to which funded financial assistance is extended. (Title 42, United States Code, § 2000d-4a)

Accordingly, the charge—

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. (Title 42, United States Code, § 2000d)

—is applicable to all the programs, activities, and operations of the department and all service providers and sub recipient entities with which the department contracts utilizing state and federal funds.

Additionally, as a recipient of federal financial assistance for education activities, the requirements of Title IX of the Education Amendments Act of 1972 are applicable to all the operations of the Department of Finance and Administration and to any entity to which federal funded financial assistance for education activities is extended. (Title 20, United States Code, § 1687)

The mandates of Title IX are:

- No person in the United States shall, based on sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . (Title 20, United States Code, § 1681)

and

- No person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission in any course of study by a recipient of Federal financial assistance for any education program or activity, but nothing herein shall be construed to require any such institution to provide any special services to such person because of his blindness or visual impairment. (Title 20, United States Code, § 1684)

Both are applicable to all the programs, activities, and operations of the department and all service provider and sub recipient entities with which the department contracts for education activities utilizing state and federal funds.

Strategic Focus

Finance and Administration (F&A) acts as the chief corporate office of state government. Many complex processes are required to achieve this mission. The governor's proposed budget for state government is developed with the oversight of the commissioner, the governor's chief financial officer. The department also manages centralized accounting and financial reporting of the state's financial activity. Other areas, which provide state government with the necessary infrastructure to work effectively, include Strategic Technology Solutions and Benefits Administration.

Mission Statement

To provide sound stewardship of State assets through Good Business and Great Customer Service

Programmatic Overview

The Department of Finance and Administration was established by public act in 1961. The responsibilities of the department were originally derived from the Division of Finance and Administration established in 1959 and vested with all the authority, powers, and duties imposed by law on the Department of Budget, the Department of Accounts, and the Office of State Property Administration. Through the years, the responsibilities of F&A have evolved—reflecting the growing importance of information technology and the Commissioner of Finance and Administration's ever-expanding role as the Governor's chief cabinet officer. The department is comprised of the following major divisions/programs that carry out F&A's programmatic functions. As a reference for a whole department listing of employees, please see Appendix A.

Administrative Services

The administrative services of this department include the management of the state's information system needs, benefits management, program evaluation, and intra-departmental support.

Division of Administration

The Division of Administration provides administrative support services for the department, including the commissioner's office. Human resources, talent management, and internal audit are managed by the division.

Benefits Administration

The Division of Benefits Administration administers the State Group Insurance Program directed by the State, Local Education, and Local Government Insurance committees. All medical plans are self-insured and include the Premier Preferred Provider Organization (PPO), Standard PPO and Consumer Driven Health Plan (CDHP) with Health Savings Account. In addition to the products discussed above, a Limited PPO product is offered to participating agencies in the Local Education and Local Government plans. For eligible Medicare retirees, the Division administers a self-insured supplemental product. The Division also administers an Employee Assistance Program, the Working for a Healthier Tennessee worksite wellness program, and offers basic term life insurance as well as fully insured vision, dental, life insurance and disability products. As part of the administration of

these products, Benefits Administration provides a service center to help members with questions concerning eligibility and other issues.

Office of Criminal Justice Programs

The Office of Criminal Justice Programs secures, distributes, manages, and evaluates federal and state grant funds for criminal justice and victim services programs, such as Byrne Justice Assistance, STOP Violence Against Women, Family Violence Prevention and Services Act, Victims of Crime Act, and Sexual Assault Services Program grants. The office monitors the sub recipients to ensure that criminal justice and victim services funds are spent in accordance with federal and state guidelines.

Strategic Technology Solutions

Strategic Technology Solutions (STS) is the State of Tennessee's enterprise IT department, which houses Technical Operations & Administration, Business Solutions Delivery (BSD), and Enterprise Resource Planning (Edison ERP). STS facilitates the use of information systems and provides technical direction to departments as charged by the Commissioner of Finance and Administration and the Information Systems Council. STS provides technical services, policies, and enterprise strategic planning for the State's operating systems. STS delivers services for statewide data, voice, and video operations; technical research; information technology training for IT professionals; and security policy, direction, and protection. STS is also responsible for solutions development and support of enterprise applications; manages the State's TN.gov websites; operates two data centers housing servers and data storage; and manages several enterprise cloud environments. Department-focused IT staff are housed within the five BSD Business Domains. The Business Domains provide IT strategic planning, high-level shared resources, and customer service delivery. BSD also provides the following IT services to all state departments: strategic planning, project and portfolio management, workstation support, and IT customer care. Edison ERP delivers an integrated enterprise software solution for addressing the state's administrative functions such as human resources, payroll, financial management, and procurement.

Volunteer Tennessee

Volunteer Tennessee is the Governor's commission on volunteerism and service. The commission was created by Executive Order, and its mission is to encourage volunteerism and community service. The Executive Order directs the Department of Finance and Administration to provide administrative support to the commission. Volunteer Tennessee manages AmeriCorps sub-grants funded through federal grants from the Corporation for National and Community Service (DBA AmeriCorps), to meet needs in education, environment, healthy futures, economic opportunity, veterans and military families, and other unmet needs. The commission also administers a federal Volunteer Generation Fund grant.

Office of Customer Focused Government

The Office of Customer Focused Government concentrates on improving business for internal and external customers. The office helps state agencies become more effective and efficient, reducing cost of operations, and resulting in better services. The office helps coordinate strategy, metrics, and transformational initiatives across all agencies.

Fiscal and Management Services

This functional area develops and implements policies pertaining to the fiscal and managerial aspects of state government, including agency strategic planning, budgeting, accounting, and central state planning, and policy development.

Division of Accounts

The Division of Accounts provides the controller function for the state. In Tennessee, this function includes responsibility for the management of all aspects of the preparation and independent audit

of the state's Comprehensive Annual Financial Report, as well as the Executive Branch central accounting initiative. Ancillary responsibilities of the division include:

- Maintenance of the general ledger and the official accounting records of the state;
- Preparation and filing of required statewide IRS payroll and service provider information reporting;
- Management and operation of statewide centralized payment processing for all vendor payments and employee expense reimbursements;
- Management and operation of central payroll processing for the state;
- Compilation of the federally required Schedule of Expenditures of Federal Awards (SEFA);
- Validation of open checkbook data posted to the state's transparency site; and,
- Promotion of awareness throughout state government that grants normally come with significant requirements, and provision of guidance to assist in maximizing the benefits of grants while minimizing risk.

In addition, the division works with State Funding Board staff on the determination of commercial paper draws and bond sale sizing; establishes state accounting policies and practices; monitors the state's compliance with the federal government's Cash Management Improvement Act related to federal draws of grant funds; and manages certain statewide commerce infrastructure contracts (i.e. credit card acceptance/merchant services and prepaid card services).

Division of Budget

In accordance with budget recommendations of the Governor and the Commissioner of Finance and Administration, the Division of Budget prepares the annual Budget Document and general appropriations bill for transmittal to the General Assembly. The division also is responsible for preparing the annual Work Program (enacted budget allotments) by adjusting the proposed budget to reflect final legislative action on the appropriations act and bond authorization act. The Budget includes both operational allotments and the capital outlay program. Throughout the year, the Division of Budget monitors spending and state revenue collections of all state agencies.

Office of Evidence and impact

In partnership with the governor's office and state executive branch agencies, OEI seeks to use data to inform decision makers to ensure the state invests in programs that work for Tennesseans.

TennCare Fraud and Abuse Prevention

Office of Inspector General

The Office of Inspector General was created to identify, investigate, and seek the accountability of those that commit fraud or abuse against the TennCare program.

Budget Overview

The Department of Finance and Administration's estimated operational budget, including payroll, for fiscal year 2023-2024 is \$ 733,955,500 which is for general government programs.

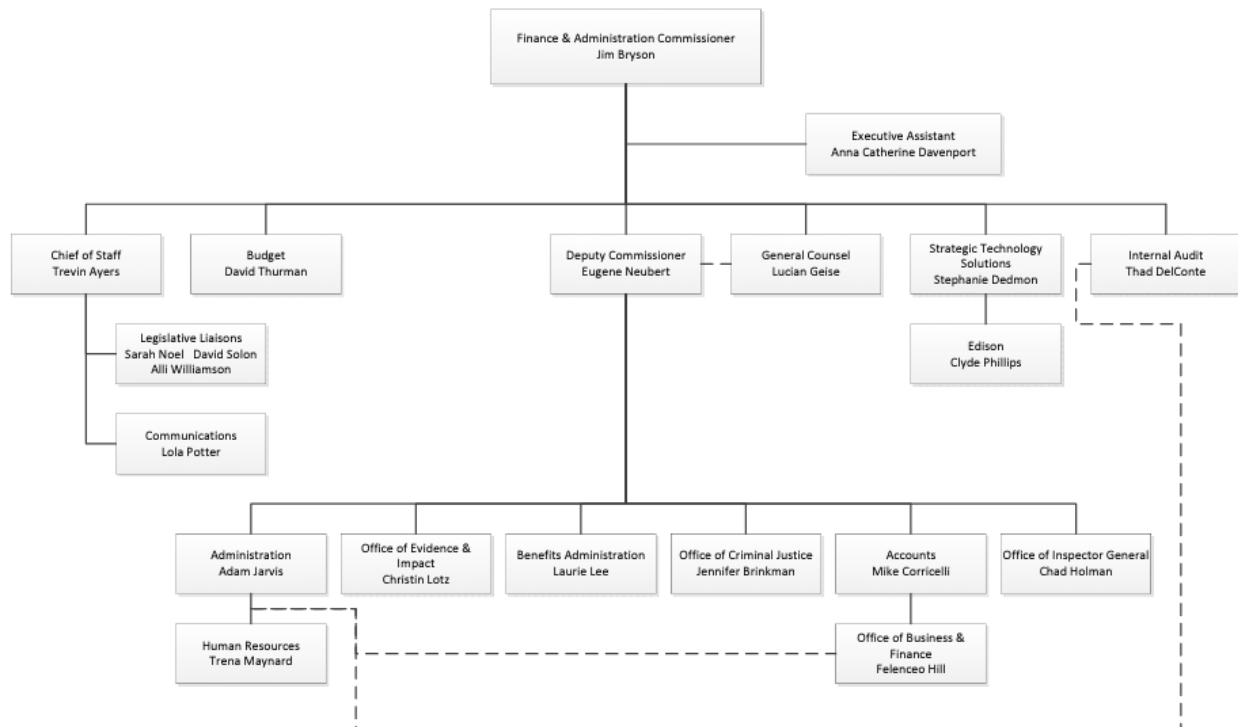
DEPARTMENTAL BUDGET BY DIVISION AND BY SOURCE

	State	Federal	Other	Total
Accounts	4,142,100		59,834,400	63,976,500
Administration	4,148,900	62,937,000	5,459,300	72,545,200
Benefits Administration			15,047,200	15,047,200
Budget	5,665,300			5,665,300
Business Solutions Delivery			92,867,700	92,867,700
Criminal Justice Programs (OCJP)	99,209,500	73,022,000	105,800	172,337,300
Enterprise Resource Planning			30,368,100	30,368,100
Strategic Technology Solutions (STS)	1,796,800		256,186,400	257,983,200
Office of Evidence and Impact (OEI)	3,818,800			3,818,800
Office of Inspector General (OIG)			6,626,600	6,626,600
Volunteer Tennessee	450,200	8,244,400	25,000	8,719,600
Vehicle Tag and Analogous Fees	4,000,000	-	-	4,000,000
TOTAL	123,231,600	144,203,400	466,520,500	733,955,500

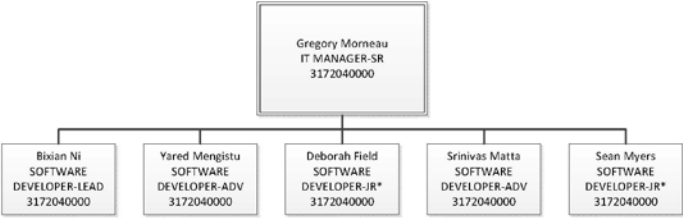
BASED ON RECURRING PORTION OF FY 2022-2023 FINAL BUDGET.

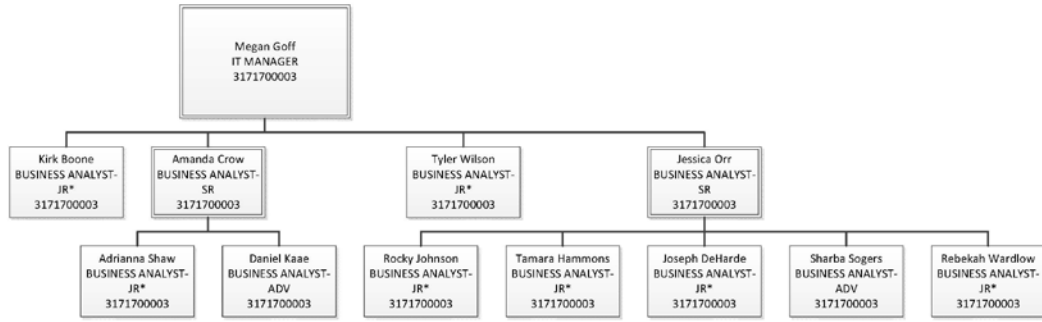
F&A ORGANIZATION CHARTS

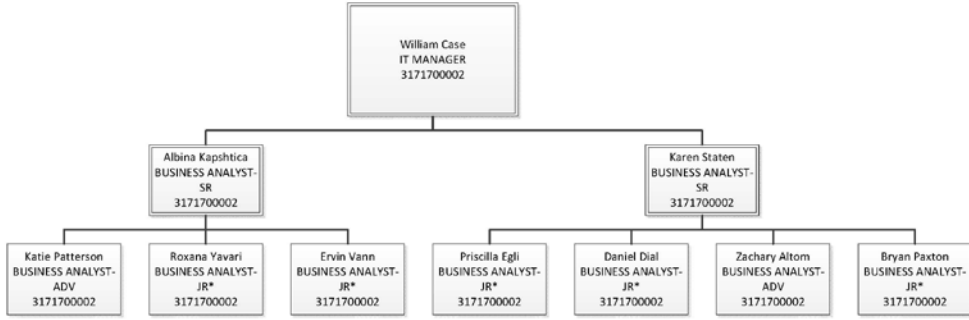
Executive Leadership Team

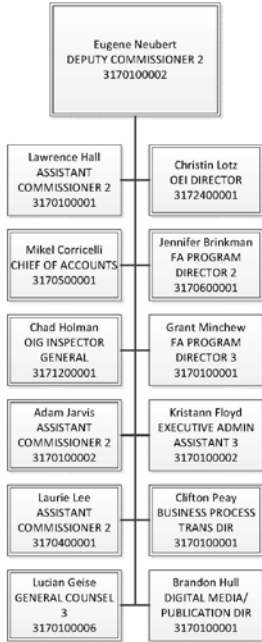


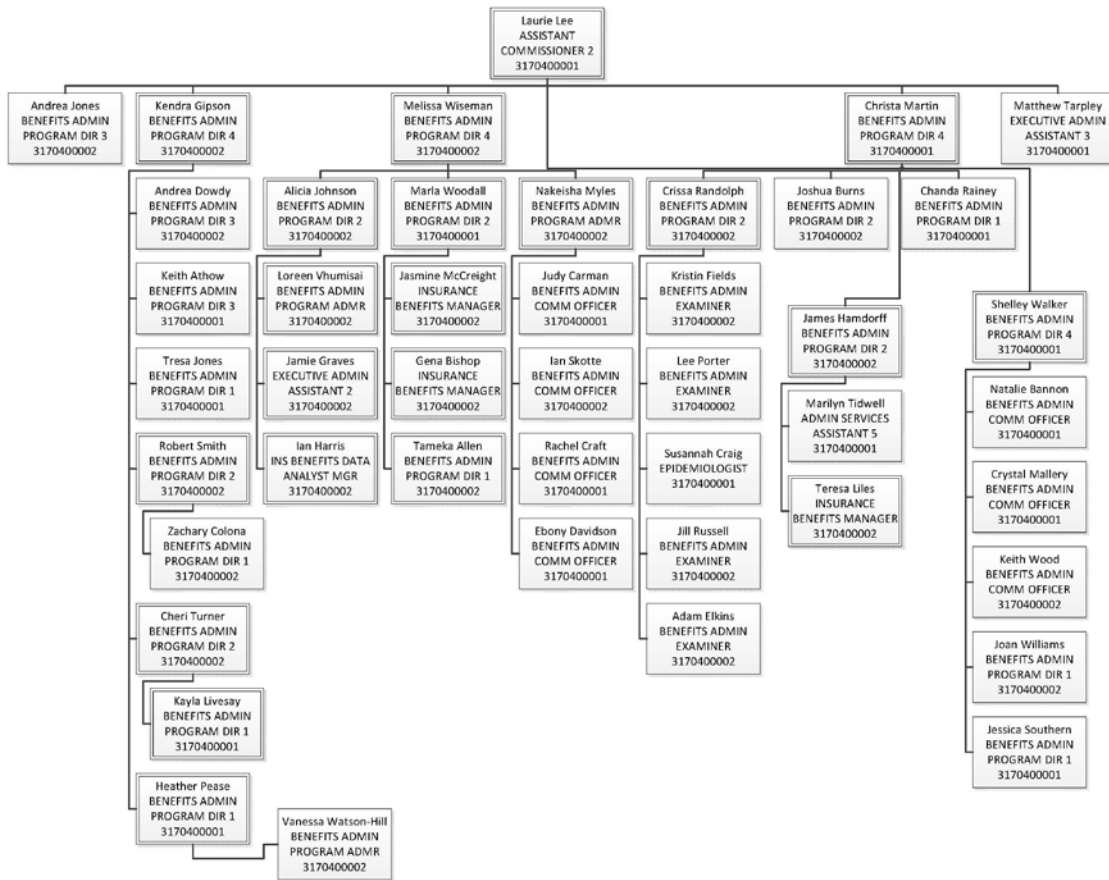
All F&A Position Organization Charts

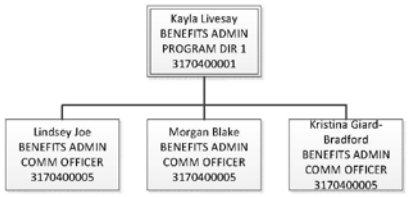


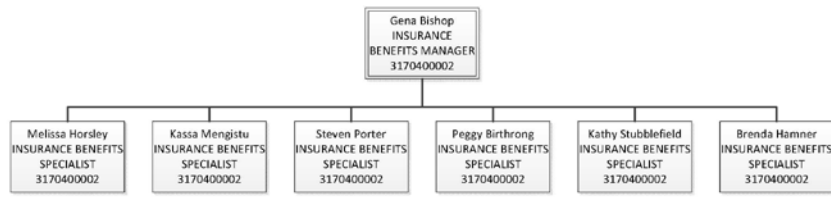


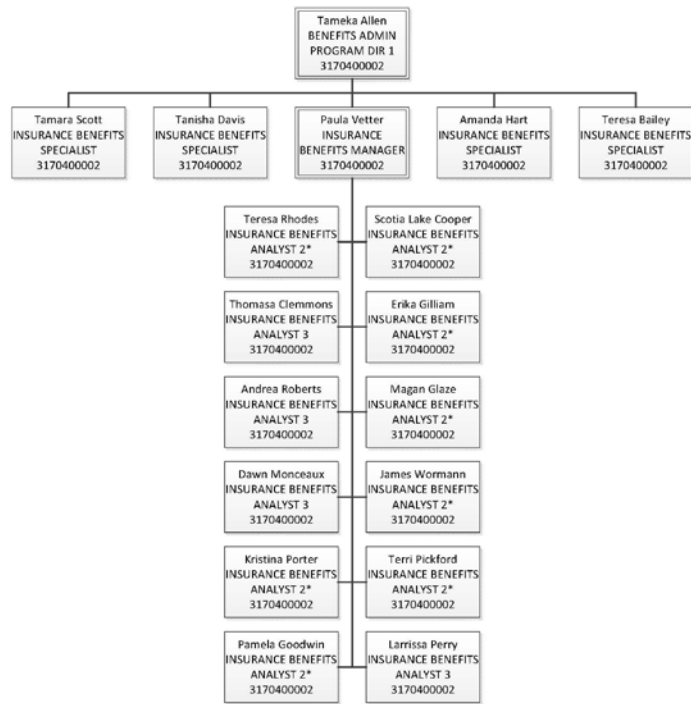


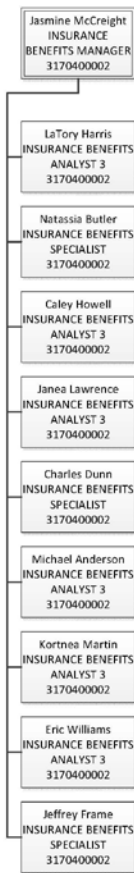


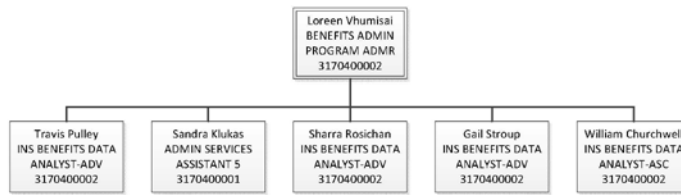


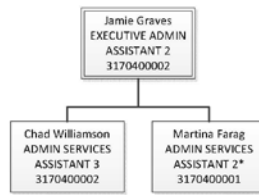


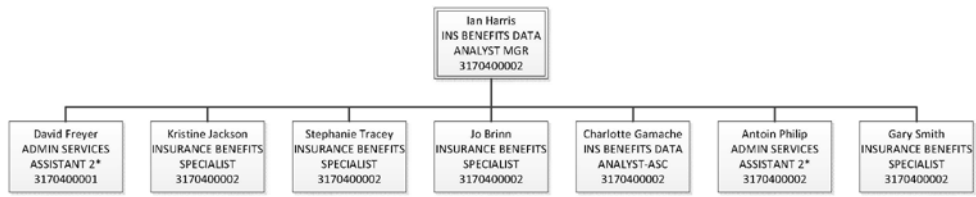


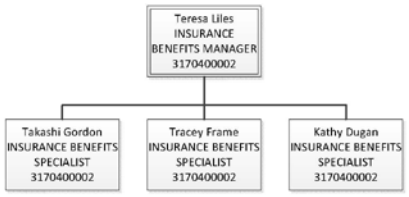




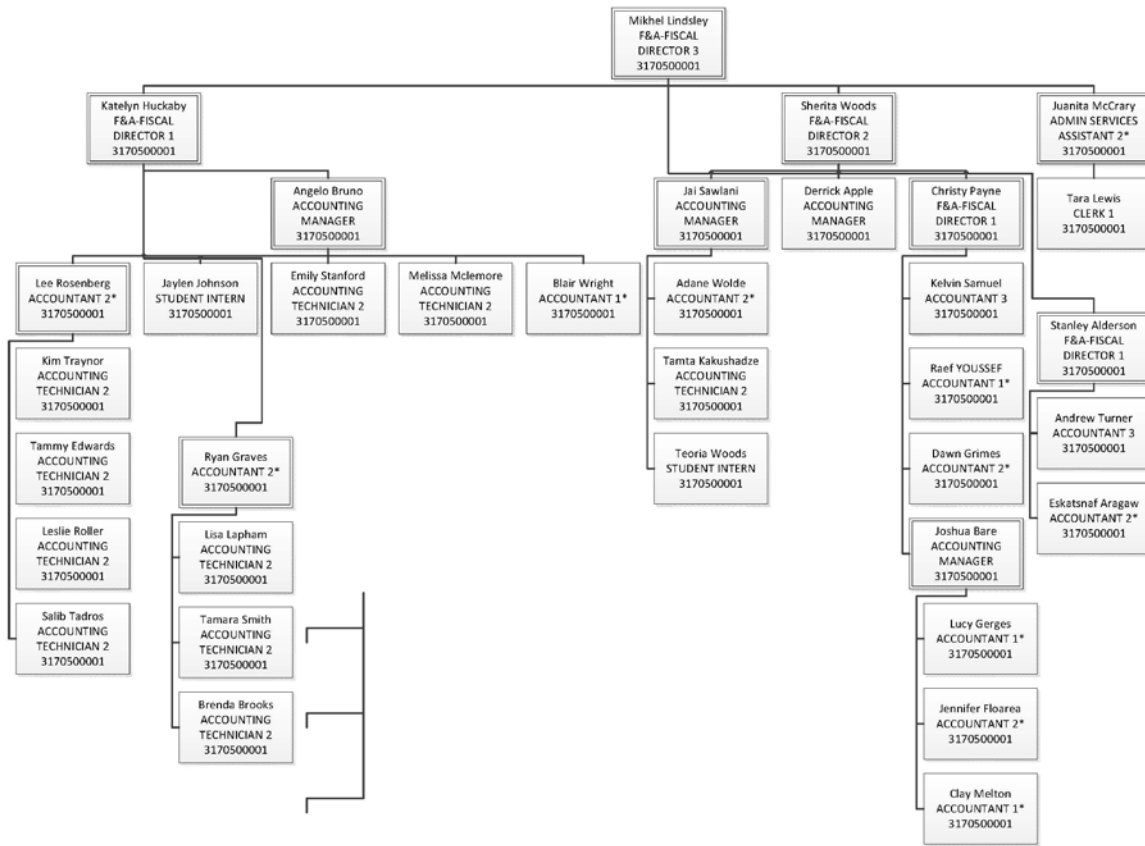


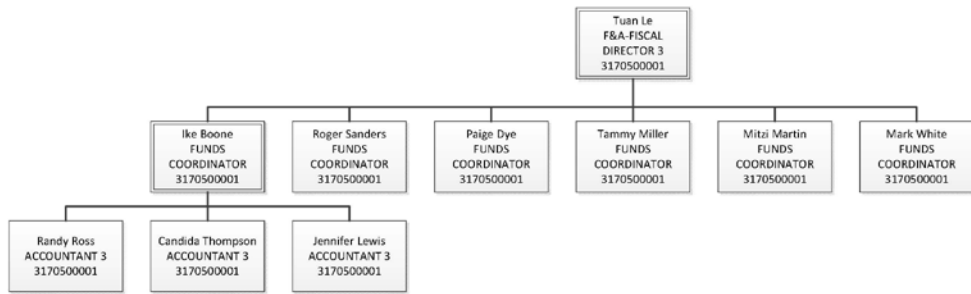


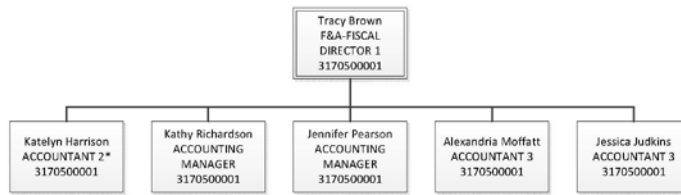


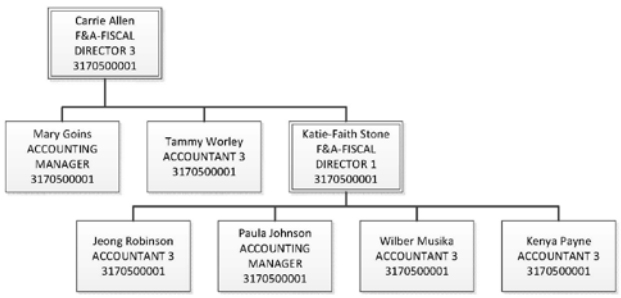


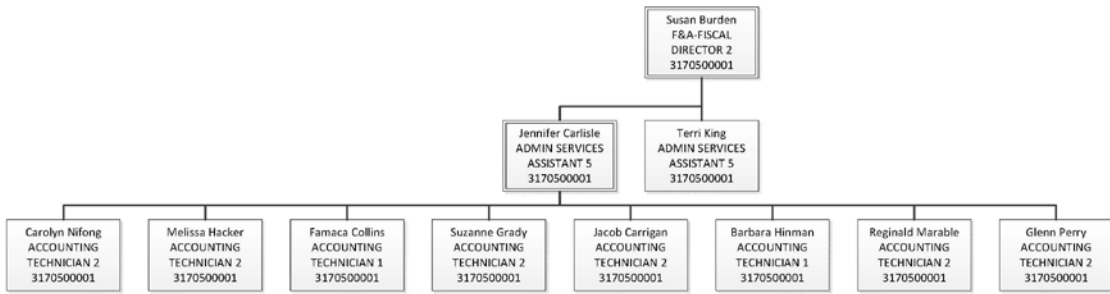


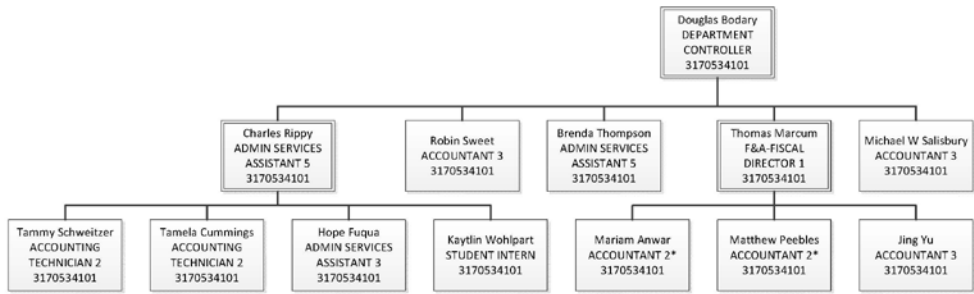


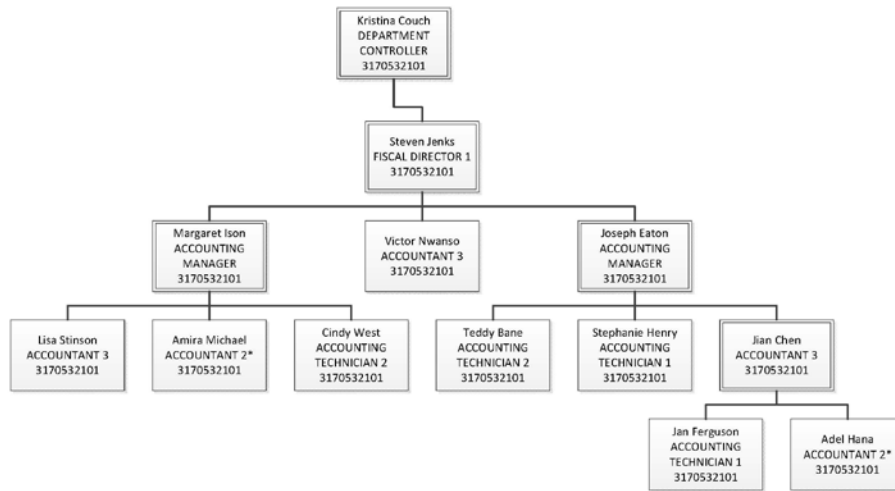


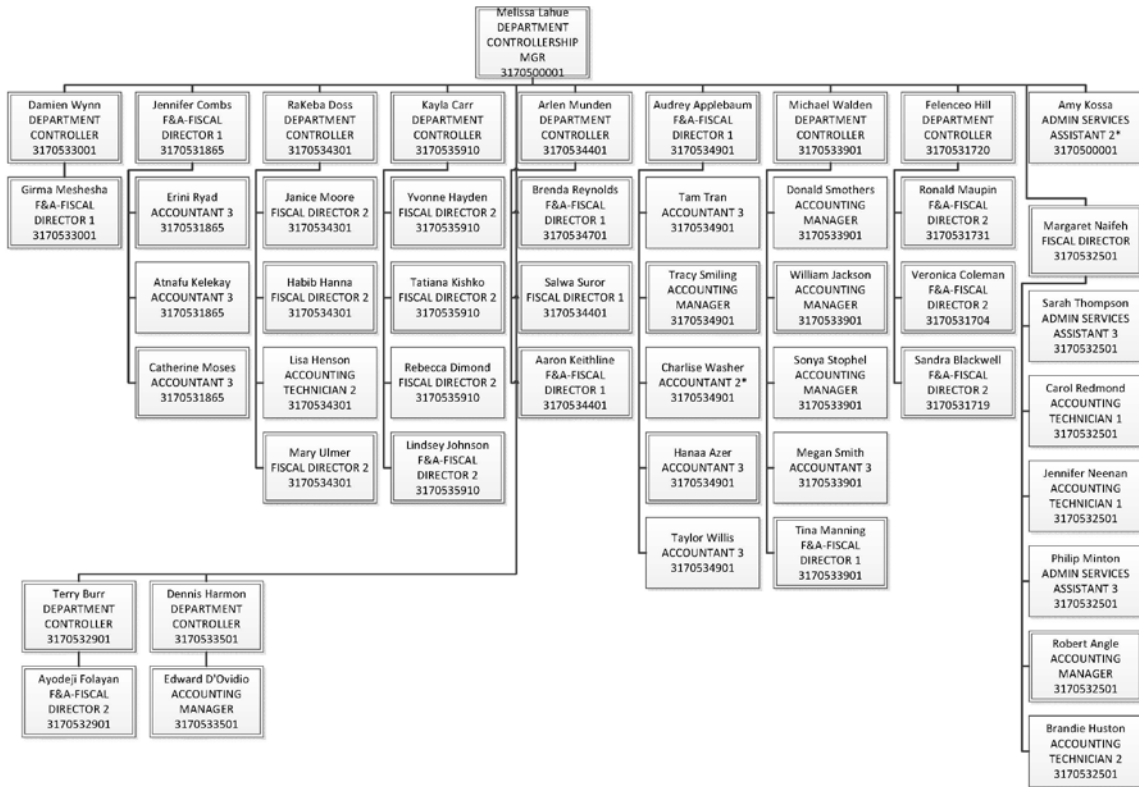


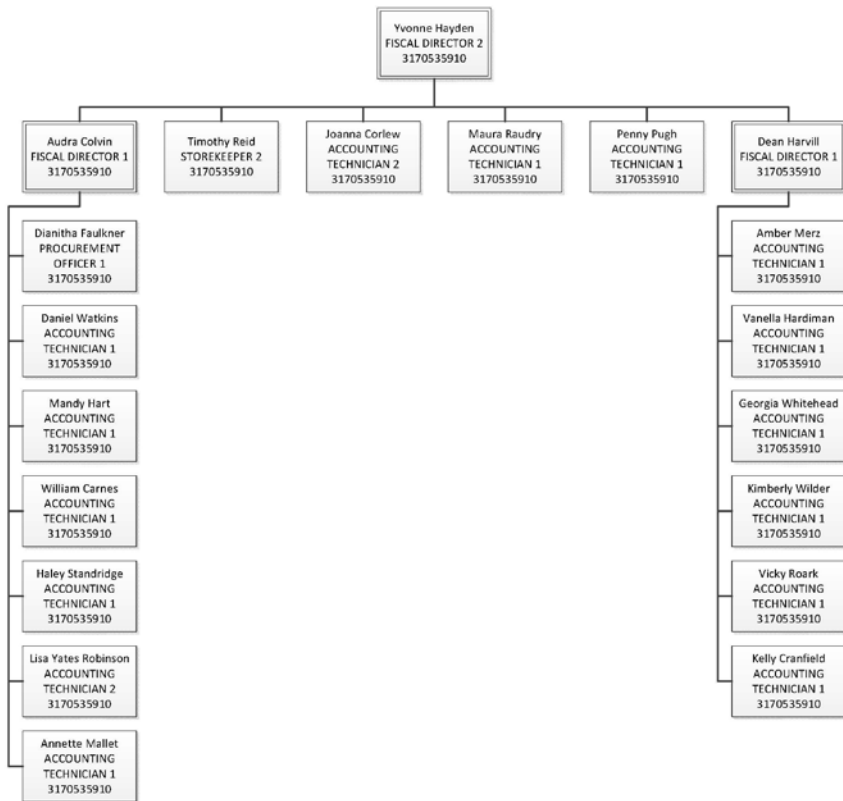


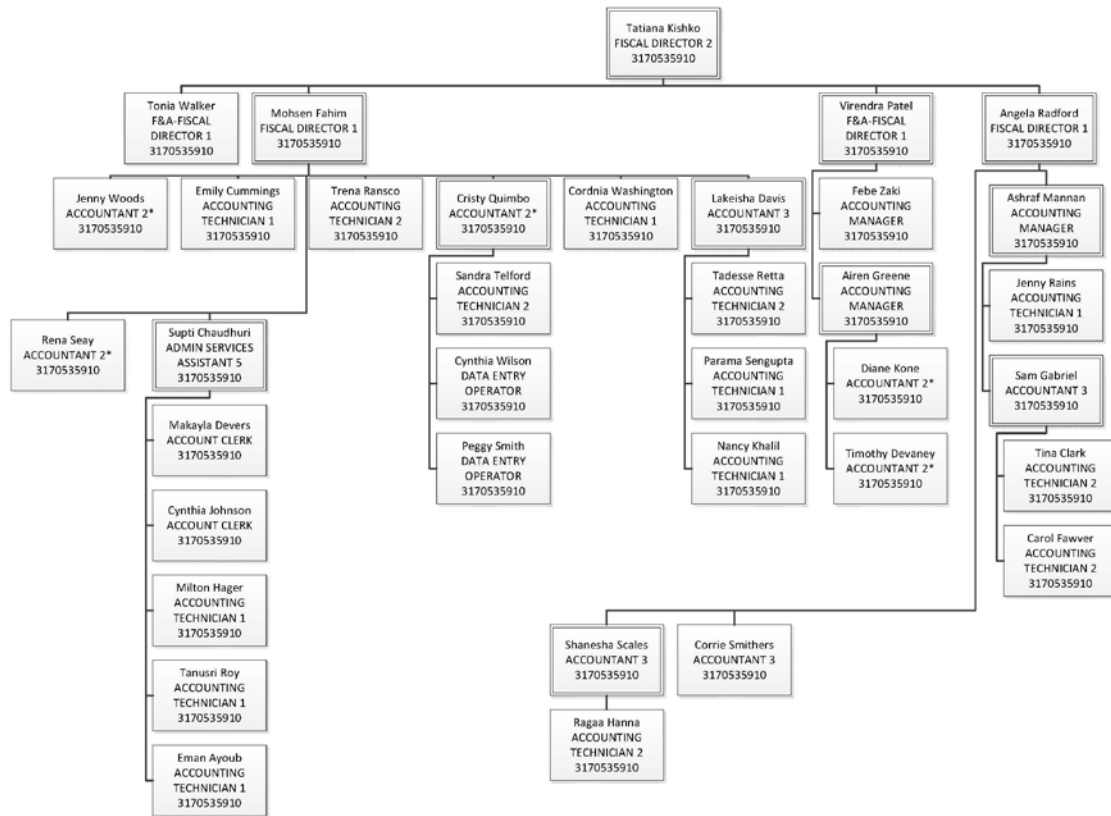


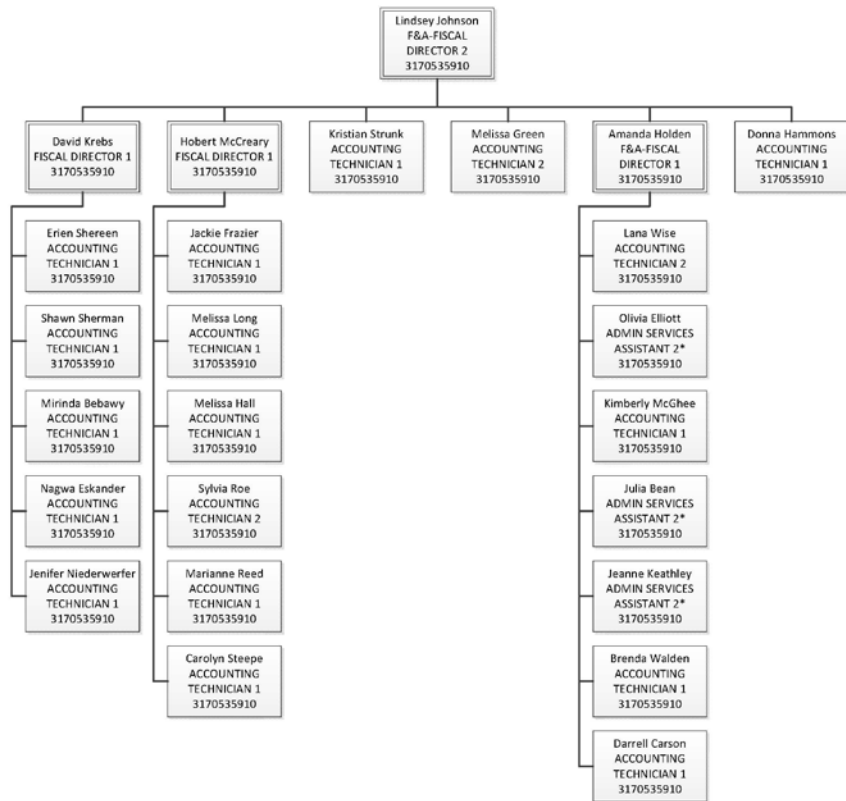


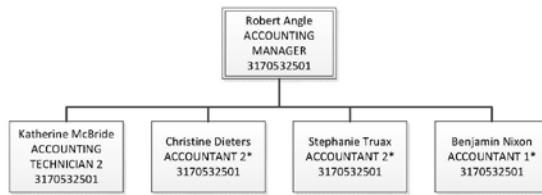


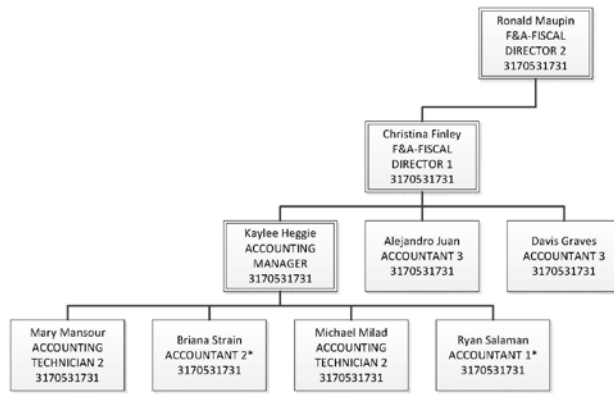


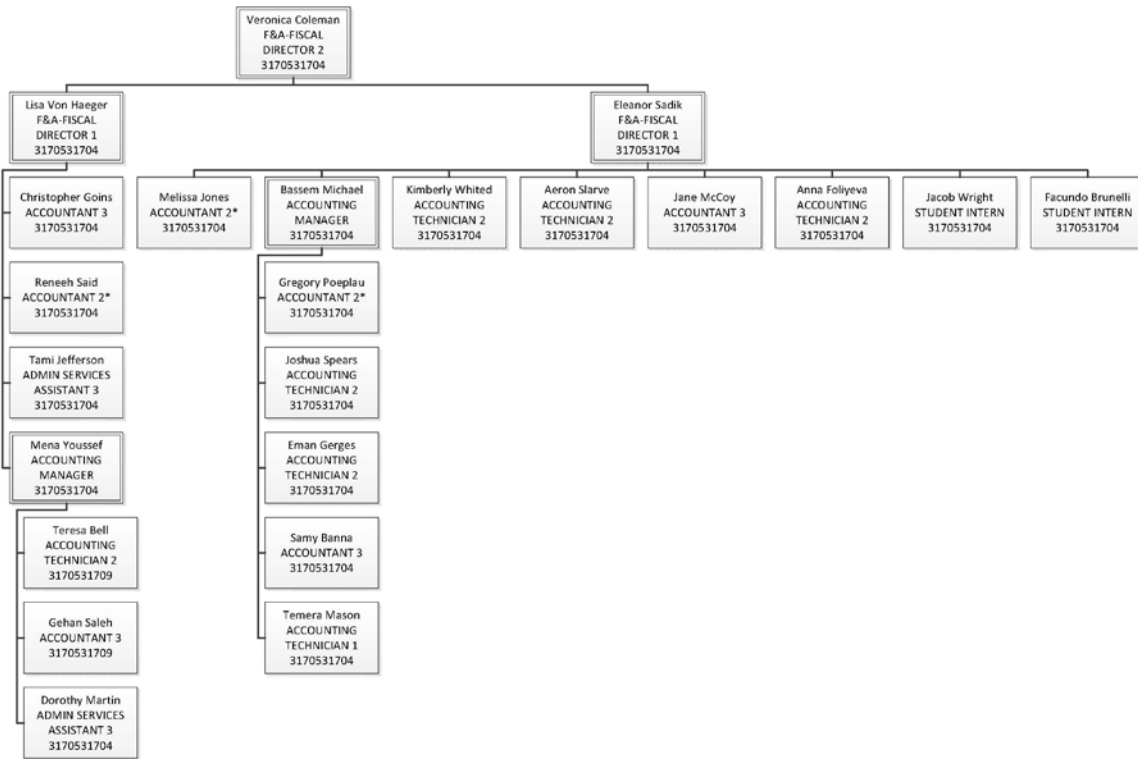


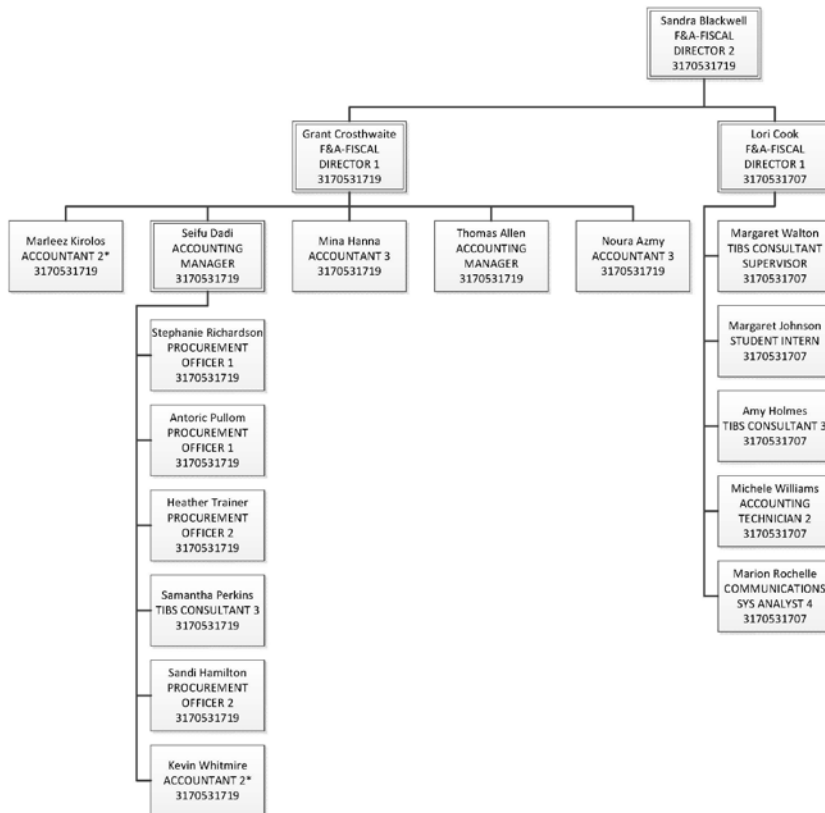


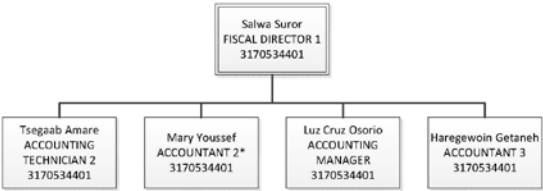


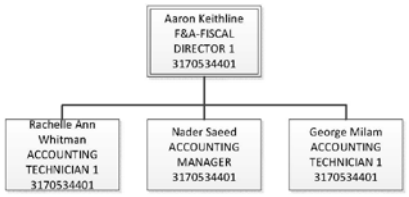


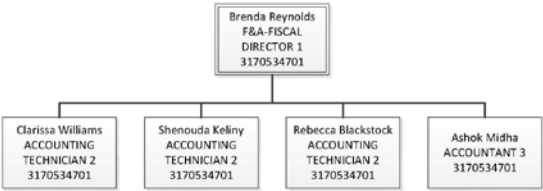


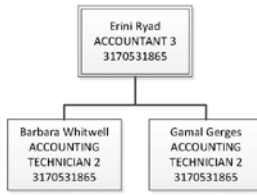


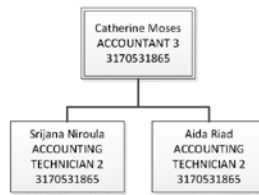


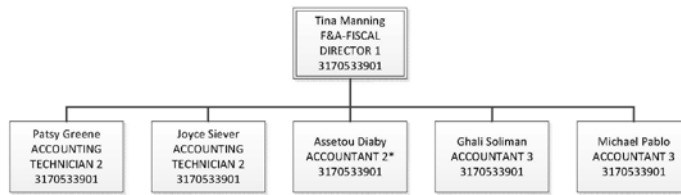


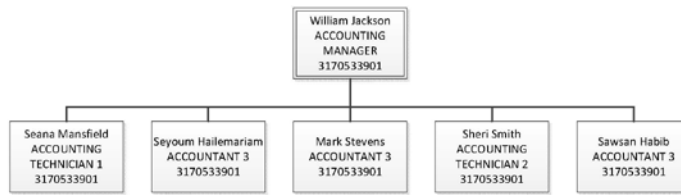


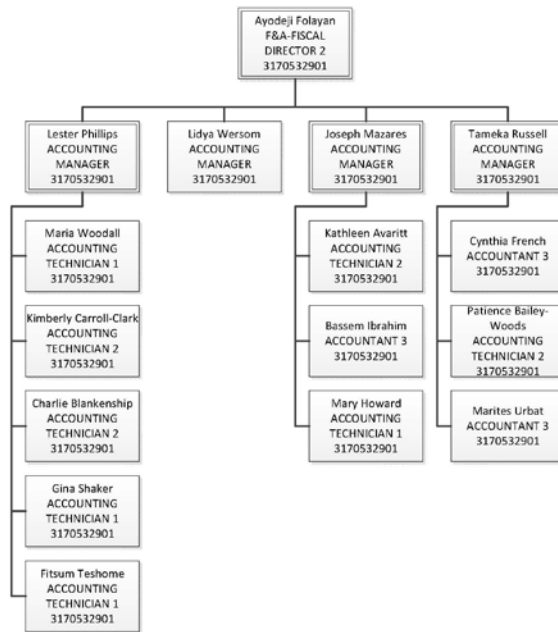


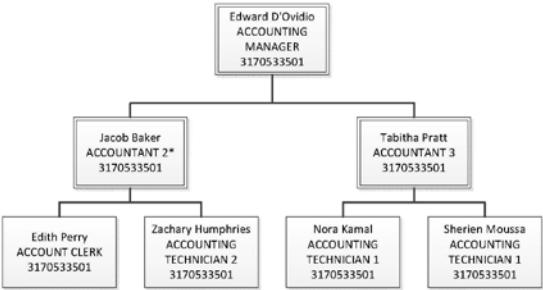


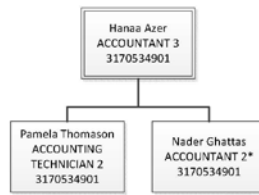


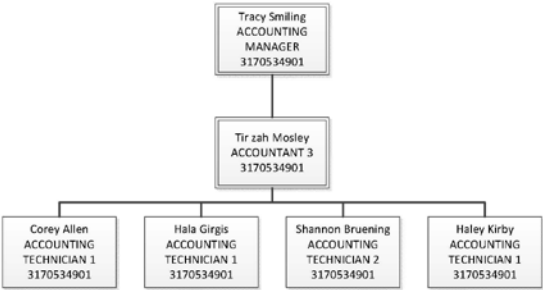


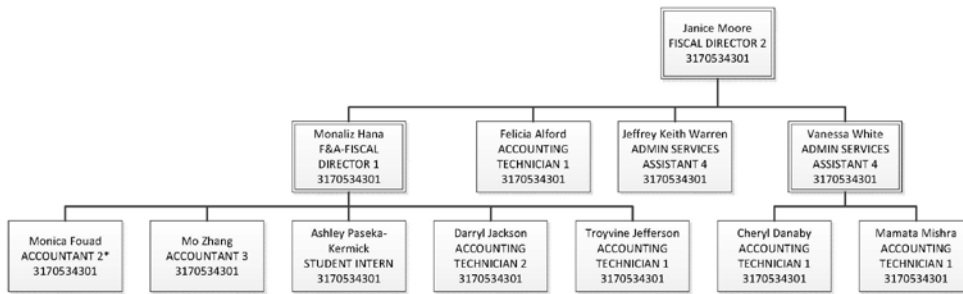


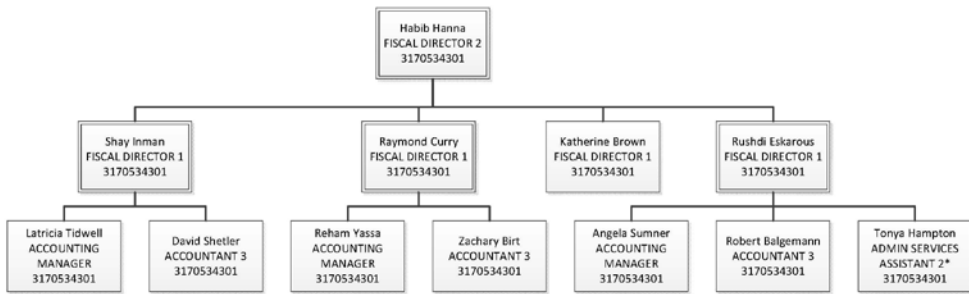


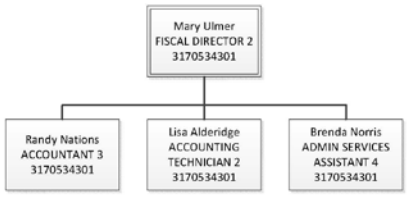


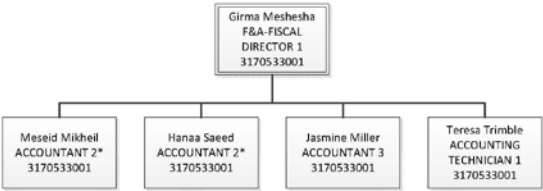


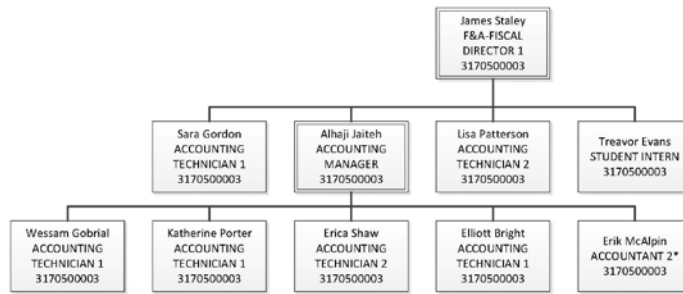


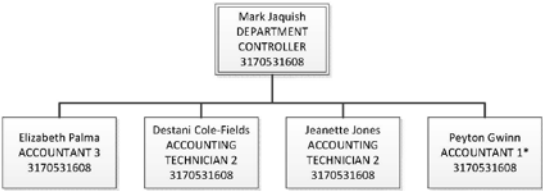


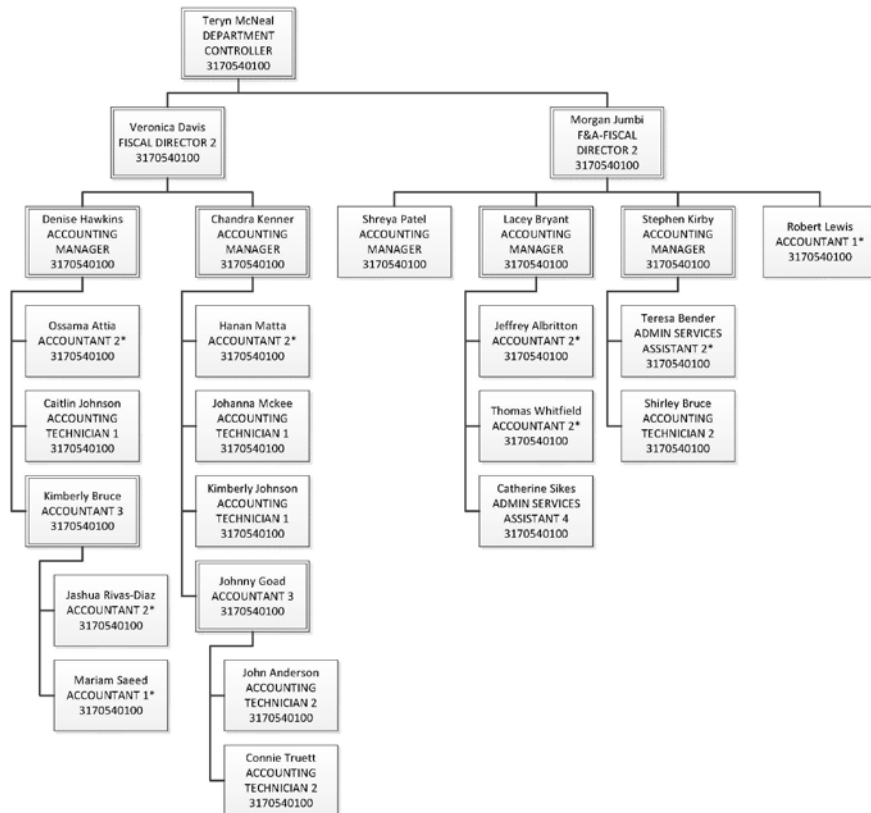


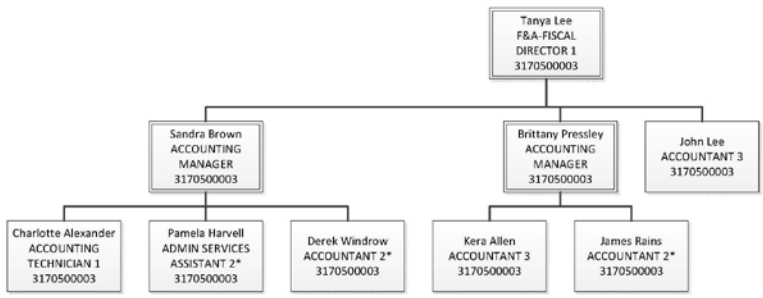


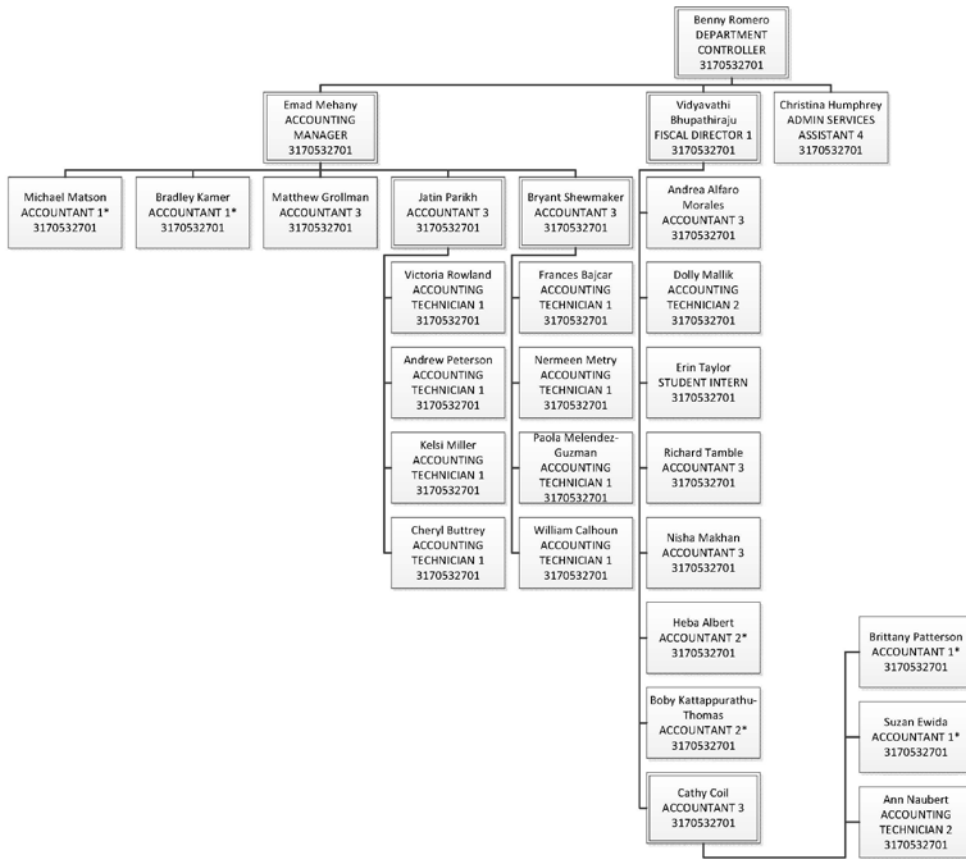


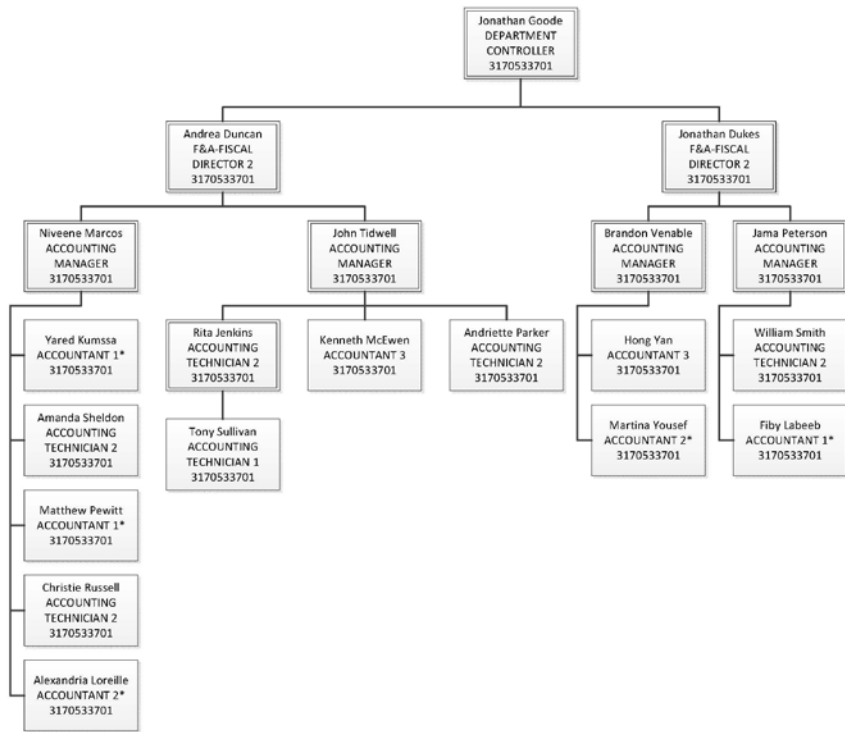


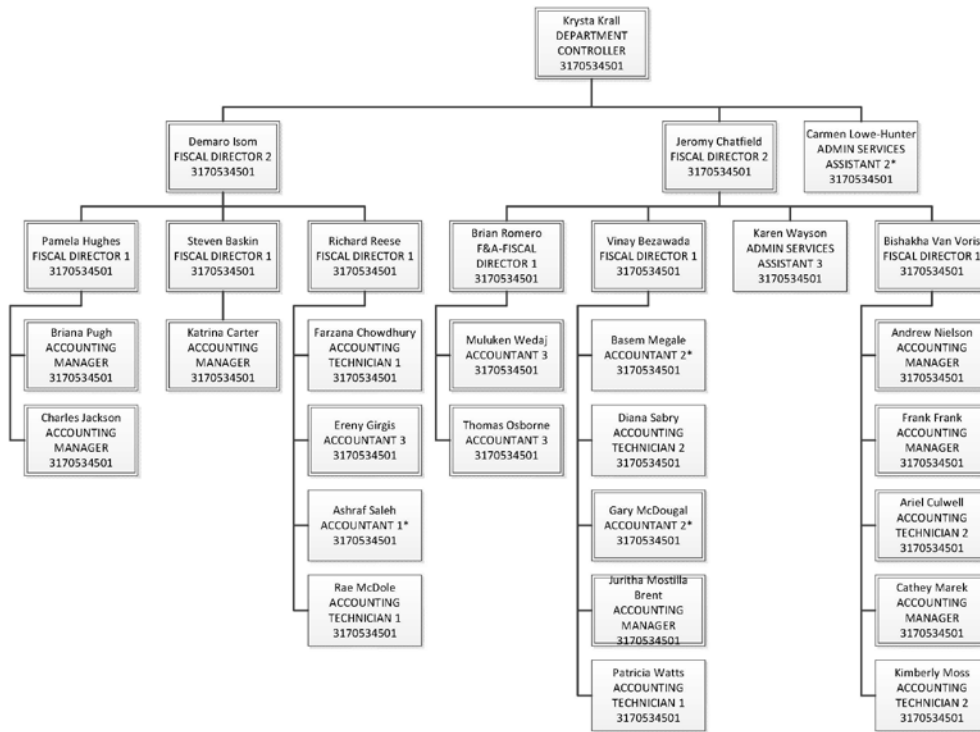


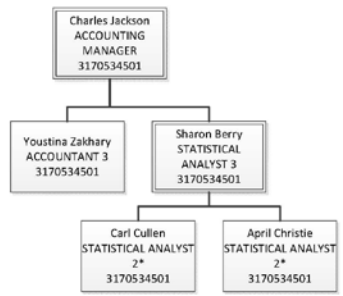


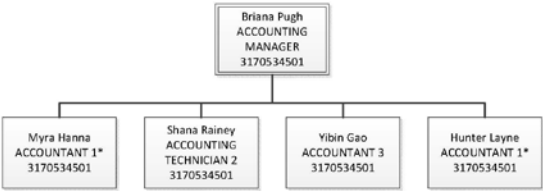


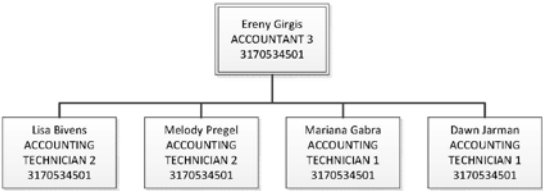


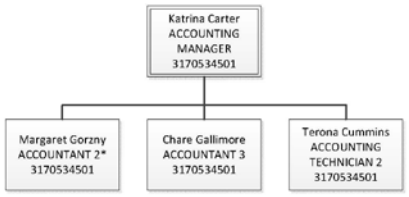


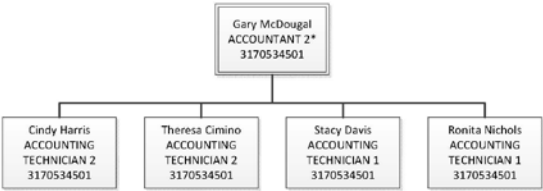


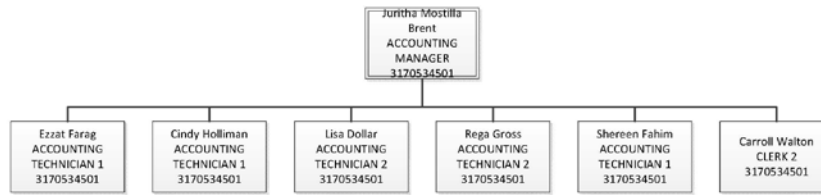


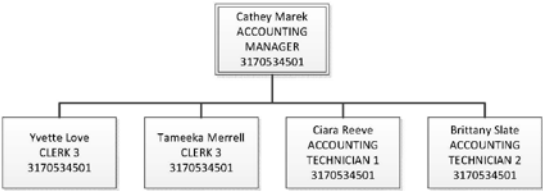


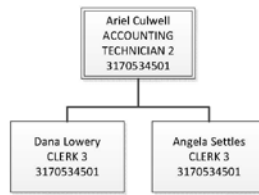


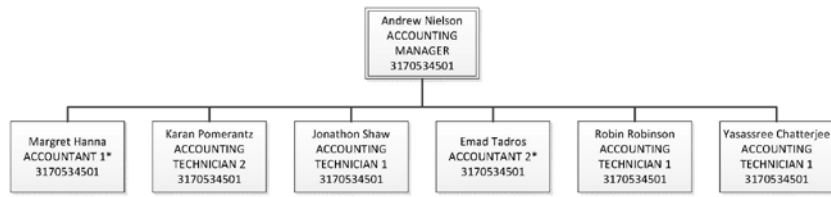


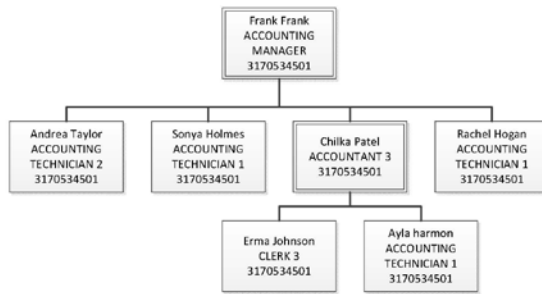


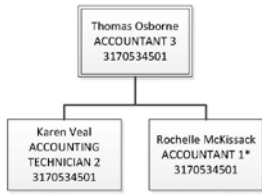


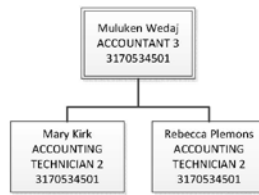


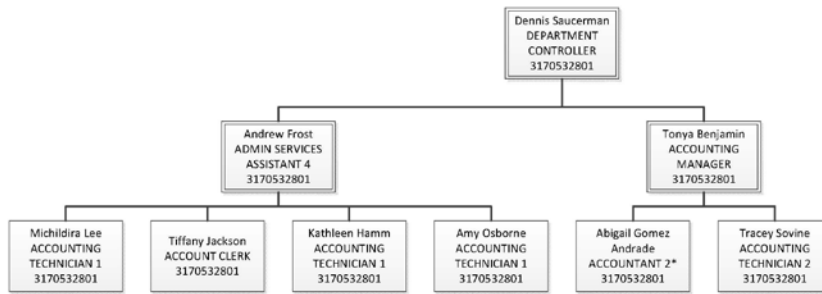


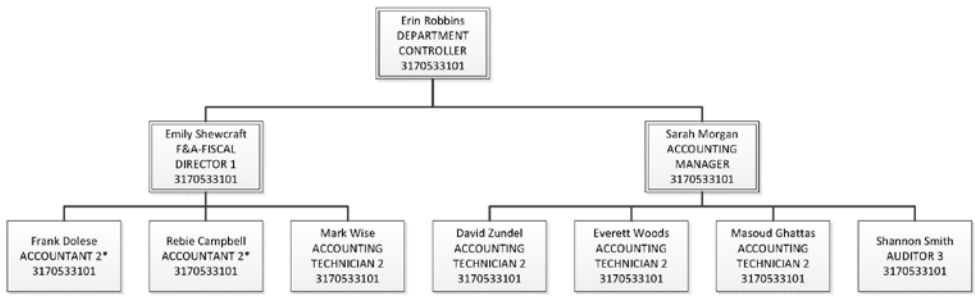


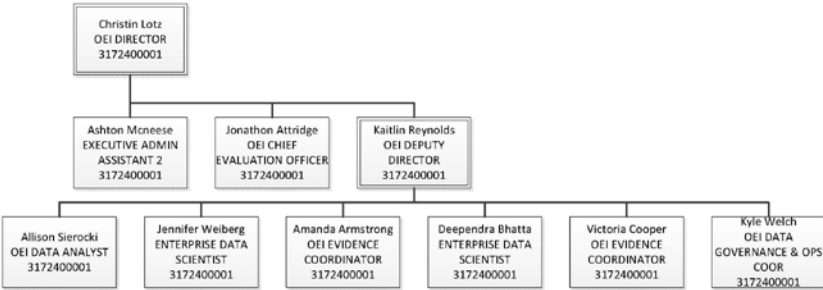


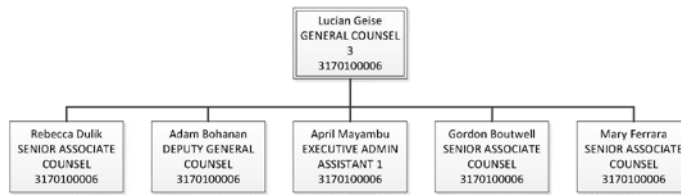


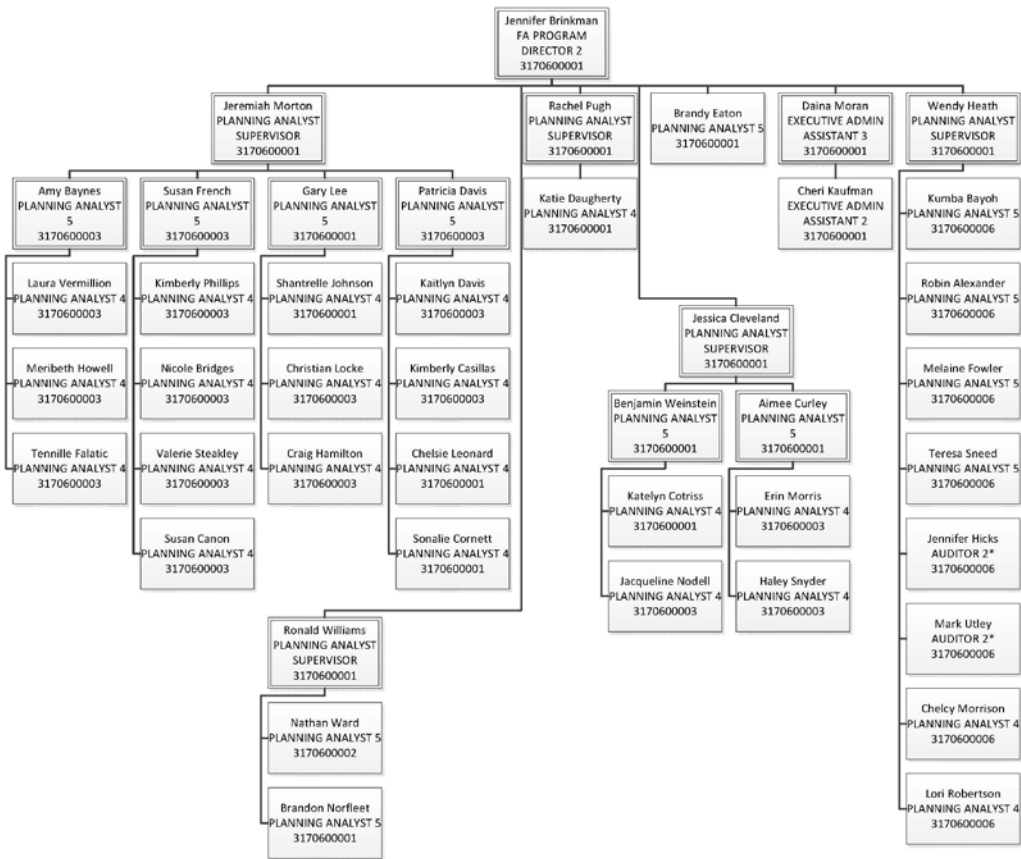


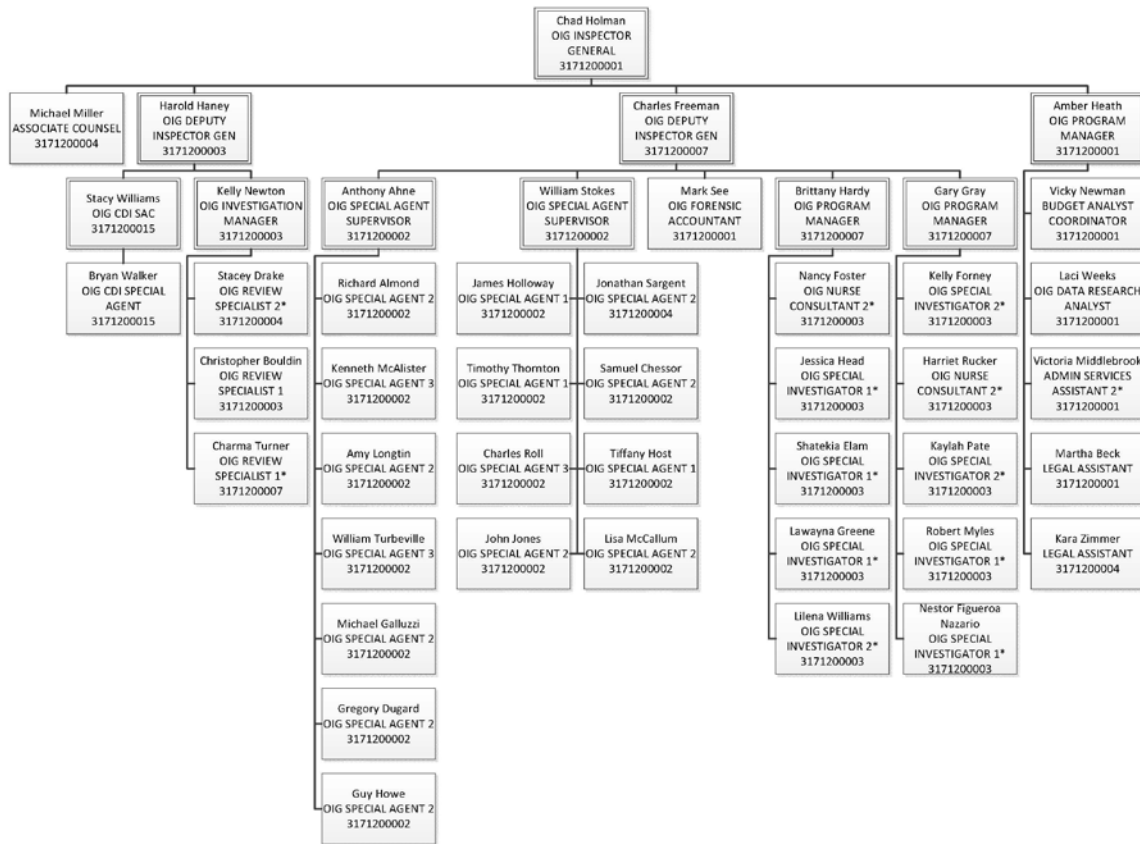


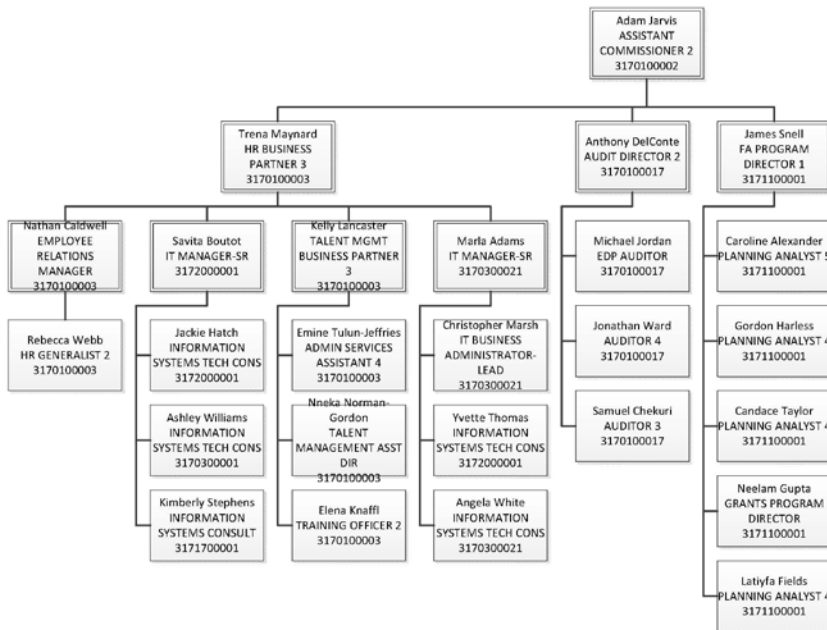


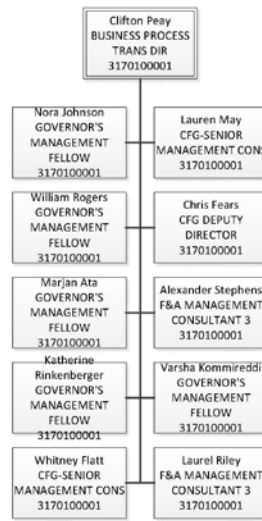


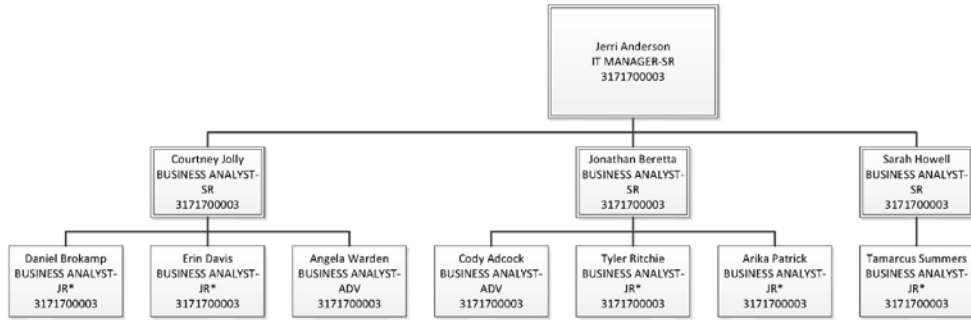


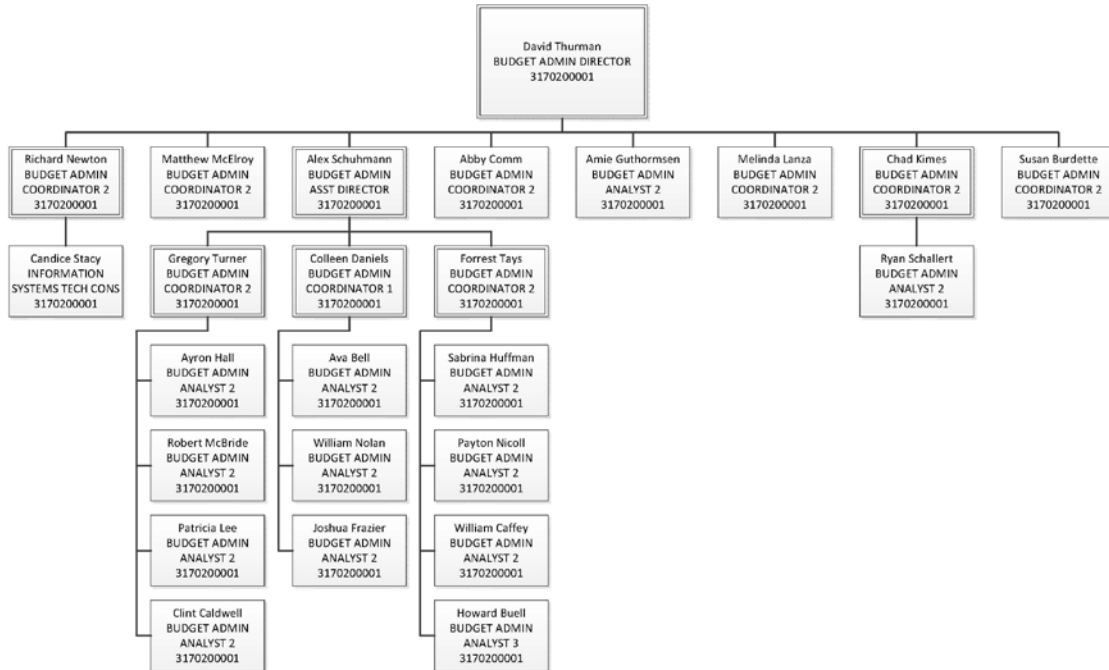


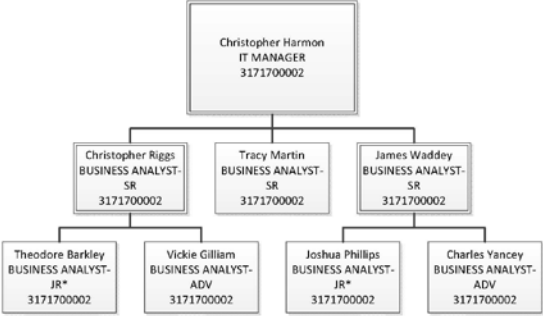


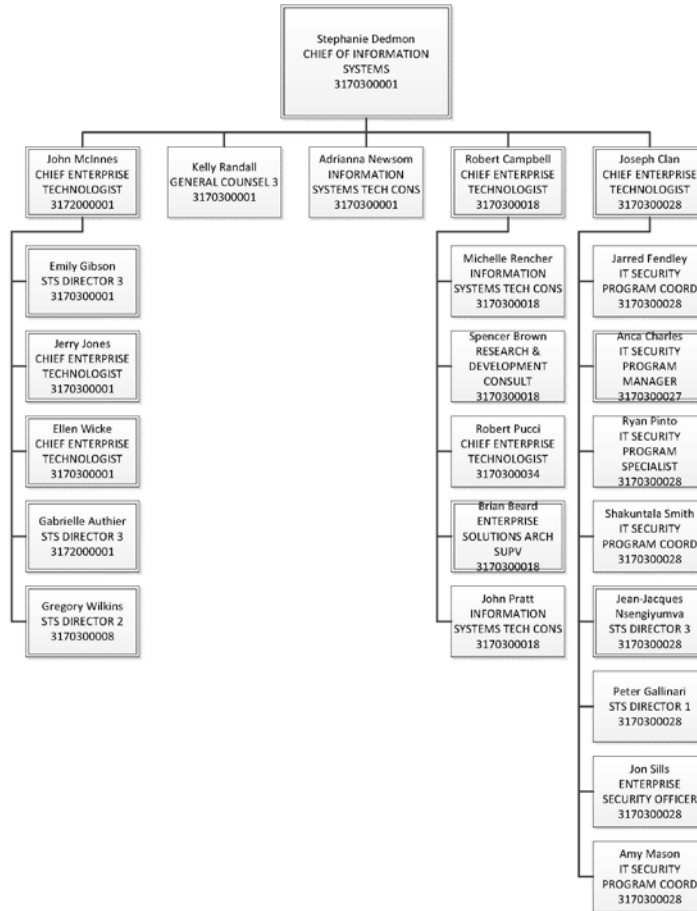




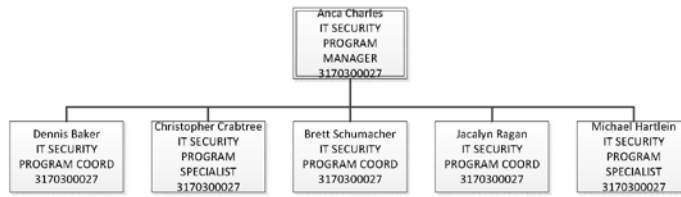


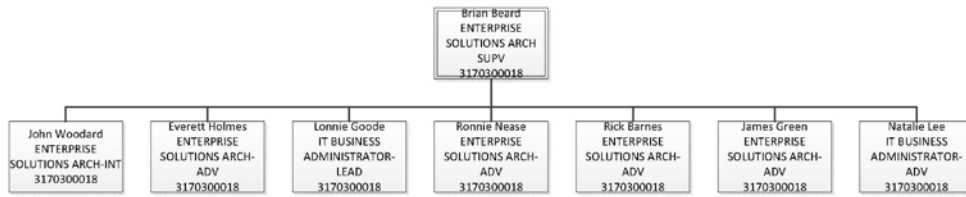


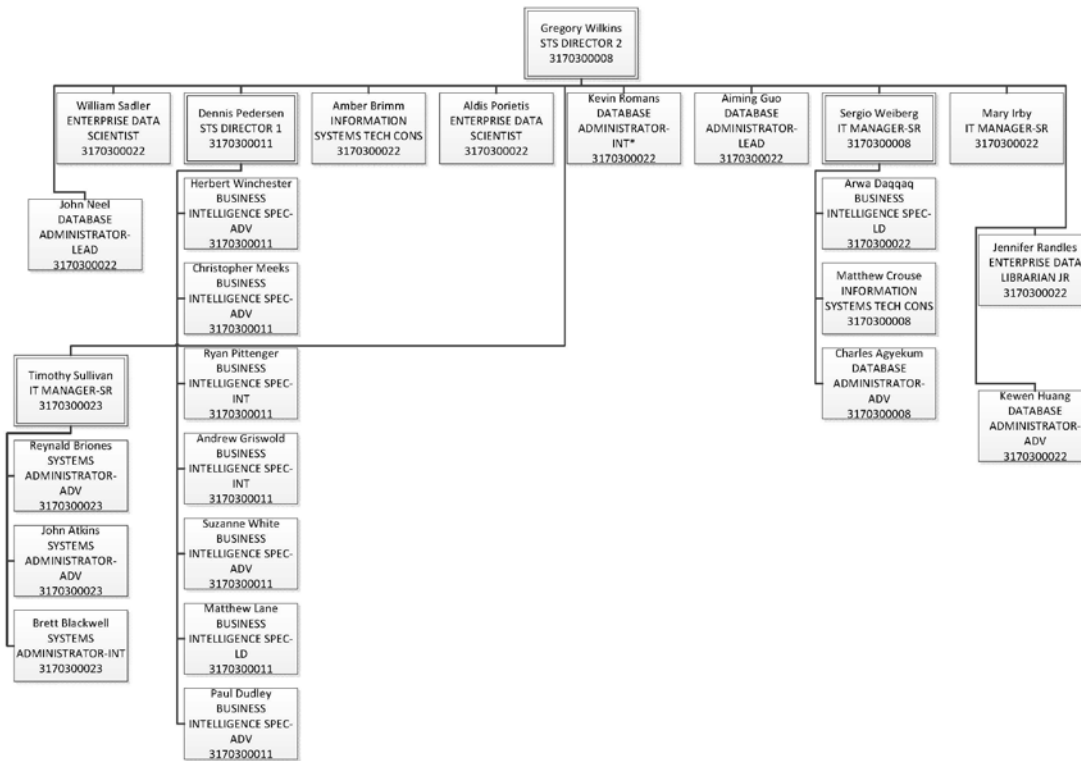


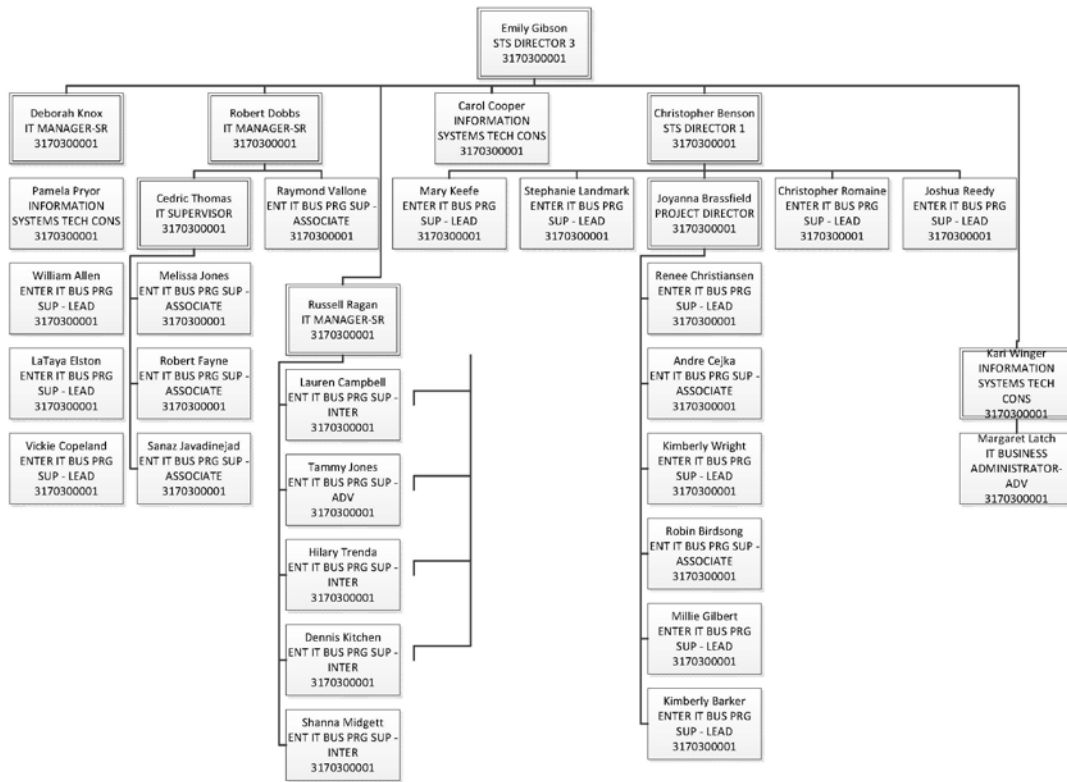


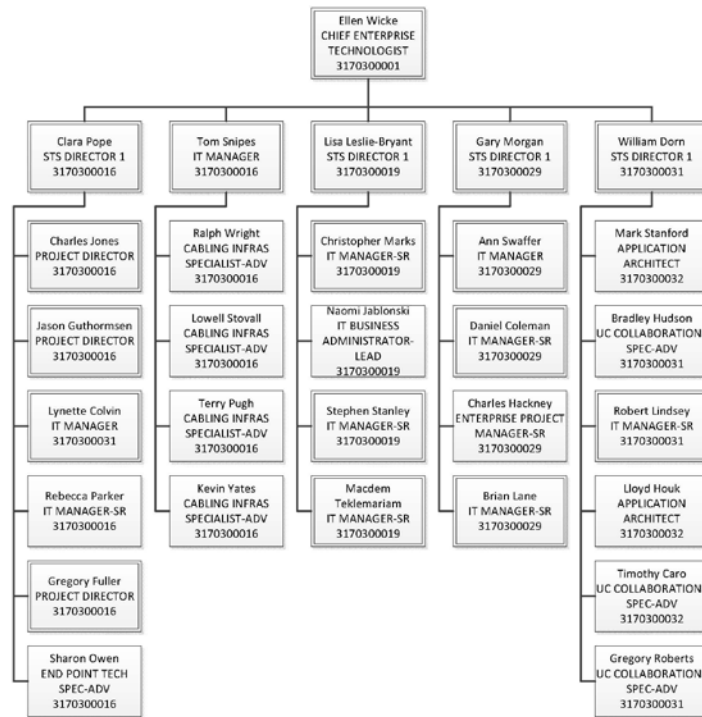


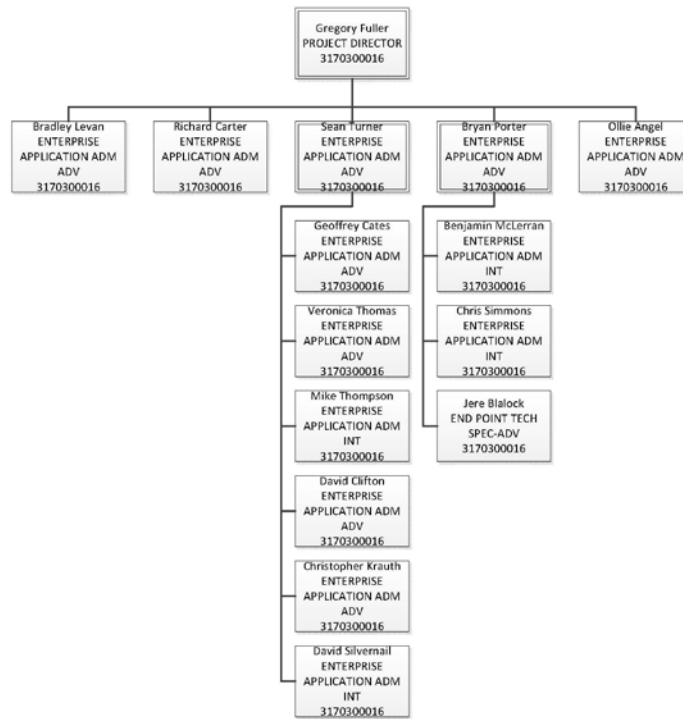


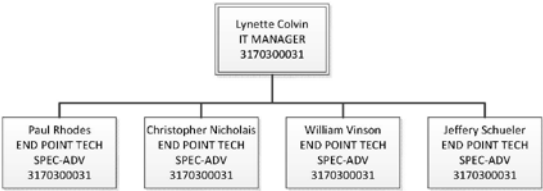


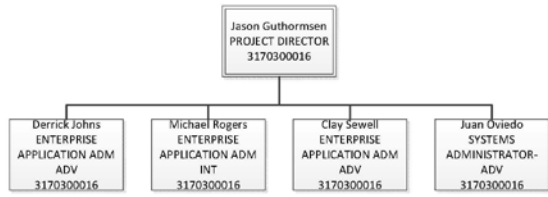


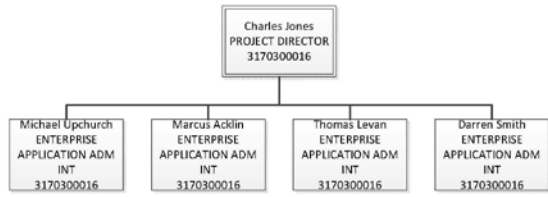


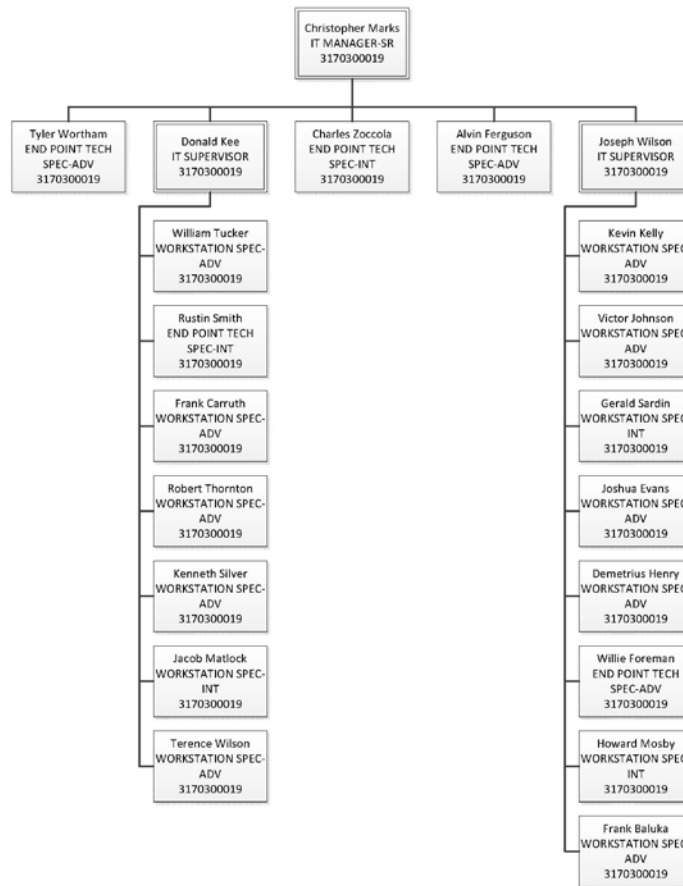


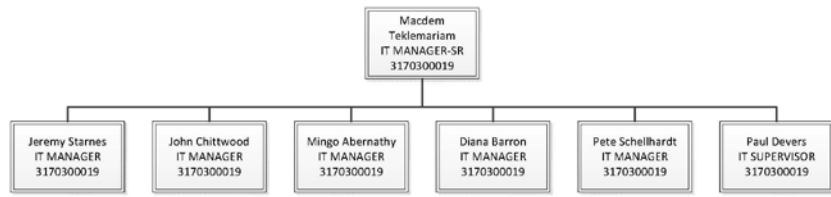


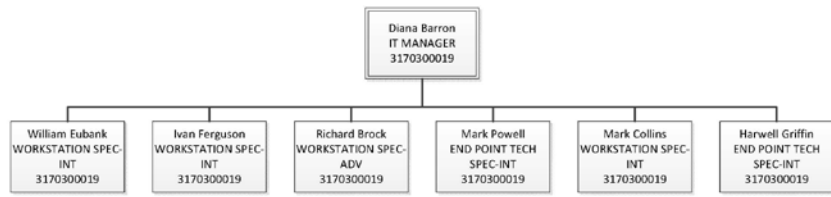


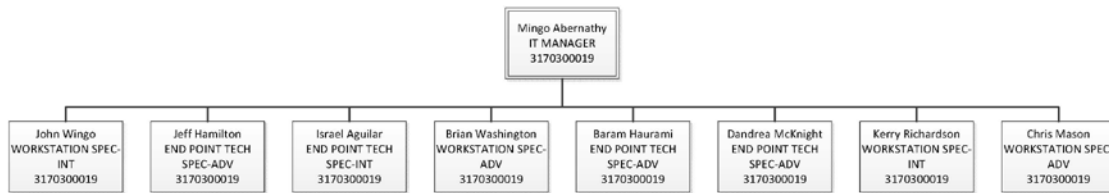




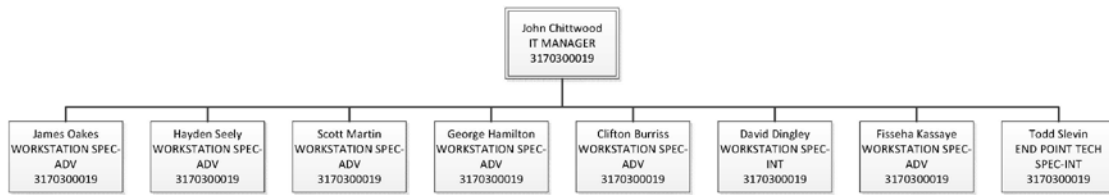


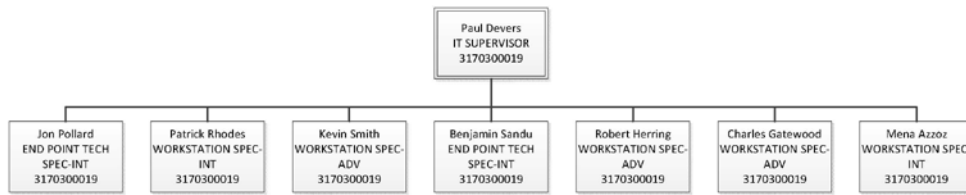


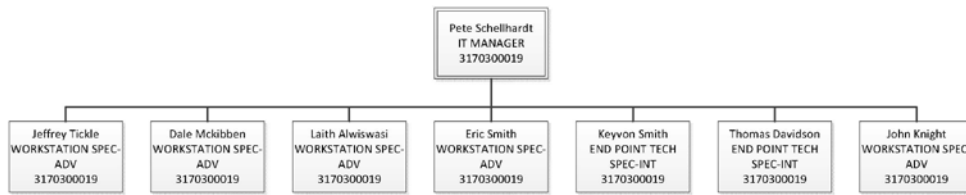


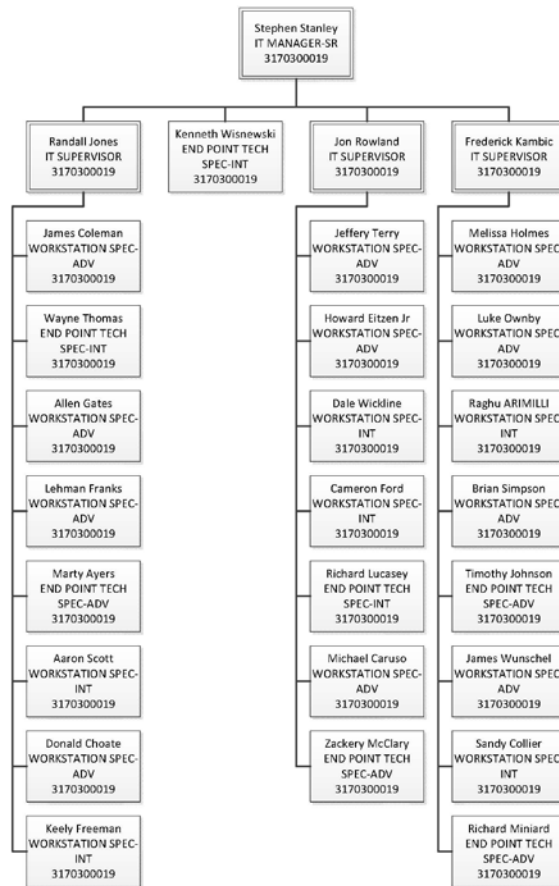


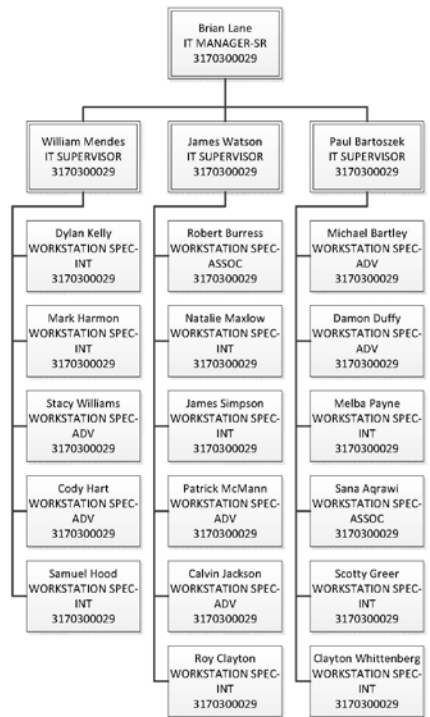


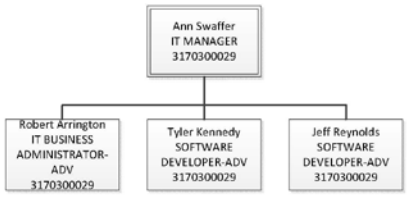


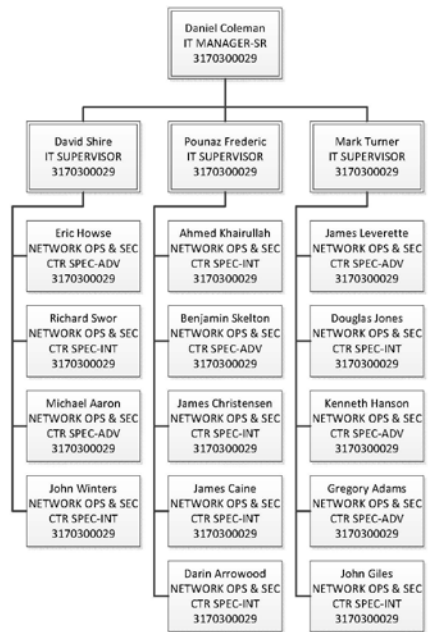


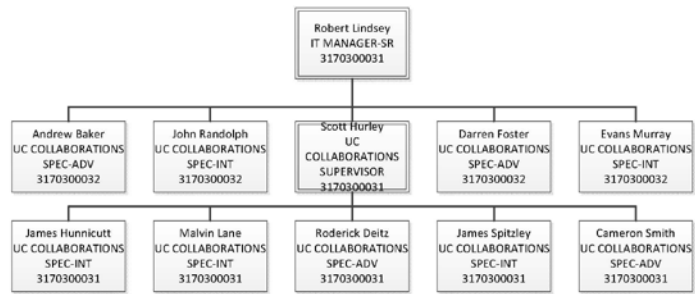


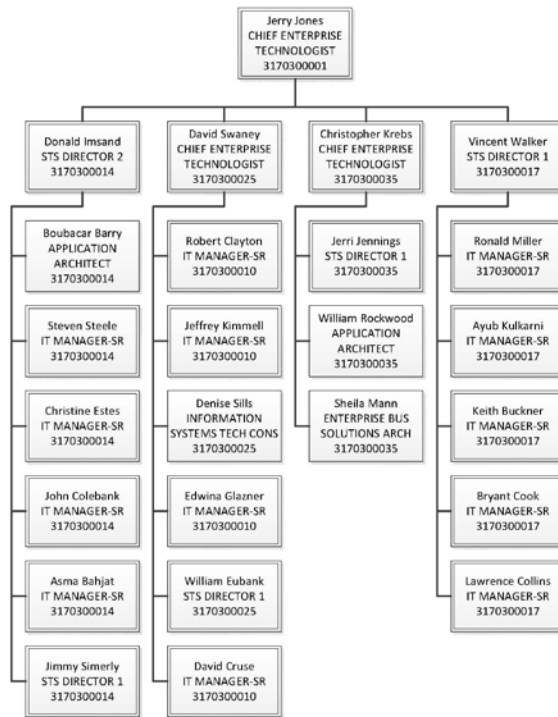


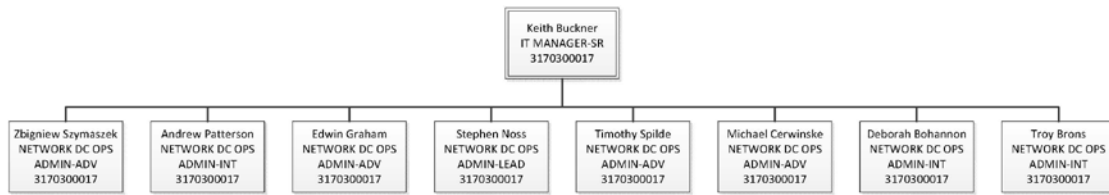


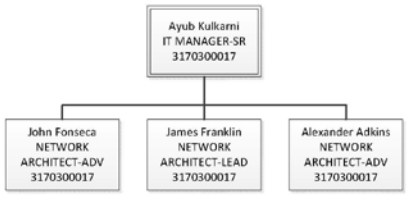


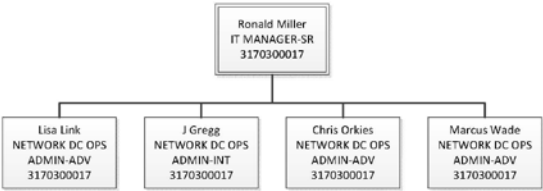


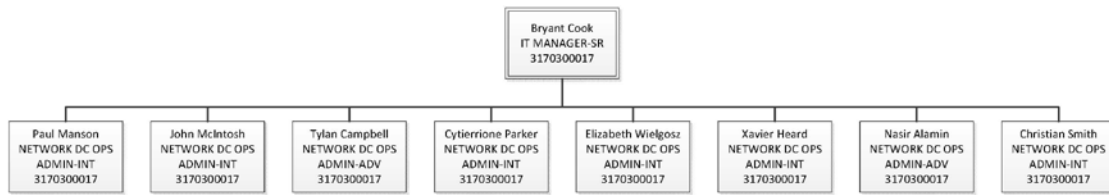


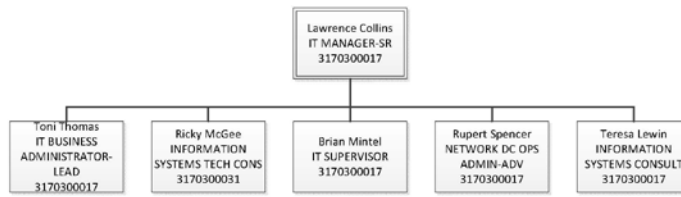


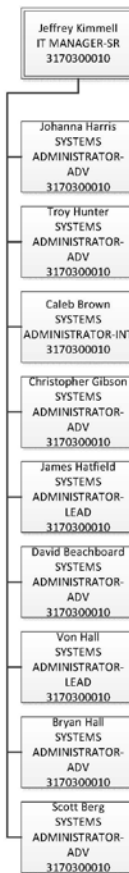


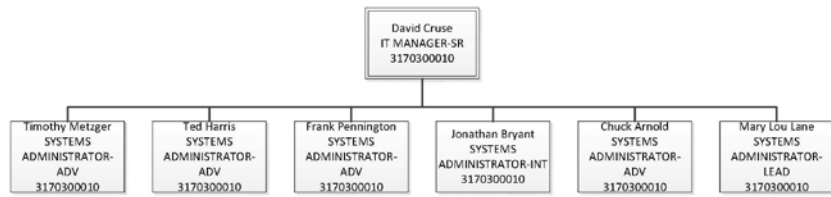


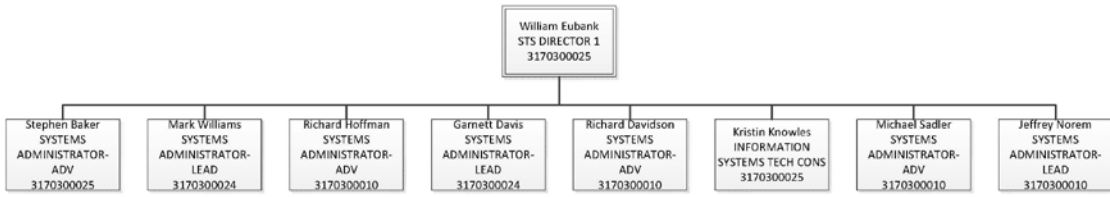


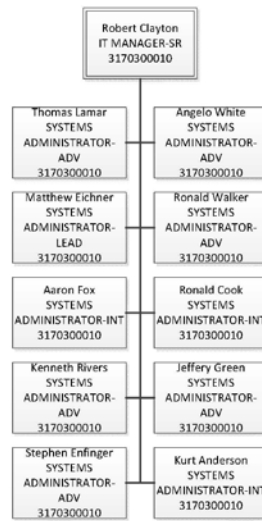


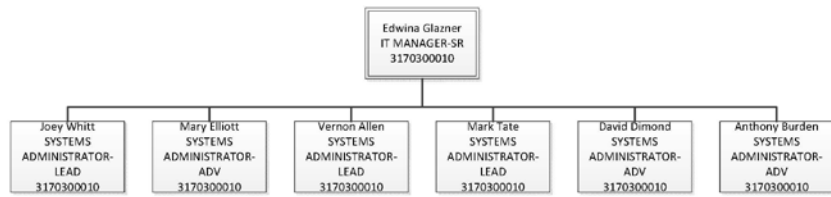


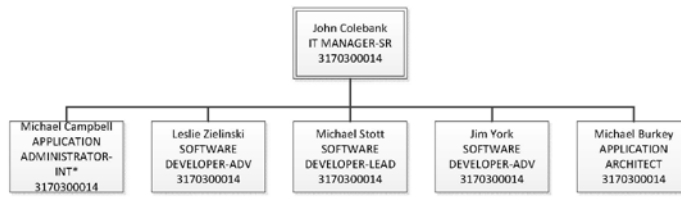


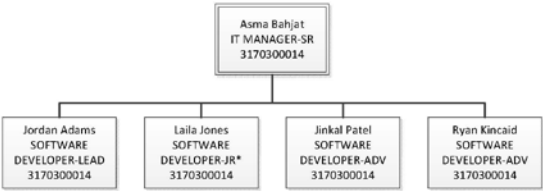






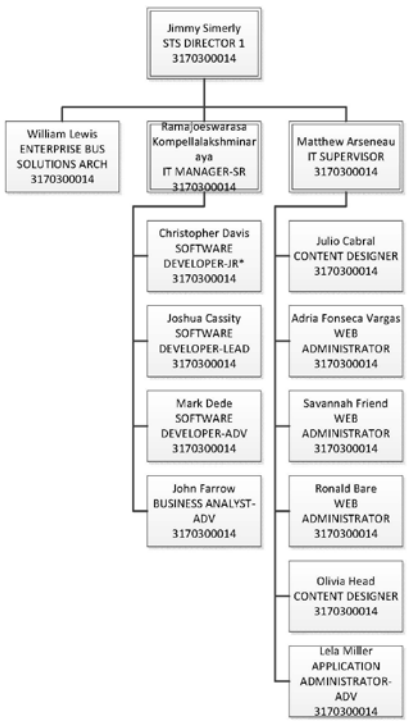


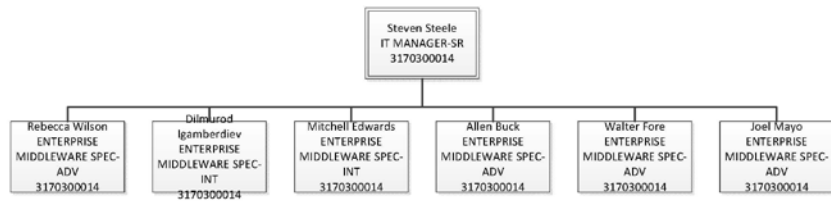




Christine Estes
IT MANAGER-SR
3170300014

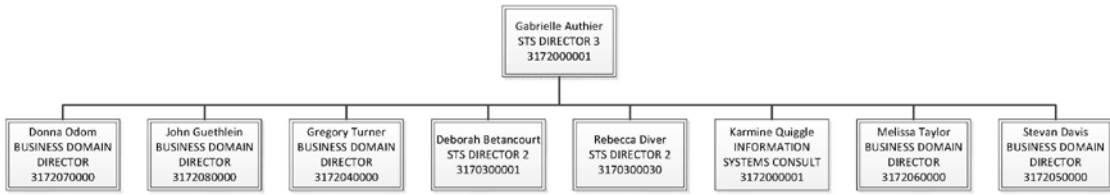
Marziah Tarassod
SOFTWARE
DEVELOPER-ADV
3170300014

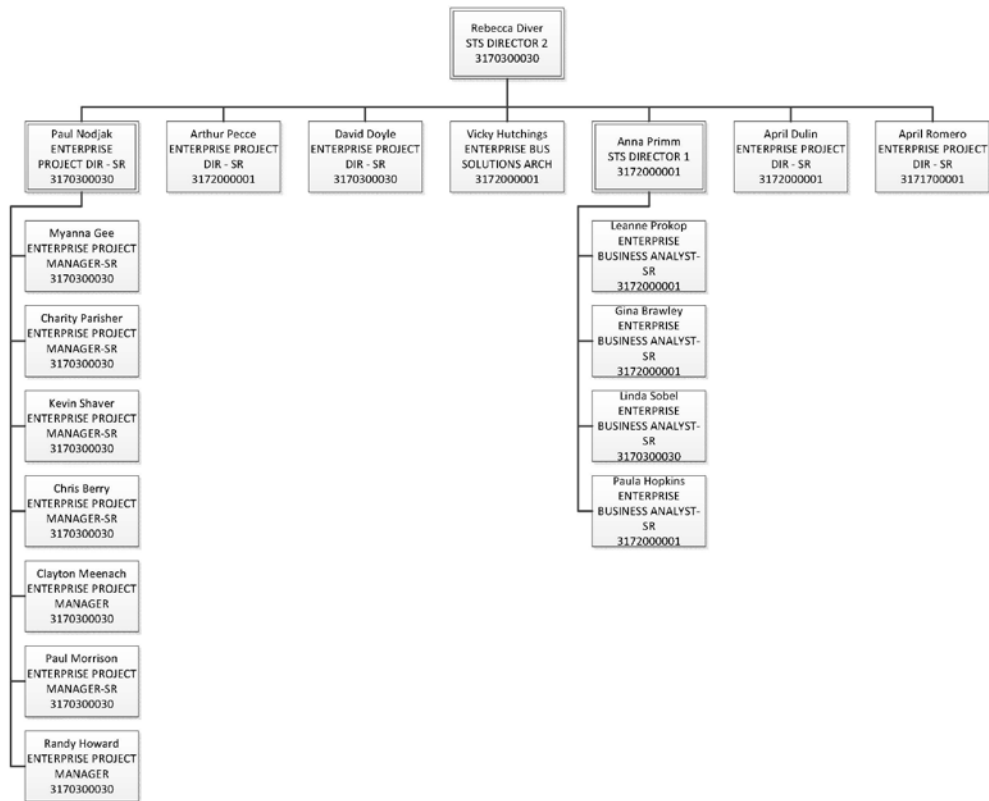


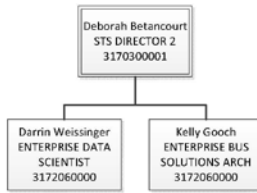


Jerri Jennings
STS DIRECTOR 1
3170300035

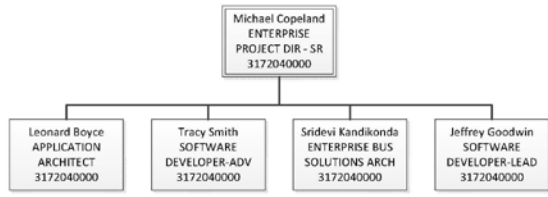
Michelle Hackney
ENTERPRISE
BUSINESS ANALYST-
SR
3170300035

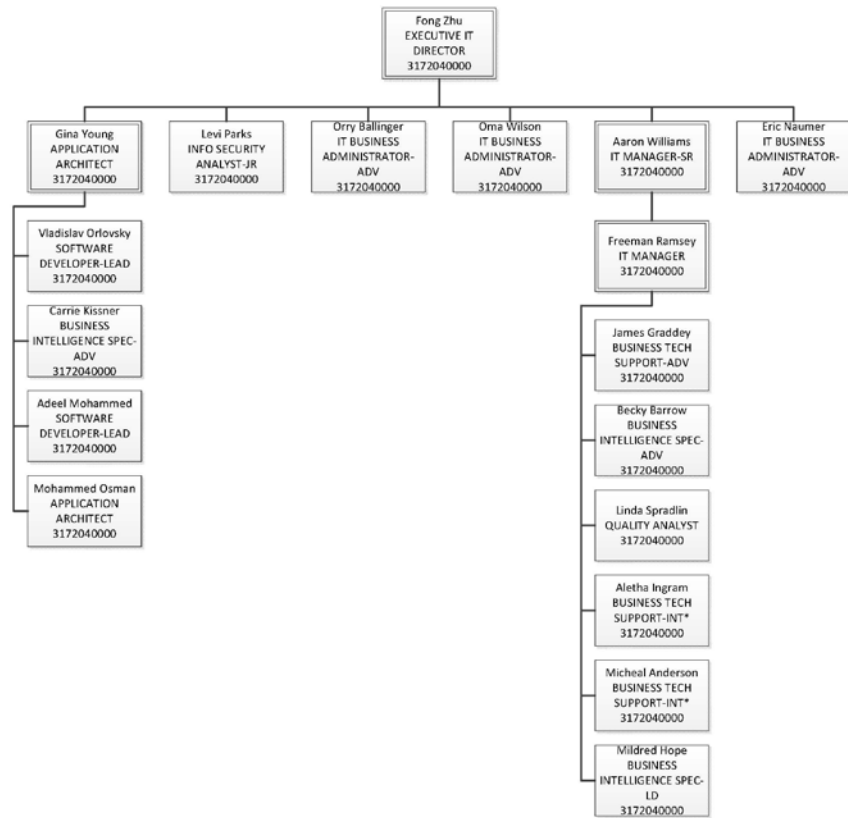


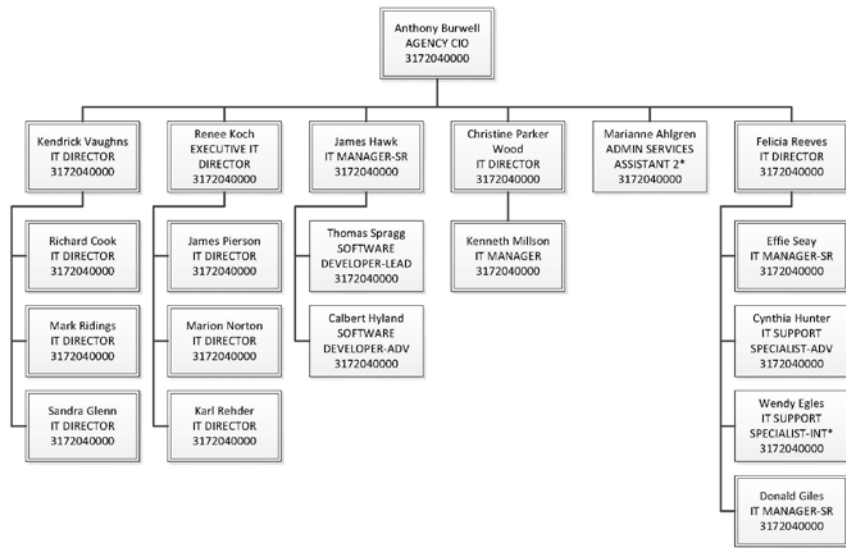


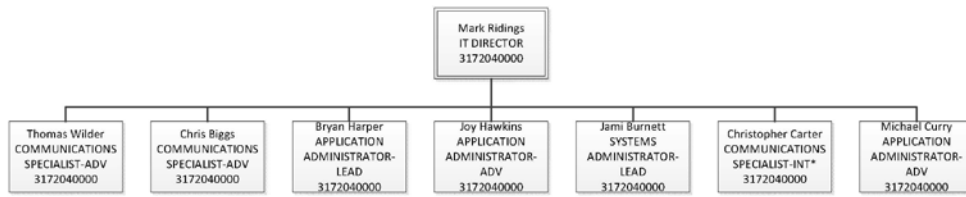


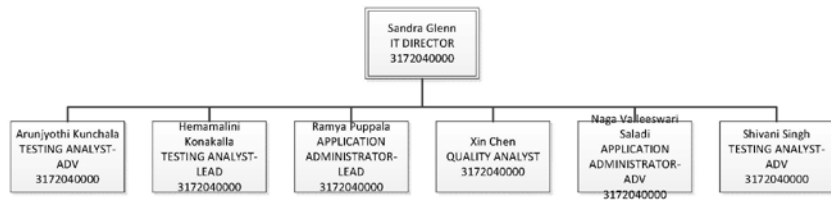


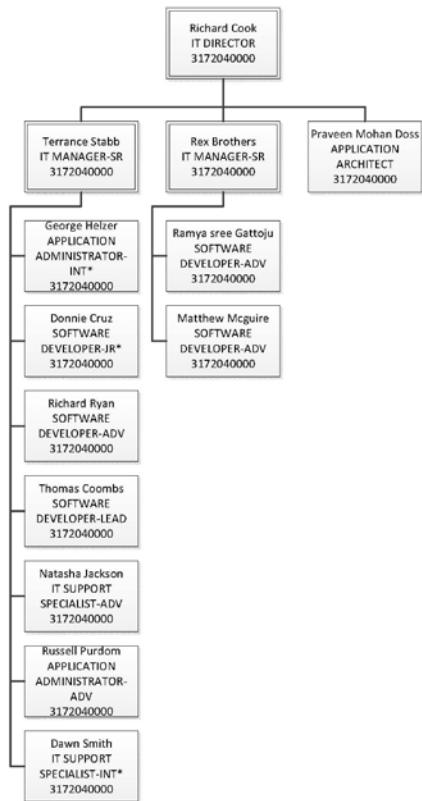


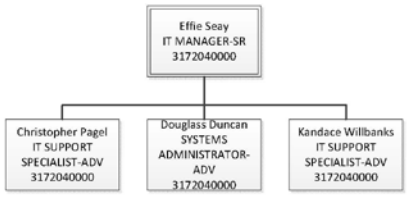


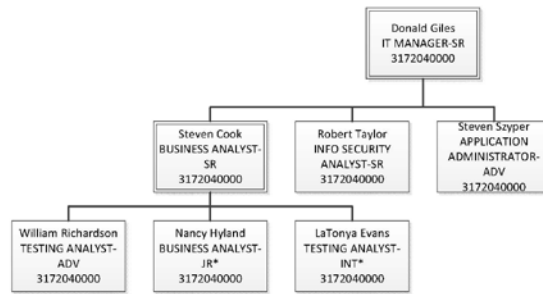


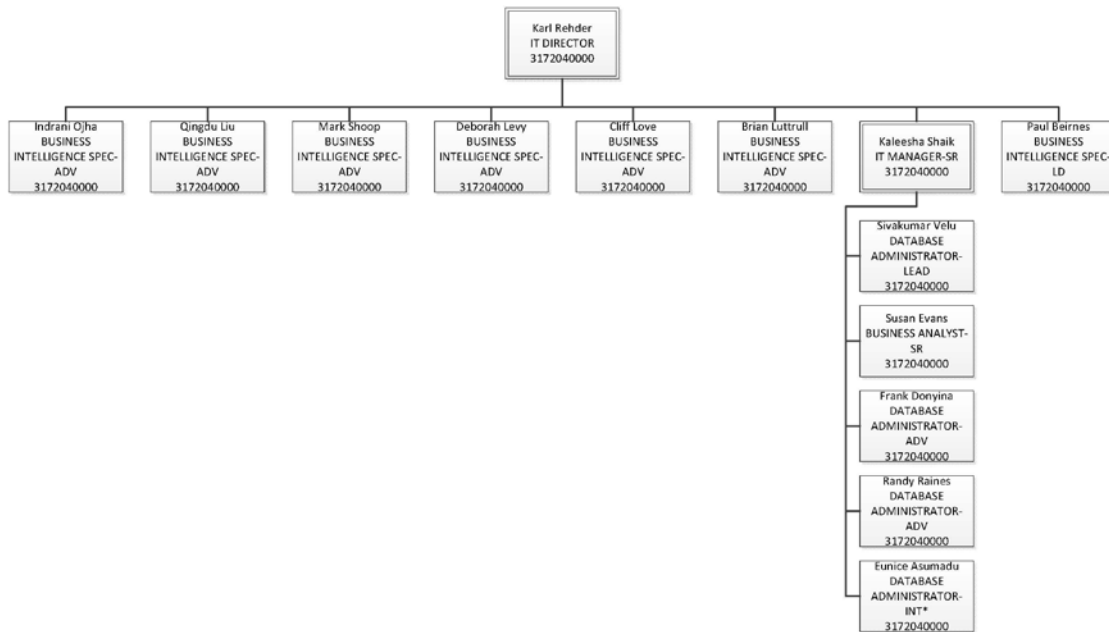


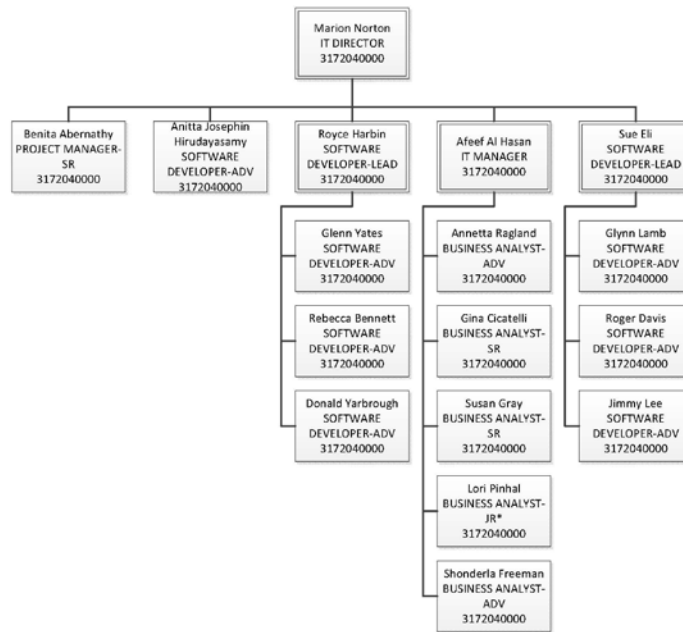


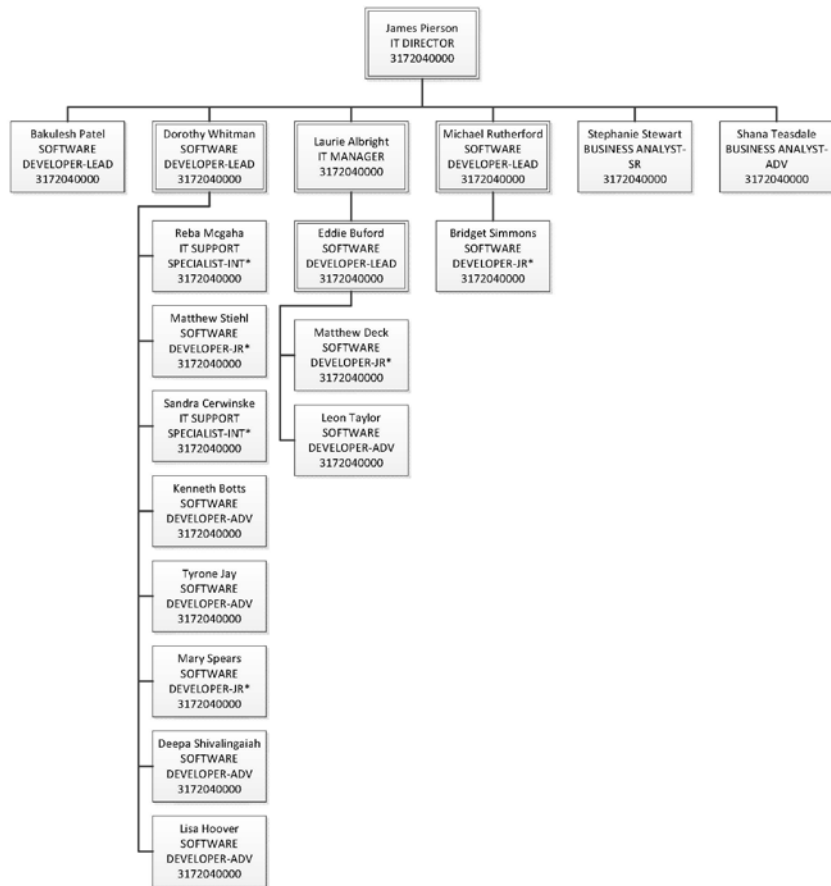


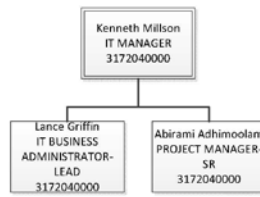


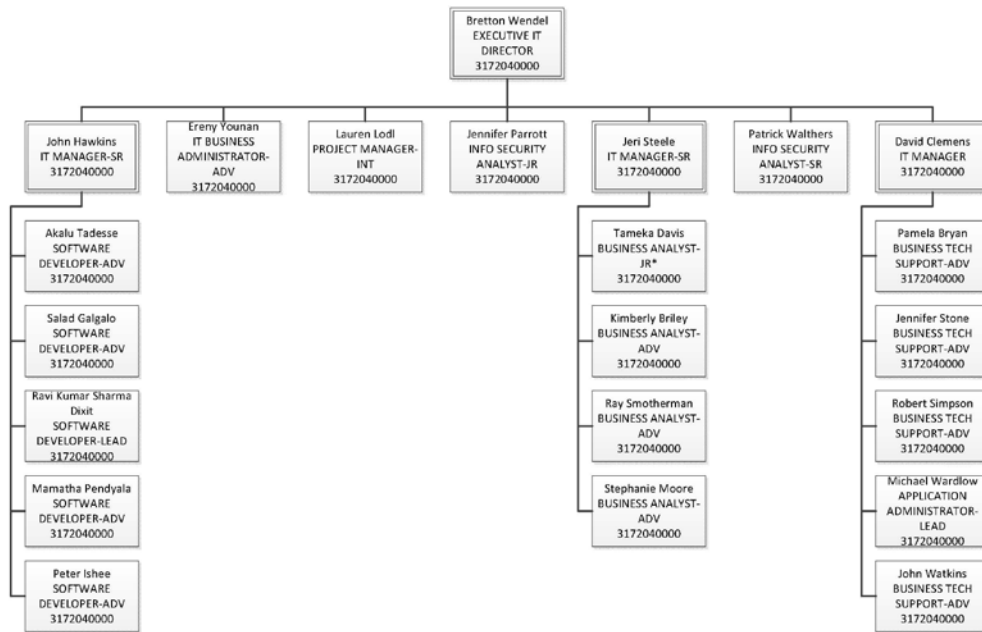


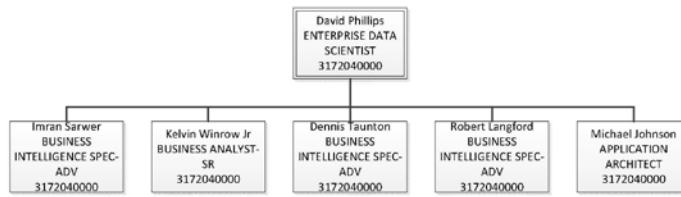


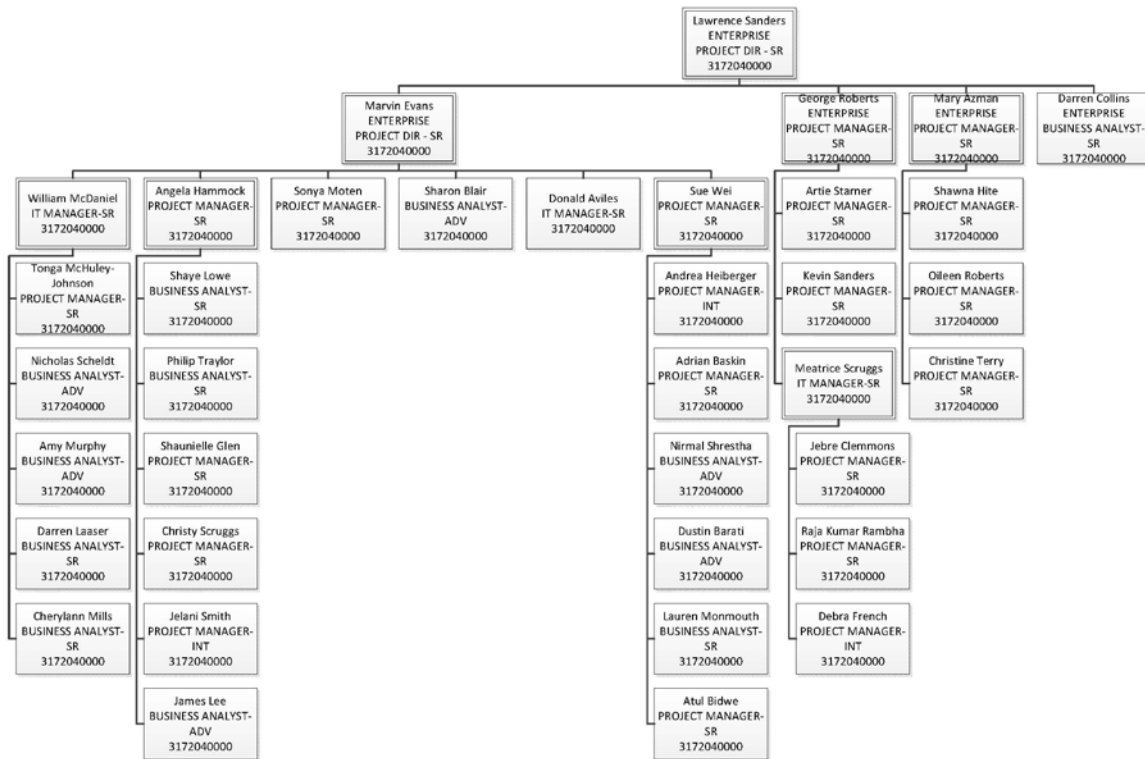


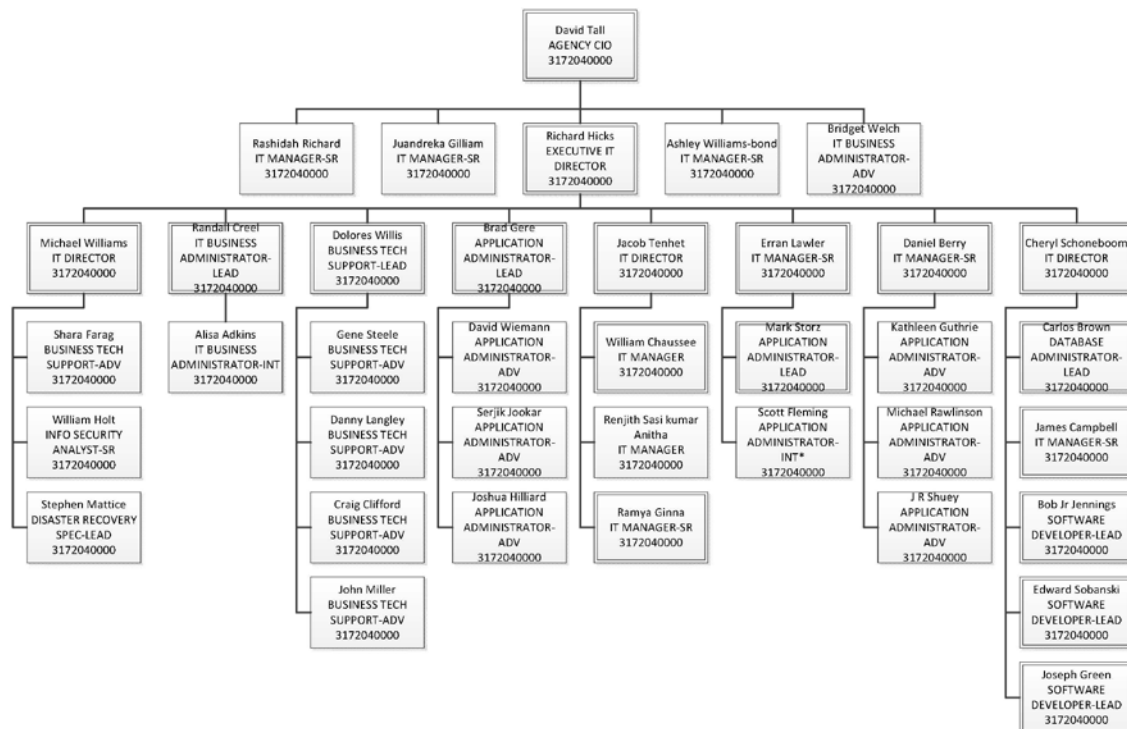






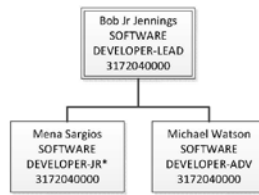


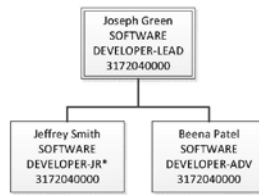


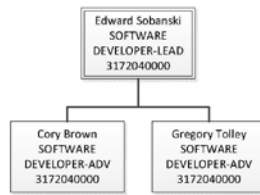


Carlos Brown
DATABASE
ADMINISTRATOR-
LEAD
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Esayas Asfaw
DATABASE
ADMINISTRATOR-
ADV
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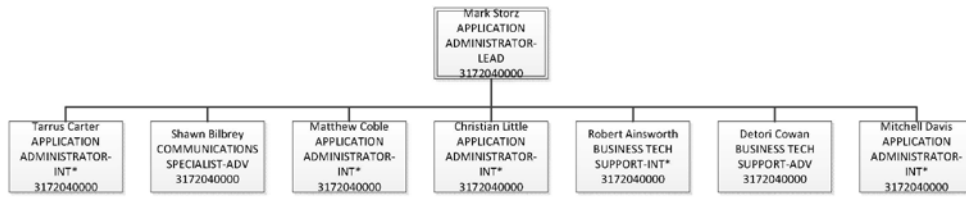


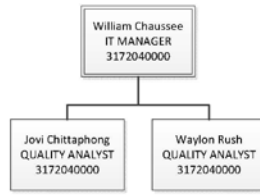


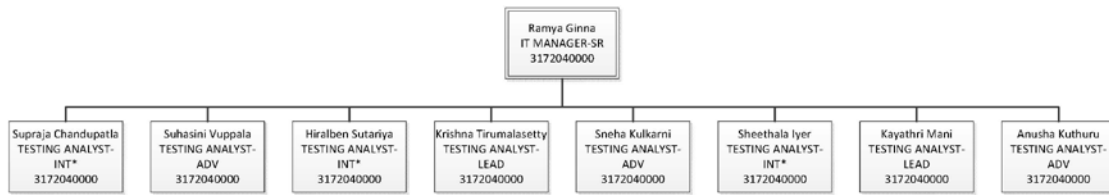


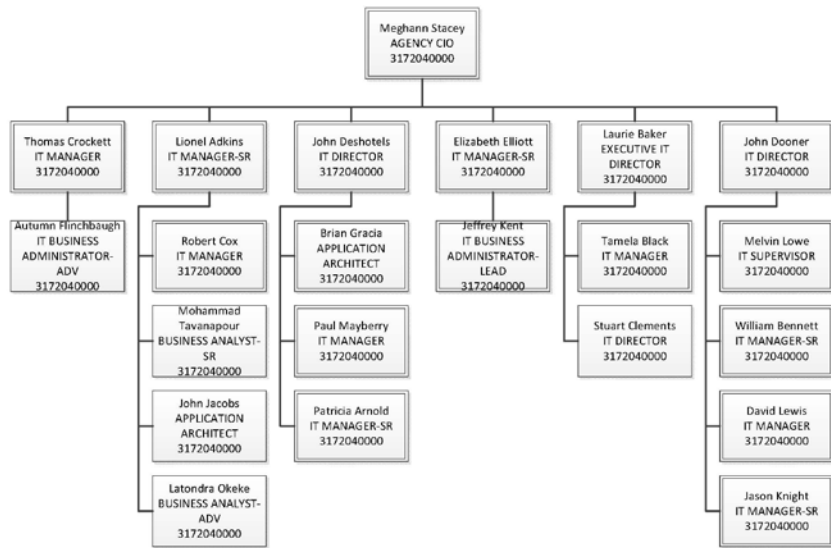
James Campbell
IT MANAGER-SR
3172040000

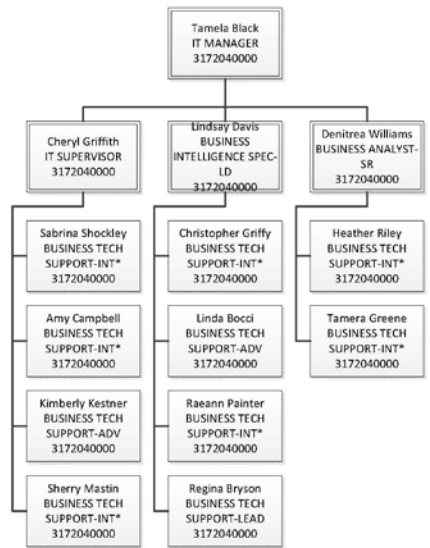
Little Rust Miles
SOFTWARE
DEVELOPER-ADV
3172040000

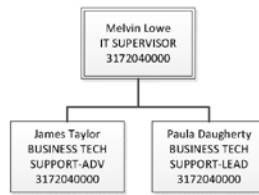


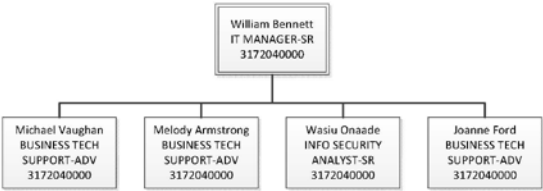


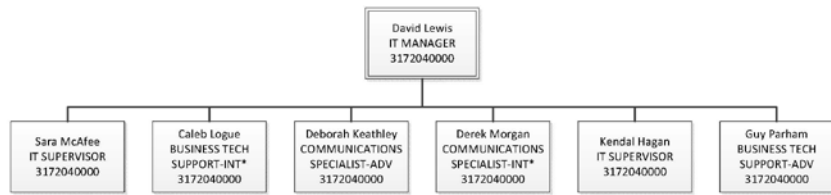


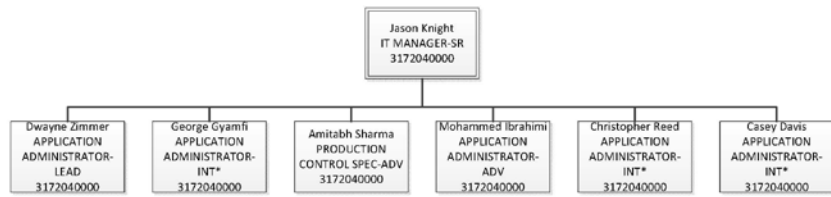


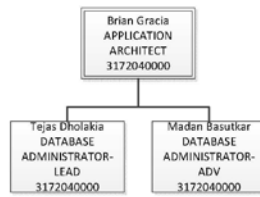


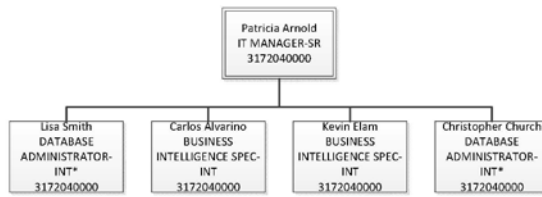


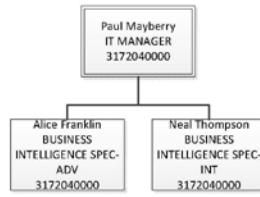


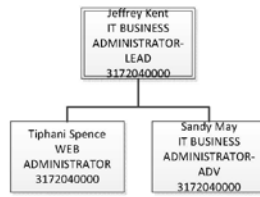


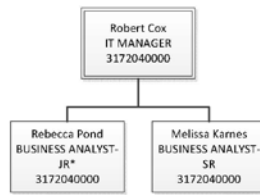


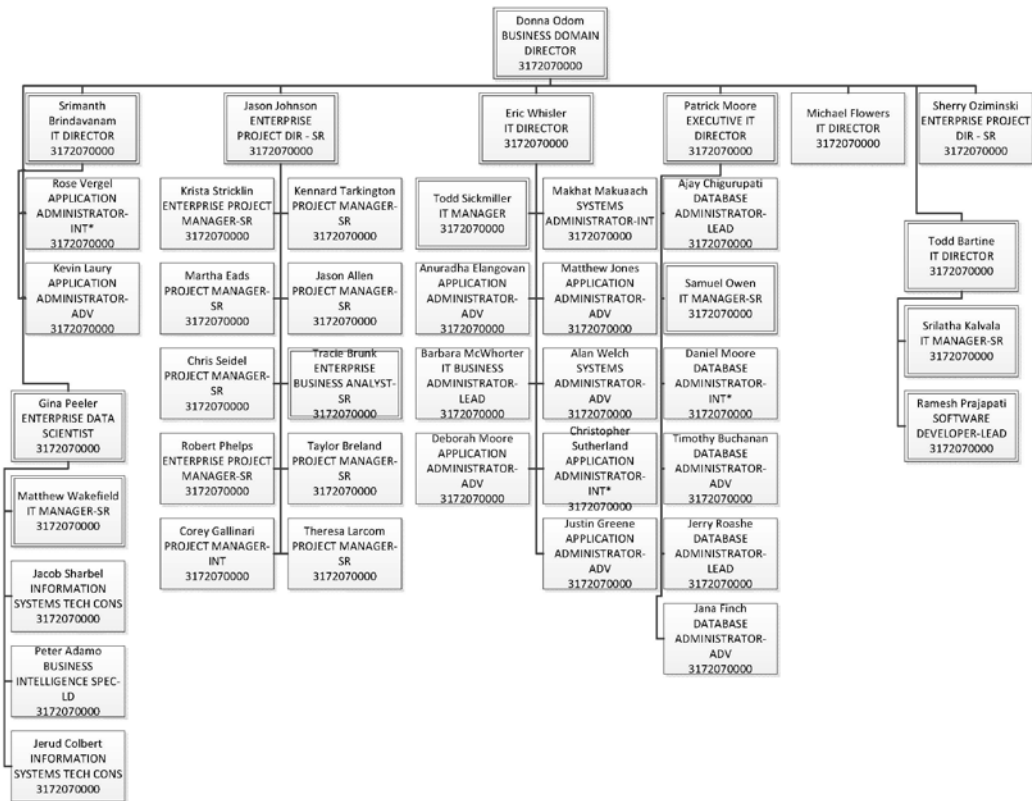


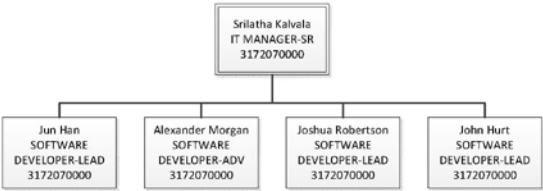


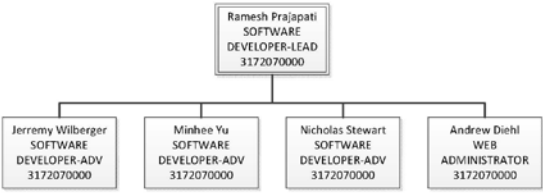


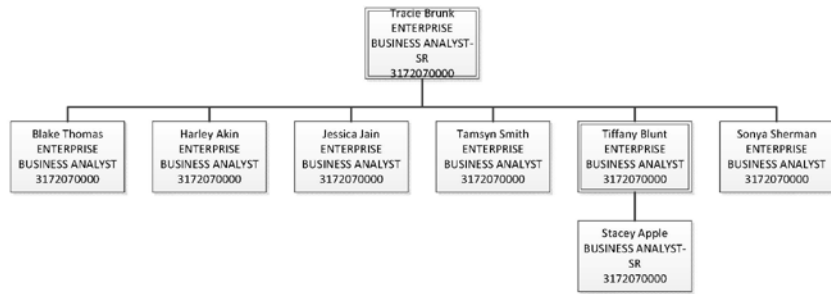


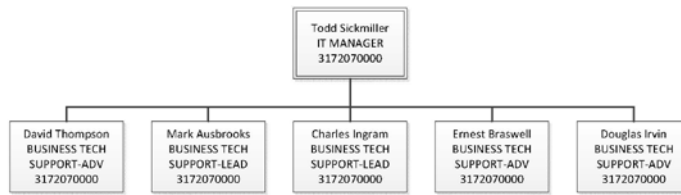


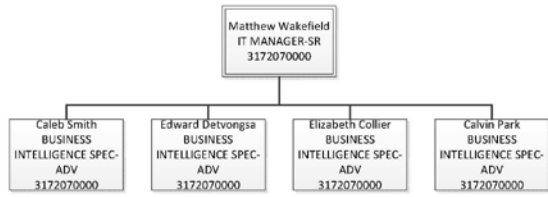


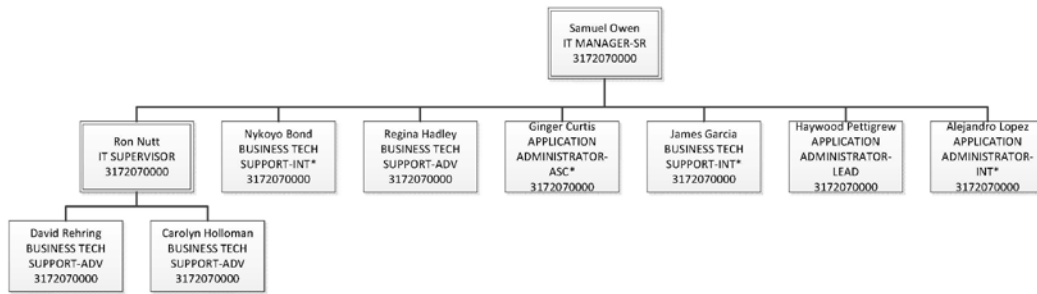


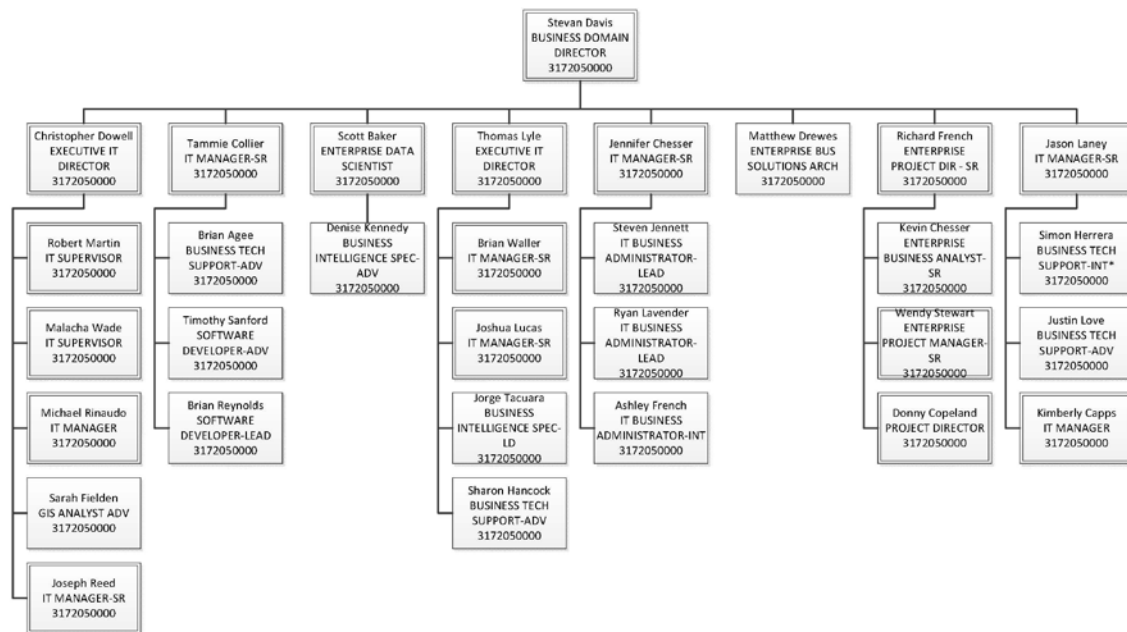






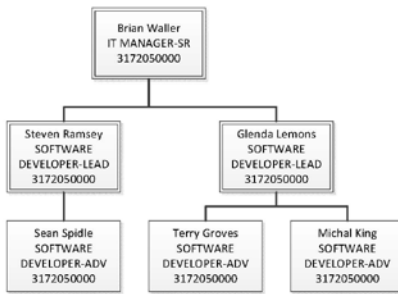


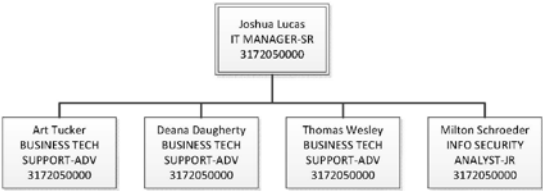


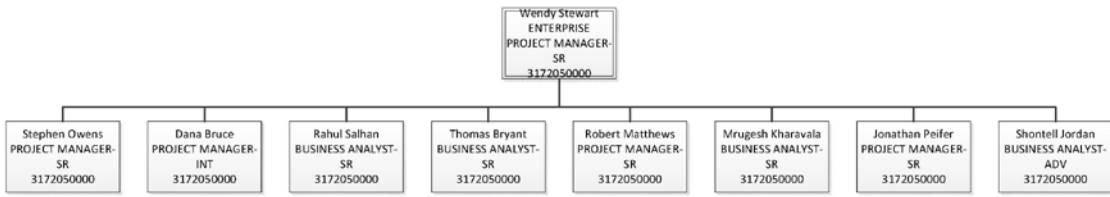


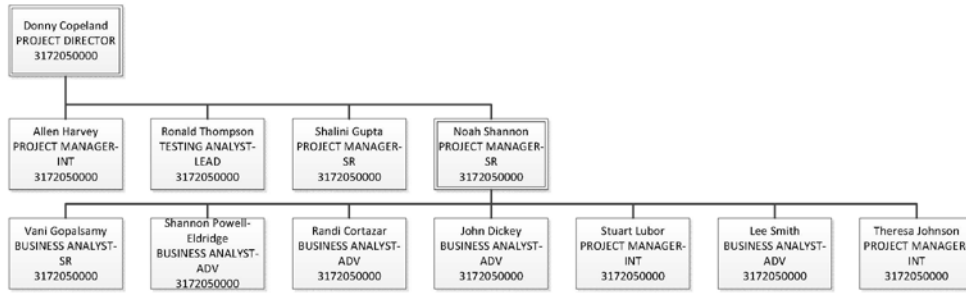
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IT MANAGER
3172050000

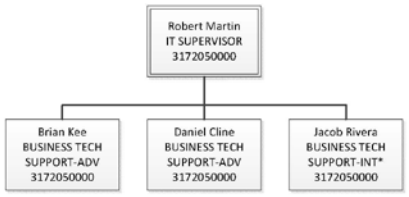
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SYSTEMS
ADMINISTRATOR-INT
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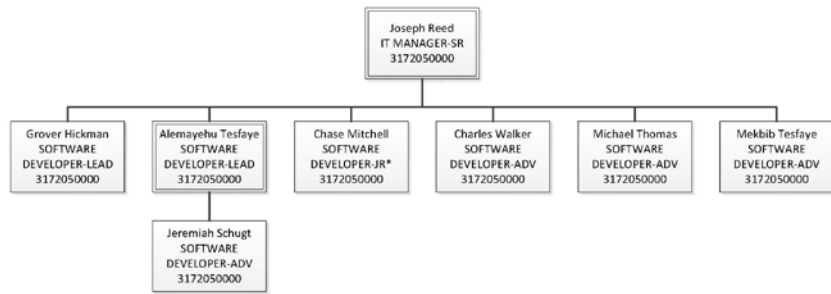


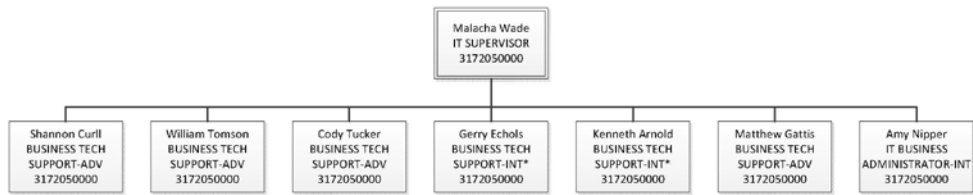


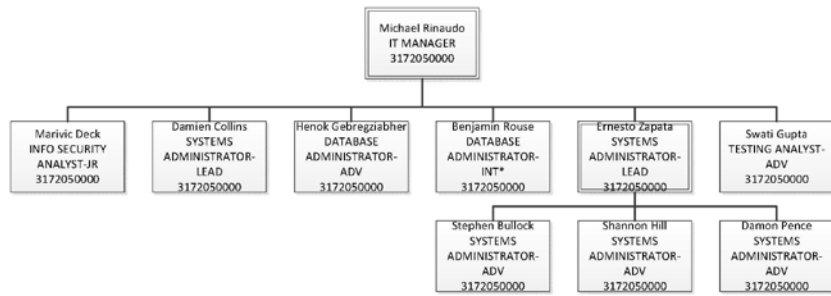


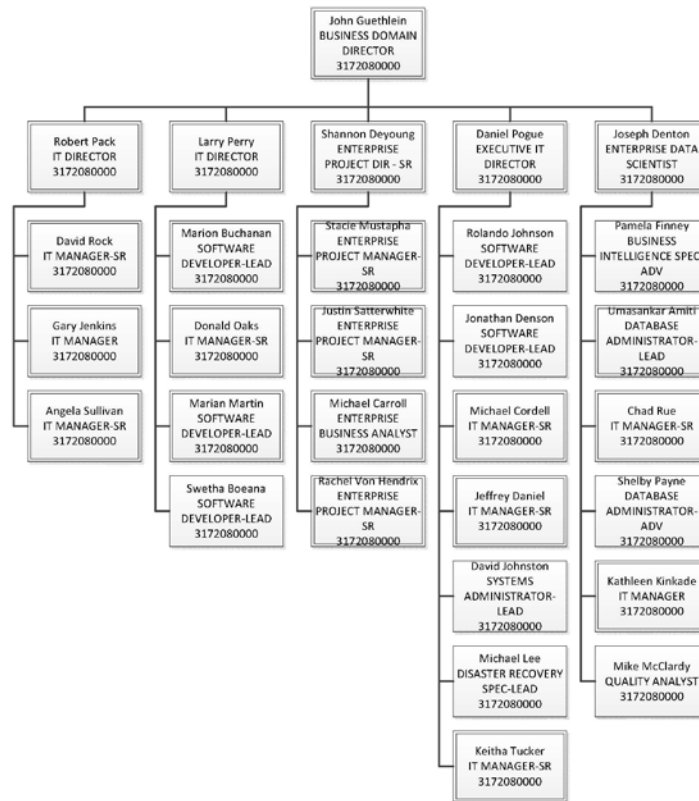




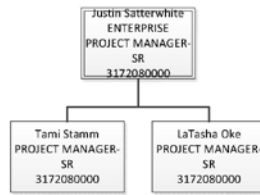






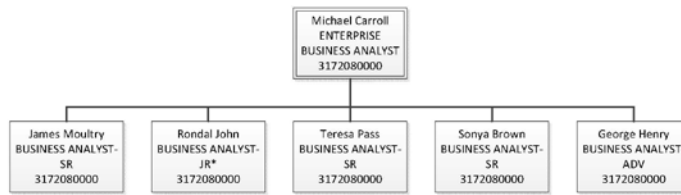


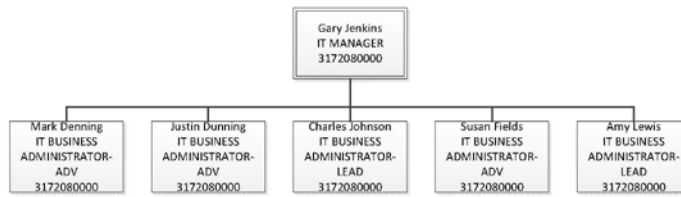


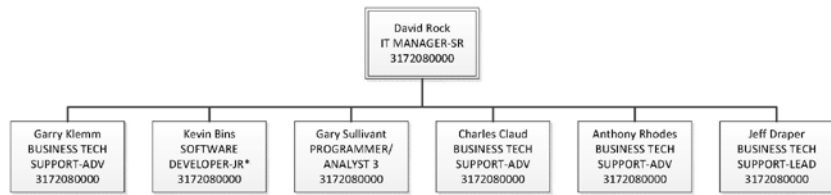


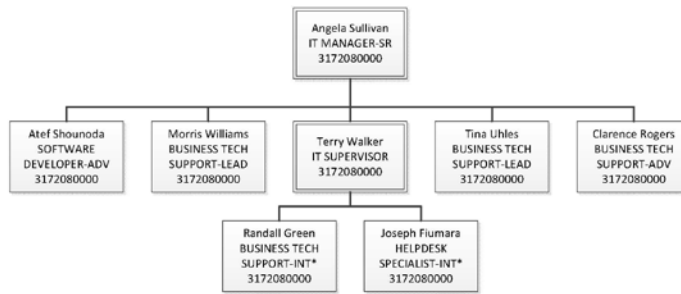
Rachel Von Hendrix
ENTERPRISE
PROJECT MANAGER-
SR
3172080000

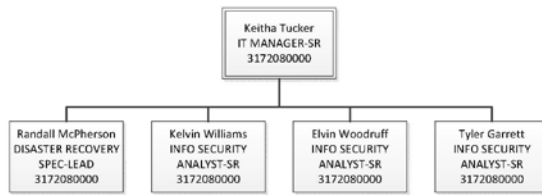
Thomas Jones
PROJECT MANAGER-
SR
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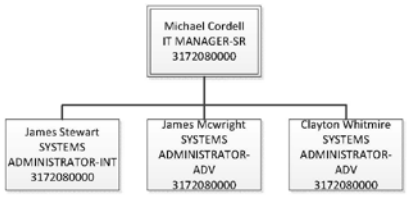


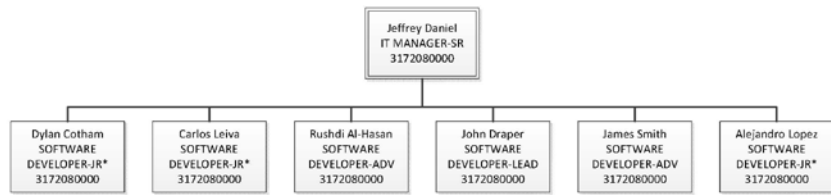


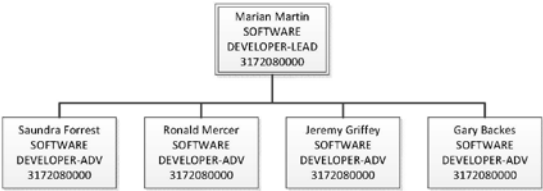






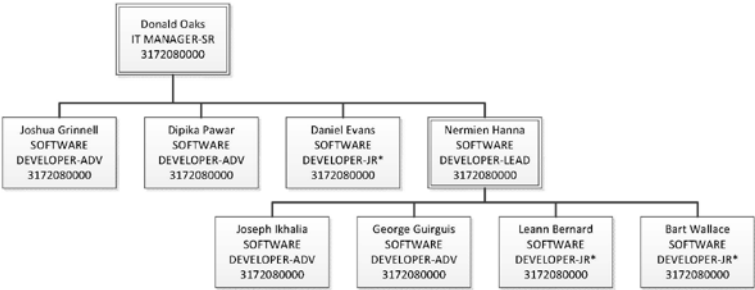


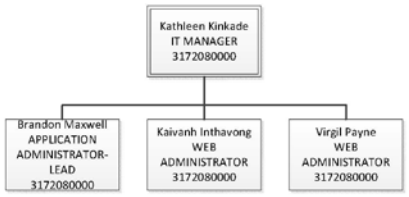


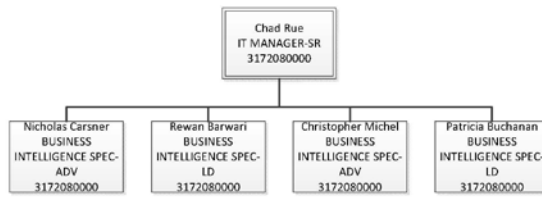


Marion Buchanan
SOFTWARE
DEVELOPER-LEAD
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Anh Vu Do
SOFTWARE
DEVELOPER-JR*
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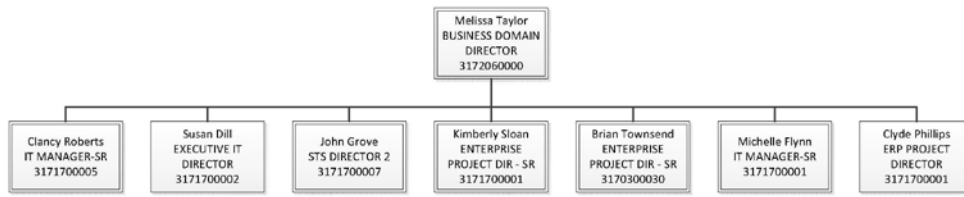


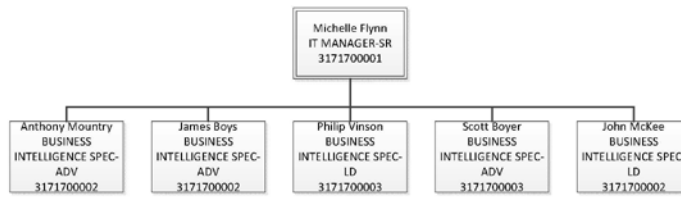


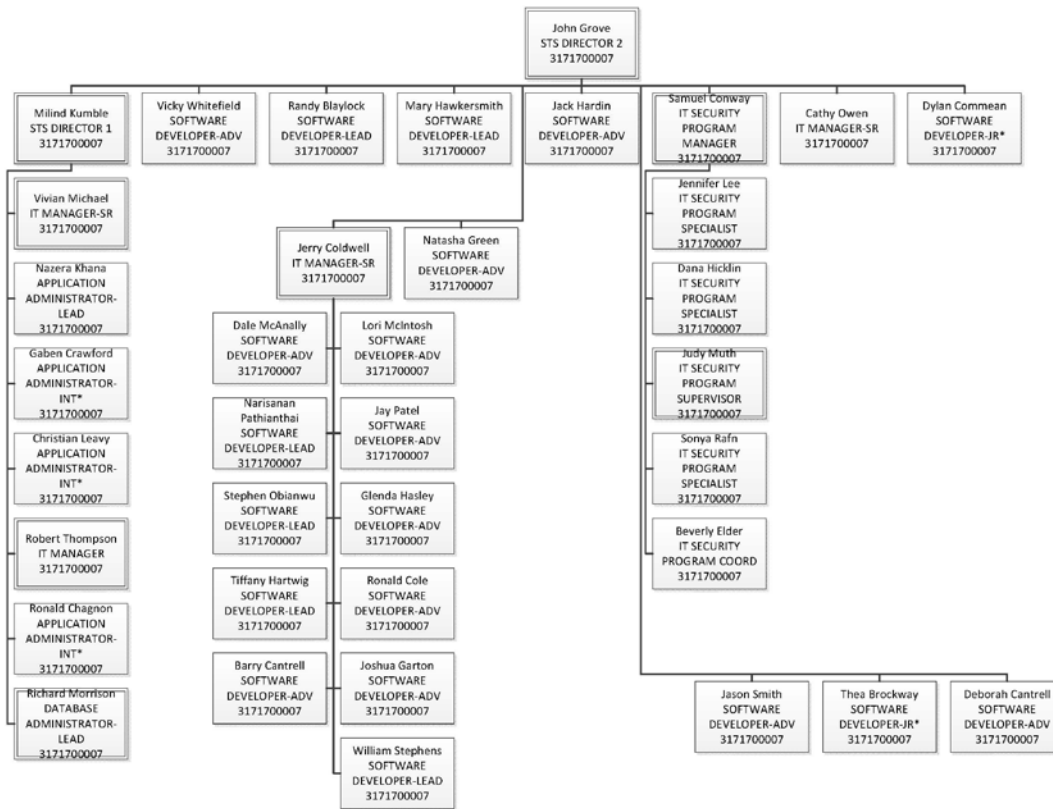


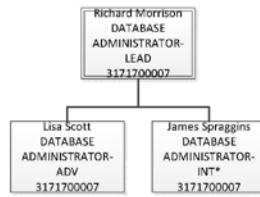
Umasankar Amriti
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ADMINISTRATOR-
LEAD
3172080000

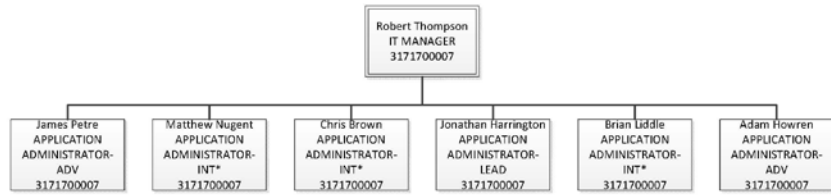
Rodedrick Ikhane
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ADMINISTRATOR-
ADV
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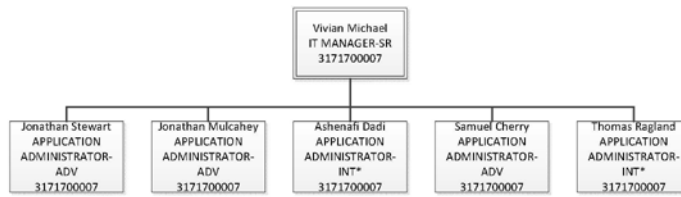


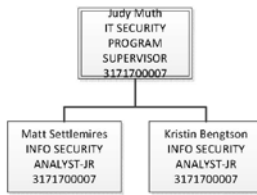


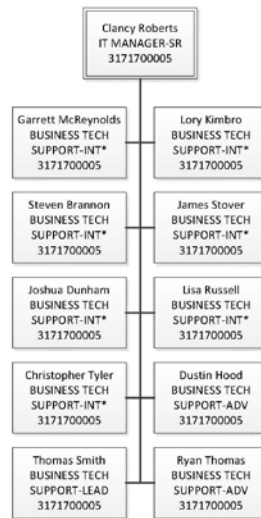


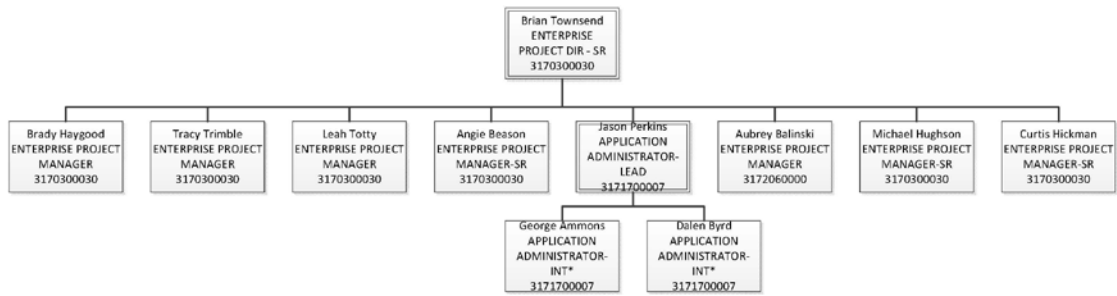


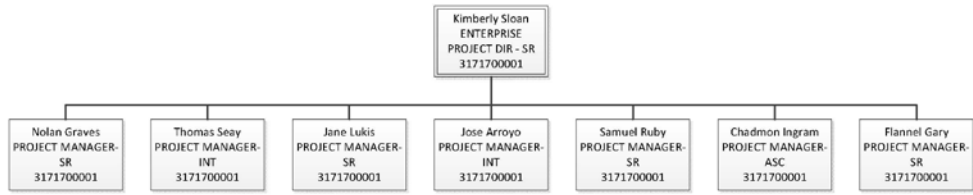






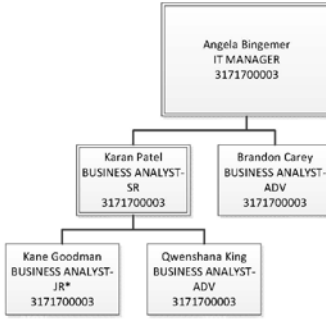






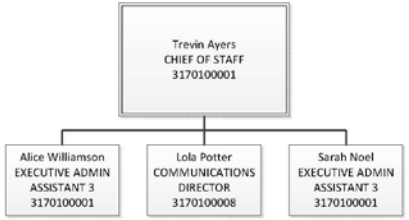
Ashley Lancaster
BUSINESS ANALYST-SR
3171700002

Ukela Alred
BUSINESS ANALYST-
JR*
3171700002



Ashleigh Shaneyfelt
BUSINESS ANALYST-SR
3171700002

Jacob Spain
BUSINESS ANALYST-
JR*
3171700002



Chapter 02 – RESPONSIBLE OFFICIALS

THRC DIRECTIVES

Provide the name, title, addresses and signature of the Department Head, the Title VI Coordinator and any other person involved in developing the annual implementation plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE



Lucian Geise
Title VI & Title IX Coordinator
General Counsel
19th Floor, Tennessee Tower
312 Rosa L Parks Avenue
Nashville, Tennessee 37243

9/27/23

Date Signed



Jim Bryson
Commissioner
First Floor, State Capitol
600 Dr. Martin Luther King Jr Blvd
Nashville, Tennessee 37243

9/27/23

Date Signed

This report was compiled by staff in the F&A - Human Resource Office.

Data input from each of the program areas were provided, reviewed, and verified by the following:

Veronica Coleman	Division of Accounts	
Mike Corricelli	Division of Accounts	Mike Corricelli <small>Digitally signed by Mike Corricelli DN: cn=Mike Corricelli, o=State of Tennessee, ou=Department of Finance & Administration, Division of Accounts, email=Mike.Corricelli@tn.gov, c=US Date: 2023.09.16 14:34:49 -05'00'</small>
Anna Catherine Davenport	Commissioner's Office	
Thad DelConte	Office of Internal Audit	 Thad DelConte 2023.09.18 07:17:51 -05'00'
Mary Byrd Ferrara	Office of General Counsel	
ReAdam Jarvis	Division of Administration	
Christin Lotz	Office of Evidence and impact	
Christa Martin	Benefits Administration	Christa Martin <small>Digitally signed by Christa Martin Date: 2023.09.18 07:02:18 -05'00'</small>
Trena Maynard	Division of Administration	
Mike Miller	Office of Inspector General	
Eugene Neubert	Commissioner's Office	
Addy Newsom	Strategic Technology Solutions	 09-18-2023
Christopher Romaine	Strategic Technology Solutions	Chris Romaine <small>Digitally signed by Chris Romaine Date: 2023.09.18 09:28:42 -05'00'</small>
David Sledge	Division of Administration	
Jim Snell	Volunteer Tennessee	 <small>Digitally signed by Jim Snell Date: 2023.09.18 07:14:10 -05'00'</small>
Lisa VonHaegar	Division of Accounts	 <small>Digitally signed by Lisa von Haeger Date: 2023.09.18 07:05:18 -05'00'</small>
Ronald G. Williams	Office of Criminal Justice Programs	Ronald Williams <small>Digitally signed by Ronald Williams Date: 2023.09.18 09:38:05 -05'00'</small>

Chapter 03 – DEFINITIONS

THRC DIRECTIVES

Provide definitions of all common terms stated in the plan to ensure agency staff, recipients and beneficiaries have a consistent applicable definition.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DEFINITIONS

Assurances—a written statement of agreement signed by one legally authorized to contractually bind an entity in which the signatory agrees on behalf of the organization to administer federally assisted program in accordance with all applicable laws and regulations including those applicable to nondiscrimination.

Beneficiary—person to whom assistance, services, or benefits are ultimately provided pursuant to a state administered or contracted program. Potential Beneficiaries are those persons who are eligible to receive program benefits and services.

Compliance—fulfillment of the requirements of Title VI and Title IX, other applicable laws, implementing regulations, and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, national origin, gender or visual impairment.

Complaint—a written allegation of discrimination which indicates that a program is operated in such a manner that it results in disparity of treatment to persons or groups of persons because of race, color, national origin, gender or visual impairment.

Contractor—a person or entity that agrees to perform services at a specified price either pursuant to a contract or grant. The state must determine for each contract whether it establishes a vendor or a Sub recipient relationship with the state.

Compliance Reviews—regular, systematic inspections of agency programs conducted to determine compliance with Title VI and Title IX requirements as well as the intents of this implementation plan. Compliance reviews are intended to help to measure the effectiveness of agency efforts to foster the intents of Title VI and Title IX. Compliance reviews may be conducted by means of either on-site or desk reviews of programs and associated documentation. These reviews may identify problems such as denial of full benefits, barriers to participation, different treatment, lack of selection to advisory boards and planning committees, lack of information, or denial of the right to file a complaint.

Desk Review—a desk review is a structured paper review of statistical and narrative information submitted by recipients or agency program offices of compliance information obtained before or without going on-site and may include routine reviews of assurance forms or other documents to ensure that they have been properly completed.

Discrimination—involves making an illegal distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, national origin, gender visual impairment, or other characteristic deemed to be “protected” from discrimination under federal or state law.

Federal Assistance—any funding, property, or aid provided by the federal government.

Limited English Proficiency—the inability to speak, read, write or understand the English Language at a level that permits an individual to effectively interact with service providers.

Monitoring—a review process used to determine a sub recipient’s compliance with the requirements of a state and/or federal program, applicable laws and regulations, and stated results and outcomes.

Noncompliance—failure to comply with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, or other applicable nondiscrimination and civil rights laws.

Post-Award Review—a routine inspection of agency programs during and after federal assistance has been provided to the beneficiary or recipient. These reviews may be cyclical or based on a priority system contingent upon the potential for noncompliance in individual programs. Reviews are normally conducted through on-site visits; however, desk reviews and other mechanisms may also be used to assess the operation of programs. A post-award review may result in a written report that shows compliance status. When necessary, the report will contain recommendations for corrective action. If noncompliance is identified, technical assistance and guidance will be provided to result in voluntary compliance. If voluntary compliance cannot be secured, formal enforcement action is then initiated.

Pre-Award Review—a review of the proposed operations of a program applicant prior to the approval of a contract and the establishment of a Sub recipient relationship. The department must determine that the program or facility will be operated such that program benefits will be equally available to all eligible persons without regard to race, color, national origin, gender, or visual impairment. The applicant may provide methods of administering the program designed to ensure that the program would comply with all applicable regulations and correct any existing or developing instances of noncompliance.

Public Notification—communication and publicizing information by means of newspapers; newsletters; periodicals; radio and television; community organizations; and grassroots and special needs directories, brochures, or pamphlets. Such may include but is in no way limited to information about Title VI and Title IX, F&A’s processes related thereto, statements of nondiscrimination, as well as the availability of programs, services and benefits.

Sub recipient—a non-federal entity that expends state or federal funds under a contract with the state which provides for the contractor to carry out a state or federal program. A Sub recipient is distinguished from a vendor in the nature of the relationship that exists between the state and the contractor. In determining whether a contractor is a Sub recipient or a vendor, the substance of the relationship with the state is more important than the form of the agreement. To distinguish between Sub recipients and vendors, it is necessary to exercise judgment using the following characteristics:

Sub recipient—	Vendor—
<ul style="list-style-type: none"> ▪ determines who is eligible to receive state or federal assistance through the program administered by the contractor ▪ has performance measured against whether the objectives of the state or federal program are met ▪ has responsibility for programmatic decision making ▪ has responsibility for adherence to applicable state or federal program compliance requirements ▪ uses state or federal funds to carry out a program of the state as compared to providing goods or services to a program of the state 	<ul style="list-style-type: none"> ▪ provides the goods or services to many different purchasers ▪ provides the goods or services within normal business operations ▪ operates in a competitive environment ▪ provides goods or services that are ancillary to the operation of the state or federal program ▪ is not subject to compliance requirements of the state or federal program

It should be noted that program compliance requirements do not pass through to a vendor. Sub recipients make programmatic decisions, determine eligibility for services, adhere to applicable State and/or Federal program compliance requirements, and have performance measured against program objectives. A vendor provides goods and services to many different purchasers within normal business operations in a competitive environment. The goods or services provided by a vendor are ancillary to the operation of the State and/or Federal program. A given service provider may be a Sub recipient for one grant while having a vendor relationship with the State for another contract.

Chapter 04 – NON-DISCRIMINATION POLICY

THRC DIRECTIVES

Provide the following:

- A. Complete copy of your agency's non-discrimination policy.
 - 1. This is not the equal employment policy but if both matters are covered in one policy it is acceptable to include them both.
 - 2. If your policy reflects the authority of other statutes, that may also be included.
 - 3. Distributed to staff regarding Title VI
- B. A statement that the department or agency, its sub recipients or contractors shall make available any compliance report to be reviewed by THRC upon request.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance and Administration, its sub recipients, and contractors shall make available any compliance report to be reviewed by THRC upon request, as is discussed in more detail in Chapter 12 - Sub-recipient Monitoring.

The department complies with the Department of Finance and Administration Policy 36 - Nondiscrimination Policy and Complaint Procedures and attached Complaint form *, which sets forth the agency's civil rights policy and its procedure for filing and processing a discrimination complaint.

In addition to its civil rights policy, the department complies with DOHR Policy 12-008, the statewide EEO policy; and the Department of Finance and Administration Policy 37 - Investigations of Allegations of Illegal Discrimination and Harassment, Attachment 1 Intake Referral Form which set forth the State of Tennessee and the Department of Finance and Administration's procedures for reporting and investigating complaints of workplace harassment and discrimination.

* F&A Policy 36 was revised on September 01, 2023

POLICY

Approved by: Howard H. Eley, Commissioner	Policy Number: 36
Signature: Howard H. Eley <small>Digitally signed by Howard H. Eley DN: cn=Howard H. Eley, o=Department of Finance and Administration, ou=State of Tennessee, email=H.Eley@dfra.tn.gov, c=US Date: 2021.02.01 09:24:45-0500</small>	Supersedes: F&A Policy #36 dtd April 01, 2019
Application: Finance & Administration Employees, Finance & Administration Service Recipients, and Finance & Administration Grant Sub-recipients	Effective Date: February 01, 2021
Authority:	Rule:

Subject:

Nondiscrimination Policy and Complaint Procedures

I. Policy.

- A. It is the policy of the Tennessee Department of Finance and Administration (F & A) not to discriminate and to ensure that its sub-recipients of United States Department of Justice (DOJ) or other federal funds do not discriminate in employment or services based on race, color, national origin, disability, sex, age, religion, sexual orientation, or gender identity
- B. F & A and all sub-recipients of federal funds through F & A, including DOJ funds, shall comply with the following statutes:
 - a. Title VI of the Civil Rights Act (Title VI) of 1964, as amended, 42 U.S.C. § 2000d, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpts. C & D (prohibiting discrimination in federally assisted programs based on race, color, and national origin in the delivery of services or benefits);
 - b. Title IX of the Education Amendments (Title IX) of 1972, as amended, 20 U.S.C. § 1681, and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpt. D & pt. 54 (prohibiting discrimination in federally assisted education programs based on sex both in employment and in the delivery of services or benefits);
 - c. Title II of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12132, and the implementing regulation at 28 C.F.R. § 35.171(a)(1)(i), (3)(i) (prohibiting discrimination based on disability both in employment and in the delivery of services or benefits);
 - d. Section 504 of the Rehabilitation Act (Section 504) of 1973, as amended, 29 U.S.C. § 794, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. G (prohibiting discrimination in federally assisted programs based on disability both in employment and in the delivery of services or benefits);

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

February 01, 2021

- e. Age Discrimination Act (Age Act) of 1975, as amended, 42 U.S.C. § 6102, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. 1 (prohibiting discrimination in federally assisted programs based on age in the delivery of services or benefits);
 - f. Executive Order 13,559, amending Executive Order 13,279, and the DOJ implementing regulation, Partnerships with Faith-Based and Other Neighborhood Organizations, 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits).
- C. Additionally, F&A shall comply with the following statutes and sub-recipients of federal funds including DOJ funds shall comply with one or more of the following statutes, depending upon the nature of the federal grant received by the sub-recipient.
- a. Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, 34 U.S.C. §§ 10228(c) & 10221(a), and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpts. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion) & E (requiring certain DOJ-funded programs subject to the administrative provisions of the statute to prepare, maintain, and submit an Equal Employment Opportunity Plan (EEO));
 - b. Juvenile Justice and Delinquency Prevention Act (JJDP) of 1974, as amended, 34 U.S.C. § 11182(b), and the DOJ implementing regulations, 28 C.F.R. §§ 31.202, .403 & pt.42, subpt. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion);
 - c. Victims of Crime Act (VOCA) of 1984, as amended, 34 U.S.C. § 20110(e) and the regulation implementing the Victim of Crime Act Victim Assistance Program, 28 C.F.R. § 94.114 (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, religion, and disability); and
 - d. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

II. Procedure for Filing a Discrimination Complaint.

- A. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A), or against a program administered by F & A may be filed with the Tennessee Human Rights Commission or the

Tennessee Department of Finance & Administration

Page 2 of 4

F & A Policy: Nondiscrimination Policy and Complaint Procedures	Policy Number: 36 Revised: February 01, 2021
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United States Department of Justice within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following addresses:

Tennessee Human Rights Commission 312 Rosa Parks Ave, 23rd floor WRS Tennessee Tower Nashville, TN 37243	U.S. Office for Civil Rights Office of Justice Programs U.S. Department of Justice 810 7 th Street NW Washington, DC 20531
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- B. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A) or a program administered by F & A may be filed with the F & A Civil Rights Coordinator within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following address:

Tennessee Department of Finance and Administration
Civil Rights Coordinator and Civil Rights Investigator
312 Rosa L. Parks Avenue, Suite 2000
WRS Tennessee Tower
Nashville, TN 37243-1102

III. F & A Procedures for Processing Discrimination/Civil Rights Complaints.

- A. All Complaints must be filed in writing and include your name, address, and telephone number. The deadline for filing complaints is 180 days or 1 year from the date of the alleged discrimination depending upon the statute under which the complainant is filing. All administrative complaints filed pursuant to Title VI or Title IX must be filed within 180 days of the discriminatory act unless that time period is extended due to special circumstances.

If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example, friend, attorney, or parent). Your Complaint must be submitted on the F & A Civil Rights Complaint Form found at this link, or in a similar writing which contains all information requested on the F & A Civil Rights Complaint Form.

- B. Upon receipt of the complaint, the F & A Civil Rights Coordinator will: (a) notify the complaining party that the complaint was received and of the opportunity to file with the Office for Civil Rights; (b) evaluate jurisdiction and the need for additional information; and (c) determine the applicable jurisdiction for the Complaint. If the complaint is filed by an internal party or is a complaint regarding employment discrimination over which F & A does not have jurisdiction, the Civil Rights Coordinator will forward the complaint to the appropriate agency having jurisdiction for investigation.

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

February 01, 2021

- C. If the complaint arises under Title VI or Title IX, the F & A Civil Rights Coordinator shall report the complaint to the Tennessee Human Rights Commission Title VI Compliance Program within ten (10) days of receipt of the complaint. If the Complaint is within the jurisdiction of F & A, the F & A Civil Rights Investigator shall initiate the investigation of the merit of the complaint, and conduct the investigation in compliance with F & A's investigation process as is set out below:
- a. F & A Civil Rights Investigator, or designee, shall initiate the investigation within thirty (30) days of receipt.
 - b. F & A Civil Rights Investigator, or designee, shall conduct a thorough investigation of all complaints.
 - c. The F & A Civil Rights Investigator shall conclude its investigation and submit a written investigation summary to the Tennessee Human Rights Commission within ninety (90) days of receipt of the Complaint, and prior to communicating the investigation findings to the complainant.
 - d. After submission of the investigation summary to the Tennessee Human Rights Commission and its review, the F & A Civil Rights Coordinator shall notify the parties of the final decision in writing. If the investigation indicates that a violation did not occur, the F & A Civil Rights Coordinator will notify the parties of the final decision in writing.
 - e. The F & A Civil Rights Coordinator shall retain all documentation of the investigation for a period of five years.
 - f. If the Complainant is not satisfied with the decision of the F & A Civil Rights Investigator, the complainant may still have time to file with the U. S. Department of Justice, Office of Justice Programs, Office for Civil Rights, or other appropriate Federal agency or court with jurisdiction over the claim asserted if the time for filing with said court or agency has not expired.
 - g. Filing a complaint with the F & A Civil Rights Coordinator cannot be relied upon to extend the time for filing civil rights complaints with other applicable state or federal courts or agencies.

Your name, address, and telephone number(s):
Phone: _____

Name, address, and telephone number(s) of person(s) who discriminated against you:
Phone: _____

Name, address and telephone number(s) of agency or organization involved in your complaint:

Phone: _____

Phone: _____

Are there other persons or organizations involved in this discrimination case? Yes No
If YES, please give the names, addresses, and telephone numbers below:

Name	Address	Telephone

Which of the following describes the nature of the discrimination involved?

- Race/Color National Origin Religion Sex
 Disability Age Sexual Orientation Gender Identity

Does your charge of discrimination involve?

<p>a. Your job or seeking employment?</p> <p>If yes, which of the following apply?</p> <p><input type="checkbox"/> Hiring</p> <p><input type="checkbox"/> Work Assignment</p> <p><input type="checkbox"/> Promotion</p> <p><input type="checkbox"/> Demotion</p> <p><input type="checkbox"/> Discipline</p> <p><input type="checkbox"/> Layoff/Recall</p> <p><input type="checkbox"/> Retaliation</p> <p><input type="checkbox"/> Termination</p> <p><input type="checkbox"/> Other (Specify) _____</p>	<p>OR</p> <p>b. You using facilities or someone providing services/protection to you (or others)?</p> <p>If yes, how?</p> <p><input type="checkbox"/> Brutality</p> <p><input type="checkbox"/> Harassment</p> <p><input type="checkbox"/> Language</p> <p><input type="checkbox"/> Applying rules/laws differently</p> <p><input type="checkbox"/> Access to buildings/programs</p> <p><input type="checkbox"/> Retaliation</p> <p><input type="checkbox"/> Different standards/opportunities/programs</p> <p><input type="checkbox"/> Segregation</p> <p><input type="checkbox"/> Other (Specify) _____</p>
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Which month(s), day(s), and year(s) did the most recent discrimination against you take place?

Beginning: Month _____ Day _____ Year _____

Ending: Month _____ Day _____ Year _____

CIVIL RIGHTS COMPLAINT INFORMATION

Explain in detail what happened and how you were discriminated against. State who was involved and show how other persons were treated differently from you. (Also, attach any written materials or documentation pertaining to your case.)

Has the opposite sex or have persons of other races, national origin, religions, or disabilities been treated differently from you in this particular matter? If yes, please explain and identify:

Why do you believe this occurred?

What other information do you think might be helpful to our investigation?

If this complaint is resolved to your satisfaction, what remedy do you seek?

Please list below any persons (witnesses, fellow employees, supervisors, or others) **whom we might contact for additional information to support or clarify your complaint:**

Name	Address	Telephone

CIVIL RIGHTS COMPLAINT INFORMATION

Have you filed a case or complaint with any of the following? (Check the appropriate items.)

<input type="checkbox"/> Civil Rights Division, U.S. Dept. Of Justice	<input type="checkbox"/> TN Human Rights Commission
<input type="checkbox"/> U.S. Equal Employment Opportunity Commission	<input type="checkbox"/> State Law Enforcement Agency
<input type="checkbox"/> Other Federal Agency	<input type="checkbox"/> Attorney (Note the name and address above)
<input type="checkbox"/> Federal or State Court	<input type="checkbox"/> Other (specify)

For any item checked above, please provide the following information:

Name of Agency: _____ Date Filed: _____

Case or Docket Number: _____ Date of Trial or Hearing: _____

Name of Investigator: _____ Status of Case: _____

Location of Agency or court: _____

Additional comments: (Continue any comments or questions on additional sheets if necessary)

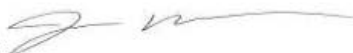
I have reviewed the F & A Civil Rights Complaint Procedure and understand my complaint may be forwarded to another state or federal agency for review and response.

DATE _____ SIGNED: _____

Deliver or Mail to:

Civil Rights Complaints
F&A Civil Rights Coordinator
F&A Human Resources Office
20th Floor, Wm. R. Snodgrass Tennessee Tower
312 Rosa L. Parks Avenue North
Nashville, TN 37243-1102



Approved by: Juan Williams, Commissioner	Policy Number: 12-008 (Rev. 09/02/2022)
Signature: 	Supersedes: 11-009, 10-021
Application: Executive Branch Agencies, All Employees	Effective Date: October 3, 2012
Authority: T.C.A. § 4-3-1703, T.C.A. § 4-21-101, T.C.A. § 8-30-104, T.C.A. § 8-50-104	Rule: Chapter 1120-07

Workplace Discrimination and Harassment¹

The State of Tennessee is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.

Definitions

A. *Workplace Discrimination and Harassment*

This policy prohibits unequal and unlawful treatment of an individual on the basis of a person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws. This policy further prohibits any unwelcome verbal, written, physical conduct, or electronic communication that either degrades or shows hostility or aversion towards a person because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws.

¹ While the State of Tennessee is committed to the principles embodied in this policy, the policy itself is not intended to state contractual terms and does not constitute a contract between the State and its employees, applicants for employment, or parties who do business with the State. This policy supersedes all policies that conflict with the terms of this policy.

Furthermore, this statement constitutes ONLY the policy of the State of Tennessee. A finding violation of this policy does not mean that the conduct violates state and/or federal laws.

Tennessee Department of Human Resources

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DOHR Policy: Workplace Discrimination and Harassment	Policy Number: 12-008 (rev. 09/02/2022)
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To aid employees in identifying prohibited behavior, the following specific examples of workplace discrimination and harassment are provided. These examples are not exhaustive; they illustrate, however, the types of conduct that violate this policy:

- Undermining a person's authority or work performance because of the person's protected characteristics, such as age or religion;
- Using stereotypes or assumptions to guide decision-making about a person's career;
- Unwelcome touching or near-touching, which can encompass leaning over, cornering, hugging, or pinching, sexual innuendos, teasing and other sexual talk such as jokes, personal inquiries, persistent unwanted courting and sexist put-downs;
- Slurs and jokes about a class of persons, such as disabled persons or a racial group;
- Distributing via electronic means epithets, slurs, jokes or remarks that are derogatory, demeaning, threatening or suggestive to a class of persons or a particular person or that promote stereotypes of a class of persons;
- Prejudicial treatment towards an individual or class of persons on the basis of their hair texture or hairstyle;
- Display of explicit or offensive calendars, posters, pictures, drawings or cartoons that are sexually suggestive or that reflect disparagingly upon a class of persons or a particular person; or
- Derogatory remarks about a person's national origin, race, language, or accent, or sexual orientation.

B. Hostile Work Environment

Hostile work environment harassment occurs when a victim is subjected to severe or pervasive comments or conduct based on race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws;² resulting in a work environment that a reasonable person would consider hostile. A hostile work environment may also be created by innuendoes, touching, electronic communications or other conduct.

C. Sexual Harassment

Sexual harassment involves any unwelcome sexual advance, request for sexual favors, or verbal, written, electronic, or physical conduct of a sexual nature by a manager, supervisor, or co-worker. Managerial harassment occurs when a manager or a supervisor gives or withholds a work-related

² Please note that any severe or pervasive conduct that does not occur pursuant to one of these protected classes will be considered abusive conduct under the State's Abusive Conduct in the Workplace (ACW) Policy, DOHR Policy 17-001.

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benefit in exchange for sexual favors from the victim or takes an adverse action against an employee for refusing a request for sexual favors. In some circumstances, threatening to take such actions may also be a violation of this policy. Certain actions may also create a hostile work environment. (See the definition for "Hostile Work Environment" above.)

D. Retaliation, Materially Adverse Action, and Protected Activity

Retaliation occurs when any materially adverse action is taken against an individual because he or she has engaged in protected activity under this policy.

A materially adverse action is any action that may deter a reasonable person from engaging in protected activity under this policy.

Protected activity includes: filing or threatening to file complaint(s) or report(s) of discrimination or harassment; participating in any investigation concerning discrimination or harassment; or being associated or perceived to be associated with a person who initiates a complaint or participates in the investigation of a complaint. Protected activity also includes making a request for a reasonable accommodation due to disability or religion.

E. Interference

Investigation interference is strictly prohibited under this policy. Interference is any action that would impact or compromise the integrity of a workplace discrimination investigation. Prohibited actions include, but are not limited to, actual or attempted threats, coercion, intimidation, and manipulation of witnesses or potential witnesses in an investigation.

F. Third Parties

Third parties are individuals who are not state employees but who have business interactions with state employees. Such individuals include, but are not limited to, customers, such as applicants for state employment or services, vendors, contractors, or volunteers.

Conduct Prohibited by the State of Tennessee

The State of Tennessee strictly forbids and will not tolerate discrimination or harassment of any employee, applicant for employment, or third party on the basis of an individual's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws. The fact that an alleged offender meant no harm or was teasing will not excuse conduct that violates this policy.

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The State of Tennessee strictly forbids and will not tolerate any form of retaliation directed against an employee, applicant for employment, or third party who engages in protected activity under this policy.

How to Report Incidents of Discrimination or Harassment

If an employee, applicant for employment, or third party believes he/she has been subjected to discriminatory or harassing conduct that violates this policy, or observes conduct that violates this policy, he/she is encouraged to report those incidents as soon as possible after the event occurs.

Employees and applicants for employment may file a complaint with their department's human resources director, the department head, their supervisor(s), or any individual designated by the department to receive such reports. Under no circumstances is the individual alleging workplace discrimination or harassment required to file a complaint with the alleged harasser. Complaints can also be submitted through the Edison portal (**Navigator > HCM > Self Service > Workplace Complaint Form**). Employees may also contact the Department of Human Resources, Office of General Counsel, EEO Division, at Workplace.Harassment@tn.gov.

Individuals who wish to file a complaint are encouraged, but are not required, to submit the complaint in writing and to include a description of the incident(s) as well as the date(s), time(s), place(s) and any witnesses. Individuals may also use the attached Intake/Referral Form to file complaints.

If a complaint involves an executive director, assistant commissioner, deputy commissioner, or the commissioner, an employee or applicant for employment may file the complaint directly with the Department of Human Resources, Office of General Counsel, EEO Division.

How to Report Retaliation and Interference Incidents

If an employee, applicant for employment, or third party believes he/she has been subjected to retaliation or interference for engaging in protected conduct under this policy, or observes retaliation or interference, he/she is encouraged to report those incidents as soon as possible after the event occurs.

Any employee, applicant for employment, or third party who makes complaints of workplace discrimination or harassment or provides information related to such complaints will be protected against retaliation and interference. If retaliation or interference occurs, the employee,

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applicant for employment, or third party is encouraged to report the conduct in the same manner as he/she would report a workplace discrimination or harassment complaint. (See the "How to Report Incidents of Discrimination or Harassment" section above.)

How Complaints are Investigated and Resolved

It is the State's policy to promptly investigate allegations of workplace discrimination and harassment as defined by this policy. The affected department shall conduct a review of all reported complaints of workplace discrimination, harassment or retaliation/interference as soon as practicable. If possible, this review shall include an interview with the complainant to determine if the conduct at issue violates this policy. If the department determines that the conduct falls within the terms of this policy, the department shall conduct a thorough and neutral investigation, which includes an interview with the alleged offender (if possible) and any other witness(es) who have direct knowledge of the circumstances of the allegations. If the department determines that the conduct best falls within the terms of another policy, the department will review the complaint following the procedures established in that policy.

The department retains the sole discretion to determine whether a violation of this policy has occurred and to determine what level, if any, of disciplinary action is warranted.

If a complaint involves an executive level employee (such as an executive director, assistant commissioner, deputy commissioner, or commissioner), the Department of Human Resources, Office of General Counsel, EEO Division will investigate the complaint on behalf of the department and report the results to the appropriate agency or authority. The EEO Division may also investigate workplace discrimination and harassment complaints involving non-executive level employees, pursuant to an agreement between the department and the Department of Human Resources.

How Confidentiality is Treated

To the extent permitted by law, the State will try to maintain the confidentiality of each party involved in a workplace harassment investigation, complaint or charge, provided it does not interfere with the department's ability to investigate the allegations or to take corrective action. However, state law may prevent the state from maintaining confidentiality of investigations. Therefore, the State does not guarantee confidentiality.

Directive to Supervisory Personnel

Supervisory personnel who receive a complaint alleging workplace discrimination or harassment or learn by any means of conduct that may violate this policy must immediately report any such

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event to the department's human resources director, EEO officer, the Department of Human Resources, or to the person designated by the agency to receive the information.

Corrective Action for Violation of this Policy

Any employee who engages in conduct that violates this policy or who encourages such conduct by others will be subject to corrective action. Such corrective action includes, but is not limited to, mandatory participation in counseling, training, disciplinary action, up to and including termination, and/or changes in job duties or location.

Supervisory personnel who allow workplace discrimination, harassment or retaliation to continue or fail to take appropriate action upon learning of such conduct will be subject to corrective action. Such corrective action includes, but is not limited to, mandatory participation in counseling, training, disciplinary action, up to and including termination, and/or changes in job duties or location.

All employees shall review and acknowledge this policy on an annual basis. Questions regarding this policy may be directed to the Office of the General Counsel.

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PR-0411 (Rev. 2017)

Attachment 1 - Intake/Referral Form

Statement Concerning Confidentiality

Pursuant to Tennessee Code Annotated § 10-7-503(a)(2)(A), "all state . . . records . . . shall at all times, during business hours, be open for personal inspection by any citizen of Tennessee, and those in charge of such records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law." Accordingly, the State cannot and does not guarantee the confidentiality of this document or any notes, files, reports, or other documents, whether created by the State or received from the complainant, accused, or witnesses.

NAME OF COMPLAINANT OR PERSON REPORTING EVENT:

EMAIL/TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT:

EMAIL: _____

WORK: _____

PREFERRED: _____

NAME OF AGENCY AND DIVISION INVOLVED:

NAME OF ACCUSED PERSON(S):

RELATIONSHIP OF ALLEGED ACCUSED TO YOU (I.E. DIRECT SUPERVISOR, CO-WORKER):

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DATE OF EARLIEST OCCURRENCE OF EVENTS?

DATE OF LATEST OCCURRENCE OF EVENTS?

WHAT IS THE BASIS FOR YOUR COMPLAINT? (I.E. ABUSIVE CONDUCT IN THE WORKPLACE, DISCRIMINATION, HARASSMENT, RETALIATION, WORKPLACE VIOLENCE, ETC.)

EXPLAIN AS CLEARLY AS POSSIBLE WHAT HAPPENED, INCLUDING WHO DID WHAT, WHERE IT OCCURRED, WHO WAS INVOLVED, ETC. PLEASE ATTACH ADDITIONAL PAGES IF NECESSARY.

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EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

WERE OTHER EMPLOYEES TREATED DIFFERENTLY THAN YOU? IF YES, DESCRIBE HOW:

IF YOU ANSWERED YES TO THE PREVIOUS QUESTION, PLEASE PROVIDE THE NAMES OF THE EMPLOYEES WHO WERE TREATED DIFFERENTLY:

PLEASE LIST BELOW ANY PERSONS (WITNESSES, FELLOW EMPLOYEES, SUPERVISORS, OTHERS) WHO MAY HAVE ADDITIONAL INFORMATION TO SUPPORT OR CLARIFY THIS COMPLAINT. EXPLAIN WHAT INFORMATION EACH CAN PROVIDE.

WHAT EXPLANATION DO YOU THINK THE AGENCY OR ACCUSED WILL GIVE AS TO WHY YOU WERE TREATED IN THIS MANNER?

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PLEASE IDENTIFY ANY OTHER INFORMATION (INCLUDING DOCUMENTARY EVIDENCE SUCH AS DIARIES, JOURNALS, RECORDINGS, EMAILS, VOICEMAILS, CORRESPONDENCE, ETC.) THAT YOU THINK IS RELEVANT TO THIS MATTER.

WHAT DO YOU WANT TO HAPPEN AS A RESULT OF THIS COMPLAINT?

WOULD YOU BE OPEN TO PARTICIPATING IN MEDIATION WITH THE ACCUSED ABOUT THE INCIDENT(S)?

SIGNATURE OF COMPLAINANT: _____

DATE: _____

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IF COMPLETED BY SUPERVISOR OR AGENT OF STATE AS A RESULT OF INTERVIEWING A COMPLAINANT,
PLEASE PROVIDE THE FOLLOWING INFORMATION:

PRINTED NAME: _____

SIGNATURE: _____

TITLE: _____

AGENCY AND/OR DIVISION: _____

WORK TELEPHONE NUMBER: _____

DATE COMPLAINT RECEIVED: _____

DATE FORM COMPLETED: _____

REASON FOR DELAY, IF ANY, BETWEEN THE DATE THE COMPLAINT WAS RECEIVED AND THE DATE THE
FORM WAS COMPLETED:

NAME AND TITLE OF PERSON TO WHOM THE FORM WAS FORWARDED FOR ACTION:

DATE ON WHICH THE FORM WAS FORWARDED:

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Attachment 2 – Employee Acknowledgement Form

Workplace Discrimination and Harassment Policy

Employee Acknowledgement

I, _____, hereby certify that I have received a copy of the Workplace Discrimination and Harassment Policy. I understand that violation of this policy may subject me to discipline, up to and including termination.

Employee Signature*

Date

Human Resources Office Signature

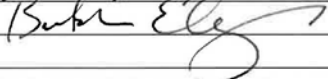
Date

* By acknowledging this policy via the Edison system, I agree that my acknowledgement is the equivalent to my handwritten signature.

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Approved by: Butch Eley, Commissioner	Policy Number: 37
Signature: 	Supersedes: May 21, 2018
	Effective Date: October 8, 2021
Authority: T.C.A. § 4-3-1703, T.C.A. § 4-21-101, T.C.A. § 8-30-104; T.C.A. § 8-50-103; T.C.A. § 8-50-104; T.C.A. § 10-7-503	Rule: 1120-07-.02 A(5)

Subject:

Investigations of Allegations of Illegal Discrimination and Harassment

Pursuant to the Tennessee Department of Human Resources (DOHR) Rule 1120-07-.02(5), the Department of Finance and Administration (F&A) adopts the following internal procedure for investigation of allegations of illegal discrimination and harassment:

- A. The F&A Director of Human Resources or Designee (HRO) will be charged with investigating all claims of illegal discrimination and harassment.
- B. The results of such investigations will be reported to the Deputy Commissioner for Operations or designee and the F&A General Counsel or designee.
- C. When a complaint is filed, the investigator shall inform the complainant, accused, and all witnesses of (a) the State's policy concerning retaliation; and (b) the following limitations on confidentiality:

To the extent provided by law, the State will try to maintain the confidentiality of each party involved in a workplace harassment investigation, complaint, or charge, provided it does not interfere with the department's ability to investigate the allegations or take corrective actions. However, state law may prevent the state from maintaining total confidentiality of investigations. Therefore, the State does not guarantee confidentiality.
- D. The investigator will communicate information concerning the allegations only to those persons to whom the investigator is authorized to report such matters.
- E. The standardized intake/referral form, found as Attachment No. 1 to this policy, shall be completed for every allegation of illegal discrimination and harassment. Upon completion of the intake/referral form, HRO will determine what information is needed to complete the investigation and proceed accordingly with the investigation.
- F. All investigations shall include, at a minimum, an interview with the Complainant, and all persons against whom the Complaint has been made.

F&A Policy: Investigations of Allegations of Illegal Discrimination and Harassment	Policy Number: 37
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- G. For every complaint of illegal discrimination and harassment, the investigator shall create an investigation memorandum which will include at a minimum: the complainant's demographic information; the date of the initiation of investigation; description of the complaint; summary of witness statements and other evidence gathered in the investigation; and conclusions concerning violation of policy.
- H. Upon the conclusion of the investigation, HRO will issue a letter to the accuser and accused to notify the parties of the outcome of the investigation.
- I. In all cases which result in disciplinary action, the records of the disciplinary action shall be maintained in the disciplined employee's human resources file as required by DOHR Rules regarding retention of disciplinary records.
- J. All documents generated by such investigations and any subsequent disciplinary action will be preserved in by HRO for five (5) years as required under RDA 5- 2963, which retention requirement may exceed the retention in the disciplined employee's human resources file.
- K. F&A reserves the ability to transfer the internal investigation process to DOHR, by agreement, for handling consistent with the processes in this policy and in DOHR Policy No. 12-008. Instances F&A HR will transfer an investigation include: 1) complaints involving employees of both F&A and other agencies; 2) investigations of executive level employees defined in DOHR Policy 12-008, or members of the F&A HR team; and 3) any complaint when HRO determines a DOHR investigation to be in the best interests of F&A.

F&A Policy: Investigations of Allegations of Illegal Discrimination and Harassment	Policy Number: 37
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Attachment 1

Intake/Referral Form

Statement Concerning Confidentiality

Pursuant to Tennessee Code Annotated § 10-7-503(a)(2)(A), "all state ... records ... shall at all times, during business hours, be open for personal inspection by any citizen of Tennessee, and those in charge of such records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law." Accordingly, the State cannot and does not guarantee the confidentiality of this document or any notes, files, reports, or other documents, whether created by the State or received from the complainant, accused, or witnesses.

NAME OF COMPLAINANT OR PERSON REPORTING EVENT: _____

TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT: _____

POSITION OF COMPLAINANT: _____

WORK PHONE NUMBER: _____

PREFERRED (IF DIFFERENT FROM ABOVE): _____

NAME OF AGENCY AND DIVISION INVOLVED: _____

NAME OF PERSON(S) WHO ALLEGEDLY DISCRIMINATED AGAINST OR HARASSED YOU, AND WHAT AGENCY THEY WORK FOR IF NOT F&A?

RELATIONSHIP OF ALLEGED ACCUSER TO YOU (I.E. DIRECT SUPERVISOR, CO-WORKER):

DATE OF EARLIEST OCCURRENCE OF EVENTS? _____

DATE OF LATEST OCCURRENCE OF EVENTS? _____

Tennessee Department of Finance & Administration

PLEASE EXPLAIN HOW YOU WERE DISCRIMINATED AGAINST (E.G. DISCIPLINARY ACTION, PROMOTION, DEMOTION, HOSTILE ENVIRONMENT)?

EXPLAIN AS CLEARLY AS POSSIBLE WHAT HAPPENED, INCLUDING WHO DID WHAT, WHERE IT HAPPENED, WHO WAS INVOLVED, ETC. PLEASE ATTACH ADDITIONAL PAGES IF NECESSARY.

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

DESCRIBE HOW OTHERS WERE TREATED DIFFERENTLY THAN YOU:

WERE THERE OTHER EMPLOYEES WHO WERE TREATED BETTER IN SIMILAR CIRCUMSTANCES?
IF YOU ANSWERED YES TO THE PREVIOUS QUESTION, PLEASE PROVIDE THE NAMES OF THE
EMPLOYEES WHO WERE TREATED BETTER AND DESCRIBE HOW THEY WERE TREATED
BETTER:

PLEASE LIST BELOW ANY PERSONS (WITNESSES, FELLOW EMPLOYEES, SUPERVISORS, OTHERS) WHO MAY
HAVE ADDITIONAL INFORMATION TO SUPPORT OR CLARIFY THIS COMPLAINT. EXPLAIN WHAT
INFORMATION EACH CAN PROVIDE.

WHAT EXPLANATION DO YOU THINK THE AGENCY OR ACCUSED WILL GIVE AS TO WHY YOU WERE
TREATED IN THIS MANNER?

PLEASE IDENTIFY ANY OTHER INFORMATION (INCLUDING DOCUMENTARY EVIDENCE SUCH AS DIARIES,
JOURNALS, RECORDINGS, EMAILS, VOICEMAILS, CORRESPONDENCE, ETC.) THAT YOU THINK IS RELEVANT
TO THIS MATTER.

WHAT DO YOU WANT TO HAPPEN AS A RESULT OF THIS COMPLAINT?

IF YOU HAVE TOLD ANYONE ELSE ABOUT THIS MATTER, PLEASE LIST THE NAME(S) AND RELATIONSHIP(S)
{CO-WORKER, FAMILY MEMBER, ETC.}

Tennessee Department of Finance & Administration

SIGNATURE OF COMPLAINANT: _____ DATE: _____

IF COMPLETED BY SUPERVISOR OR AGENT OF STATE AS A RESULT OF INTERVIEWING A COMPLAINANT,
PLEASE PROVIDE THE FOLLOWING INFORMATION:

PRINTED NAME: _____ TITLE: _____

SIGNATURE: _____

DIVISION: _____

WORK TELEPHONE NUMBER: _____

DATE COMPLAINT RECEIVED: _____

DATE FORM COMPLETED: _____

REASON FOR DELAY, IF ANY, BETWEEN THE DATE THE COMPLAINT WAS RECEIVED AND THE DATE THE
FORM WAS COMPLETED:

NAME AND TITLE OF PERSON TO WHOM THE FORM WAS FORWARDED FOR ACTION:

DATE ON WHICH THE FORM WAS FORWARDED:

Chapter 05 –CIVIL RIGHTS OFFICE

THRC DIRECTIVES

Provide a description of how the Department's Civil Rights Office or Title VI program is organized with respect to its enforcement activities.

- A. If you have a unit, please provide. If there is not a unit who does the person report to regarding Title VI issues.
- B. Describe the organization and staffing of the department's Civil Rights/Title VI Unit. Organizational charts may be utilized.
- C. Outline the duties and responsibilities of the Title VI Director/Coordinator.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

This section describes how the Department of Finance and Administration's civil rights function is organized to implement its Civil Rights responsibilities, including Title VI and Title IX, Planning and Implementation.

Planning and implementation of F&A's efforts with regard to Civil Rights, Title VI and Title IX compliance is an ongoing process addressed throughout the year.

This plan is intended to proactively achieve the required legal compliance and the positive business results of Title VI, Title IX, and other civil rights compliance in the workplace. These legal mandates focus not only on nondiscrimination, but also equity, access, diverse perspectives, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. Recognizing this means that F&A is committed to implementation, follow-through, and performance measurement. The department and its sub recipients shall make available any compliance report to be reviewed by THRC upon request.

Broadly speaking, the four primary goals of the F & A nondiscrimination plan are:

- A. To ensure that grants and contracts are awarded without regard to race, color, national origin sex, sexual orientation, or gender identity;
- B. To ensure equality in the delivery of services to contract and grant beneficiaries;
- C. To ensure equality in all employment practices within F&A as well as by grantees and vendors; and
- D. To process and resolve complaints arising from allegations of inequality.

Responsibilities and Resources Committed to Title VI and Title IX Compliance

The Commissioner of Finance and Administration is responsible for departmental compliance with the provisions of *Title VI of the Civil Rights Act of 1964* and *Title IX of the Education Amendments Act of 1972*. As the chief corporate office of state government, F&A has responsibilities with bearing on statewide compliance as well as those with departmental compliance. Each F&A Division Executive is responsible for *Title VI* and *Title IX* plan goals, implementation, and related performance, within each of the operational areas of the department.

Statewide Approach

The Department of Finance and Administration has committed significant resources to program areas with a direct impact on Title VI and Title IX implementation planning and compliance review efforts as well as the intents and purposes of those mandates. General Services' Central Procurement Office Policy 2013-007, Grant Management and Sub recipient Monitoring Policy and Procedures, requires sub recipient contract monitoring to be conducted by all state agencies with such contractual relationships. The policy is structured to create

consistency in monitoring activities across various state agencies and to ensure that core-monitoring areas are reviewed by monitoring groups. Title VI is a required core monitoring area, meaning that, when applicable, tests to ensure Title VI compliance must occur during sub recipient monitoring reviews. State agencies conducting this monitoring will refer to guidance issued by the Tennessee Human Rights Commission, on how to effectively monitor the compliance efforts of their sub recipients. State agencies are advised to seek guidance from the Title VI Coordinator for their agency on implementing an effective program to monitor their sub recipients' compliance with Title VI.

While the monitoring of sub recipient contracts is the responsibility of those state agencies with such contractual relationships, agency monitoring plans are also evaluated by the Central Procurement Office to help ensure that all policy requirements, including sub recipient Title VI compliance, are addressed.

Departmental Approach

According to F & A Policy No. 36, All Title VI, IX, and Civil Rights issues are to be reported to the F & A Civil Rights Coordinator, the Tennessee Human Rights Commission, or the US Office for Civil Rights, Office of Justice Programs with the US Department of Justice. The individual designated as the Title VI/Title IX Coordinator for F & A is its General Counsel.

Civil Rights/Title VI/Title IX Coordinator:	Lucian Geise, General Counsel
Phone Number:	(615) 532-9617
Facsimile:	(615) 532-8532
Email:	FA.CivilRights@tn.gov

The Office of General Counsel includes the General Counsel, Deputy General Counsel, three Senior Associate Counsel attorneys, and one Administrative Assistant. The attorneys in the Office of General Counsel all have access to the F & A Civil Rights email box and will work to carry out the Civil Rights Coordinator's duties along with and on behalf of the General Counsel.

The Coordinator's responsibilities include, but are not limited to, the following:

- A. Developing and monitoring implementation of F&A Title VI/Title IX compliance plan;
- B. Coordinating periodic evaluations of all aspects of F&A activities to ensure programs and services are being conducted without discrimination on the basis of race, color, national origin, sex, sexual orientation, or gender identity;
- C. Contributing to policy relating to nondiscrimination;
- D. Ensuring proper notice is given to employees and outside parties regarding F&A's policy of nondiscrimination; and
- E. Coordinating the review and investigation of complaints.

Chapter 06 – *DISCRIMINATORY PRACTICES*

THRC DIRECTIVES

Specify prohibited discrimination practices under Title VI and, where applicable, provide examples of prohibited discrimination practices in relation to department activities and business line.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

PROHIBITED PRACTICES

Prohibited practices (either by departmental or contract/grantee staff) include but are clearly not limited to:

- A. denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified;
- B. providing any individual with any service or other benefit, which is different or is provided in a different manner from that which is provided to others under the program;
- C. subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service;
- D. restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or other benefit provided to others under the program;
- E. adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination;
- F. addressing an individual in a manner that denotes inferiority because of race, color, national origin, sex, sexual orientation, or gender identity;
- G. subjecting any individual to incidents of racial, ethnic or sexual harassment, the creation of a hostile work environment, and a disproportionate burden of environmental health risks on minority communities.

Some examples of potential prohibited practices might include denying a person participation in a service-learning training event because of their race or denying a person participation in a domestic violence shelter program because of their race.

ENCOURAGED PRACTICES

The Department of Finance and Administration is committed to establishing the highest quality working relationships that we share with each other, our service providers and citizens. We believe that maximum and proactive effort in the area of diversity and non-discrimination will prove conducive to the achievement of those quality relationships. The following are values upon which we base this effort:

- **Honesty**—We place a great deal of worth on the importance of honesty and integrity. The success of an effective implementation plan is contingent upon the establishment of productive relationships in which truth and honesty are paramount.
- **Commitment/Dedication**—The success and effectiveness of this implementation plan and any program lies largely with the level of commitment and dedication that those fostering its growth possess. We in the Department of Finance and Administration are dedicated to the successful daily implementation of this plan and these stated values as well as the achievement of our program mission.
- **Appreciation**—We believe that in order to truly serve as an advocate and a catalyst for improvement that you must first develop an appreciation for the worth of the improvement that you seek to achieve. We appreciate the value of diversity and the infinite potential for advancement that diverse contributions represent.

- Awareness—The development of improved working relationships depends upon the knowledge and awareness that improvement is warranted. We strive to be ever cognizant of the need to improve and to the development of innovative mechanisms to effectuate that improvement.
- Progressiveness—We value the importance of diversity and different perspectives. We strive to be a leading force within in Tennessee State Government for the recognition and appreciation of innovative and different mechanisms for building and maintaining quality relationships with all people.

Chapter 07 – FEDERAL PROGRAMS OR ACTIVITIES

THRC DIRECTIVES

Describe each program and activity operating with Federal Financial Assistance (FFA) including the original source, purpose, and dollar amount of the assistance with respect to the most recent state fiscal year (SFY) as well as any projections for federal funds to be received during the upcoming SFY.

- A. Include a spreadsheet of all programs with FFA amounts, total FFA must appear in the main body total FFA must appear in the main body of the plan. Spreadsheet should include each program and/or activity, the federal dollar amount received; the agency providing the FFA and a description of how the federal funds are used.
- B. Include each federal grant, loan or subsidy not included above, which may not be considered a program or activity and the federal dollar amount received for each. Include a description for how the grant, loan or subsidy is used by the department. This data is required for all activities.
- C. Include any equipment, training resources, land, loans, or detail of federal personnel.

Note: detailed data may be presented in an appendix, but FFA total must appear in the main body of the plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

FEDERAL PROGRAMS OR ACTIVITIES

Contract/Grant Program Overview

The Department of Finance and Administration carries out its responsibilities through both its own administrative and program staff as well as through contract/grant programs. The contracted programs are vital to F&A's success in several program areas and account for a significant portion of departmental resources.

F&A does not utilize equipment, training resources, land, loans, or federal personnel (*referencing item C above*).

The department's contracts are representative of both "sub recipient" and "vendor" relationships. In those cases in which a contract (or grant) creates a "sub recipient" relationship as opposed to a "vendor" relationship (as defined by Uniform Guidance), the contractor is deemed a sub recipient with unique obligations to the state and federal government including compliance with Title VI and Title IX requirements. Contractors reimbursed with federal funds are also subject to these requirements.

- The Federal Financial Assistance Listing can be seen in Appendix B of this document.
- The total FFA amount is \$ 225,253,629.84.
- The sub-Recipients and Vendors Listing can be seen in Appendix C of this document.

Federal Funding Sources

To provide more detail regarding the sources and amounts of the federal funds received by F&A, exhibits in this chapter provide a breakdown of F&A's federal funding by source and recipient program area. Two program areas within F&A receive and administer funding from the federal government. The Office of Criminal Justice Programs (OCJP) and Volunteer Tennessee administer grant programs.

OCJP has no pending federal applications for submission. All FFY23 formula and discretionary grants are pending award and acceptance. The balances listed below reflect the federal allocation amounts at the time of submission.

CONTRACT/GRANT PROGRAMS RECEIVING FEDERAL FUNDS

OCJP

Note: Funds listed in the following table as “Budgeted Federal Funds” are the actual amounts allocated for each of these grants for TN FY2023, while funds listed in the Governor’s Recommended Budget include the total amount awarded under these grant programs in FY2022. Funds have already been allocated from the number in the Governor’s Recommended Budget for future fiscal years, resulting in the difference.

Budgeted Federal Funds	Program Description
\$ 4,161,995	Edward Byrne Justice Assistance Grant — formula grant programs set up to assist state and local criminal justice agencies in reducing illegal drug and violent crime activities. Some special issues addressed by this program include improvement of criminal history records in Tennessee, community policing, domestic violence prevention and intervention, school violence prevention, drug offender prosecution and treatment, and correctional systems improvement. This amount includes the PREA carveout.
\$ 713,619	Residential Substance Abuse Treatment Program (RSAT) —provides for substance abuse treatment programs for state and local prisoners in state and local correctional facilities.
\$ 45,252,260	Victims of Crime Act (VOCA) —a formula grant program that provides services that directly improve the health and well-being of victims of crime with priority given to victims of child abuse, domestic violence, and sexual assault and services for previously under-served victims.
\$ 2,496,625	Family Violence Prevention and Services Act (FVPSA) —a formula grant program funded through the Department of Health and Human Services that supports domestic violence shelters and the work they do across the state of Tennessee.
\$ 224,615	Paul Coverdell Forensic Science Improvement Program — provides grants to States and units of local government to help improve the quality and timeliness of forensic science and medical examiner services. Among other things, funds may be used to eliminate a backlog in the analysis of forensic evidence; and to train and employ forensic laboratory personnel, as needed, to eliminate such a backlog.
\$ 1,231,101	National Criminal History Improvement Program (NCHIP) - funds to enhance the crime fighting and criminal justice capabilities of State government by improving the accuracy, utility and interstate accessibility of criminal history records and enhancing orders of protection involving domestic violence and stalking, sex offender records, automatic identification systems.
\$ 929,134	NICS Act Record Improvement Program (NARIP) - implements the grant provisions of the NICS Improvement Amendments Act of 2007 (Pub. L. No.110-180 (codified at 18 U.S.C. § 922 note)) enacted on January 8, 2008. The program is designed to improve the records available to NICS. This is accomplished by helping to improve the completeness, automation and transmittal of records to state and federal systems
\$ 3,109,974	STOP Violence Against Women Program —a formula grant program funded through the Office on Violence Against Women whose purpose is to promote a coordinated, multi-disciplinary approach to improving the criminal justice system’s response to violence against women. It envisions a partnership among law enforcement, prosecution, courts and victim advocacy organizations to enhance victim safety and hold offenders accountable for their crimes of violence against women.
\$ 749,002	Sexual Assault Services Program - a formula grant program funded through the Office on Violence Against Women which is the first Federal funding stream solely dedicated to the provision of direct intervention and related assistance for victims of sexual assault.

\$	661,895	Project Safe Neighborhoods (PSN) - is designed to create and foster safer neighborhoods through a sustained reduction in violent crime, including, but not limited to, addressing criminal gangs and the felonious possession and use of firearms. The program's effectiveness depends upon the ongoing coordination, cooperation, and partnerships of local, state, tribal, and federal law enforcement agencies-and the communities they serve-engaged in a unified approach led by the U.S. Attorney Office (USAO) in all 94 districts.
\$	1,456,723	Coronavirus Emergency Supplemental Funding - Funds awarded under the CESF Program must be utilized to prevent, prepare for, and respond to the coronavirus. Allowable projects and purchases include, but are not limited to, overtime, equipment (including law enforcement and medical personal protective equipment), hiring, supplies (such as gloves, masks, sanitizer), training, travel expenses (particularly related to the distribution of resources to the most impacted areas), and addressing the medical needs of inmates in state, local, and tribal prisons, jails, and detention centers.
\$	43,510	ARP I Supportive Services - The purpose of these supplemental funds is the same as that of the ARP funds: to prevent, prepare for, and respond to COVID-19. Within these parameters, grantees have flexibility to determine which services best support the needs of children and families experiencing family violence, domestic violence, and dating violence.
\$	2,248,002	ARP II Workforce Support - The purpose of these allowable workforce capacity building expenses is to ensure the continuity of domestic violence services in local communities by allowing supplement funding to be used to sustain an advocacy workforce to prevent, prepare for, and respond to the needs of domestic violence survivors impacted by the COVID-19 public health emergency. A sustainable workforce is needed to operate COVID-19 testing programs, COVID-19 mitigation programs, or mobile health units access programs; and to coordinate partnerships with health departments for each local program to keep families healthy and safe during the COVID-19 public health emergency.
\$	987,191	ARP III Sexual Assault - The purpose of the ARP Grants to Support Survivors of Sexual Assault is to 1) assist with the transition to virtual/remote services for rape crisis centers, sexual assault programs, tribal programs, and culturally specific programs that provide crisis services, support services, and assistance to survivors of sexual assault, and 2) support the increased emergency needs of sexual assault survivors as a result of the COVID-19 public health emergency.
\$	32,893	Prison Rape Elimination Act (PREA) - This program furthers the Department of Justice's mission by supporting crime victims and protecting the public from crimes by decreasing the likelihood that inmates, residents, and detainees are sexually victimized in confinement facilities prior to being released to communities across the nation
\$	14,708	Emergency Federal Law Enforcement Assistance (EFLEA) - The EFLEA Program is by invitation only and provided to mitigate the effects of emergency situations in the affected state and local jurisdictions. The state must reimburse these jurisdictions in a manner proportionate to the incident and the areas affected
\$	95,000	Connect and Protect: Law Enforcement Behavioral Health Responses (Connect and Protect) - The Connect and Protect: Law Enforcement Behavioral Health Response Program is part of the Justice and Mental Health Collaboration Program (JMHCPC). It is designated to support law enforcement-behavioral health cross-system collaboration and to improve public safety responses and outcomes for individuals with mental illness (MI) or co-occurring mental illness and substance abuse (CMISA) who come into contact with the criminal justice system. BJA is seeking applicants to design or enhance a law enforcement-behavioral health response to people with MI and CMISA who come into contact with law enforcement due to their illness.

\$	808,273	Improving Criminal Justice System Responses to Domestic Violence, Dating Violence, Sexual Assault, and Stalking Grant Program (ICJR)- The ICJR Program encourages state, local, and tribal governments and courts to treat domestic violence, dating violence, sexual assault, and stalking as serious violations of criminal law requiring the coordinated involvement of the entire criminal justice system.
\$	651,672	Antiterrorism and Emergency Assistance Program for Crime Victim Compensation and/or Assistance (AEAP) - This program furthers the Department of Justice's mission and the Attorney General's priorities for reducing violent crime and providing vital services to crime victims. Violent crime can take a physical, psychological, emotional, and financial toll on victims and first responders, which requires effective and appropriate evidence-based responses.
\$	600,000	Services for Victims of Human Trafficking - This program furthers the DOJ's mission by enhancing the field's response to victims of human trafficking.
\$	67,263,167	Sub-Total for OCJP

Volunteer Tennessee

Budgeted Federal Funds	Program Description
\$ 7,683,938	AmeriCorps – the “domestic Peace Corps” where many Tennesseans are getting things done through service in exchange for help financing their higher education or repaying their student loans. AmeriCorps seeks to harness the energy and idealism of Tennesseans who are dedicated to making their communities and the country a better place to live. Tennessee has 19 AmeriCorps programs across the state. Grant funds are formula and competitive.
\$ 6,000.00	Commission Support Grant (Volunteer Center/Service-Learning and Instructional Methods/Tennessee Serves/Youth Civic Engagement) – competitive grant program to develop and/or support community-based entities to recruit, manage, and support volunteers and involve young people between the ages of five and seventeen in service-learning projects that simultaneously support student development and meet community needs.
\$ 301,400	Volunteer Generation Fund – competitive grant program to develop and/or support community-based entities to recruit, manage, and support volunteers.
\$ 7,991,338	Sub-Total for Volunteer Tennessee

Note: The Budgeted Federal Funds numbers in this table are taken from the federal award documents for these grants, and may differ slightly from the Governor's Recommended Budget for Fiscal Year 2019-2020.

\$	75,254,505	Total for Department of Finance & Administration
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ASSURANCES and CERTIFICATIONS

Assurances signed by the Department Head are included in this section.

Note: The Certifications/Assurances by Volunteer Tennessee for receipt of Federal Funds from the Corporation for National and Community Service for "AmeriCorps" and "Commission Support Grant" are submitted to the Federal Government through an electronic filing system that does not require a "wet" signature.

As a State Administering Agency (SAA) of the Department of Justice (DOJ), F & A must establish and implement written Methods of Administration (MOA) for ensuring their sub recipients' compliance with the prohibition against race, color, and national origin discrimination contained in Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d) and the Department of Justice (DOJ) regulations at 28 C.F.R. pt. 42, subpt. C; the prohibition against disability discrimination contained in Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794) and

the DOJ regulations at 28 C.F.R. pt. 42, subpt. G; the prohibition against age discrimination contained in the Age Discrimination Act of 1975 (42 U.S.C. § 6102) and the DOJ regulations at 28 C.F.R. pt. 42, subpt. I; and the prohibition against sex discrimination in education programs contained in Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) and the DOJ regulations at 28 C.F.R. pt. 54. These Methods of Administration (MOA) are the reasonable assurance that SAAs provide to the DOJ that they are ensuring the civil rights compliance of their sub recipients. The OCJP submitted the written MOA to the DOJ, Office for Civil Rights (OCR), and received official approval dated May 31, 2023. This approval satisfies compliance for three years after the date of the letter.

Volunteer Tennessee

Instructions

By signing and submitting this application, as the duly authorized representative of the applicant, you certify that the applicant will comply with the Assurances and Certifications described below.

a) Inability to certify

Your inability to provide the assurances and certifications listed below will not necessarily result in denial of a grant. You must submit an explanation of why you cannot do so. We will consider your explanation in determining whether to enter into this transaction. However, your failure to furnish an explanation will disqualify your application.

b) Erroneous certification or assurance

The assurances and certifications are material representations of fact upon which we rely in determining whether to enter into this transaction. If we later determine that you knowingly submitted an erroneous certification or assurance, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

c) Notice of error in certification or assurance

You must provide immediate written notice to us if at any time you learn that a certification or assurance was erroneous when submitted or has become erroneous because of changed circumstances.

d) Definitions

The terms “covered transaction”, “debarred”, “suspended”, “ineligible”, “lower tier covered transaction”, “participant”, “person”, “primary covered transaction”, “principal”, “proposal”, and “voluntarily excluded” as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. An applicant shall be considered a “prospective primary participant in a covered transaction” as defined in the rules implementing Executive Order 12549. You may contact us for assistance in obtaining a copy of those regulations.

e) Assurance requirement for sub grant agreements

You agree by submitting this proposal that if we approve your application, you shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by us.

f) Assurance inclusion in sub grant agreements

You agree by submitting this proposal that you will obtain an assurance from prospective participants in all lower tier covered transactions and in all solicitations for lower tier covered transactions that the participants are not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction.

g) Assurance of sub grant principals

You may rely upon an assurance of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless you know that the assurance is erroneous. You may decide the method and frequency by which you determine the eligibility of your principals. You may, but are not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.

h) Non-assurance in sub grant agreements

If you knowingly enter into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

i) Prudent person standard

Nothing contained in the aforementioned may be construed to require establishment of a system of records in order to render in good faith the assurances and certifications required. Your knowledge and information are not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

ASSURANCES

As the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that the applicant:

- Has the legal authority to apply for federal assistance, and the institutional, managerial, and financial capability (including funds sufficient to pay the non-federal share of project costs) to ensure proper planning, management, and completion of the project described in this application.
- Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the state, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
- Will establish safeguards to prohibit employees from using their position for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
- Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
- Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. 4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 CFR 900, Subpart F).
- Will comply with all federal statutes relating to nondiscrimination. These include but are not limited to: Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color, or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686). which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of disability (d) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) sections 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290dd-3 and 290ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the National and Community Service Act of 1990, as amended; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.

- Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of federal or federally assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of federal participation in purchases.
- Will comply with the provisions of the Hatch Act (5 U.S.C. 1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
- Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C 276a and 276a-77), the Copeland Act (40 U.S.C 276c and 18 U.S.C. 874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333), regarding labor standards for federally assisted construction sub-agreements.
- Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires the recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
- Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved state management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C 1451 et seq.); (f) conformity of federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
- Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C 1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
- Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16U.S.C. 469a-l et seq.).
- Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
- Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm-blooded animals held for research, teaching, or other activities supported by this award of assistance.
- Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§ 4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
- Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act of 1984, as amended, and OMB Circular A-133, Audits of States, Local Governments, and Non-Profit Organizations.
- Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, application guidelines, and policies governing this program.
- Will comply with all rules regarding prohibited activities, including those stated in applicable Notice, grant provisions, and program regulations, and will ensure that no assistance made available by the Corporation will be used to support any such prohibited activities.
- Will comply with the nondiscrimination provisions in the national service laws, which provide that an individual with responsibility for the operation of a project or program that receives assistance under the national service laws shall not discriminate against a participant in, or member of the staff of, such project or program on the basis of race, color, national origin, sex, age, political affiliation, disability, or on the basis of religion. (NOTE: the prohibition on religious discrimination does not apply to the employment of any staff member paid with non-Corporation funds or paid with Corporation funds but employed with the organization operating the project prior to or on the date the grant was awarded. If

your organization is a faith-based organization that makes hiring decisions on the basis of religious belief, your organization may be entitled, under the Religious Freedom Restoration Act, 42 U.S.C. § 2000bb, to receive federal funds and yet maintain that hiring practice, even though the national service legislation includes a restriction on religious discrimination in employment of staff hired to work on a Corporation-funded project and paid with Corporation grant funds. (42 U.S.C. §§ 5057(c) and 12635(c)). For the circumstances under which this may occur, please see the document “Effect of the Religious Freedom Restoration Act on Faith-Based Applicants for Grants” on the Corporation’s website at: <http://www.usdoj.gov/archive/fbci/effect-rfra.pdf>.

- Will comply with all other federal statutes relating to nondiscrimination, including any self-evaluation requirements. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color, or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686). which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of handicaps (d) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) sections 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; and (i) the requirements of any other nondiscrimination statute(s) which may apply to the application.
- Will provide, in the design, recruitment, and operation of any AmeriCorps program, for broad-based input from – (1) the community served, the municipality and government of the county (if appropriate) in which the community is located, and potential participants in the program; and (2) community-based agencies with a demonstrated record of experience in providing services and local labor organizations representing employees of service sponsors, if these entities exist in the area to be served by the program;
- Will, prior to the placement of participants, consult with the appropriate local labor organization, if any, representing employees in the area who are engaged in the same or similar work as that proposed to be carried out by an AmeriCorps program, to ensure compliance with the non-displacement requirements specified in section 177 of the NCSA;
- Will, in the case of an AmeriCorps program that includes or serves children, consult with the parents or legal guardians of children in developing and operating the program;
- Will, before transporting minor children, provide the children’s parents or legal guardians with the reason for the transportation and obtain the parent’s or legal guardian’s permission for such transportation, consistent with state law;
- Will, in the case of an AmeriCorps program that is not funded through a State, consult with and coordinate activities with the State Commission for the state in which the program operates.
- Will ensure that any national service program carried out by the applicant using assistance provided under section 121 of the National and Community Service Act of 1990 and any national service program supported by a grant made by the applicant using such assistance will address unmet human, educational, environmental, or public safety needs through services that provide a direct benefit to the community in which the service is performed;
- Will comply with the non-duplication and non-displacement requirements set out in section 177 of the National and Community Service Act of 1990, and in the Corporation’s regulations at § 2540.100;
- Will comply with the grievance procedure requirements as set out in section 176(f) of the National and Community Service Act of 1990 and in the Corporation’s regulations at 45 CFR § 2540.230;
- Will provide participants in the national service program with the training, skills, and knowledge necessary for the projects that participants are called upon to perform, including training on prohibited activities;
- Will provide support services to participants, such as information regarding G.E.D. attainment and post-service employment, and, if appropriate, opportunities for participants to reflect on their service experiences;

- Will arrange for an independent evaluation of any national service program carried out using assistance provided to the applicant under section 121 of the National and Community Service Act of 1990 or, with the approval of the Corporation, conduct an internal evaluation of the program;
- Will apply measurable performance goals and evaluation methods, which are to be used as part of such evaluation to determine the program's impact on communities and persons served by the program, on participants who take part in the projects, and in other such areas as required by the Corporation;
- Will ensure the provision of a living allowance and other benefits to participants as required by the Corporation;
- Has not violated a Federal criminal statute;
- If a state applicant, will ensure that the State sub grants will be used to support national service programs selected by the State on a competitive basis;
- If a state applicant, will seek to ensure an equitable allocation within the State of assistance and approved national service positions, taking into consideration such factors as the locations of the programs, population density, and economic distress;
- If a state applicant, will ensure that not less than 60% of the assistance will be used to make grants to support national service programs other than those carried out by a State agency, unless the Corporation approves otherwise.

CERTIFICATIONS

Certification – Debarment, Suspension, and Other Responsibility Matters

This certification is required by the government-wide regulations implementing Executive Order 12549, Debarment and Suspension, 2 CFR Part 180, Section 180.335, What information must I provide before entering into a covered transaction with a Federal agency?

As the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that neither the applicant nor its principals:

- Is presently excluded or disqualified;
- Has been convicted within the preceding three years of any of the offenses listed in § 180.800(a) or had a civil judgment rendered against it for one of those offenses within that time period;
- Is presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission or any of the offenses listed in § 180.800(a); or
- Has had one or more public transactions (Federal, State, or local) terminated within the preceding three years for cause or default.

Certification – Drug Free Workplace

This certification is required by the Corporation's regulations implementing sections 5150-5160 of the Drug-Free Workplace Act of 1988 (P.L. 100-690), 45 CFR Part 2545, Subpart B. The regulations require certification by grantees, prior to award, that they will make a good faith effort, on a continuing basis, to maintain a drug-free workplace. The certification set out below is a material representation of fact upon which reliance will be placed when the agency determines to award the grant. False certification or violation of the certification may be grounds for suspension of payments, suspension or termination of grants, or government-wide suspension or debarment (see 45 CFR Part 2542, Subparts G and H).

As the duly authorized representative of the grantee, I certify, to the best of my knowledge and belief that the grantee will provide a drug-free workplace by:

- A. Publishing a drug-free workplace statement that:
 - i. Notifies employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace;
 - ii. Specifies the actions that the grantee will take against employees for violating that prohibition; and

- iii. Informs employees that, as a condition of employment under any award, each employee will abide by the terms of the statement and notify the grantee in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace within five days of the conviction;
- B. Requiring that a copy of the statement described in paragraph (A) be given to each employee who will be engaged in the performance of any Federal award;
- C. Establishing a drug-free awareness program to inform employees about:
 - i. The dangers of drug abuse in the workplace;
 - ii. The grantee's policy of maintaining a drug-free workplace;
 - iii. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - iv. The penalties that the grantee may impose upon them for drug abuse violations occurring in the workplace;
- D. Providing us, as well as any other Federal agency on whose award the convicted employee was working, with written notification within 10 calendar days of learning that an employee has been convicted of a drug violation in the workplace;
- E. Taking one of the following actions within 30 calendar days of learning that an employee has been convicted of a drug violation in the workplace:
 - i. Taking appropriate personnel action against the employee, up to and including termination; or
 - ii. Requiring that the employee participate satisfactorily in a drug abuse assistance or rehabilitation program approved for these purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- F. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (A) through (E).

Certification - Lobbying Activities

As required by Section 1352, Title 31 of the U.S. Code, as the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that:

- No federal appropriated funds have been paid or will be paid, by or on behalf of the applicant, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer of Congress in connection with the awarding of any federal contract, the making of any federal loan, the entering into of any cooperative agreement, or modification of any federal contract, grant, loan, or cooperative agreement;
- If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the applicant will submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions;
- The applicant will require that the language of this certification be included in the award documents for all subcontracts at all tiers (including subcontracts, sub grants, and contracts under grants, loans and cooperative agreements) and that all sub recipients will certify and disclose accordingly.

Erroneous certification or assurance

The assurances and certifications are material representations of fact upon which we rely in determining whether to enter into this transaction. If we later determine that you knowingly submitted an erroneous certification or assurance, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

Notice of error in certification or assurance

You must provide immediate written notice to us if at any time you learn that a certification or assurance was erroneous when submitted or has become erroneous because of changed circumstances.

Definitions

The terms “debarment”, “suspension”, “excluded”, “disqualified”, “ineligible”, “participant”, “person”, “principal”, “proposal”, and “voluntarily excluded” as used in this document have the meanings set out in 2 CFR Part 180, subpart I, “Definitions.” A transaction shall be considered a “covered transaction” if it meets the definition in 2 CFR part 180 subpart B, “Covered Transactions.”

Assurance requirement for sub grant agreements

You agree by submitting this proposal that if we approve your application, you shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by us.

Assurance inclusion in sub grant agreements

You agree by submitting this proposal that you will obtain an assurance from prospective participants in all lower tier covered transactions and in all solicitations for lower tier covered transactions that the participants are not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction.

Assurance of sub grant principals

You may rely upon an assurance of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless you know that the assurance is erroneous. You may decide the method and frequency by which you determine the eligibility of your principals. You may, but are not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.

Non-assurance in sub grant agreements

If you knowingly enter into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

Prudent person standard

Nothing contained in the aforementioned may be construed to require establishment of a system of records in order to render in good faith the assurances and certifications required. Your knowledge and information is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

Certification - Grant Review Process (State Commissions Only)

I certify that in conducting our review process, we have ensured compliance with the National and Community Service Act of 1990, the Corporation's peer review requirements, and all state laws and conflict of interest rules.

Office of Criminal Justice Programs

**CERTIFICATION OF CIVIL RIGHTS COMPLIANCE
(PAGE 1 of 2)**

**TENNESSEE CERTIFICATION OF COMPLIANCE
WITH REGULATIONS FROM U. S. DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS, OFFICE FOR CIVIL RIGHTS
FOR SUBGRANTS ISSUED BY
THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION,
OFFICE OF CRIMINAL JUSTICE PROGRAMS**

INSTRUCTIONS: Complete the identifying information below. Read this form completely, identifying the person responsible for reporting civil rights findings in certification #4. Please obtain the signature of the Authorized Official on page 2, forward a copy of this form to the person identified in #4 and return the original copy of the form to the Office of Criminal Justice Programs, William R. Snodgrass Tennessee Tower, 312 Rosa L Parks Avenue, Suite 1800, Nashville, Tennessee 37243-1102 with your signed contracts.

Agency Name:

Project Director's Name:

Agency Address:

Project Director's Phone:

Grant Project Title:

Grant Start Date:

Grant End Date:

Grant Duration:

Grant Amount:

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

All subgrantee recipients (regardless of type of entity or amount awarded) are subject to prohibitions against discrimination in any program or activity, and must take reasonable steps to provide meaningful access for persons with limited English proficiency.

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will take reasonable steps to provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
 - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.

2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. § 10228);
 - b. Victims of Crime Act (34 U.S.C. § 20110(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (34 U.S.C. § 11182(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
 - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
 - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
 - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
 - j. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13)

[Type text]

3. I also certify that this agency will report all civil rights complaints and findings of discrimination, if any, to the Tennessee Office of Criminal Justice Programs, within the Department of Finance and Administration, in compliance with Chapter XXII of the Grant's manual, and with 28 CFR 42.202(c). Any such findings will be provided within 45 days of the complaint or finding and/or if the finding occurred **within 3 years prior to** the grant award beginning date, within 45 days of the grant award beginning date. A copy of this Certification will be provided to the person responsible for reporting civil rights complaints and findings of discrimination, as identified below:

Name: _____ **Title:** _____ **Phone:** _____
Address: _____ **City & State:** _____ **Zip Code:** _____

"The Authorized Official certifies that to the best of his or her knowledge and belief that the information contained in this certification is correct and in accordance with the requirements of the application guidelines. The Authorized Official also certifies that the person named below is either the person legally responsible for committing the applying agency to this certification, or is executing this certification with the informed consent of the authorizing person (named and described in attachment A)."

Certification: I certify, by my signature at the end of this form, that I have read and am fully cognizant of our duties and responsibilities under this Certification. **(Please click the box to the left)**

Name, Title, and Address of Certifying Designee (IF DIFFERENT FROM AUTHORIZED OFFICIAL):

(Please click & complete the name, title, & address form field text boxes below, if applicable)

Certifying Designee's Name:

Certifying Designee's Title:

Please complete all certifications, print them, and then sign & date each certification

Authorized Signature of the Applicant Agency:

Date:

✓ Civil Rights Compliance Training

All recipients of federal financial assistance are subject to the provisions of the laws and regulations listed above, which prohibit discrimination based on race, color, national origin, age, sex, or disability. And if the agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. Regulations governing Civil Rights compliance require that all OCJP subrecipients provide **annual Civil Rights** training for all employees.

To improve compliance with Civil Rights laws, OCJP requires that all grant Project Directors and the Civil Rights Compliance Officers provide evidence of having completed [Civil Rights training](#) provided on the OCJP website annually. All new Project Directors must complete the training program within ninety (90) days of their start date. **At the end of the online quiz, Project Directors should retain verification of completion in the grant file. The Project Director and the Civil Rights Compliance Officer should complete this training annually.** Verification of the training must be retained in the personnel files.

To be in compliance with OCJP's training requirement on Civil Rights, subrecipient agencies must train other staff members by using the training program on OCJP's website or another training program that includes information on Civil Rights compliance. Although staff members other than the Project Directors may complete the online quiz at the end of OCJP's training program, they are not required to do so. Project Directors are responsible for maintaining documentation showing that staff members completed the required Civil Rights training **annually**.

The Civil Rights Compliance Training Presentation and Quiz is available [here](#).

Civil Rights training : the OCJP grant **Project Director and Civil Rights Compliance Officer** are required to access the training and quiz at this [link](#) annually. They are then responsible to use this or other training materials for the rest of the agency staff. In addition to this if applicable, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

This Page Last Updated: February 17, 2023 at 9:34 AM

Chapter 08 – DATA COLLECTION AND ANALYSIS

THRC DIRECTIVES

Provide a description of how the agency collects its data on the racial and ethnic composition of the beneficiaries of the agency's services.

- A. Include U.S. Census information in Tennessee and compare with the eligible population and the population being served by the department's programs and activities, if applicable. How many people are being served? If the department does not collect racial and ethnic data, please provide explanation. This data is required and must be kept.
- B. Breakdown of the composition of the agency's staff by race, color, and/or national origin
 1. Provide total numbers as well as percentages
 2. Differentiate between executive service and preferred service staff

Note: detailed data may be presented in an appendix, but totals must appear in the main body of the plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DATA COLLECTION

Service Provider Registry System

F&A no longer maintains the Service Provider Registry System. The Department of General Services now keeps the state's registry for contractors of all types. The registry offers state agencies a database of potential contractors and gives service providers who are disadvantaged, minority, or small business entrepreneurs an additional opportunity to be known within state government.

Tracking

The records and data are tracked and summarized in Edison and thru reporting and query retrieval by the divisions responsible for their contracts. Information is provided to the Title VI Coordinator upon request. The policies and procedures for tracking this information are reviewed annually with modifications being made during the year as deemed appropriate. Contracts are awarded after a competitive process commenced with advertising via city newspapers throughout the state, the State Web Page, Nashville Minority Business Developmental Center, and Minority Business Enterprises/Department of Economic and Community Development as appropriate.

PROGRAM BENEFICIARY DIVERSITY

The two divisions within Finance and Administration with beneficiaries are the Office of Criminal Justice Programs and Volunteer Tennessee. There are 89,382 clients served in Office of Criminal Justice Programs and 1,544 with Volunteer Tennessee for a department total of 90,926.

Diversity of Criminal Justice Beneficiaries

The majority of criminal justice grants (Byrne/JAG and Criminal History Grants) do not deal directly with beneficiaries, but more the public at large. For programs with individual beneficiaries, OCJP collects statistical data regarding sub recipient agency clients using annual reports designed to capture demographic information on clients served as well as the numbers and types of activities provided to those clients.

OCJP is committed to funding programs that demonstrate effectiveness and meet the needs of the population. OCJP strives to maintain open communication with sub recipients and stakeholders to gather information regarding the needs in their communities, gaps in services, and specific issues surrounding underserved populations. This information is used for strategic planning designed to fund programs that serve the populations most in need. OCJP has funded special programs that are specifically designed to meet the needs of diverse populations requiring these services. OCJP continues to review the data collected from the sub recipient agencies

annually, from the required reports as well as the needs assessments, in order to best determine funding and to improve the capacity of the programs funded.

The Office of Criminal Justice Programs annually collects data related to diversity of clients served by its STOP Violence Against Women, Family Violence Prevention and Services Act (FVPSA), Victims of Crime Act (VOCA) and Sexual Assault Services Program (SASP) grant funded agencies.

Data also demonstrate a rise in the number of ethnically diverse women and children seeking services marking a need for culturally competent services. Cultural competency is defined as the capacity of an organization or individual to recognize and address issues of cultural dominance, privilege, and access; value and accommodate diversity; and overcome barriers to services faced by clients of diverse cultural backgrounds. While agencies have continued to provide services to all populations, they have found that services to the immigrant population demanded a more in-depth look at how they were being delivered and received.

OCJP uses population and demographic distributions data together with crime statistics to illustrate how gaps in services have created patterns of under-served populations in Tennessee. EXHIBIT 2 illustrates the diversity of the clients served this fiscal year in Victim of Crime Act (VOCA), STOP Violence Against Women (STOP), Family Violence Prevention and Services Act (FVPSA) and Sexual Assault Services Program (SASP) programs across Tennessee.

EXHIBIT 2
Diversity of Beneficiaries Served in OCJP Funded Programs *

September 2022 – September 2023

	VOCA	STOP	FVPSA¹	SASP	RSAT
Total Clients	69,701	1,463	17,181	415	622
Race					
African-American	16,183 23.22%	382 26.11%	2,864 16.67%	168 40.48%	125 20.10%
American Indian/Native Alaskan	268 .38%	3 .21%	87 .51%	2 .48%	0 0%
Asian	395 .57%	1 .07%	66 .38%	1 .24%	0 0%
Native Hawaiian/Pacific Islander	99 .14%	0 0%	38 .22%	3 .72%	1 .16%
Hispanic	5,543	110	1,068	14	10

1 Every shelter program that receives FVPSA funding must annually report 100% of the residential and non-residential clients served by the shelter program and report on the services received by those clients. The totals presented represent 100% of the clients served by 30 shelter programs across Tennessee.

	7.95%	7.52%	6.22%	3.37%	1.61%
White	40,933	956	11,257	216	486
	58.73%	65.35%	65.52%	52.05%	78.14%
Other/Multiple Races	1,753	4	307	0	0
	2.52%	.27%	1.77%	0%	0%
Unknown	4,527	7	1,801	11	0
	6.49%	.48%	10.48%	2.65%	0%
Total Race	69,701	1,463	17,181	415	622
Gender					
Female	50,691	1,276	13,315	377	171
	72.73%	87.22%	77.50%	90.84%	27.49%
Male	17,553	185	2,893	37	451
	25.18%	12.65%	16.84%	8.91%	72.51%
Gender Unknown/ Not Reported or Tracked	1,457	2	973	1	0
	2.09%	.14%	5.66%	.24%	0%
Total Gender	69,701	1,463	17,383	415	622
Age					
12 or under	10,350	N/A	2,940	14	N/A
	14.85%		17.11%	2.24%	
13-17	6,075	53	703	23	N/A
	8.72%	3.62%	4.04%	27.61%	
18-24	7,248	203	1,792	111	62
	10.40%	13.88%	10.43%	27.61%	9.97%
25-40	36,487	1,079	10,241	241	313
	52.35%	73.75%	59.61%	59.95%	50.32%
41-59					229
					36.82%

60+	5,045 7.24%	113 7.72%	1,829 10.65%	11 2.74%	18 2.89%
Age Unknown	4,496 6.45%	15 1.03%	545 3.14%	2 .50%	0 0%
Total Age	69,701	1,463	17,181	415	773
Other**					
Disabled	8,992 30.82%	167 11.78%	1,088 15.78%	34 4.65%	11 1.77%
English as Second Language	4,906 16.81%	91 6.42%	1,195 17.33%	3 3.53%	5 .80%
Immigrant/Refugee	4,760 16.31%	88 6.21%	282 4.09%	2 2.35%	3 .48%
Rural	N/A	979 69.04%	N/A	41 48.24%	42 6.75%

* Most recent data available. **Other includes percentages of other categories that may not be represented due to fund source variance

Note: Federal agencies do not require the State to collect information in boxes marked 'n/a.'

AmeriCorps Program Enrollees

Because each agency recruits members from diverse backgrounds and provides different services to meet locally identified community needs in the areas of education, environment, public safety, housing and health, data on AmeriCorps members and beneficiaries is maintained at the local level. Volunteer Tennessee currently gathers demographic data on AmeriCorps members in the state by asking programs to report data on race, ethnicity specifically for this report.

Volunteer Tennessee uses the AmeriCorps member data to determine whether active enrollment in Tennessee reasonably approximates the representation of minorities in the overall population. Detailed below is the diversity of AmeriCorps members for the most recent fiscal year.

AMERICORPS ENROLLMENT DIVERSITY

ETHNICITY/ GENDER/DISABILITY	NUMBER OF PARTICIPANTS	PERCENT OF TOTAL
Black/African American	276	36.5%
American Indian/Native Alaskan	1	0.1%
Asian	8	1.1%
Native Hawaiian/Other Pacific Islander	2	0.3%
Hispanic/Latino	32	4.2%
White/Caucasian	406	53.7%
Other/Unknown	63	8.3%
Female	559	73.9%
Male	175	23.1%
Members with Disabilities	22	2.9%

NOTE: These numbers represent the possibility of multiple characteristics identification, resulting in percentages that may add up to more than 100%.

STATEWIDE DEMOGRAPHICS

The U.S. Census Bureau provides current estimates of the nation’s population, broken down for each state. The following statistics help place the beneficiary diversity achieved by the programs reported above, as well as the general grantee/contractor ownership characteristics reported, into context.

AMERICAN COMMUNITY SURVEY STATISTICS:
DIVERSITY OF STATE OF TENNESSEE POPULATION

ACS Demographic Estimates	Estimate	Percent	Margin of Error
Total population	6,829,174	100	*****
Male	3,329,115	48.7	+/-0.1
Female	3,500,059	51.3	+/-0.1
<u>Median age (years)</u>	39.0	(X)	+/-0.1
Under 5 years	407,026	6.0	+/-0.1
5 – 9 years	405,373	5.9	+/-0.1
10 – 14 years	443,911	6.5	+/-0.1
15 – 19 years	435,235	6.4	+/-0.1
18 years and over	5,318,422	77.9	+/-0.1
65 years and over	1,138,965	16.7	+/-0.1

One <u>race</u>	6,672,928	97.7	+/-0.1
White	5,272,910	77.2	+/-0.1
Black or African American	1,141,304	16.7	+/-0.1
American Indian and Alaska Native	20,431	0.3	+/-0.1
Asian	125,742	1.8	+/-0.1
Native Hawaiian and Other Pacific Islander	3,469	0.1	+/-0.1
Some other race	109,072	1.6	+/-0.1
Two or more races	156,246	2.3	+/-0.1
Hispanic or Latino (of any race)	389,127	5.7	+/-0.1

'(X)' - The value is not applicable or not available.

Source: U.S. Census Bureau, American Community Survey, Product: 2019: ACS 1-Year Estimates Data Profiles,

<https://data.census.gov/cedsci/table?q=United%20States&g=0400000US47&tid=ACSDP1Y2019.DP05&hidePreview=true>
(accessed 9/21/2020).

WORKFORCE DIVERSITY

F&A recognizes that workforce diversity is an asset to the organization. Ideally, the department's workforce would reflect a variety of race, color, national origin, and gender across all classifications and at all salary levels. This, of course, is significantly dependent upon the availability of potential, qualified employees reflecting such diversity.

To succeed in achieving the goal of workforce diversity, F&A is focused upon two aspects of departmental workforce diversity—recruitment and retention. F&A's Human Resources Office, seeing these needs, has developed a departmental recruitment package to introduce potential employees to the opportunities and benefits offered by F&A employment.

F&A divisions will implement recruitment efforts (in addition to the traditional Department of Human Resources register system) to meet business needs. These efforts will focus on seeking qualified applicants and meeting the department's business needs in the area of diversity. This focus can be executed in the following ways:

- recognize and articulate diversity as an important business need of the department;
- concentrate and direct recruitment communications to organizations and institutions having either historical or mission-driven associations with protected beneficiary groups;
- practice a commitment to interview a significant proportion of qualified people representing protected beneficiary groups; and
- collect and review divisional data focusing on the issues of recruitment and diversity.

Retention of valued employees can enhance F&A's responsiveness to an increasingly diverse world of customers and expand the ability of the organization to cope with change and creatively address emerging issues and opportunities. F&A's long-term retention strategies include such efforts as:

- communicating the value of workforce diversity by recognizing that our strength is in our differences;
- sending all new hires and newly promoted supervisory staff to respectful workplace (workplace harassment) training;
- emphasizing diversity in the nomination of candidates for Tennessee Government Executive Institute (TGEI) and Tennessee Government Management Institute (TGMI);
- reviewing and assessing key processes and practices to achieve workforce diversity;
- emphasizing diversity in the annual employee appreciation program, monthly newsletters, and highlights of program achievements; and
- considering diversity implications in any succession planning or mentoring programs.

To ensure success in departmental workforce diversity, continued data collection regarding actual workforce diversity is also crucial. The department’s Executive Leadership Team must then use this data to continually hone F&A’s recruitment and retention efforts (through periodic reviews and analysis).

It is also very important that, along with employing a diverse workforce, F&A ensure diversity of participation in the department’s key decision making. To execute this commitment, F&A divisions will continue to consider and emphasize diversity in the make-up of committees and work groups.

As of September 2023, the senior staff responsible for F&A consists of the following individuals:

Title	Individual	Demographics
Commissioner	Jim Bryson	White, Male
Deputy Commissioner	Eugene Neubert	White, Male
Assistant Commissioner, Administration	Adam Jarvis	White, Male
Chief Information Officer	Stephanie Dedmon	White, Female
Chief of Accounts	Mike Corricelli	White, Male
Chief of Staff	Trevin Ayers	White, Male
Chief People Officer	Trena Maynard	White, Female
Controller	Felenceo Hill	Black, Female
Director, Budget	David Thurman	White, Male
Director, Communications and Media Relations	Lola Potter	White, Female
Director, Customer Focused Government	Clifton Peay	Black, Male
Director, Internal Audit	Thad DelConte	White, Male
Director, Office of Criminal Justice Programs	Jennifer Brinkman	White, Female
Director, Office of Evidence & Impact	Christin Lotz	White, Female
Executive Director, Benefits Administration	Laurie Lee	White, Female
General Counsel	Lucian Geise	White, Male
Inspector General	Chad Holman	White, Male
Legislative Director	Alli Williamson	White, Female

F&A MINORITY REPRESENTATION OF AGENCY STAFF*

* as of September 16, 2023 per Edison BI, provided by the Human Resources Office, TN Dept. of Finance & Administration

Employee Ethnic Group Description	# of Executive	# of Preferred	# of Non-Preferred	# of Non-Competitive	Totals
American Indian or Alaska Native	1	1	0	0	2
Asian	23	94	1	0	118
Black or African American	76	268	4	2	350
Hispanic or Latino	6	28	1	0	35
Native Hawaiian or Other Pacific Islander	0	1	0	0	1
Other	8	44	1	0	53
Two or More Races	1	7	1	0	9
Unassigned	2	2	0	0	4
Unknown	2	3	0	0	5
White (Not Hispanic or Latino)	450	964	33	1	1,448
Grand Total	569	1,412	41	3	2,025

Employee Ethnic Group Description	% of Executive	% of Preferred	% of Non-Preferred	% of Non- Competitive	% of Total Employees
American Indian or Alaska Native	0.18%	0.07%	0.00%	0.00%	0.10%
Asian	4.04%	6.66%	2.44%	0.00%	5.83%
Black or African American	13.36%	18.98%	9.76%	66.67%	17.28%
Hispanic or Latino	1.50%	1.98%	2.44%	0.00%	1.73%
Native Hawaiian or Other Pacific Islander	0.00%	0.07%	0.00%	0.00%	0.05%
Other	1.41%	3.12%	2.44%	0.00%	2.62%
Two or More Races	0.18%	0.50%	2.44%	0.00%	0.44%
Unassigned	0.35%	0.14%	0.00%	0.00%	0.20%
Unknown	0.35%	0.21%	0.00%	0.00%	0.25%
White (Not Hispanic or Latino)	79.09%	68.27%	80.49%	33.33%	71.51%
Grand Totals	100%	100%	100%	100%	100%

Chapter 09 – LIMITED ENGLISH PROFICIENCY (LEP)

THRC DIRECTIVES

Please include the following:

- A. A copy of the agency's LEP policy and procedure and/or Language Assistance Plan
- B. Identify any steps and goals toward breaking down barriers to LEP challenges, if applicable
- C. A list of any translator and interpreter services (bilingual staff and/or contractors) utilized by the department, if you did not use translator explain why
- D. List of all documents available in Languages other than English. Copies of LEP documents do not have to be included.
- E. Data on which languages were encountered, including a log of LEP activities; LEP Log of activities should include a breakdown of the various languages encountered by the department or agency as a result of in person, written and telephonic encounters from the public.

Note: Detailed data may be presented in an appendix, but language totals must appear in the main body of the plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance & Administration conducted a survey of its divisions to assess the need for LEP services throughout the department. The survey requested that division and office directors report on their contacts with LEP persons in FY 2023, the number of LEP persons included in the population served by the division or office, and whether or not denial or delay of access to their services or information might have serious or life-threatening implications for LEP persons. The nature of the business of most divisions and offices of F&A involves services provided to other state agencies, and therefore does not involve contacts with LEP persons or the provision of services to potential LEP persons. Two exceptions are the Office of Inspector General (OIG), which investigates fraud in the TennCare program, and the Division of Benefits Administration, which coordinates the provision of state employee benefits statewide. In FY23, OCJP provided LEP guidance and requirements for all subrecipients.

Because the Office of Inspector General's business involves law enforcement duties to a small segment of the TennCare enrollee population, and not provision of any services or benefits, there are no serious or life-threatening implications for those impacted by the division. OIG does provide a Spanish interpreter through their hotline, through which citizens may report TennCare fraud or abuse. Their law enforcement duties are conducted in cooperation with local law enforcement agencies, which provide translation services as necessary.

The Division of Benefits Administration, specifically the benefits service center, reported LEP contacts during FY2023. In the past year, the service center has had contact with one individual requiring telephonic translation services. The division occasionally receives documents in foreign languages required to verify the eligibility of dependents for benefits. In the past year, they received documents requiring translation to English from different languages as seen in the charts below. The division has utilized the services of the Tennessee Foreign Language Institute as necessary to provide real-time translation services and to translate documents.

All divisions of F&A are covered by the department's LEP Plan, included in Chapter 9 of this report. Included in the Plan is contact information for translator and interpreter services. At this time, the Department of Finance and Administration does not have any forms that are being translated and provided from the department to others. The only items that we have translated are documents that we receive from outside of the state in a foreign language and we have translated to English for our use. If we have need for translator services, we make use of the State's Avaza contract services. In current FY F & A had one occasion for a need to provide LEP interpretive services to a customer which was provided through a telephonic communication.

TRANSLATION SERVICES RECEIVED BY BENEFITS ADMINISTRATION IN A FOREIGN LANGUAGE AND TRANSLATED TO ENGLISH:

Language	Number of Encounters		
	In Person	By Telephone	In Writing
Chinese			
Japanese			
Arabic			
Spanish		1	
German			
Korean			
French			
Russian			
Italian			
Serbian			
Turkish			

A Listing of all documents translated and from what language	
Language	Document Title
Chinese	marriage, birth, adoption
Spanish	marriage, birth, death
Turkish	marriage
French	marriage
Korean	marriage, birth

Tennessee Department of Finance and Administration

Title VI Program

Limited English Proficiency Guidelines

Authority: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d; Executive Order 13166

Policy: The Department of Finance and Administration does not discriminate against anyone with Limited English Proficiency (LEP), who participates in our programs and/or services and steps have been taken to ensure that all individuals will be able to communicate, either through written or oral language services, with members of our staff.

Purpose: To take reasonable steps to ensure that LEP individuals are provided meaningful access to our programs and/or services.

Responsibility: Each division/program in conjunction with the Title VI Coordinator will ensure that each division has properly trained staff to assist LEP individuals.

Definitions: As used in this policy include the following:

- Limited English Proficiency (LEP): Person that does not speak English as their primary language, and has a limited ability to read, speak, write or understand English.
- Meaningful Access: Requires the Department to conduct an assessment of their service population by using the four-factor analysis. (1) Number or proportion of LEP persons; (2) Frequency of contact LEP persons have with the program or activity; (3) Nature and importance of the program; and (4) Resources available to the recipient.
- Interpretation: The oral or spoken transfer of a message from one language into another language.
- Translation: The written transfer of a message from one language into another language.

Procedures: Any individual eligible for programs/services at the Department of Finance and Administration who cannot speak, write, or understand the English language at a level that permits them to interact effectively with our staff has the following rights: (1) A right to qualified interpreter services at no cost to them; (2) A right to not be required to rely on their minor children, other relatives, or friends as interpreters; (3) A right to file a grievance about the language access services provided them.

Each division/program director will be responsible for ensuring that all LEP individuals are able to communicate effectively, either through written or oral languages, with respective program and/or activity staff members.

The Title VI Coordinator will conduct an annual review of LEP compliance efforts undertaken by each division to ensure that the following has occurred:

- Perform a Needs Assessment – Each appropriate division will assess the language assistance needs of the population they serve by identifying the languages likely to

be encountered and the number of LEP persons likely to be directly affected by its program.

- Train Staff – All appropriate division staff that may encounter a LEP person have received training. This training should include how to obtain language assistance services and communication with interpreters and translators
- Each appropriate division will provide LEP persons with oral language assistance at reception or customer service desks or when telephone contact is made. Telephonic (over the phone) interpretation services are available, through statewide contract with Avaza Language Services Corp., for non-English speaking individuals. Each office shall have a designated person to request LEP services from the authorized contractor.
- Notify LEP Customers of Language Assistance Availability – Each division will inform the public of the availability of LEP services by posting signs or providing written materials in public areas notifying them of this service.

Monitor Access to Language Assistance – Each division will continuously monitor their language assistance process to ensure that policies and practices are consistent.



How to set-up a new Avaza account:

1. Complete the Access Code Registration Form (ACRF) and email to info@avaza.co.
2. If you already have an existing code, email the code to Sales Department.
Verification will need to be made before usage.
3. Upon receipt of ACRF, a new access code will be assigned to each department.
4. Once the access code is registered, your Avaza Training Packet will be sent to you.

Avaza Training Packet will include:

- *Avaza Training Manual*
- *Dual Handset Telephone Flyer*
- *Language Identification Guide Chart (18 x 24)*
- *Language Identification Guide (8 x 10)*
- *Quick Guide Postcard*
- *Service Flyers*
- *Tri fold Language Brochure*

5. After receiving your Training Packet, begin utilizing our services (see Quick Guide Postcard).



ACCESS CODE REGISTRATION FORM

Agency Information:

Date: _____

Agency Name	Account Number	Access Code See Below for Access Codes	Agency SS#/ EIN#/ TIN#	
Agency Rep	Title	Agency Rep Tel #		Fax #
Address	City	State	Zip	E-mail

Billing Information:

Billing Rep	Title	Billing Rep Tel #	Fax #	
Address	City	State	Zip	E-mail

Service Information:

Contract Start Date :	Contract End Date:
Over-the-Phone Interpreting <input type="checkbox"/> Premium User <input type="checkbox"/> Standard User <input type="checkbox"/> Non-Profit <input type="checkbox"/> State	On-Site Interpreting <input type="checkbox"/> Consecutive <input type="checkbox"/> Simultaneous <input type="checkbox"/> Voice-Overs <input type="checkbox"/> Sight Translations
Professional Interpreter Training <input type="checkbox"/> Medical <input type="checkbox"/> Legal <input type="checkbox"/> Social	Translations <input type="checkbox"/> Sight Translations <input type="checkbox"/> Document Translations <input type="checkbox"/> Transcriptions

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5209 Linber Drive Suite 603
Nashville, TN 37211

Phone: 615.534.3400
Fax: 615.810.8506

www.avaza.co

✓ Language-Access Services for Beneficiaries with Limited English Proficiency

Each subrecipient agency should have a plan to assist clients with limited English proficiency (LEP). LEP persons are individuals who do not speak English as their primary language and have a limited ability to read, speak, write, or understand English. Title VI of the Civil Rights Act of 1964, as well as DOJ program statues, requires subrecipients to take reasonable steps to ensure that LEP persons have meaningful access to their programs and activities. Providing meaningful access will generally involve some combination of oral interpretation services and written translation of vital documents. Meaningful access may entail providing language assistance services, including telephone interpreter lines, bilingual staff and volunteers, oral interpretation services, and written language services. Subrecipient agencies should evaluate their current practices in providing language-access services to LEP beneficiaries, including the following:

- Determine the size and linguistic demographics of the LEP service population;
- Collect data on the frequency of contacts with LEP beneficiaries;
- Identify the most significant services or benefits that will require language-access services;
- Assess the resources that are available both inside and outside the agency for providing language-access services;
- Make an inventory of existing written materials, especially vital documents, that need to be available to beneficiaries in translation;
- Establish quality-control measures to ensure the linguistic competency of interpreters and translators;
- Develop a language-access plan consistent with federal guidelines; and

Train staff members in public-contact positions on the legal obligation to provide appropriate language-access services to LEP beneficiaries.

For information on providing services to LEP persons and for detailed agency-specific guidance on language-access services, see www.LEP.gov.

Chapter 10 – COMPLAINT PROCEDURES

THRC DIRECTIVES

Please provide the following:

- A. The agency's policy and procedures with regard to filing Title VI complaints
- B. The total number of complaints, including:
 - 1. The nature of each complaint and the disposition of each
 - 2. Any complaints that were dismissed or withdrawn for any reason
 - 3. Any complaints that were referred to another state or federal agency
- C. A full description of any substantiated complaint(s), including what corrective actions were taken
- D. Include a copy of the agency's complaint log.
- E. Include a copy of the complaint form utilized by the department or agency.
- F. Describe agency procedures related to investigations, report of findings, hearings and appeals, if applicable.
- G. Any federal complaints
- H. List any lawsuits or litigation filed against the agency during FY 2022-2023 on the basis of race, color, or national origin.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance and Administration complies with Title VI of the Civil Rights Act of 1964 which prohibits discrimination in federally assisted programs and shall not deny benefits of any said program to or subject any person to discrimination on the ground of race, color, or national origin. All claims alleging civil rights violations (including of Title VI and Title IX) shall be filed and investigated based on the procedure provided in Finance and Administration Policy No. 36- See Policy No. 36 below.

As to THRC Directives 2-4, the Department of Finance and Administration processed 6 complaints from OCJP subrecipients. One of the six processed complaints was pertinent to OCJP grant activities but was not considered a Title VI complaint according to the THRC. A formal letter was submitted to the complainant.

DEPARTMENTAL COMPLAINT PROCEDURES

Department of Finance and Administration
Policy No. 36 – Nondiscrimination Policy and Complaint Procedures

SUB RECIPIENT/SERVICE PROVIDER COMPLAINT PROCEDURES

Department of Finance and Administration Policy No. 36 applies equally to F & A sub recipient/Service Providers with regard to complaint procedure. In addition, and in accordance with the terms of all contracts, each sub recipient shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination. Proof of nondiscrimination may require documentation of standard complaint processes (along with the records resulting from such) for both sub recipient employees and sub recipient program beneficiaries. Please See Appendix G to view the portions of the OCJP Grant Manual applicable to subrecipient civil rights complaints

All sub recipients contracting with the department have been directed to the department website where a copy of Policy No. 36 is available detailing departmental complaint procedures. For those who do not have Internet access, a copy of the policy will be provided.

DEPARTMENTAL COMPLAINT LOG SAMPLE

Department of Finance and Administration								
Title VI Complaint Log								
Complaint #	Complainant's		Respondent's		Date Filed	Description of Complaint	Status	Disposition
<i>(YYYYMMDD-#)</i>	<i>Name</i>	<i>Address</i>	<i>Name</i>	<i>Address</i>	<i>(MM/DD/YYYY)</i>		<i>(What's Happening)</i>	<i>(What was the result)</i>
20131015-01	<i>Sample</i>							
20131015-02	<i>Sample</i>							
20140403-01	<i>Sample</i>							
20140403-02	<i>Sample</i>							
20140403-03	<i>Sample</i>							
20140620-01	<i>Sample</i>							
20140621-01	<i>Sample</i>							

Complaints, Lawsuits

No Title VI complaints were filed against F&A and F&A was not a party to any lawsuits alleging Title VI/Title IX violations. At the beginning of the fiscal year there were no subrecipient Title VI nor Title IX complaints in inventory. OCJP became aware of civil rights allegations against subrecipient agency Brownsville Police Department during FY22-23, but no formal complaint was submitted to F & A until July 2023. The Complaint was forwarded to THRC and returned to F & A for Investigation. The investigation is ongoing and will be reported in next year's Title VI Report.

POLICY

Approved by: Howard H. Eley, Commissioner	Policy Number: 36
Signature: Howard H. Eley <small>Digitally signed by Howard H. Eley DN: cn=Howard H. Eley, o=Department of Finance and Administration, postalCode=37003, st=TN Date: 2021.02.01 09:24:45-0500</small>	Supersedes: F&A Policy #36 dtd April 01, 2019
Application: Finance & Administration Employees, Finance & Administration Service Recipients, and Finance & Administration Grant Sub-recipients	Effective Date: February 01, 2021
Authority:	Rule:

Subject:

Nondiscrimination Policy and Complaint Procedures

I. Policy.

- A. It is the policy of the Tennessee Department of Finance and Administration (F & A) not to discriminate and to ensure that its sub-recipients of United States Department of Justice (DOJ) or other federal funds do not discriminate in employment or services based on race, color, national origin, disability, sex, age, religion, sexual orientation, or gender identity
- B. F & A and all sub-recipients of federal funds through F & A, including DOJ funds, shall comply with the following statutes:
 - a. Title VI of the Civil Rights Act (Title VI) of 1964, as amended, 42 U.S.C. § 2000d, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpts. C & D (prohibiting discrimination in federally assisted programs based on race, color, and national origin in the delivery of services or benefits);
 - b. Title IX of the Education Amendments (Title IX) of 1972, as amended, 20 U.S.C. § 1681, and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpt. D & pt. 54 (prohibiting discrimination in federally assisted education programs based on sex both in employment and in the delivery of services or benefits);
 - c. Title II of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12132, and the implementing regulation at 28 C.F.R. § 35.171(a)(1)(i), (3)(i) (prohibiting discrimination based on disability both in employment and in the delivery of services or benefits);
 - d. Section 504 of the Rehabilitation Act (Section 504) of 1973, as amended, 29 U.S.C. § 794, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. G (prohibiting discrimination in federally assisted programs based on disability both in employment and in the delivery of services or benefits);

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

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Revised:

February 01, 2021

- e. Age Discrimination Act (Age Act) of 1975, as amended, 42 U.S.C. § 6102, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. I (prohibiting discrimination in federally assisted programs based on age in the delivery of services or benefits);
 - f. Executive Order 13,559, amending Executive Order 13,279, and the DOJ implementing regulation, Partnerships with Faith-Based and Other Neighborhood Organizations, 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits).
- C. Additionally, F&A shall comply with the following statutes and sub-recipients of federal funds including DOJ funds shall comply with one or more of the following statutes, depending upon the nature of the federal grant received by the sub-recipient:
- a. Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, 34 U.S.C. §§ 10228(c) & 10221(a), and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpts. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion) & E (requiring certain DOJ-funded programs subject to the administrative provisions of the statute to prepare, maintain, and submit an Equal Employment Opportunity Plan (EEO));
 - b. Juvenile Justice and Delinquency Prevention Act (JJDP) of 1974, as amended, 34 U.S.C. § 11182(b), and the DOJ implementing regulations, 28 C.F.R. §§ 31.202, 403 & pt.42, subpt. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion);
 - c. Victims of Crime Act (VOCA) of 1984, as amended, 34 U.S.C. § 20110(e) and the regulation implementing the Victim of Crime Act Victim Assistance Program, 28 C.F.R. § 94.114 (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, religion, and disability); and
 - d. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

II. Procedure for Filing a Discrimination Complaint.

- A. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A), or against a program administered by F & A may be filed with the Tennessee Human Rights Commission or the

Tennessee Department of Finance & Administration

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Nondiscrimination Policy and Complaint Procedures

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United States Department of Justice within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following addresses:

Tennessee Human Rights Commission
312 Rosa Parks Ave, 23rd floor
WRS Tennessee Tower
Nashville, TN 37243

U.S. Office for Civil Rights
Office of Justice Programs
U.S. Department of Justice
810 7th Street NW
Washington, DC 20531

- B. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A) or a program administered by F & A may be filed with the F & A Civil Rights Coordinator within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following address:

Tennessee Department of Finance and Administration
Civil Rights Coordinator and Civil Rights Investigator
312 Rosa L. Parks Avenue, Suite 2000
WRS Tennessee Tower
Nashville, TN 37243-1102

III. F & A Procedures for Processing Discrimination/Civil Rights Complaints.

- A. All Complaints must be filed in writing and include your name, address, and telephone number. The deadline for filing complaints is 180 days or 1 year from the date of the alleged discrimination depending upon the statute under which the complainant is filing. All administrative complaints filed pursuant to Title VI or Title IX must be filed within 180 days of the discriminatory act unless that time period is extended due to special circumstances.

If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example, friend, attorney, or parent). Your Complaint must be submitted on the F & A Civil Rights Complaint Form found at this link, or in a similar writing which contains all information requested on the F & A Civil Rights Complaint Form.

- B. Upon receipt of the complaint, the F & A Civil Rights Coordinator will: (a) notify the complaining party that the complaint was received and of the opportunity to file with the Office for Civil Rights; (b) evaluate jurisdiction and the need for additional information; and (c) determine the applicable jurisdiction for the Complaint. If the complaint is filed by an internal party or is a complaint regarding employment discrimination over which F & A does not have jurisdiction, the Civil Rights Coordinator will forward the complaint to the appropriate agency having jurisdiction for investigation.

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Nondiscrimination Policy and Complaint Procedures

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Revised:

February 01, 2021

- C. If the complaint arises under Title VI or Title IX, the F & A Civil Rights Coordinator shall report the complaint to the Tennessee Human Rights Commission Title VI Compliance Program within ten (10) days of receipt of the complaint. If the Complaint is within the jurisdiction of F & A, the F & A Civil Rights Investigator shall initiate the investigation of the merit of the complaint, and conduct the investigation in compliance with F & A's investigation process as is set out below:
- a. F & A Civil Rights Investigator, or designee, shall initiate the investigation within thirty (30) days of receipt.
 - b. F & A Civil Rights Investigator, or designee, shall conduct a thorough investigation of all complaints.
 - c. The F & A Civil Rights Investigator shall conclude its investigation and submit a written investigation summary to the Tennessee Human Rights Commission within ninety (90) days of receipt of the Complaint, and prior to communicating the investigation findings to the complainant.
 - d. After submission of the investigation summary to the Tennessee Human Rights Commission and its review, the F & A Civil Rights Coordinator shall notify the parties of the final decision in writing. If the investigation indicates that a violation did not occur, the F & A Civil Rights Coordinator will notify the parties of the final decision in writing.
 - e. The F & A Civil Rights Coordinator shall retain all documentation of the investigation for a period of five years.
 - f. If the Complainant is not satisfied with the decision of the F & A Civil Rights Investigator, the complainant may still have time to file with the U. S. Department of Justice, Office of Justice Programs, Office for Civil Rights, or other appropriate Federal agency or court with jurisdiction over the claim asserted if the time for filing with said court or agency has not expired.
 - g. Filing a complaint with the F & A Civil Rights Coordinator cannot be relied upon to extend the time for filing civil rights complaints with other applicable state or federal courts or agencies.

CIVIL RIGHTS COMPLAINT INFORMATION

Your name, address, and telephone number(s):

Phone: _____

Name, address, and telephone number(s) of person(s) who discriminated against you:

Phone: _____

Name, address and telephone number(s) of agency or organization involved in your complaint:

Phone: _____

Are there other persons or organizations involved in this discrimination case? Yes No
If YES, please give the names, addresses, and telephone numbers below:

Name	Address	Telephone

Which of the following describes the nature of the discrimination involved?

Race/Color National Origin Religion Sex

Disability Age Sexual Orientation Gender Identity

Does your charge of discrimination involve?

<p>a. Your job or seeking employment?</p> <p>If yes, which of the following apply?</p> <p><input type="checkbox"/> Hiring</p> <p><input type="checkbox"/> Work Assignment</p> <p><input type="checkbox"/> Promotion</p> <p><input type="checkbox"/> Demotion</p> <p><input type="checkbox"/> Discipline</p> <p><input type="checkbox"/> Layoff/Recall</p> <p><input type="checkbox"/> Retaliation</p> <p><input type="checkbox"/> Termination</p> <p><input type="checkbox"/> Other (Specify)</p>	<p>OR b. You using facilities or someone providing services/protection to you (or others)?</p> <p>If yes, how?</p> <p><input type="checkbox"/> Brutality</p> <p><input type="checkbox"/> Harassment</p> <p><input type="checkbox"/> Language</p> <p><input type="checkbox"/> Applying rules/laws differently</p> <p><input type="checkbox"/> Access to buildings/programs</p> <p><input type="checkbox"/> Retaliation</p> <p><input type="checkbox"/> Different standards/opportunities/programs</p> <p><input type="checkbox"/> Segregation</p> <p><input type="checkbox"/> Other (Specify)</p>
---	---

Which month(s), day(s), and year(s) did the most recent discrimination against you take place?

Beginning: Month _____ Day _____ Year _____

Ending: Month _____ Day _____ Year _____

CIVIL RIGHTS COMPLAINT INFORMATION

Explain in detail what happened and how you were discriminated against. State who was involved and show how other persons were treated differently from you. (Also, attach any written materials or documentation pertaining to your case.)

Has the opposite sex or have persons of other races, national origin, religions, or disabilities been treated differently from you in this particular matter? If yes, please explain and identify:

Why do you believe this occurred?

What other information do you think might be helpful to our investigation?

If this complaint is resolved to your satisfaction, what remedy do you seek?

Please list below any persons (witnesses, fellow employees, supervisors, or others) **whom we might contact for additional information to support or clarify your complaint:**

Name	Address	Telephone

CIVIL RIGHTS COMPLAINT INFORMATION

Have you filed a case or complaint with any of the following? (Check the appropriate items.)

<input type="checkbox"/> Civil Rights Division, U.S. Dept. Of Justice	<input type="checkbox"/> TN Human Rights Commission
<input type="checkbox"/> U.S. Equal Employment Opportunity Commission	<input type="checkbox"/> State Law Enforcement Agency
<input type="checkbox"/> Other Federal Agency	<input type="checkbox"/> Attorney (Note the name and address above)
<input type="checkbox"/> Federal or State Court	<input type="checkbox"/> Other (specify)

For any item checked above, please provide the following information:

Name of Agency: _____ Date Filed: _____
 Case or Docket Number: _____ Date of Trial or Hearing: _____
 Name of Investigator: _____ Status of Case: _____
 Location of Agency or court: _____

Additional comments: (Continue any comments or questions on additional sheets if necessary)

I have reviewed the F & A Civil Rights Complaint Procedure and understand my complaint may be forwarded to another state or federal agency for review and response.

DATE _____ SIGNED: _____

Deliver or Mail to:

Civil Rights Complaints
 F&A Civil Rights Coordinator
 F&A Human Resources Office
 20th Floor, Wm. R. Snodgrass Tennessee Tower
 312 Rosa L. Parks Avenue North
 Nashville, TN 37243-1102

Chapter 11 – TITLE VI TRAINING PLAN

THRC DIRECTIVES

Please include the following:

- A. A description of the agency's Title VI training program. You may satisfy this requirement by including the agenda or printed PowerPoint slides from the training, if they adequately identify the topics covered. If a quiz is part of the training, include a sample.
- B. Data: (please provide a chart)
 - 1. Percentage and actual number of the total agency staff trained
 - 2. Percentage and actual number of subrecipients and/or contractors trained
 - 3. List of dates that training was offered
- C. List proposed dates for any future training programs that will be offered to staff, subrecipients and/or contractors.

Training roster does not have to be included but all these documents including training roster should be kept as you will need them for future record requirements.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

In order to ensure compliance with the Title VI and Title IX plan and to maximize effectiveness, it is critical that staff and Sub recipients receive regular training and have a clear understanding of the requirements of Title VI and Title IX.

SUPPORT FOR EMPLOYEES

F&A began a new Title VI training initiative in June 2012. The department's Title VI Coordinator developed a Title VI training presentation covering the essential elements of Title VI that apply to all department staff members. This presentation was established as an on-line training. 100% of the employees in F&A were enrolled in Edison for this course and also notified by e-mail to complete the course. In 2014-2015 the department continued using the training and tracking mechanisms of its training program to include a required question/answer section with a minimum percentage of accuracy requirements. Edison tracks the completion of all training setup in this manner. All new and transferring to F&A employees complete this training as part of the orientation session. The training activity code each year is established at the first of the calendar year in Edison and all F&A state employees are notified by Edison of enrollment. The Training Coordinator monitors completion and reports progress to division heads during the year. In 2015, the training program was modified to contain more detailed information and better descriptions of the LEP and reporting processes. We continue to use this same format of training and samples of the training and question slides are included in this chapter of the report.

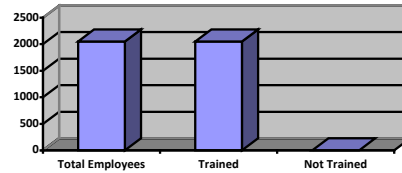
In addition to the training initiative discussed above, briefings and updates are provided to staff responsible for ensuring Title VI and Title IX compliance and to key program and project management staff as part of regular in-service training. Whenever available, staff takes advantage of training programs offered by other government agencies, such as the federal Department of Justice workshops. This training is aimed at educating new and existing staff and recipients in the area of Title VI and Title IX compliance, keeping staff abreast of legal developments which affect Title VI and Title IX as well as making them aware of new civil rights legislation.

Also, the Department of Finance and Administration Employee Orientation Training Session offered by the Office of People and Development Operations Section briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives a link

to the department intranet site, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

Training is offered approximately once a month to new employees and at the beginning of each calendar year, all F&A employees are enrolled and notified to complete the annual online session. As this is an online self-paced course, the classes could potentially be every day of the year. The employee Title VI Training Status report, listing the enrollment date and completion date for every employee, can be found in Appendix A (page 117) of this document.

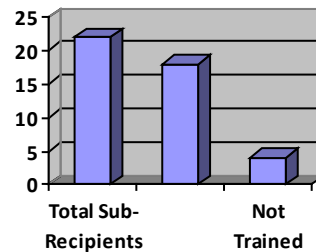
	Total Employees	Trained	Not Trained
Count	2047	2047	0
Percentage		100%	0%



SUB RECIPIENT/SERVICE PROVIDER SUPPORT

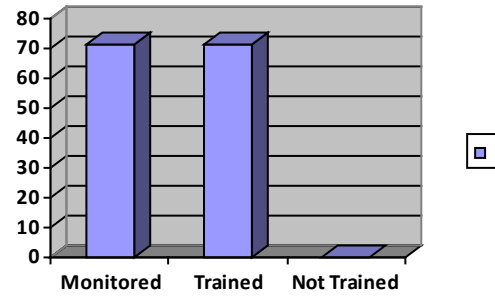
Volunteer Tennessee includes Title VI training for new program directors as part of the orientation to their duties. Five of Volunteer Tennessee’s 24 sub-recipients had new staff and received this training. Volunteer Tennessee also provides Title VI refreshers during the annual program director training retreats. Volunteer Tennessee includes language in its Assurances and Certification regarding compliance with non-discrimination regulations, including Title VI. We were able to provide training during the past year to 100% of the 24 sub-recipients.

	Total Sub-Recipients	Trained	Not Trained
Count	22	18	4
Percentage		82%	18%



OCJP includes a Civil Rights Compliance chapter in its Grants Manual. OCJP also offers an online Title VI training presentation through its website. All grant project directors are required to complete the training and save/print evidence of completion for the grant files. New project directors must complete the training within 90 days of employment. This training is available to anyone who accesses the OCJP website. In FY23, there were over 2,400 Civil Rights trainings completed. Seventy-one (71) sub-recipients out of 246 were monitored for Title VI compliance. There were five (5) findings of noncompliance: four (4) regarding LEP policies and one (1) regarding documentation of training. OCJP includes language in its Assurances and Certification regarding compliance with non-discrimination regulations as required the DOH award special conditions, including Title VI.

	Monitored	Trained	Not Trained
Count	71	71	0
Percentage		100%	0%



OCJP sub recipient agencies must attest to specific civil rights compliance issues with one being annual staff training and OCJP training for project directors. Technical assistance is offered as needed. Additional information regarding OCJP subrecipient training requirements and options may be found on the F & A website at the following link: <https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/training.html>.

TRAINING SAMPLE SCREENS AND QUESTIONS



Purpose of Training



State of Tennessee



- ❖ To ensure all management, staff, sub-recipients, contractors, and service beneficiaries are aware of the provisions of Title VI of the Civil Rights Act of 1964 and the minimum requirements to be in compliance with its rules, laws, and regulations.
- ❖ Title VI Regulations require agencies to provide civil rights training for staff and assign sufficient personnel to ensure effective enforcement. Periodic training should be designed to develop awareness and sensitivity in carrying out federally funded programs.

Title VI Web-Based Training

Slide # 01

What is Title VI?

Federal Law

Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d)



State of Tennessee



- ❖ No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Title VI Web-Based Training

Slide # 02

Workplace Discrimination and Harassment



State of Tennessee

- ❖ Workplace harassment is any unwelcome or unwanted conduct that denigrates or shows hostility or an aversion toward another person on the basis of any characteristic protected by law, which includes an individual's race, color, gender, ethnic or national origin, age, religion, disability, marital status, genetic information or other personal characteristic protected by law. A conduct is unwelcome if the employee did not solicit, instigate or provoke it, and the employee regarded the conduct as undesirable or offensive.
- ❖ You may find more information on the state's policy on Workplace Discrimination and Harassment on the TN Department of Human Resources' website.



Title VI Web-Based Training

Slide # 03

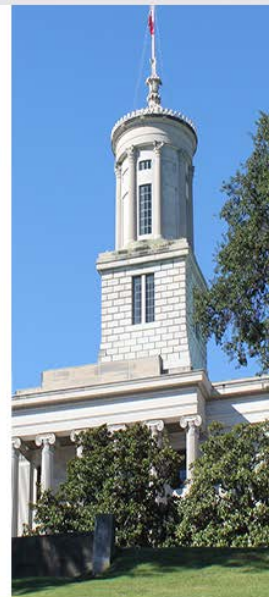
Knowledge Check - Multiple Choice

What is one of the purposes of training for this course?

- A) So that all employees have an idea of what Title XXVII is.
- B) To help identify areas of needed improvement within our workforce.
- C) To ensure all management, staff, sub-recipients, contractors, and service beneficiaries are aware of the provisions of Title VI of the Civil Rights Act of 1964 and the minimum requirements to be in compliance with its rules, laws, and regulations.
- D) All of the above

You must answer the question before continuing.

Submit



Knowledge Check - True/False

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

- A) True
- B) False

Try again

Submit



Have a Limited English Proficiency (LEP) Plan

TN

State of Tennessee

How do you assist customers that do not speak English?

Who are LEP Persons?

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be Limited English Proficient, or "LEP." These individuals may be entitled language assistance with respect to a particular type or service, benefit, or encounter. Federal laws particularly applicable to language access include Title VI of the Civil Rights Act of 1964, and the Title VI regulations, prohibiting discrimination based on national origin, and Executive Order 13166 issued in 2000. Many individual federal programs, states, and localities also have provisions requiring language services for LEP individuals. An Executive Order is an order given by the President to federal agencies. The LEP Executive Order (Executive Order 13166) says that people who are LEP should have meaningful access to federally conducted and federally funded programs and activities.



Have a Limited English Proficiency (LEP) Plan

TN

State of Tennessee

What To Do If You Have someone That is LEP Contact You?

If you have a situation, while at work, where someone is trying to communicate with you and they have Limited English Proficiency (LEP), contact someone in your Human Resource Office or your Supervisor/Manager for assistance or guidance using the AVAZA contract.



Title VI Web-Based Training

Slide # 25

Executive Order 13166

TN

State of Tennessee

- ❖ Limited English Proficiency (LEP) - EO 13166 requires Federal agencies to examine the services they provide, identify any need for services to those with limited English Proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them.



Title VI Web-Based Training

Slide # 29

Title VI Related Videos



State of Tennessee

Included is the U.S. Department of Justice video for optional learning.

Understanding and Abiding by Title VI Video

You can watch the video or click the Next button to skip it.



Video may take about 10 seconds to begin after clicking the play button on the screen.



Title VI Web-Based Training

Slide # 33

Question 2 of 10

Graded Quiz - True/False

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

- A) True
- B) False

Try again

Submit

Question 3 of 10

Graded Quiz - Multiple Choice

The definition of a contractor according to this course is:

- A) Someone that works with the state and has an office in another state
- B) A company that builds or modifies work space
- C) Any entity or individual who provides any function or service that requires the performance of delivery of assistance to beneficiaries under the terms of a contract with a state entity.
- D) The person that signs an agreement to work for any government agency for monetary compensation over \$25 per hour only.

Try again

Submit

Question 10 of 10

Graded Quiz - True/False

Executive Order 13166 requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

- A) True
- B) False

Try again

Submit

Graded Quiz - Quiz Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-questions}

Total Questions: {total-questions}

Accuracy: {percent}

Attempts: {total-attempts}

To Receive Credit on Edison
for Completing This Course

You Must View the
Next 2 Slides
Before Exiting this Training

Continue

Review Area

Title VI Contact Information

TN

State of Tennessee

If you have questions or need additional information regarding Title VI compliance, please contact your agency's Title VI Coordinator or:

Tennessee Human Rights Commission
312 Rosa L Parks Ave, 23rd floor
Nashville, TN 37243
(800) 251-3589

www.TN.gov/HumanRights

To Receive Credit on Edison for Completing This Course

You Must Select the Next Slide Button Before Exiting this Training

** last slide is a blank slide - may take over night process before "Completed" shows on Edison training record **

Title VI Web-Based Training

Slide # 34



Chapter 12 – SUB RECIPIENT MONITORING

THRC DIRECTIVES

Provide a description of the Agency's policy and procedures related to monitoring the compliance of subrecipients.

A. Pre-award Procedures

Briefly discuss the procedures utilized by the department or agency to assess subrecipient and/or contractor compliance prior to awarding funding.

1. Attach a copy of any pre-assessment or self-survey provided by the department or agency to subrecipients and/or contractors. Include the number of pre-assessments or surveys reviewed by the department during the most recent fiscal year, if applicable. Show whether they are a new subrecipient or not.
2. List each subrecipient; contractor and/or vendor that has signed "statement of assurance" provided by the department or agency for the most recent SFY.
3. Field or on-site compliance reviews: State the number of field reviews of subrecipients and/or contractors conducted during the most recent SFY. If not applicable, then explain why the department does not conduct field or on-site reviews.
4. Title VI Requirement: Describe any standards requiring a subrecipient and/or contractor of the department to provide training to its staff, to include the extent and content of training prior to the receipt of federal funding.
5. Identify any other pre-award procedures not mentioned above that are utilized by the department or agency.

B. Post-award Procedures

Briefly discuss the procedures utilized by the department or agency to assess subrecipient and/or contractor compliance after awarding funding (compliance reviews, desk audits, etc.).

1. Provide a listing of any reviews conducted during the most recent SFY, if applicable.
2. Attach a copy any annual compliance reviews, assessments or self-surveys, etc. Include the # of reviews or surveys reviewed during the most recent SFY, if applicable.
3. Field or on-site reviews: State the number of field compliance reviews of subrecipients and/or contractors conducted during the most recent SFY. If not applicable, then explain why the department does not conduct field or on-site reviews.
4. Identify any other procedures not mentioned above that are utilized by the department or agency.

C. Subrecipient Title VI Training

Describe any standards requiring that a subrecipient and/or contractor of the department provide documentation of staff training and dates offered to its staff, to include the extent and content of the training.

D. Procedures for Noncompliance

1. Describe policy, procedures or steps taken to seek voluntary compliance when a subrecipient or contractor is determined to be in noncompliance.
2. Include actions to be taken by your department or agency upon a finding of noncompliance of a subrecipient or contractor. Actions should include reporting, resolution, enforcement of corrective actions, monitoring of any agreed up on programs, and sanctions.
3. If there were agency subrecipients or contractors that were found to be in noncompliance with Title VI by another state or federal agency, include the agency name, finding(s) and corrective action measures.

- E. Identify Subrecipients, contractors, and/or vendors
 - 1. A description of each program distributing financial assistance to subrecipients
 - 2. List each subrecipient, contractor and/or vendor of the department or agency. If the department or agency did not have any subrecipients, contractors or vendors for the most recent SFY, then it should state this fact. The following information should be included for each subrecipient, contractor, or vendor:
 - a. Subrecipient/Vendor name
 - b. Begin/end date of contract
 - c. Dollar amount of contract
 - d. Location
 - e. Whether the contract is paid federal, state, or a hybrid of funding.
 - f. MWBE designation of the vendor
 - g. Description of services provided
 - h. Whether the contract was a subrecipient, contractor (e.g., contract employee) or vendor
 - i. Whether the contract was competitive or non-competitive
- F. List each subrecipient, contractor and/or vendor that has signed "statement of assurance" provided by the department or agency for the most recent SFY.
- G. List the total number of all contractors. Provide the total number and percentage of minority contractors and the dollar amount and percentage awarded to minority contractors by race, color and/or national origin for all federally funded programs and activities, to include procurement of materials and equipment.
- H. List any new subrecipients, contractors, and/or vendors.
- I. Include excerpts of the contractual provisions prohibiting discrimination, which is agreed to by subrecipients, contractors and/or vendors of the department or agency.
- J. Identify any Federal Financial Assistance applications pending with other federal and/or state departments and/or agencies.
- K. Please include any annual Federal Program monitoring your agency is responsible for.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DEPARTMENTAL REVIEW

The Department of Finance and Administration, its sub recipients, or contractors shall make available any compliance report to be reviewed by the Tennessee Human Rights Commission (THRC) upon request. Appendix C - "Sub Recipients and Vendors Listing" of this document begins on page 321.

Methods for reviewing Title VI and Title IX compliance include periodic data review, self-assessment, and audits. These are tools to assist the Commissioner and Division Executives in executing Title VI and Title IX compliance.

Each F&A Division Executive is responsible for conducting divisional reviews of activities to ensure compliance with Title VI and Title IX. Accordingly, the Division Executives are also responsible for the resolution of any identified noncompliance within his or her purview.

Standard audit practices (internal and state audit) also provide Title VI and Title IX compliance evaluation. Each year, the Comptroller's Division of State Audit conducts and publishes a financial and compliance audit of the Department of Finance and Administration for the previous fiscal year. Components of the audit address F&A's compliance with Title VI and Title IX requirements.

Further, F&A's Internal Audit section is positioned to investigate or audit the department's compliance with Title VI and Title IX requirement either upon request or the appearance of non-compliance. Internal Audit reports to the F&A Commissioner and has total access to the department and its program areas. Thus, Internal Audit provides an ongoing control regarding compliance.

SUB RECIPIENT/SERVICE PROVIDER COMPLIANCE REVIEW PRE-AWARD REVIEW

F&A's sub recipients and contract vendors are required to provide Statements of Assurances that address Title VI and Title IX compliance. Statements of Assurances can be effectively used for pre-award review.

Professional Services Contract Language Regarding Nondiscrimination:

D. STANDARD TERMS AND CONDITIONS:

- D.7. Nondiscrimination. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Grant Contract Language Regarding Nondiscrimination:

- D.8. Nondiscrimination. The Grantee hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

The Office of Criminal Justice Programs also requires sub recipient agencies to sign a certification of compliance with all civil rights laws and federal requirements. Although OCJP has no pending federal applications for submission, OCJP has only received the official 2022 awards for AEAP, VOCA and RSAT. The balances listed below reflect the federal allocation amounts at the time of submission.

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE
(PAGE 1 OF 2)

**TENNESSEE CERTIFICATION OF COMPLIANCE
WITH REGULATIONS FROM U. S. DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS, OFFICE FOR CIVIL RIGHTS
FOR SUBGRANTS ISSUED BY
THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION,
OFFICE OF CRIMINAL JUSTICE PROGRAMS**

INSTRUCTIONS: Complete the identifying information below. Read this form completely, identifying the person responsible for reporting civil rights findings in certification #4. Please obtain the signature of the Authorized Official on page 2, forward a copy of this form to the person identified in #4 and return the original copy of the form to the Office of Criminal Justice Programs, William R. Snodgrass Tennessee Tower, 312 Rosa L Parks Avenue, Suite 1800, Nashville, Tennessee 37243-1102 with your signed contracts.

Agency Name:	Project Director's Name:
Agency Address:	Project Director's Phone:
Grant Project Title:	
Grant Start Date:	Grant End Date:
Grant Duration:	Grant Amount:

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

All subgrantee recipients (regardless of type of entity or amount awarded) are subject to prohibitions against discrimination in any program or activity, and must take reasonable steps to provide meaningful access for persons with limited English proficiency.

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
 - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.
2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. § 3789d);
 - b. Victims of Crime Act (42 U.S.C. § 10604(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
 - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
 - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
 - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
 - j. Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13)

POST-AWARD REVIEW (DIVISION MONITORING)

In addition to standard contract monitoring, the divisions within F&A awarding grants are required to annually monitor a subset of their sub recipient contract population. Each affected division has program and/or fiscal staff dedicated to conducting this monitoring.

Scheduling Criteria

An agency's scheduling criteria for sub recipient monitoring takes into account factors such as: federal requirements dictating the frequency of monitoring; number of sub recipient contracts; value of sub recipient contracts; sub recipient risk; period of time since last monitoring review; and any prior review findings that indicate serious deficiencies.

Nature and Criteria of Compliance Review Monitoring

In addition to state and/or federal program specific monitoring requirements, all monitoring reviews must address certain core areas. The scope of reviews and the techniques used may vary based on factors such as the risk level of the sub recipient, the value of the contract/s, the result of prior reviews and audits, etc.

The core monitoring areas include as applicable: Title VI; activities allowed or not allowed; allowable cost/cost principles; eligibility; matching, level of effort, earmarking; program income; cash management; Davis-Bacon Act; equipment and real property management; period of availability of funds; procurement, suspension, and debarment; real property acquisition and relocation assistance; reporting; and special tests and provisions.

The monitoring of a sub recipient should include testing of the financial/program data and reporting. For high-risk sub recipients, the sample size should be larger than that of medium risk and the level of testing should be more intense.

With respect to Title VI, the monitors review whether the subgrantee can document that it adheres to nondiscrimination requirements in its employment practices and delivery of services, specifically considering such issues as:

1. Was the contract signed by Agency representative indicating Assurance of Compliance with the standard Non-discrimination clause? This clause is not found in contracts with other state agencies.
2. Are notices of non-discrimination, including all applicable civil rights laws, posted in conspicuous places available to employees and applicants?
3. Are agency policies and procedures relevant to Civil Rights available for review?
4. Does the agency provide and document training to staff on non-discriminatory issues and policies?
5. Have any formal discrimination complaints been filed against the agency? If so, what action was taken?
6. Based on client record review, does it appear that eligibility requirements are applied uniformly; services are provided to all participants equally based on need; outside referrals are made on a non-discriminatory basis; and records are maintained uniformly for all individuals?
7. Do staff interviews confirm the agency's non-discriminatory practices? For example, "Are services and employment provided by agency in a non-discriminatory fashion?" If issues or concerns are indicated, explain.
8. Does the agency have racial, ethnic, gender and disability data regarding staff and service recipients?
9. Are procedures in place for filing discrimination complaints within the agency?
10. Did the agency enter into a subcontract for any of the services performed under this grant contract? If yes, did the subcontract contain a section on non-discrimination?

The monitors or the OCJP Title VI Coordinator use the above information to confirm sub recipient agency compliance and issue a report to each agency. The report either confirms compliance with nondiscrimination requirements including Title VI or notifies the agency of failure to comply. If compliance with nondiscrimination requirements is found to be lacking, the sub recipient agency report states the area of non-compliance, defines the manual and contractual obligations for compliance in that specific area, and requires the filing of a Corrective Action Plan (CAP). After approving a CAP, staff may follow up the next year with another monitoring review to confirm that the corrective action has been put into place.

Compliance Review Monitoring Results

Compliance reviews conducted for F & A involved both onsite reviews and desk-audits, as described earlier. In FY 2022/23 71 OCJP sub-recipients out of 246 total agencies (29%) were monitored for compliance with Title VI requirements. There were no findings related to Title VI compliance other than five monitoring findings: four lacking a LEP plan and one training documentation deficiency. Corrective action plans were submitted within 30 days of the finding reports and all five findings were corrected. There were no findings related to Title IX during the fiscal year.

Compliance Numbers	Volunteer TN	OCJP	F&A
Number of contracts	20	586	
Total dollar value of contracts	\$6,726,232	\$83,136,955	
Number of Post-award reviews conducted/scheduled	9 Contracts 8 Agencies	185 Contracts 90 Agencies	
Dollar value of post-award reviews conducted	\$2,413,208	\$30,227,399	
Reviews with findings in the area of Title VI	0	5	
Non-compliance reviews related to Title VI resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	
Reviews with findings in the area of Title IX	0	0	
Non-compliance reviews related to Title IX resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	
Title VI complaints in inventory at beginning of fiscal year	0	0	0
Title VI complaints received during fiscal year	0	0	0
Title VI complaints resolved during fiscal year	0	0	0
Title IX complaints in inventory at beginning of fiscal year	0	0	0
Title IX complaints received during fiscal year	0	0	0
Title IX complaints resolved during fiscal year	0	0	0

ENFORCEMENT – FINDINGS OF NONCOMPLIANCE

F&A recognizes that enforcement with regard to Title VI and Title IX must be, at least, two-fold. Since responsibilities are carried out both through departmental administration and through contracts, enforcement processes must be tailored to each.

Regarding departmental employees, standard state human resources regulations govern and are considered adequate for purposes of enforcement. Nevertheless, this process must be coupled with continuously improving communication directed to supervisors and non-supervisors so that there is a clear priority and accountability process regarding implementation.

Regarding contracts, F&A is committed to maintaining all aspects of contract management at a high, professional level. In doing so, special attention is focused on not only the requirement and encouragement of nondiscrimination policies including Title VI and IX compliance but also its enforcement. Current processes for compliance include attempting to obtain voluntary compliance, taking action to mandate compliance, and seeking termination of federal funding.

SUBRECIPIENTS, CONTRACTORS, AND/OR VENDORS

- a. A listing of all may be seen in Appendix C
- b. F&A does not track minority contractors by race, color, and/or national origin.
- c. Each new contract is identified within Appendix C in the last column.
- d. Currently we have no Federal Financial Assistance applications pending.

Number of Total Contracts	Number of New Contracts	Number of Minority Contracts	Minority Percentage of Total Contracts	Total Amount of Contracts	Total Minority Contract Amounts	Minority Amount Percentage
625	358	101	16 %	\$160,003,903	\$ 17,950,894	11 %

Chapter 13 – PUBLIC NOTICE AND OUTREACH

THRC DIRECTIVES

- A. Provide a description of the agency's methods and procedures for the dissemination of information about the following to the public:

1. Nondiscrimination policy
2. Programs and services
3. Complaint procedures
4. Minority participation on planning boards and advisory bodies

Does the agency utilize minority media? In what instances does the department disseminate information using minority media? Identify what percentage of information disseminated by agency involved minority media.

Does agency interact with minority organizations and communities? Please explain how the department interacts with minority organizations and communities. If there is no interaction with minority organizations and communities, discuss any strategy or policy that the department or agency plans to adopt for the purpose of ensuring minority participation.

- B. Boards and Advisory Bodies

1. List of all internal and external advisory boards or bodies for the department or agency
 - a. Include the goals and duties of the board
 - b. Include the impact of board decisions on the public and agency
 - c. Identify how board members are selected or appointed, and by whom
 - d. For boards where members are appointed, indicate whether the appointment is by virtue office or if members of the public may be appointed
 - e. Describe how information about board vacancies is disseminated to the public. Indicate if a list of board and/or advisory bodies is published, and if so, where
 - f. The total number of persons on any planning or advisory board
 - g. Ethnic/racial (e.g., African- American, Native American, Asian, Hispanic, etc.) composition of each board/advisory body
 - h. Percentage of minority representation
2. If there is no minority representation on a planning/advisory board, discuss any strategy or policy that the department or agency plans to adopt for the purpose of ensuring minority participation

- C. Documentation of minority input

1. A description of where and/or when minority input is solicited by the agency, and how this input is documented. If there is no documentation of minority input, discuss any plans to correct this issue
2. A list of the methods used by the department or agency to inform the public about the process for obtaining grants or bidding on contracts of which the agency has oversight.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

A. NOTICE AND OUTREACH

F&A publishes its Civil Rights/ Nondiscrimination Policy applicable to F&A employees, subrecipients, and service recipients on its website that is available to the public. The Civil Rights/Nondiscrimination Policy includes the Complaint procedures and a copy of the Civil Rights Complaint form. The website also includes the process for filing employee complaints for discrimination and harassment in the workplace. The F&A public facing website also includes information about the programs and services and grants available through its Divisions. In addition to the F&A website, F&A grant subrecipients are required to make the Civil Rights/Nondiscrimination Policy and Complaint form available to their employees and clients and post a sign with language regarding the Nondiscrimination Policy and Complaint Form (see poster included in Appendix G. The members of the boards and bodies established within or by F & A are generally statutorily mandated positions which do not provide discretion to F & A to advertise for participation. The nature of F & A's primary operations does not include provision of direct services to communities or citizens. Nevertheless, F & A notifies public and non-profit agencies of the availability of opportunities for contracts and grant funds. Notices of availability of funding are disseminated through the media and posted on the department's website. OCJP and Volunteer Tennessee post their grant opportunities on their websites: <https://www.tn.gov/finance/office-of-criminal-justice-programs.html> <https://www.tn.gov/volunteer-tennessee/vt-funds.html>.

Availability of grant funds will be made known to eligible organizations and/or agencies by the State of Tennessee by means of a posting of the solicitation on the OCJP website or electronic mail (Email) from the Department of Finance and Administration, Office of Criminal Justice Programs. Applications are completed on-line on the website. Throughout the application process, technical assistance is available related to application requirements.

Although F&A does not engage in targeted minority outreach, F & A does submit 100% of its news releases to the Tennessee Tribune, an African American newspaper in Nashville TN with statewide publication and to La Prensa Latina Hispanic Newspaper based in Memphis, TN..

Additionally, all F & A grant recipient agencies or contractors are required to undertake appropriate outreach to program beneficiaries. OCJP offers an on-line administrative manual for sub recipients which is updated annually, and sub recipients receive update Memoranda for significant mid-year changes. Furthermore, F&A provides all Federal notices and publications (brochures, manuals, directives, memos, etc.) to sub recipient agencies who, in turn, make the information available to the consumers/clients of their federally funded projects. Monitors routinely discuss Title VI/Title IX compliance with sub recipient agencies and contract vendors, and view all of the information and documentation provided by sub recipient agencies to clients/service recipients.

ADDITIONAL NOTIFICATION PROCESS

1. Employee Notification

- a. The Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives an employee manual, which contains the policy, forms and complaint procedures related to Title VI, Title IX, and the other civil rights law applicable to F & A grants.
- b. The most recent Title VI Report plan itself, can be found on the Department of Finance and Administration Website (<https://www.tn.gov/finance/looking-for/policies.html>) with links from the Employee Information page. The report itself is on the department's public website.
- c. Occasionally, during periodic organizational employee improvement retreats, the Nondiscrimination Policy is further discussed and explained, and amendments or revisions are considered.

2. Service Provider/Sub recipient Notification

- a. All grants/contracts with Sub recipients of federal funds currently must include language which stipulates that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the delivery of the program for which the funds will be used or in the employment practices of the sub recipient on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee state constitutional, or statutory law.
- b. Sub recipients have received information from the grantor division detailing the Title VI and Title IX policy and stipulating that cooperation and support are expected.
- c. Sub recipients are required to develop a Civil Rights (Title VI and Title IX) plan and a complaint resolution process to govern the program(s) for which the funds will be used.
- d. The national eGrants application system for AmeriCorps includes a survey on ensuring equal opportunity for applicants. While Tennessee does not have access to that data, if we were out of compliance, presumably we would be contacted.
- e. Each application for funds must include written assurances that the program(s) for which the funds will be used will comply with Title VI, Title IX, and other applicable civil rights requirements.
- f. All sub recipients are required to designate those responsible for implementing and overseeing Title VI, Title IX, and other civil rights compliance and complaint resolution.

3. Public Notification

- a. The Nondiscrimination Policy and Complaint Process (a/k/a Title VI and Title IX policy) is available on the Department of Finance and Administration Website <https://www.tn.gov/finance/looking-for/policies.html>.
- b. All sub recipients and service providers are required to post notices of their Title VI and Title IX policy and issues/complaint resolution process in a conspicuous location available to the general public.

B. INTERNAL AND EXTERNAL PLANNING OR ADVISORY BOARDS

Several internal and external planning or advisory bodies influence the operations of various divisions of F&A. Below is a list of those bodies, the F&A division to which they are attached, the makeup of the bodies, and descriptions of how the members are chosen.

Benefits Administration

Benefits Administration currently has no formal process for collecting information about minority representation on the committees associated with their operations. Minority representation described below is based on staff observation.

State Insurance Committee

There are 11 members, composed of seven males (64%) and four females (36%). When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The State Insurance Committee composition is dictated by TCA 8-27-201. This TCA dictates that the Board be comprised of:

- Commissioner of Human Resources
- State Treasurer
- Commissioner of Commerce and Insurance
- Comptroller of the Treasury
- Commissioner of Finance and Administration

- Chair of the Senate Finance, Ways and Means Committee
- Chair of the House of Representatives Finance, Ways and Means Committee
- A member to be appointed by the Board of Directors of the Tennessee State Employees Association
- Three state employees
 - Two of the state employees shall be selected in accordance with a procedure adopted by the State Insurance Committee. The two state employees have been selected by a vote of State employees.
 - One state employee shall be an employee of either the University of Tennessee or the State University and Community College System selected under a procedure developed by the Tennessee higher Education Commission and approved by the State Insurance Committee.

At the time of this report, the committee was composed of 9% African American members (1 of 11) and 91% Caucasian members (10 of 11).

Local Education Committee

The Committee consists of nine members. Currently, there is one vacancy on the Committee. Of the eight filled Committee positions, there are four males (50%) and four females (50%). All committee members are Caucasian. When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The Commissioner of Education has a female designee, who attends the meetings in her place.

The Local Education Committee composition is dictated by TCA 8-27-301. This TCA dictates that the Board be comprised of:

- The Governor or the Governor may designate the Commissioner of Education
- A representative of local school boards to be selected by the Tennessee Schools Boards Association
- State Treasurer
- Commissioner of Commerce and Insurance
- Comptroller of the Treasury
- Commissioner of Finance and Administration
- Two (2) teachers appointed by the speaker of the senate and one (1) teacher appointed by the speaker of the house of representatives to represent the three grand divisions

The Department of Finance and Administration shall encourage minority membership among appointments, even though the legislative branch has appointment authority of teacher representatives.

Local Government Committee

There are five members all of whom are male Caucasians. When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The composition of the Local Government Committee is dictated by TCA 8-27-701. This TCA dictates that the Board be comprised of:

- Commissioner of Finance and Administration
- Comptroller of the Treasury
- State Treasurer
- A member to be appointed by the Tennessee Municipal League
- A member to be appointed by the Tennessee County Services Association

The Department of Finance and Administration shall encourage minority membership among appointments, though has but one authorized appointment.

Volunteer Tennessee

Volunteer Tennessee Board

Volunteer Tennessee has 25 commission members who are appointed by the Governor. Of the 21 filled commission member slots in FY23, there were 5 African American (24%) members and 1 Native American (5%) member for a total of 29% minority representation. Twelve (12) commission members were female (57%), and nine (9) were male (43%).

The Volunteer Tennessee Commission was created by Executive Order #55 by Governor McWherter, and reconstituted by Executive Order #42 by Governor Bredesen, as authorized less than 42 USC, Sec. 12638.

Office of Criminal Justice Programs

Family Violence Advisory Committee

This five (5) member committee established by TCA 71-6-203 reviews all program criteria adopted by the department and advises the commissioner relative to the allocation of funds. At least one (1) of the members selected to serve on the committee may be chosen by the department from a list of nominees submitted by the Tennessee coalition against domestic and sexual violence. Of the current members, all are female, and two are minorities equating to 40% minority representation.

Sexual Assault Program Advisory Committee

This five-member committee established in 2003 by TCA 71-6-303 reviews all program criteria adopted by the department and advises the commissioner relative to the allocation of funds. The funds are required to be distributed statewide with the exclusive purpose of funding sexual assault services. The committee shall consist of five (5) members, one (1) of whom should be a former client of a sexual assault program. Three (3) of the committee members shall be appointed by the commissioner of the department with consent and approval of the governor. Two (2) of the advisory committee members shall be appointed by the governor from among persons recommended by the Tennessee coalition against domestic and sexual violence. Each committee member shall be selected for a four-year term and may be selected to serve successive terms. Of the current members, 5 are female (100%). Within the criteria outlined above, racial and ethnic diversity on the committee is desired/encouraged.

Race/Gender: White Female - 80% Black Female - 20% (5 members)

Domestic Violence Coordinating Council

The Goals of the Domestic Violence State Coordinating Council are to:

- Increase the awareness and understanding of domestic and family violence and its consequences
- Reduce the incidence of domestic and family violence within the state through the creation and dissemination of model policies and training curricula for law enforcement and the courts
- Certification and monitoring of court-ordered batterer's intervention programs.
- Pursuant to Tenn. Code Ann. § 38-12-103, the membership of the Council consists of the Commissioner of Labor and Workforce Development; Attorney General and Reporter; Director of the Administrative Office of the Courts; Executive Director of the District Public Defenders Conference; Executive Director of the Tennessee Association of Criminal Defense Lawyers; Executive Director of the District Attorneys General Conference; President of the Tennessee Sheriffs' Association; President of the State Court Clerks Conference; President of the Tennessee Chiefs of Police Association; Executive Director of the Tennessee Coalition to End Domestic and Sexual Violence; Executive Director of the Peace Officers Standards and Training Commission; four judges; two members of the General Assembly; four members appointed by the Coalition; one legal services attorney; one victim witness coordinator; Chair of the Board of Probation and

Parole; and one Probation and Parole Officer. The Council also appoints additional members that assist the Council in fulfilling its duties. There are currently 22 members, 3 are African American females and 19 are white of which 12 are female. This reflects 13% racial minority membership on the Council.

SAMPLE PUBLIC NOTICES OF CONTRACT AND GRANT OPPORTUNITIES

Volunteer Tennessee will accept applications from agencies proposing new and continuation AmeriCorps programs for the 2022-23 program year. Non-profit organizations and government agencies in Tennessee are eligible to apply for funds to operate local AmeriCorps programs that meet locally identified needs in the areas of disaster services, economic opportunity, education, environmental stewardship, healthy futures, and veterans and military families. See below for detailed information on the AmeriCorps funding process.

- 2023 Volunteer Tennessee AmeriCorps State - Notice of Funding Opportunity, Mandatory Supplemental Guidance, and Application Instructions
- 2023 Performance Measure Instructions
- Logic Model Worksheet
- Sample Cost Reimbursement Budget
- Is My Organization Ready? - assess your organization's capacity to host an AmeriCorps program.

Contact Volunteer Tennessee at Volunteer.Tennessee@tn.gov to be added to the public announcement list.

The language regarding eligible applicants included in the Notice of Funding Opportunity is as follows:

The following Non-Federal entities (as defined in 2 CFR §200.69) who have DUNS numbers and are registered in System for Award Management (SAM) are eligible to apply:

- Indian Tribes (2 CFR §200.54)
- Institutions of higher education (2 CFR §200.54)
- Local governments (2 CFR §200.64)
- Nonprofit organizations (2 CFR §200.70)
- States (2 CFR §200.90)

Organizations that propose to operate solely within Tennessee must apply through Volunteer Tennessee. A single state application submitted directly to CNCS by the applicant rather than through Volunteer Tennessee will be considered noncompliant and will not be reviewed. Organizations that propose to operate in more than one state must apply through CNCS.

New Applicants

CNCS and Volunteer Tennessee encourage organizations that have not received prior funding from CNCS to apply. Volunteer Tennessee's general practice is to award no more than 20 member positions (slots) to organizations receiving an AmeriCorps grant for the first time.

New Competitive applicants are eligible to apply for Cost Reimbursement and Education Award Program (EAP) grants but are not eligible to apply for Full-Time Fixed Amount grants. Existing sub grantees/operating sites of Fixed Amount and Cost Reimbursement grantees who can demonstrate a successful history and current capacity to manage a Fixed Amount grant are considered to have AmeriCorps experience and therefore can apply for Fixed Amount grants. See Mandatory Supplemental Guidance for more information.

C. DOCUMENTATION OF MINORITY INPUT

Grants will be awarded to State, Local Government, Non-profit Organizations, and/or the University of Tennessee or a Board of Regents college or university. Availability of funds will be made known to eligible organizations and/or agencies by the State of Tennessee by means of a posting of the solicitation on the OCJP website or electronic mail (Email) from the Department of Finance and Administration, Office of Criminal Justice Programs. Applications are completed on-line on the website. Throughout the application process, technical assistance is available related to application requirements.

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AMERICORPS ENROLLMENT FORM



Completion of this form is required to enroll an AmeriCorps member in the National Service Trust, making the member eligible for an education award upon successful completion of his or her term of service. It also provides the Corporation for National and Community Service with basic demographic data.

DIRECTIONS TO MEMBER:

- 1. Use blue or black ink.
- 2. Print clearly.
- 3. Please complete and sign Part 1 and Part 2.
- 4. Return the completed form to your **Program Director**.

PART 1 Member: Please Complete and Sign

1. **Name** _____
Last First MI

2. **Date of Birth** _____ 3. **Social Security Number** _____
Month Day Year

4. **Citizenship Status** I am a U.S. Citizen or National * I am a Lawful Permanent Resident Alien of the United States **

*Citizens of the US include persons born in Puerto Rico, Guam, the US Virgin Islands, and the Northern Mariana Islands. Nationals of the US include persons born in America Samoa, including Swains Island.

**Generally, you are a Lawful Permanent Resident Alien of the US if you are a US permanent resident with (i) a Permanent Resident Card, INS Form I-551; (ii) an Alien Registration Receipt Card, INS Form I-551, (iii) a passport indicating that the INS has approved it as temporary evidence of lawful admission for permanent residence; or (iv) an I-94 indicating that the INS has approved it as temporary evidence of lawful admission for permanent residence. NOTE: A student visa does not confer eligibility to enroll in an AmeriCorps program.

5. **High School Status:** I have received a high school diploma or its equivalent
OR
 I agree to obtain a high school diploma or its equivalent before using my education award, and I did not drop out of elementary or secondary school to enroll in the program.

6. **Males 18-26 years old not yet registered with the Selective Service System:** If you would like the Corporation for National and Community Service to provide the information on this page to the Selective Service System so that the agency may register you, please check this box.

7. **Current Address** (All information will be sent to you at this address until you notify the Corporation of a change of address.)

Number and Street _____
City _____ State _____ Zip Code _____
Email Address _____
Home Phone _____ Business Phone _____ Ext _____

8. **Permanent Address** (Name and address of person through whom you can always be reached once you leave the program.)

Last _____ First _____ MI _____
Number and Street _____
City _____ State _____ Zip Code _____
Email Address _____
Home Phone _____ Business Phone _____ Ext _____

9. Have you ever previously enrolled in an AmeriCorps program? No Yes . If Yes, how many times: _____

10. Have you ever been released 'for cause' from a term of service by this or any other AmeriCorps program? No Yes .

By signing this enrollment form I agree, if asked, to provide information to verify the accuracy of my completed form. I understand that a knowing and willful false statement on this form can be punished by one or more of the following: a fine or imprisonment or both under Section 1001 of Title 18, U.S.C., exclusion from participation in federal programs, and forfeiture of benefits I may receive as a result of my enrollment or other actions authorized by the Civil Fraud Remedies Act.

Member's Signature _____ Date _____

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PART 2

Member: Please Answer the Following Questions

1. What is your gender?
 - Female
 - Male
2. Are you registered to vote?
 - Yes
 - No
 - Not sure
 - Not eligible
 - Prefer not to respond
3. (Optional) Which of the following categories best describes your racial or ethnic origins? (Mark one or more from A and one from B)
 - A. Race**
 - American Indian or Alaska Native
 - Native Hawaiian or Other Pacific Islander
 - Black or African American
 - White
 - Asian
 - Other
 - B. Ethnicity**
 - Hispanic origin
 - Not of Hispanic origin
4. Which one of the following best describes your marital status?
 - Single, never married
 - Married, living with husband/wife
 - Married, not living with spouse/legally separated
 - Widowed
 - Divorced
 - Prefer not to respond
5. What is the highest level of education you have completed?
 - Less than high school completed
 - GED
 - High school graduate
 - Technical school/apprenticeship/vocational
 - Some college
 - Associates degree (AA)
 - College graduate
 - Some graduate school
 - Graduate degree
 - Professional degree (medical, law)
6. Do you have a disability?
 - Yes (Specify: _____)
 - No
 - Prefer not to respond
7. Are you a veteran of the United States Armed Forces?
 - Yes
 - No
8. What are the two most important reasons why you decided to join this program?
 - To get an education award
 - To help other people/perform a community service
 - To be part of a national movement
 - To get a job/earn money
 - Friends have joined
 - To make friends
 - To learn about or work with different ethnic/cultural groups
 - Parents/teachers wanted me to join
 - To explore future job/education interests
 - To get involved in health issues
 - To get involved in education issues
 - To get involved in environment issues
 - To get involved in public safety issues
 - Other (Specify: _____)
9. How did you hear about this program? (Mark all that apply.)
 - Article
 - Advertisement in a newspaper/magazine
 - Guidance counselor/teacher
 - Parent/relative
 - Current or former AmeriCorps Member
 - Friend told me/friend applied
 - TV commercial
 - Radio commercial
 - The internet
 - AmeriCorps recruiter/representative
 - Received information in the mail
 - AmeriCorps program poster
 - Other (Specify: _____)
10. Privacy Act Information Release
 - Yes, I give the Corporation for National and Community Service permission to release my name, address, email and telephone number to the AmeriCorps alumni association.

Public reporting burden -- Estimated time to complete this form, including time for reviewing instructions and gathering and providing the information needed to complete the form, is 3 minutes for the Member section and 4 minutes for the Certifying Official section. Send comments regarding this burden or the content of this form to: Corporation for National and Community Service, National Service Trust, 1201 New York Avenue, NW, Washington, DC 20525. The Corporation informs the potential persons who are to respond to this collection of information that such persons are not required to respond to the collection of information unless it displays a currently valid OMB control number on this page of the form (see 5CFR 1320.5(b)(2)(1))

Privacy Statement -- In compliance with the Privacy Act of 1974, the following information is provided: The collection of this information is authorized by the provisions of the National and Community Service Act as amended by the National and Community Service Trust Act of 1993. The primary purpose of the information is to obtain from AmeriCorps program representatives their data to successfully enroll a member in a term of service and the education award program. The evaluative information will help the Corporation improve its programming and services to members. Information may also be provided to federal, state, and local agencies for law enforcement purposes. Information will not otherwise be disclosed outside the Corporation without written permission. The Internal Revenue Service has determined that the education award is taxable in the year it is used. Your Social Security Number (SSN) is solicited under the authority of the Internal revenue Code (28 U.S.C. 6011© and 6109) for use as a taxpayer identification number. Failure to disclose the SSN or any other information may result in a denial of your receiving an education award or it may delay the processing of your education award. In furtherance of the Corporation's efforts to ensure that the programs are inclusive of persons with disabilities, your Social Security Number may be released to the Social Security Administration to measure aggregate statistical data on the number of AmeriCorps members receiving disability-based benefits. If you do not wish your personal information to be included in this research, mark "prefer not to respond" under question 6.

OMB Approval No.: 3045-0006 Expires 07/31/2010

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Member Social Security Number _____

DIRECTIONS TO CERTIFYING OFFICIAL:

- 1. Use blue or black ink.
- 2. Please complete and sign Part 3.
- 3. Print clearly.
- 4. If you are using WBRS or eSPAN, please provide the form to whoever enters data into that database for your program.

PART 3 Certifying Official: Please Complete and Sign

This section must be signed by an authorized certifying official. The program must designate certifying officials.

- 1. **Type of Enrollment** (Mark only one.)
 - Full-time (1700 hours per year or 365 days for VISTA)
 - Half-time (900 hours in up to 2 years)
 - Reduced half-time 675 hours
 - Quarter time 450 hours
 - Minimum time/Summer 300 hours
- 2. **Is the member enrolling in an AmeriCorps education award only position (i.e. received no Corporation-funded living allowance or benefits)?**
 - Yes
 - No
- 3. **Will the member receive a living allowance?**
 - Yes
 - No
- 4. **Date of Enrollment:** _____
mm/dd/yyyy
- 5. **Type of Program**
 - AmeriCorps National Direct
 - AmeriCorps State
 - AmeriCorps Tribe
 - AmeriCorps Territory
 - AmeriCorps National Civilian Community Corps
 - AmeriCorps Education Award Program
 - AmeriCorps Promise Fellows
 - AmeriCorps America Reads
 - AmeriCorps Governor's Initiative
 - Other (Specify): _____

6. Program Information

Name of Program or AmeriCorps NCCC Campus _____

Operating Site I.D. Number _____

Number and Street _____

City _____ State _____ Zip Code _____

Business Phone _____ Ext _____

Signature of Certifying Official _____ **Date** _____

Name of Certifying Official (Please Print): _____

I understand that a knowing and willful false statement on this form can be punished by a fine or imprisonment or both under Section 1001 of Title 18, U.S.C.

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Chapter 14 – Compliance Reporting

THRC DIRECTIVES

Please provide the following:

- A. A list of any federal or state departments/agencies (other than THRC) to which the department or agency furnishes or shares Title VI compliance reports
- B. List of all federal reporting requirements for which the state department or agency is responsible. Cite the applicable Code of Federal Regulations (CFR) citation and/or federal departmental circular that governs each program, activity, or federal funds
- C. List any Title VI related audits or reviews the agency received from a federal or state monitoring agency, including the THRC. Include all findings and any corrective action measures to which the agency must comply.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

In addition to the Tennessee Human Rights Commission, the Department of Finance & Administration has traditionally provided its Title VI/IX Implementation Plan and Compliance Review to the Division of State Audit, Comptroller of the Treasury, in addition to posting on the Department's website. Also, Central Procurement Office Policy 2013-007 requires that state agencies and departments with sub recipient relationships address through their monitoring activities all requirements of Title VI of the Civil Rights Act of 1964. In addition, any reports resulting from monitoring activities shall be distributed to the sub recipient entity, as well as the Comptroller of the Treasury, Division of State Audit, and a copy retained by the state agency or department conducting the monitoring review.

No F&A recipients of federal funds that have sub recipient relationships are required to report on Title VI to any other federal or state agencies. However, as a recipient of Department of Justice grant funds any adverse findings of discrimination against a sub recipient of these funds must be reported to the Department of Justice, Office of Justice Programs, Office for Civil Rights.

F&A submitted its 2022 Memorandum of Administration to the Department of Justice as required in April, 2022, in connection with OCJP grant funding (see MOA below)

Other than the DOJ submission that is required every three years in connection with OCJP grants, F&A did not have any Title VI audits or reviews, including THRC, for this reporting period.

OFFICE OF CRIMINAL JUSTICE (OCJP) METHODS OF ADMINISTRATION (MOA) FOR THE DEPARTMENT OF JUSTICE

Methods of Administration (MOA)
for ensuring civil rights compliance of sub recipients.
Approved May 1, 2019
Submitted April 29, 2022 for Renewal

The Tennessee Office of Criminal Justice Programs (OCJP) ensures civil rights compliance of sub recipients in the following ways.

I. Policy for Addressing Discrimination Complaints

The Tennessee Department of Finance and Administration (F & A), in which the OCJP is located, provides access to civil rights policy on the intranet site, internet site and periodic training to all employees. F & A provides training on the intranet and requires employees to complete the training annually.

The website for the Office of Criminal Justice Programs, Civil Rights section (<https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance.html>) provides information on applicable civil rights laws, as well as links to F & A Civil Rights policies and complaint procedures and forms. Also included is the name and contact info for the OCJP Title VI Coordinator and the Civil Rights Coordinator and Investigator. (See Attachment 1. F&A Civil Rights Complaint Policy and Procedures; Attachment 2. F & A CR Discrimination Complaint form and Attachment 8.F & A Civil Rights Complaint Policy & Form.)

The OCJP provides guidance to sub recipients in the [Office of Criminal Justice Programs Grants Manual](#) (see Attachment 3) and in periodic training. Below is the excerpt from [Chapter XXII. Civil Rights](#) concerning complaints:

DISCRIMINATION COMPLAINTS

1. All sub recipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability or, if the agency is a sub recipient of funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration (F & A) are on the [OCJP website](#).
2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or by calling **(615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252**.
3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <http://www.ojp.usdoj.gov/about/ocr/complaint.htm>.
4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>."

OCJP sub recipients are required to notify OCJP of discrimination complaints and findings per Chapter XXII. Civil Rights of the OCJP Grants Manual, section 4.

OBLIGATION TO REPORT DISCRIMINATION COMPLAINT(S) AND FINDING(S) OF DISCRIMINATION

1. In the event of a formal allegation of civil rights discrimination, including those related to employment, OCJP sub recipients must immediately notify the [OCJP Title VI Coordinator](#) by completing the Civil Rights Complaint Notification form (See "**Appendix P - Discrimination Complaint Notification**" in Appendix D of this report) within forty-five (45) days. Sub recipients must report, in writing, the status of any on-going investigations to OCJP. A sub recipient may request exemption or modification of this requirement by submitting a written request to the OCJP Title VI Coordinator.
2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a sub recipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the sub recipient agency **must** send a copy of the finding to OCJP within forty-five (45) days."

II. Notifying Sub recipients of Civil Rights Requirements

- a. Every sub recipient must submit a Certification of Regulations Compliance signed by the Authorized Official. All applicants for grant funds must include this certification with their application. The certification includes assurance of non-discrimination and the identification of a Civil Rights Coordinator. The potential

sub recipient assures and certifies that they comply with all applicable civil rights non-discrimination requirements as set forth in the application packet. In the event that a Federal or State court or Federal or State Administrative agency makes a finding of discrimination after a due process hearing on the basis of race, color, religion, national origin, age, sex, or disability against a sub recipient, the sub recipient is required to forward a copy of such findings to the OCJP. See Attachment - Civil Rights Certification.

- b. The OCJP contract, which contains the required state contract language, is signed by the sub recipient Agency Authorized Official and includes the following assurance.

"D.10. Nondiscrimination. The Grantee agrees that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination."

The contract language is governed by the Department of General Services, Central Procurement Office. OCJP has requested and received an exception to include the following language on all contracts involving VAWA funds:

"If the Grantee is receiving funds under the Violence Against Women Act of 1994, as amended, the grantee agrees that, in addition to these classes, no person shall be so excluded based on sexual orientation or gender identity."

- c. The Office of Criminal Justice Programs website contains a Civil Rights Compliance page <https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance.html> listing all laws and regulations and providing information for compliance with Title VI.

Instructions for filing a discrimination complaint are here:

<https://www.tn.gov/content/tn/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance/f-a-civil-rights-complaint-form-documentation.html>

- d. [Office of Criminal Justice Programs Grants Manual](#) informs sub recipients of nondiscrimination laws and responsibilities in various places. A list with links of all applicable laws, statues, and policies is provided in [Chapter XXII](#).

III. Monitoring for Compliance with Civil Rights Requirements

- a. The OCJP monitors the compliance of sub recipients with their civil rights obligations under Title VI of the Civil Rights Act of 1964, the Omnibus Crime Control and Safe Streets Act of 1968, the Victims of Crime Act of 1984, the Juvenile Justice and Delinquency Prevention Act of 1974, Section 504 of the Rehabilitation Act of 1973, the Violence Against Women Act of 1994, as amended and other applicable legal authorities that relate to federal financial assistance. Additionally, Title VI/Civil Rights compliance is considered a required monitoring area per [Guidelines from the Tennessee Human Rights Commission](#).
- b. Monitors require the sub recipient to complete an attestation to compliance in all applicable areas including but not limited to: 1) Posting of notices of Nondiscrimination; 2) Development and submission of an Equal Employment Opportunity Plan (EEO) certification; 3) Civil Rights and non-discrimination training; 4) Designation of an Agency Compliance Coordinator; 5) an LEP process and 6) a complaint process. See Attachment - Civil Rights Attestation.
- c. OCJP uses an annual risk assessment of each sub recipient to determine monitoring schedules. Tennessee Policy 2013-007 states. "All sub recipient contracts must be monitored by the Grantor State Agency at least once every three years. This does not mean that all sub recipient contracts for a term of one year must be monitored. To determine whether sub recipient contracts with a one-year term will be monitored, Agencies should consider risk factors, e.g., the program's complexity, the Sub recipient's prior experience

with the same or similar programs, whether the sub recipient has new personnel or substantially changed systems, and the extent and results of any federal awarding agency monitoring.”

IV. Training Sub recipients on Civil Rights Requirements

- a. The Office of Criminal Justice Programs (OCJP) provides online [Title VI training](#) and assessment for all staff of grantee organizations. New project directors are required to complete the OCJP training within 90 days of their appointment and annually. In addition, as of 7/1/2018 Project Directors and Civil Rights Compliance Officers will be required to complete OCR training or an equivalent annually. All OCJP sub recipients are required to provide **annual** Title VI training for all employees.
- b. The OCJP Civil Rights Training webpage includes a link to the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights training videos. As of 7/1/2018 Project Directors will be required to access the OCR training videos annually. Below is the webpage address: <https://www.tn.gov/content/tn/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance/title-vi-compliance-and-training.html>
- c. The Department of Finance and Administration (F & A) provides Civil Rights training to all employees during new hire orientation and online. All OCJP employees were required to complete the online training annually through the Enterprise Learning Management system.

Chapter 15 – EVALUATION PROCEDURES

THRC DIRECTIVES

Provide a plan or description of how the agency:

- A. Evaluates access to its programs and activities by beneficiaries, including minorities. Include any metrics, controls or program evaluations, if applicable
- B. Compares the quality of services after the data in section 9 is collected
- C. Will address any Title VI Compliance deficiencies and/or ways to enhance overall compliance
- D. Provide a timeline for meeting the above plans

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

F&A provides a strong mandated annual civil rights training program for its employees and subrecipients and communicates its agency policy prohibiting discrimination in its services and programs to its employees and subrecipients. F&A continues to make improvement to its training and policies to strengthen fair and equal access to its programs and activities. F & A Talent Management has created a Diversity Champions Program to heighten awareness and inclusion within the Department. OCJP monitors all subrecipients for compliance with grant requirements to provide fair and equal services to all clients or potential clients. At the present time, the data collected in Chapter 8 of this report indicate that F & A has a diverse employee population and that its services are being accessed by a diverse segment of the population.

When a compliance deficiency is identified with an F & A subrecipient, F & A will initiate contact with the subrecipient leadership to address the concern or deficiency. Initially the contact may be a letter based upon an observation in a monitoring visit to provide an opportunity for the organization to explain and correct the concern. Depending on the nature of the concern or deficiency a formal finding may be noted before contact is made. The subrecipient will be required to comply, or to agree to a corrective action plan to bring the organization into compliance promptly. Often, additional training may be required. Ultimately, loss of federal and/or state funding can result if the organization is unable to comply.

If a deficiency or concern is identified within F & A, that concern will be address in accordance with the Complaint Policy (F&A Policy No. 36) if it is discovered in a Complaint. If a deficiency or concern is identified in a manner other than a complaint, the F & A Civil Rights Coordinator will work with the Division involved to work toward a resolution.



Title VI Training Status

Status Key: **COMP = Completed** **ENRL = Enrolled** **INPO = Inprogress**
 (ENRL = Not opened the training yet INPO = Started but did not complete)

Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31701	Administration					
COMP	Employee Count: 50					
		Ata, Marjan Maria	Customer Focused Governme	00601000	1/26/2023	3/15/2023
		Ayers, Trevin Thomas	Commissioner's Office	00486701	1/26/2023	1/30/2023
		Bearden, Denise Y	Human Resources	00104714	1/26/2023	2/8/2023
		Bohanan, Adam Scott	Legal	00583361	1/26/2023	2/6/2023
		Boutwell, Gordon Heath	Legal	00434103	1/26/2023	2/6/2023
		Brunson, Cayci Noelle	Human Resources	00543164	1/26/2023	1/26/2023
		Bryson, Jim	Commissioner's Office	00161401	1/26/2023	5/30/2023
		Caldwell, Nathan Daniel	Human Resources	00423738	1/26/2023	6/5/2023
		Chekuri, Samuel Suman Raj	Audit & Consulting	00586106	1/26/2023	2/6/2023
		Davenport, Anna Catherine	Commissioner's Office	00373932	1/26/2023	2/9/2023
		DelConte, Anthony Thad	Audit & Consulting	00411880	1/26/2023	2/6/2023
		DeMarini, Tony Richard	Human Resources	00163835	5/30/2023	5/31/2023
		Dulik, Rebecca Rose	Legal	00576123	1/26/2023	1/27/2023
		Fears, Chris Michael	Customer Focused Governme	00466396	1/26/2023	2/17/2023
		Ferrara, Mary B	Legal	00393155	1/26/2023	2/22/2023
		Flatt, Whitney Nicole	Customer Focused Governme	00481179	1/26/2023	1/26/2023
		Floyd, Kristann Aston	Commissioner's Office	00152068	1/26/2023	2/22/2023
		Geise, Lucian Downs	Legal	00143882	1/26/2023	3/29/2023
		Hall, Lawrence James	Commissioner's Office	00542959	1/26/2023	2/7/2023
		Hammonds, Kennedy London	Human Resources	00595430	1/26/2023	2/6/2023
		Hull, Brandon Thomas	Commissioner's Office	00548966	1/26/2023	2/17/2023
		Hyde, Jodie Lee	Human Resources	00415447	5/30/2023	5/30/2023
		Jarvis, Adam Corey	Commissioner's Office	00432593	5/30/2023	5/30/2023
		Johnson, Nora Ellen	Customer Focused Governme	00598515	1/26/2023	1/27/2023
		Jordan, Michael David	Audit & Consulting	00592874	1/26/2023	1/27/2023
		Knaffl, Elena Leigh	Talent Management	00463430	1/26/2023	2/10/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31701	Administration					
		Kommireddi, Varsha	Customer Focused Governme	00601001	1/26/2023	1/26/2023
		Lancaster, Kelly P	Talent Management	00429969	1/26/2023	1/27/2023
		Luttrell, Meaghan Kelsey	Human Resources	00394331	1/26/2023	1/31/2023
		May, Lauren Barr	Customer Focused Governme	00410055	1/26/2023	2/24/2023
		Mayambu, April R	Legal	00135536	1/26/2023	1/27/2023
		Maynard, Trena Dawn	Human Resources	00124762	1/26/2023	2/6/2023
		Minchew, Grant		00531349	5/30/2023	6/20/2023
		Neubert, Eugene H	Commissioner's Office	00114100	1/26/2023	2/6/2023
		Noel, Sarah Ann	Commissioner's Office	00508230	1/26/2023	2/6/2023
		Norman-Gordon, Nneka Rayunelle	Talent Management	00110638	1/26/2023	2/6/2023
		Peay, Clifton L	Customer Focused Governme	00489737	1/26/2023	2/6/2023
		Potter, Lola L	Commissioner's Office	00111050	1/26/2023	2/23/2023
		Riley, Laurel	Customer Focused Governme	00496050	1/26/2023	2/8/2023
		Rinkenberger, Katherine Marie	Customer Focused Governme	00600998	1/26/2023	2/9/2023
		Rogers, William Caleb	Customer Focused Governme	00598507	1/26/2023	2/10/2023
		Sledge, Glenn David	Human Resources	00123523	1/26/2023	2/22/2023
		Solon, David Louis	Commissioner's Office	00530942	1/26/2023	3/22/2023
		Stephens, Alexander Louis	Customer Focused Governme	00564258	1/26/2023	2/13/2023
		Treat, Amanda Renee	Human Resources	00497136	1/26/2023	2/6/2023
		Tulun-Jeffries, Emine Nuran	Talent Management	00616641	1/26/2023	2/1/2023
		Ward, Jonathan Samuel	Audit & Consulting	00114950	1/26/2023	1/30/2023
		Waynick, Roger Scott	Customer Focused Governme	00535016	1/26/2023	2/6/2023
		Webb, Rebecca Lee	Human Resources	00569831	1/26/2023	1/27/2023
		Williamson, Alice Faye	Commissioner's Office	00465937	1/26/2023	6/5/2023

31701 Number of Employees Currently Completed/Enrolled/Inprogress for this Division: **50**



Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31702	Budget				
COMP	Employee Count: 25				
		Burdette, Susan R	00143592	1/26/2023	2/8/2023
		Caffey, William Patrick	00567047	1/26/2023	2/6/2023
		Caldwell, Clint Allen	00487117	1/26/2023	2/6/2023
		Carpet, Mathilde Francoise	00570780	1/26/2023	2/6/2023
		Comm, Abby Requierme	00398189	1/26/2023	1/27/2023
		Daniels, Colleen	00488424	1/26/2023	2/6/2023
		Frazier, Joshua Spencer	00581178	1/26/2023	2/6/2023
		Guthormsen, Amie J	00148429	1/26/2023	1/27/2023
		Hall, Ayron Phillip Jamal	00502252	1/26/2023	2/6/2023
		Hicks, Doree	00495049	1/26/2023	2/6/2023
		Huffman, Sabrina Lea	00530099	1/26/2023	2/6/2023
		Kimes, Chad Thomas	00409376	4/14/2023	4/14/2023
		Lanza, Melinda Dixon	00135907	1/26/2023	2/6/2023
		Lee, Patricia S	00543574	1/26/2023	2/6/2023
		McBride, Robert Thomas	00509192	1/26/2023	2/9/2023
		McElroy, Matthew J	00106781	1/26/2023	2/23/2023
		Newton, Richard M	00128301	1/26/2023	2/9/2023
		Nicoll, Payton Hayley	00571110	1/26/2023	2/6/2023
		Nolan, William John	00581434	1/26/2023	1/27/2023
		Schallert, Ryan Thomas	00593240	1/26/2023	2/6/2023
		Schuhmann, Alex B	00111006	1/26/2023	2/9/2023
		Stacy, Candice Renee	00137732	1/26/2023	2/13/2023
		Tays, Forrest Dean	00159394	1/26/2023	2/9/2023
		Thurman, David C	00141130	1/26/2023	3/24/2023
		Turner, Gregory Clarence	00118006	1/26/2023	2/6/2023
31702	Number of Employees: Currently Completed/Enrolled/Inprogress for this Division: 25				



Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
COMP		Employee Count: 448			
		Aaron, Michael Wayne	00136248	1/26/2023	2/7/2023
		Abernathy, Mingo JaMunn	00326926	1/26/2023	2/8/2023
		Acklin, Marcus Jermaine	00466731	1/26/2023	2/6/2023
		Adams, Gregory Michael	00158797	1/26/2023	2/6/2023
		Adams, Jordan Demario	00598119	1/26/2023	2/6/2023
		Adams, Marla N	00450474	1/26/2023	2/6/2023
		Adkins, Alexander Blake	00449839	5/30/2023	5/30/2023
		Adkins, Johnny Shayne	00158759	1/26/2023	2/1/2023
		Aguilar, Israel	00624755	5/30/2023	6/20/2023
		Agyekum, Charles Oppong	00567319	1/26/2023	2/7/2023
		Alamin, Nasir M	00427292	1/26/2023	2/6/2023
		Aliviado, Christopher Nolan	00486174	1/26/2023	1/27/2023
		Allen, Vernon Thomas	00164084	1/26/2023	2/6/2023
		Allen, William Casey	00158528	1/26/2023	2/7/2023
		Alwiswasi, Laith Mouadh	00466646	5/30/2023	6/20/2023
		Amagliani, Joseph E	00157788	1/26/2023	2/6/2023
		Anderson, Kurt Wayne	00535864	1/26/2023	2/8/2023
		Angel, Ollie Eric	00134510	1/26/2023	2/8/2023
		Aqrawi, Sana M	00129159	1/26/2023	3/29/2023
		Arnold, Charles Russell	00103812	1/26/2023	1/30/2023
		Arrington, Robert Clayton	00571165	1/26/2023	1/26/2023
		Arrowood, Darin Leroy	00512324	1/26/2023	2/8/2023
		Arseneau, Matthew Joseph	00527291	1/26/2023	2/9/2023
		Aslam, Omer	00487528	1/26/2023	2/6/2023
		Atkins, John David	00542076	1/26/2023	1/27/2023
		Ayers, Marty Scott	00126214	1/26/2023	1/31/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31703		Strategic Technology Solutions				
		Bagsic, Francis Arjae R	00544892	1/26/2023	2/6/2023	
		Bahjat, Asma S	00141470	1/26/2023	2/8/2023	
		Baker, Andrew Fost	00427880	1/26/2023	2/9/2023	
		Baker, Dennis Lee	00426094	1/26/2023	1/27/2023	
		Baker, Stephen Dupree	00145975	1/26/2023	1/27/2023	
		Balinski, Aubrey Fay	00621640	5/30/2023	5/30/2023	
		Baluka, Frank Charles	00102523	1/26/2023	2/7/2023	
		Bare, Ronald Travis	00562742	1/26/2023	2/6/2023	
		Barker, Kimberly D	00497583	1/26/2023	2/9/2023	
		Barnes, Ricky D	00540495	1/26/2023	2/9/2023	
		Barron, Diana Kay	00161780	1/26/2023	2/7/2023	
		Barry, Boubacar I	00613851	1/26/2023	2/7/2023	
		Bartley, Larry Michael	00544313	1/26/2023	2/7/2023	
		Bartley, Larry Michael	00544313	5/7/2023	5/7/2023	
		Bartoszek, Paul Joseph	00463067	1/26/2023	2/3/2023	
		Bayless, Robert Harrison	00354581	1/26/2023	2/6/2023	
		Beachboard, David Allan	00121980	1/26/2023	2/9/2023	
		Beard, Brian K	00350875	1/26/2023	2/6/2023	
		Beason, Angela Carlotta	Business Solutions Delivery	00474885	1/26/2023	2/9/2023
		Benson, Christopher T	00427997	1/26/2023	2/9/2023	
		Berg, Scott L	00159920	1/26/2023	2/9/2023	
		Berry, Chris J	00511196	1/26/2023	1/27/2023	
		Birdsong, Robin Susan	00605362	1/26/2023	2/2/2023	
		Blackwell, Brett Shamus	00617307	1/26/2023	2/3/2023	
		Blalock, Jere Robert	00554172	1/26/2023	1/27/2023	
		Bohannon, Deborah Lee	00108647	1/26/2023	2/6/2023	
		Brassfield, Joyanna	00431939	1/26/2023	2/2/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
		Brimm, Amber	00411092	1/26/2023	2/7/2023
		Briones, Reynald Ilog	00493105	1/26/2023	2/10/2023
		Brock, Richard Winfield	00532790	1/26/2023	2/8/2023
		Brons, Troy K	00152466	1/26/2023	2/8/2023
		Brown, Spencer Douglas	00618370	1/26/2023	2/1/2023
		Bryant, Jonathan David	00605341	1/26/2023	3/6/2023
		Buck, Allen Stuart	00492728	1/26/2023	1/27/2023
		Buckner, Keith Allen	00111235	1/26/2023	1/30/2023
		Burden, Anthony L	00161446	1/26/2023	2/6/2023
		Burkey, Michael James	00483952	1/26/2023	2/6/2023
		Burress, Robert C	00403953	1/26/2023	2/3/2023
		Burriss, Clifton Albert	00105336	1/26/2023	2/6/2023
		Cabral, Julio Alberto	00527308	1/26/2023	2/9/2023
		Caine, James Michael	00574912	1/26/2023	2/8/2023
		Campbell, Lauren Elizabeth	00407791	1/26/2023	2/8/2023
		Campbell, Michael Stanley	00531444	1/26/2023	1/31/2023
		Campbell, Robert G	00343208	1/26/2023	2/6/2023
		Campbell, Tylan Thomas	00104994	1/26/2023	2/7/2023
		Campeau, David Paul	00131738	1/26/2023	1/27/2023
		Caro, Timothy J	00102795	1/26/2023	1/31/2023
		Carroll, Winter Ray	00626031	5/30/2023	6/5/2023
		Carruth, Frank Jennings	00135561	1/26/2023	2/9/2023
		Carter, Richard James	00105025	1/26/2023	2/9/2023
		Caruso, Michael John	00466722	1/26/2023	2/6/2023
		Cassity, Joshua R	00148678	1/26/2023	1/27/2023
		Cates, Geoffrey Bryant	00164008	1/26/2023	2/6/2023
		Cejka, Andre T	00531201	1/26/2023	2/6/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
		Cerwinske, Michael	00109938	1/26/2023	2/6/2023
		Chandler, Mary Lou	00113271	1/26/2023	2/7/2023
		Charles, Anca Pop	00533578	1/26/2023	1/30/2023
		Chittwood, John Mark	00498328	1/26/2023	1/30/2023
		Christensen, James Franklin	00573705	1/26/2023	2/7/2023
		Christiansen, Renee L	00110164	1/26/2023	2/1/2023
		Clan, Joseph Curtis	00110289	1/26/2023	2/13/2023
		Clayton, Robert Dennis	00140047	1/26/2023	1/27/2023
		Clayton, Roy Leon	00582997	1/26/2023	2/9/2023
		Clifton, David Wayne	00103322	1/26/2023	2/7/2023
		Colebank, John Art	00121327	1/26/2023	1/27/2023
		Coleman, Daniel Craig	00508032	1/26/2023	2/6/2023
		Coleman, James Lewis	00370148	1/26/2023	1/27/2023
		Collier, Sandy Steven	00508351	1/26/2023	2/27/2023
		Collins, Lawrence Edward	00518342	1/26/2023	2/9/2023
		Collins, Mark Anthony	00547988	1/26/2023	1/31/2023
		Colvin, Lynette Marie	00105333	1/26/2023	1/29/2023
		Cook, Bryant Devaughn	00512083	1/26/2023	2/6/2023
		Cook, Ronald C	00143627	1/26/2023	1/27/2023
		Cooper, Carol Etheridge	00149603	1/26/2023	2/9/2023
		Copeland, Vickie Bell	00391906	1/26/2023	1/26/2023
		Crabtree, Christopher Joe	00407013	1/26/2023	1/27/2023
		Crouse, Matthew Weber	00567226	1/26/2023	2/8/2023
		Cruse, David Rick	00109632	1/26/2023	2/1/2023
		Daqqaq, Arwa	00487884	1/26/2023	2/9/2023
		Davidson, Richard E	00142546	1/26/2023	1/27/2023
		Davidson, Thomas Leon	00554404	1/26/2023	2/10/2023

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31703		Strategic Technology Solutions				
		Davis, Christopher S	00142975	1/26/2023	3/2/2023	
		Davis, Garnett Ralph	00157622	1/26/2023	3/28/2023	
		Dede, Mark	00493651	1/26/2023	2/6/2023	
		Dedmon, Stephanie Erwin	00152250	1/26/2023	2/6/2023	
		Deitz, Roderick Louis	00424706	1/26/2023	1/27/2023	
		Devers, Paul Tyson	00513530	1/26/2023	2/9/2023	
		Dimond, David Blaine	00108183	1/26/2023	2/6/2023	
		Dingley, David Allen	00576863	1/26/2023	2/6/2023	
		Diver, Rebecca Lynne	Business Solutions Delivery	00106838	1/26/2023	2/6/2023
		Dobbs, Robert M	00393731	1/26/2023	2/9/2023	
		Dorn, William Barnard	00392833	1/26/2023	2/6/2023	
		Doyle, David W	00497875	1/26/2023	1/30/2023	
		Dudley, Paul A	00471805	1/26/2023	2/7/2023	
		Duffy, Damon Dmonte	00576449	1/26/2023	2/7/2023	
		Edwards, Mitchell L	00492991	1/26/2023	1/27/2023	
		Eichner, Matthew Earl	00100520	1/26/2023	3/27/2023	
		Eitzen, Howard Dean	00487247	1/26/2023	2/9/2023	
		Elliott, Mary Katherine	00472395	1/26/2023	2/8/2023	
		Elston, LaTaya	00623722	5/30/2023	6/12/2023	
		Enfinger, Stephen Ray	00375718	1/26/2023	1/27/2023	
		Estes, Christine L	00143790	1/26/2023	1/27/2023	
		Eubank, William Dale	00136394	1/26/2023	1/27/2023	
		Eubank, William Aaron	00601931	1/26/2023	2/6/2023	
		Evans, Joshua O	00380537	1/26/2023	2/8/2023	
		Farrow, John Robert	00527323	1/26/2023	2/6/2023	
		Fayne, Robert L	00110147	1/26/2023	2/1/2023	
		Fendley, Jarred A	00571654	1/26/2023	2/9/2023	



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
		Ferguson, Alvin	00531065	1/26/2023	2/10/2023
		Ferguson, Ivan Elsworth	00466684	1/26/2023	1/26/2023
		Fonseca Vargas, Adria	00547041	1/26/2023	1/27/2023
		Fonseca, John Eddy	00531411	5/30/2023	6/7/2023
		Ford, Cameron Kendale	00483882	1/26/2023	2/8/2023
		Fore, Walter Dean	00492639	1/26/2023	2/6/2023
		Foreman, Willie Odell	00517597	1/26/2023	2/10/2023
		Foster, Darren Scott	00487067	1/26/2023	2/7/2023
		Fox, Aaron Benjamin	00548872	1/26/2023	1/27/2023
		Franklin, James M	00424899	1/26/2023	2/6/2023
		Franks, Lehman Edwin	00618305	1/26/2023	1/27/2023
		Frederic, Pounaz Josefina	00594458	1/26/2023	1/27/2023
		Freeman, Keely Ruth	00466723	1/26/2023	1/31/2023
		Friend, Savannah Courtney	00590394	1/26/2023	1/27/2023
		Fuller, Gregory David	00101104	1/26/2023	1/30/2023
		Gallinari, Peter	00420495	1/26/2023	1/30/2023
		Garcia, Jose L	00547699	1/26/2023	2/8/2023
		Gates, Allen William	00333245	1/26/2023	2/9/2023
		Gatewood, Charles Dennis	00108711	1/26/2023	2/9/2023
		Gee, Myanna L	00514319	1/26/2023	2/1/2023
		Gibson, Christopher Todd	00125078	1/26/2023	1/27/2023
		Gibson, Emily Suzanne	00153755	1/26/2023	1/27/2023
		Gilbert, Millie Allison	00493616	1/26/2023	2/2/2023
		Giles, John A	00351524	1/26/2023	2/7/2023
		Glazner, Edwina S	00421233	1/26/2023	2/6/2023
		Goode, Lonnie C	00538016	1/26/2023	2/6/2023
		Graham, Edwin D	00135052	1/26/2023	1/27/2023

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31703		Strategic Technology Solutions			
		Green, James R	00432659	1/26/2023	2/8/2023
		Green, Jeffery D	00148668	1/26/2023	2/6/2023
		Gregg, James David	00430569	1/26/2023	2/6/2023
		Griffin, Harwell Bennlyee	00507360	1/26/2023	2/7/2023
		Griswold, Andrew Michael	00419774	1/26/2023	2/6/2023
		Groce, Gavin Alexander	00597647	1/26/2023	2/8/2023
		Guo, Aiming	00142447	1/26/2023	2/6/2023
		Guthormsen, Jason R	00123610	1/26/2023	2/6/2023
		Hackney, Charles Mark	00130715	1/26/2023	2/6/2023
		Hackney, Michelle E	00133798	1/26/2023	2/9/2023
		Hall, Von L	00117201	1/26/2023	2/6/2023
		Hall, Bryan H	00573300	1/26/2023	1/26/2023
		Hamilton, George Baxter	00403946	1/26/2023	2/3/2023
		Hamilton, Jeffrey Allen	00507358	1/26/2023	1/27/2023
		Hanson, Kenneth W	00489187	1/26/2023	1/27/2023
		Harmon, Mark Lee	00472852	1/26/2023	2/7/2023
		Harris, Johanna Lynn	00158653	1/26/2023	1/27/2023
		Harris, Ted Michael	00597623	1/26/2023	2/8/2023
		Hart, Cody Evan	00544366	1/26/2023	2/6/2023
		Hartlein, Michael Paul	00156755	1/26/2023	1/27/2023
		Hatfield, James London	00108086	1/26/2023	1/31/2023
		Haurami, Baram A	00431112	1/26/2023	2/9/2023
		Haygood, Brady M	00450432	1/26/2023	2/6/2023
		Head, Monique Tanisha	00610926	1/26/2023	2/1/2023
		Head, Olivia Nicole	00621971	5/30/2023	5/30/2023
		Heard, Xavier Maurice	00617497	1/26/2023	2/5/2023
		Henry, Demetrius Randolph	00440015	1/26/2023	2/6/2023

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31703		Strategic Technology Solutions			
		Herring, Robert Matthew	00126734	1/26/2023	2/8/2023
		Hickman, Curtis D	00485245	1/26/2023	2/9/2023
		Hoffman, Richard Troy	00154157	1/26/2023	2/8/2023
		Holmes, Everett Allen	00552625	1/26/2023	1/31/2023
		Holmes, Melissa Danielle	00624034	4/21/2023	4/21/2023
		Hood, Samuel Kinnard	00596201	1/26/2023	2/6/2023
		Howard, Randy D Business Solutions Delivery	00110647	1/26/2023	2/10/2023
		Howse, Eric Donyel	00477071	1/26/2023	2/7/2023
		Huang, Kewen	00156701	1/26/2023	2/22/2023
		Hudson, Bradley A	00424705	1/26/2023	2/1/2023
		Hughson, Michael Albert	00533506	1/26/2023	2/9/2023
		Hunnicutt, James Earl	00424722	1/26/2023	2/6/2023
		Hunter, Troy L	00147115	1/26/2023	1/27/2023
		Hurley, Jeffrey Scott	00626143	5/30/2023	5/30/2023
		Imsand, Donald Jerry	00392870	1/26/2023	2/8/2023
		Iodice, Jeromy John	00496128	1/26/2023	2/10/2023
		Irby, Mary Jane	00143936	1/26/2023	2/6/2023
		Jablonski, Naomi	00527570	1/26/2023	2/8/2023
		Jackson, Calvin Carry	00615417	1/26/2023	2/3/2023
		Javadinejad, Sanaz Sarah	00566495	1/26/2023	2/7/2023
		Jennings, Jerri Lynn	00398021	1/26/2023	2/8/2023
		Johns, Derrick Alden	00531828	1/26/2023	2/6/2023
		Johnson, Timothy Lynn	00488527	1/26/2023	1/31/2023
		Johnson, Victor Jerel	00120943	1/26/2023	1/29/2023
		Jones, Jerry Lynn	00413102	1/26/2023	2/8/2023
		Jones, Charles Gil	00145366	1/26/2023	3/29/2023
		Jones, Douglas	00106266	1/26/2023	2/7/2023

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31703		Strategic Technology Solutions			
		Jones, Matthew Noah	00546312	1/26/2023	2/7/2023
		Jones, Melissa A	00125797	1/26/2023	1/30/2023
		Jones, Randall Scott	00138463	1/26/2023	1/27/2023
		Jones, Tammy	00130614	1/26/2023	2/8/2023
		Kambic, Frederick Stewart	00522557	1/26/2023	2/8/2023
		Kassaye, Fisseha	00130493	1/26/2023	2/9/2023
		Kee, Donald Joe	00574209	1/26/2023	1/27/2023
		Keefe, Mary Shannon	00617538	1/26/2023	2/6/2023
		Kelly, Kevin Demetric	00159275	1/26/2023	2/9/2023
		Kennedy, Tyler Scott	00575664	1/26/2023	2/9/2023
		Khairullah, Ahmed Haleem	00501176	1/26/2023	2/6/2023
		Kimmell, Jeffrey L	00102663	1/26/2023	1/27/2023
		Kincaid, Ryan Anthony	00492832	1/26/2023	2/6/2023
		Kitchen, Dennis William	00599485	1/26/2023	2/10/2023
		Knight, John Lester	00482961	1/26/2023	2/8/2023
		Knowles, Kristin N	00450430	1/26/2023	2/7/2023
		Knox, Deborah C	00125755	1/26/2023	1/30/2023
		Kohler, Jonathan Wilfred	00492521	1/26/2023	1/27/2023
		Kompellalakshminaraya, Ramajoesw	00491636	1/26/2023	1/30/2023
		Krauth, Christopher T	00152622	1/26/2023	2/9/2023
		Krebs, Christopher Kevin	00576349	1/26/2023	2/6/2023
		Kulkarni, Ayub	00390422	1/26/2023	2/6/2023
		Lamar, Thomas C	00155991	1/26/2023	2/6/2023
		Landmark, Stephanie M	00470490	1/26/2023	1/27/2023
		Lane, Brian Christopher	00403961	1/26/2023	1/27/2023
		Lane, Malvin P	00148104	1/26/2023	2/8/2023
		Lane, Mary Lou	00497763	1/26/2023	2/6/2023



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31703		Strategic Technology Solutions				
		Lane, Matthew David	00107397	1/26/2023	1/31/2023	
		Latch, Margaret M	00102270	1/26/2023	2/9/2023	
		Leslie-Bryant, Lisa M	00124545	1/26/2023	2/8/2023	
		Levan, Bradley L	00107584	1/26/2023	1/26/2023	
		LeVan, Thomas E	00163685	1/26/2023	2/9/2023	
		Leverette, James David	00512385	1/26/2023	1/27/2023	
		Lewin, Teresa Lynne	00143881	1/26/2023	2/8/2023	
		Lewis, William Dwight	00432481	1/26/2023	1/27/2023	
		Lindsey, Robert Lewis	00424757	1/26/2023	2/6/2023	
		Link, Lisa Jean	00110041	1/26/2023	2/8/2023	
		Lucasey, Richard Armin	00617746	1/26/2023	2/6/2023	
		Mann, Sheila F	Business Solutions Delivery	00134956	1/26/2023	1/30/2023
		Manson, Paul David	00107349	1/26/2023	2/6/2023	
		Marks, Christopher Lee	00105937	1/26/2023	2/3/2023	
		Marsh, Christopher	00527399	1/26/2023	1/31/2023	
		Martin, Scott A	00529838	1/26/2023	2/6/2023	
		Mason, Amy Lynn	00530622	1/26/2023	1/30/2023	
		Matlock, Jacob Dylan	00595501	1/26/2023	2/10/2023	
		Maxlow, Natalie	00625193	5/30/2023	6/16/2023	
		Mayo, Joel V	00134989	1/26/2023	2/3/2023	
		McClary, Zackery Thomas	00555669	1/26/2023	1/30/2023	
		McClellan, Anthony Scott	00111815	1/26/2023	1/27/2023	
		McGee, Ricky Harold	00148941	1/26/2023	1/27/2023	
		McIntosh, John Justin	00427529	1/26/2023	2/9/2023	
		McKibben, Dale Mario	00391520	1/26/2023	2/1/2023	
		McKnight, D'Andrea Lanea	00114667	1/26/2023	2/9/2023	
		McLerran, Benjamin Aaron	00112853	1/26/2023	2/9/2023	

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31703		Strategic Technology Solutions			
		McMann, Patrick Michael	00575454	1/26/2023	2/6/2023
		Meeks, Christopher Gordon	00113514	1/26/2023	1/27/2023
		Meenach, Clayton Keith	00114159	1/26/2023	2/6/2023
		Mendes, William Harold	00544246	1/26/2023	2/8/2023
		Metzger, Timothy G	00104748	1/26/2023	2/9/2023
		Midgett, Shanna N	00115144	1/26/2023	2/9/2023
		Miller, Lela Fay	00532748	1/26/2023	2/2/2023
		Miller, Ronald L	00451593	1/26/2023	2/8/2023
		Miniard, Richard Craig	00115466	1/26/2023	2/6/2023
		Mintel, Brian Thomas	00528875	1/26/2023	2/15/2023
		Montes, Bryant	00494603	1/26/2023	2/8/2023
		Morgan, Gary D	00154409	1/26/2023	2/9/2023
		Morgan, Prentice R	00150627	1/26/2023	2/7/2023
		Morrison, Paul Tim	00515074	1/26/2023	2/7/2023
		Mosby, Howard I	00530118	1/26/2023	2/9/2023
		Murray, Evans Maxwell	00101276	1/26/2023	2/9/2023
		Nease, Ronnie E	00432468	1/26/2023	1/30/2023
		Neel, John Mark	00153906	1/26/2023	2/7/2023
		Newsom, Adrianna L	00431653	1/26/2023	2/6/2023
		Nicholais, Christopher Benjamin	00538017	1/26/2023	1/31/2023
		Nieto, Ray F	00593176	1/26/2023	1/30/2023
		Nodjak, Paul J	00420338	1/26/2023	2/6/2023
		Norem, Jeffrey Allen	00160211	1/26/2023	1/27/2023
		Norris, Jeffery Wayne	00125059	1/26/2023	2/9/2023
		Noss, Stephen M	00424939	1/26/2023	2/6/2023
		Nsengiyumva, Aime Jean-Jacques	00434959	1/26/2023	1/30/2023
		Oakes, James Michael	00136551	1/26/2023	2/9/2023



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31703		Strategic Technology Solutions			
		Orkies, Christopher J	00474409	1/26/2023	2/23/2023
		Oviedo, Juan Ed	00108802	1/26/2023	1/31/2023
		Owen, Sharon Lenae	00625750	5/30/2023	5/30/2023
		Ownby, Luke G	00121511	1/26/2023	1/31/2023
		Parisher, Charity Ann	00161419	1/26/2023	2/9/2023
		Parker, Cy Tierrione Joseph	00484115	1/26/2023	2/6/2023
		Patel, Jinkal P	00495819	1/26/2023	1/27/2023
		Payne, Melba Renee	00504703	1/26/2023	1/31/2023
		Pedersen, Dennis T	00110308	1/26/2023	2/7/2023
		Pennington, Frank T	00136931	1/26/2023	2/6/2023
		Pinto, Ryan Robert	00473132	1/26/2023	2/6/2023
		Pittenger, Ryan Michael	00432383	1/26/2023	1/27/2023
		Pollard, Jon Gordon	00136367	1/26/2023	2/7/2023
		Pope, Clara Elizabeth	00115119	1/26/2023	2/13/2023
		Poriatis, Aldis Victor	00537317	1/26/2023	1/27/2023
		Porter, Bryan Clinton	00161872	1/26/2023	2/9/2023
		Powell, Mark Van	00114034	1/26/2023	1/26/2023
		Pratt, John E	00507717	1/26/2023	1/27/2023
		Pryor, Pamela	00475757	1/26/2023	1/27/2023
		Pucci, Robert Kenneth	00568703	1/26/2023	1/26/2023
		Pugh, Terry R	00136957	1/26/2023	2/9/2023
		Ragan, Jacalyn Lee	00398739	1/26/2023	2/14/2023
		Ragan, Russell Todd	00152187	1/26/2023	2/6/2023
		Randall, Kelly Beth	00446679	1/26/2023	2/2/2023
		Randles, Jennifer Lynn	00395599	1/26/2023	1/27/2023
		Randolph, John A	00456735	1/26/2023	2/1/2023
		Reedy, Joshua H	00550073	1/26/2023	2/8/2023

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31703		Strategic Technology Solutions			
		Rencher, Michelle Simone	00419937	1/26/2023	2/6/2023
		Reynolds, Jeffery Lowe	00604351	1/26/2023	1/27/2023
		Rhodes, Patrick Fergel	00447642	1/26/2023	2/8/2023
		Rhodes, Paul E	00522769	1/26/2023	2/7/2023
		Richardson, Kerry Todd	00623055	5/30/2023	6/5/2023
		Rivers, Kenneth Brad	00578234	1/26/2023	2/6/2023
		Roberts, Gregory Steven	00109374	1/26/2023	2/3/2023
		Rockwood, William Cody	00404631	1/26/2023	3/29/2023
		Rodriguez, Christopher Sanchez	00509693	1/26/2023	2/7/2023
		Rogers, Michael Anthony	00504699	1/26/2023	2/8/2023
		Romaine, Christopher David	00444827	1/26/2023	2/2/2023
		Romano, George Joseph	00380836	1/26/2023	2/6/2023
		Romans, Kevin Douglas	00487887	1/26/2023	2/6/2023
		Roush, Curtis Tedrick	00618798	1/26/2023	2/8/2023
		Rowland, Jon Howard	00528141	1/26/2023	1/26/2023
		Sadler, Michael Grant	00133174	1/26/2023	2/8/2023
		Sadler, William E	00537322	1/26/2023	2/6/2023
		Sandu, Benjamin	00532805	1/26/2023	2/6/2023
		Sardin, Gerald	00524299	1/26/2023	1/31/2023
		Schellhardt, Peter	00531850	1/26/2023	2/6/2023
		Schueler, Jeffery P	00101373	1/26/2023	2/6/2023
		Schumacher, Brett Lawrence	00520523	1/26/2023	1/27/2023
		Scott, Aaron David	00579490	1/26/2023	1/27/2023
		Seely, Hayden Sean	00556954	1/26/2023	2/7/2023
		Sewell, Clayton A	00536221	1/26/2023	2/9/2023
		Shaver, Kevin	00516034	1/26/2023	2/9/2023
		Shire, David Ethan	00574777	1/26/2023	2/8/2023

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31703		Strategic Technology Solutions			
		Sills, Denise Mary	00550855	1/26/2023	1/30/2023
		Sills, Jon E	00108005	1/26/2023	2/9/2023
		Silver, Kenneth Mark	00494550	1/26/2023	2/8/2023
		Silvernail, David K	00111149	1/26/2023	1/30/2023
		Simerly, Jimmy M	00362602	1/26/2023	2/6/2023
		Simmons, Chris	00411862	1/26/2023	2/6/2023
		Simpson, Brian Irving	00524783	1/26/2023	2/8/2023
		Simpson, James Lee Reginald	00598193	1/26/2023	2/3/2023
		Skelton, Benjamin M	00115752	1/26/2023	1/28/2023
		Slevin, Todd J	00512794	1/26/2023	1/26/2023
		Smith, Cameron D	00518850	1/26/2023	1/27/2023
		Smith, Christian Michael	00547202	1/26/2023	2/6/2023
		Smith, Christian Michael	00547202	3/22/2023	3/22/2023
		Smith, Darren C	00103269	1/26/2023	2/6/2023
		Smith, Eric Allen	00624473	5/30/2023	6/7/2023
		Smith, Kevin Wayne	00486329	1/26/2023	2/7/2023
		Smith, Keyvon D	00139827	1/26/2023	1/27/2023
		Smith, Rustin Tyler	00526174	1/26/2023	2/9/2023
		Smith, Shakuntala Saizon	00571928	1/26/2023	1/26/2023
		Smith, Shakuntala Saizon	00571928	5/30/2023	5/30/2023
		Snipes, Tom L	00163305	1/26/2023	1/27/2023
		Sobel, Linda Victoria	00460541	1/26/2023	2/2/2023
		Spencer, Rupert Ivan	00103633	1/26/2023	1/27/2023
		Spilde, Timothy David	00162441	1/26/2023	2/1/2023
		Spitzley, James Matthew	00473814	1/26/2023	2/1/2023
		Sprague, Andrew Tyler	00372576	5/12/2023	5/12/2023
		Stanford, Mark	00108662	1/26/2023	1/29/2023



Title VI Training Status

Status Key: COMP = Completed ENRL = Enrolled INPO = Inprogress
(ENRL = Not opened the training yet INPD = Started but did not complete)

Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
		Stanley, Stephen Matthew	00513062	1/26/2023	2/6/2023
		Starnes, Jeremy Lee	00381637	1/26/2023	2/6/2023
		Steele, Steven Douglas	00492635	1/26/2023	1/30/2023
		Stott, Michael Wayne	00133780	1/26/2023	1/27/2023
		Stovall, Lowell Dean	00552074	1/26/2023	2/9/2023
		Sullivan, Timothy Wayne	00146088	1/26/2023	2/2/2023
		Swaffer, Ann Denise	00432871	1/26/2023	1/31/2023
		Swaney, David Allan	00125607	1/26/2023	2/1/2023
		Swann, Stephen Christopher	00104983	1/26/2023	2/8/2023
		Swor, Richard Glenn	00512409	1/26/2023	2/8/2023
		Szymaszek, Zbigniew K	00161550	1/26/2023	2/1/2023
		Tarassod, Marzieh S	00158441	1/26/2023	2/3/2023
		Tate, Mark Christopher	00149370	1/26/2023	1/27/2023
		Teklemariam, Macdem Yilma	00467685	1/26/2023	1/29/2023
		Terry, Jeffery Cornell	00148922	1/26/2023	2/9/2023
		Thomas, Cedric Lamar	00104773	1/26/2023	1/27/2023
		Thomas, Toni L	00110922	1/26/2023	1/27/2023
		Thomas, Veronica Anne	00322203	1/26/2023	2/7/2023
		Thomas, Wayne M	00131391	1/26/2023	2/1/2023
		Thompson, Michael David	00506722	1/26/2023	2/6/2023
		Thornton, Robert Lee	00520138	1/26/2023	2/9/2023
		Tickle, Jeffrey Alan	00466649	1/26/2023	2/1/2023
		Totty, Leah Dawn	00488982	1/26/2023	2/7/2023
		Townsend, Brian T	00488476	1/26/2023	2/6/2023
		Trenda, Hilary Jo	00619923	2/6/2023	2/6/2023
		Trimble, Tracy	00491217	1/26/2023	1/27/2023
		Tucker, William Don	00385778	1/26/2023	2/1/2023



Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31703		Strategic Technology Solutions				
		Turner, Mark Andrew	00412105	1/26/2023	1/27/2023	
		Turner, Sean Avery	00461051	1/26/2023	2/9/2023	
		Upchurch, Michael W	00134110	1/26/2023	2/6/2023	
		Vallone, Raymond M	00108826	1/26/2023	1/27/2023	
		Vaughn, Virgil John Henry	Business Solutions Delivery	00318157	1/26/2023	6/5/2023
		Vick, Joshua Randolph	00573973	1/26/2023	2/9/2023	
		Vinson, William Michael	00439855	1/26/2023	2/3/2023	
		Wade, Marcus M	00126906	1/26/2023	2/22/2023	
		Walchle, Joshua Nathaniel	00624738	5/18/2023	5/26/2023	
		Walker, Ronald F	00111596	1/26/2023	1/27/2023	
		Walker, Vincent M	00117639	1/26/2023	2/6/2023	
		Washington, Brian Michael	00495097	1/26/2023	1/27/2023	
		Watson, James Patrick	00512350	1/26/2023	2/7/2023	
		Weiberg, Sergio L	00492707	1/26/2023	2/9/2023	
		White, Angela	00448413	1/26/2023	2/6/2023	
		White, Angelo M	00152212	1/26/2023	2/8/2023	
		White, Suzanne O'Brien	00124817	1/26/2023	2/9/2023	
		Whitt, Joey Lynn	00124228	1/26/2023	1/27/2023	
		Whittenberg, Clayton Glen Lands	00615772	1/26/2023	2/3/2023	
		Wicke, Ellen Brooks	00395518	1/26/2023	2/8/2023	
		Wickline, Dale William	00599917	1/26/2023	1/30/2023	
		Wielgosz, Elizabeth Catherine	00591892	1/26/2023	2/9/2023	
		Wilkins, Gregory Joseph	00130611	1/26/2023	2/9/2023	
		Williams, Ashley Michelle	00429300	1/26/2023	2/6/2023	
		Williams, Mark L	00108698	1/26/2023	2/6/2023	
		Williams, Stacy Marie	00491918	1/26/2023	2/7/2023	
		Wilson, Joseph	00114818	1/26/2023	2/8/2023	

Title VI Training Status

Status Key: COMP = Completed ENRL = Enrolled INPO = Inprogress
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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31703		Strategic Technology Solutions			
		Wilson, Rebecca Ann	00528709	1/26/2023	2/6/2023
		Wilson, Terence Terrell	00497131	1/26/2023	2/6/2023
		Winchester, Herbert McKinley	00490387	1/26/2023	2/6/2023
		Winger, Kari	00382695	1/26/2023	2/22/2023
		Wingo, John Mclemore	00616692	1/26/2023	2/8/2023
		Winters, John Christopher	00602231	1/26/2023	2/7/2023
		Wisnewski, Kenneth Michael	00503714	1/26/2023	2/2/2023
		Womble, Natalie J	00126753	1/26/2023	2/9/2023
		Woodard, John Matthew	00618258	1/26/2023	2/6/2023
		Wortham, Tyler Ross	00549398	1/26/2023	2/8/2023
		Wright, Ralph Dwayne	00113382	1/26/2023	2/6/2023
		Wright, Kimberly G	00136113	1/26/2023	2/8/2023
		Wunschel, James Michael	00618306	1/26/2023	1/27/2023
		Yates, Kevin W	00473195	1/26/2023	1/26/2023
		York, James Phillip	00440742	1/26/2023	2/9/2023
		Zielinski, Leslie Rae	00512981	1/26/2023	2/6/2023
		Zoccola, Charles M	00536219	1/26/2023	1/31/2023

31703 Number of Employees Currently Completed/Enrolled/Inprogress for this Division: **448**



Title VI Training Status

Status Key: **COMP = Completed** **ENRL = Enrolled** **INPO = Inprogress**
(ENRL = Not opened the training yet INPO = Started but did not complete)

Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31704		Benefits Administration			
COMP		Employee Count: 100			
		Allen, Tameka DeUnandra	00422479	1/26/2023	2/9/2023
		Anderson, Michael D	00122083	1/26/2023	2/9/2023
		Athow, Keith A	00157456	1/25/2023	1/25/2023
		Athow, Keith A	00157456	1/26/2023	1/26/2023
		Bailey, Teresa Darlene	00289867	1/26/2023	1/27/2023
		Bannon, Natalie R	00471924	1/26/2023	2/6/2023
		Birthrong, Peggy L	00105554	1/26/2023	2/8/2023
		Bishop, Gena Ann	00124948	1/26/2023	2/9/2023
		Blake, Morgan Kaye	00481443	1/26/2023	2/2/2023
		Brandmeir, Seannalyn N	00132575	1/26/2023	2/6/2023
		Brinn, Jo Frances	00370969	1/26/2023	2/6/2023
		Burns, Joshua James	00114788	1/26/2023	2/6/2023
		Butler, Natassia R	00449743	1/26/2023	2/9/2023
		Carman, Judy Khambeng	00552204	1/26/2023	1/30/2023
		Churchwell, William R	00497249	1/26/2023	2/8/2023
		Clemmons, Thomasa Butler	00443508	1/26/2023	2/9/2023
		Colona, Zachary Francis	00545698	1/26/2023	2/10/2023
		Craft, Rachel Danielle	00317991	1/26/2023	1/26/2023
		Craig, Susannah K	00351897	1/26/2023	2/6/2023
		Davidson, Ebony Jeane'	00545696	1/26/2023	2/9/2023
		Davis, Tanisha C	00214939	1/26/2023	2/2/2023
		Dowdy, Andrea N	00431338	1/26/2023	2/6/2023
		Dugan, Kathy A	00130713	1/26/2023	2/7/2023
		Dunn, Charles Eric	00432154	1/26/2023	2/9/2023
		Elkins, Adam J	00101307	1/26/2023	1/27/2023
		Farag, Martina Ezzat	00552282	1/26/2023	1/30/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31704		Benefits Administration			
		Fields, Kristin Tracie	00492002	1/26/2023	2/6/2023
		Frame, Jeffrey L	00336484	1/26/2023	2/13/2023
		Frame, Tracey L	00149115	1/26/2023	2/1/2023
		Freyer, David R	00102070	1/26/2023	1/27/2023
		Gamache, Charlotte K	00428837	1/26/2023	2/6/2023
		Giard-Bradford, Kristina Elise	00432582	1/26/2023	1/27/2023
		Gilliam, Erika	00526939	5/30/2023	6/20/2023
		Gipson, Kendra L	00100795	1/26/2023	2/7/2023
		Glaze, Magan A	00622334	5/30/2023	6/21/2023
		Goodwin, Pamela T	00397005	1/26/2023	2/9/2023
		Gordon, Takashi R	00120136	1/26/2023	2/6/2023
		Graves, Jamie L	00163916	1/26/2023	2/2/2023
		Hamdorff, James R	00145734	1/26/2023	2/7/2023
		Hamner, Brenda J	00156975	1/26/2023	2/9/2023
		Harris, Ian Robert Jackson	00334717	1/26/2023	2/22/2023
		Harris, LaTory Kiara	00623901	6/20/2023	6/20/2023
		Harris, LaTory Kiara	00623901	5/30/2023	6/19/2023
		Hart, Amanda E	00495434	1/26/2023	2/9/2023
		Horsley, Melissa J	00130963	1/26/2023	1/30/2023
		Howell, Caley Lane	00569492	1/26/2023	2/10/2023
		Joe, Lindsey	00474282	1/26/2023	2/6/2023
		Johnson, Alicia M	00411903	1/26/2023	2/7/2023
		Jones, Andrea Meagan	00110105	1/26/2023	2/6/2023
		Jones, Tresa J	00140504	1/26/2023	2/6/2023
		Klukas, Sandra Lynn	00135592	1/26/2023	4/3/2023
		Lake Cooper, Scotia Avrill	00153651	1/26/2023	2/21/2023
		Lee, Laurie S	00103170	1/26/2023	2/6/2023



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31704		Benefits Administration			
		Liles, Teresa A	00130691	1/26/2023	2/22/2023
		Livesay, Kayla M	00431340	1/26/2023	1/30/2023
		Mallery, Crystal Anita Nelms	00475007	1/26/2023	1/27/2023
		Martin, Christa W	00157307	1/26/2023	2/6/2023
		Martin, Kortnea	00623899	5/30/2023	6/21/2023
		McCreight, Jasmine LaShana'e	00552220	1/26/2023	2/9/2023
		Mengjstu, Kassa M	00370975	1/26/2023	2/6/2023
		Molstad, Kristine N	00356668	1/26/2023	2/6/2023
		Monceaux, Dawn M	00443511	1/26/2023	2/9/2023
		Myles, Nakeisha N	00422477	1/26/2023	2/6/2023
		Pease, Heather B	00469044	1/26/2023	2/22/2023
		Sweatt, Larrissa D	00127170	1/26/2023	2/9/2023
		Philip, Antoin A	00437001	1/26/2023	2/6/2023
		Pickford, Terri Leanne	00111663	5/30/2023	6/20/2023
		Porter, Kristina Lynn	00534137	1/26/2023	2/9/2023
		Porter, Lee M	00363201	1/26/2023	2/3/2023
		Porter, Steven L	00411794	1/26/2023	2/7/2023
		Pulley, Travis Michael	00493674	1/26/2023	2/6/2023
		Rainey, Chanda Renee	00461672	1/26/2023	1/30/2023
		Randolph, Crissa	00486492	1/26/2023	1/27/2023
		Rhodes, Teresa L	00428804	1/26/2023	2/15/2023
		Roberts, Andrea Latrice	00552217	1/26/2023	2/9/2023
		Rosichan, Sharra	00535178	1/26/2023	2/2/2023
		Russell, Jill Marie	00552213	1/26/2023	2/9/2023
		Scott, Tamara Camille	00434557	1/26/2023	2/21/2023
		Skotte, Ian Andrew	00549164	1/26/2023	2/6/2023
		Smith, Gary E	00111784	1/26/2023	1/31/2023



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31704		Benefits Administration			
		Smith, Robert W	00138232	1/26/2023	2/6/2023
		Southern, Jessica Lauren	00578578	1/26/2023	2/9/2023
		Stroup, Gail L	00164256	1/26/2023	1/27/2023
		Stubblefield, Kathy S	00118896	1/26/2023	2/8/2023
		Tarpley, Matthew Julio James	00411199	6/16/2023	6/16/2023
		Tarpley, Matthew Julio James	00411199	1/26/2023	2/6/2023
		Tidwell, Marilyn P	00140392	1/26/2023	2/8/2023
		Stedry, Stephanie J	00397003	1/26/2023	2/22/2023
		Turner, Cheri Paige	00121900	1/26/2023	1/27/2023
		Vetter, Paula Sue	00505885	1/26/2023	2/9/2023
		Vhumisai, Loreen	00117013	1/26/2023	2/9/2023
		Walker, Shelley Ladd	00121337	1/26/2023	1/31/2023
		Watson-Hill, Vanessa E	00127200	1/26/2023	2/7/2023
		Williams, Eric Michael	00552206	1/26/2023	1/31/2023
		Williams, Joan Deanne	00414712	1/26/2023	2/6/2023
		Williamson, Chad	00474346	1/26/2023	6/5/2023
		Wiseman, Melissa A	00105651	1/26/2023	1/31/2023
		Wood, Keith Alan	00525821	1/26/2023	2/22/2023
		Woodall, Marla Renee	00153676	1/26/2023	2/1/2023
		Wormann, James F	00101481	1/26/2023	2/9/2023
31704		Number of Employees Currently Completed/Enrolled/Inprogress for this Division:			100

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705		Accounts			
COMP		Employee Count: 577			
		Adeboye, Elisha Oloruntobi	00625465	5/30/2023	6/7/2023
		Albert, Heba Samir	00603161	1/26/2023	1/31/2023
		Atherton, Meredith Taylor	00540613	1/26/2023	2/6/2023
		Albritton, Jeffrey T	00120264	1/26/2023	1/27/2023
		Alderidge, Lisa Michelle	00538026	1/26/2023	1/27/2023
		Alderson, Stanley Spencer	00368921	1/26/2023	1/27/2023
		Alexander, Charlotte Janay	00528440	1/26/2023	1/27/2023
		Alfaro-Morales, Andrea Ayala	00600071	1/26/2023	2/6/2023
		Alford, Felicia Nanette	00136087	1/26/2023	2/7/2023
		Allen, Carrie Evelyn	00415419	1/26/2023	2/6/2023
		Allen, Corey Michael	00584276	1/26/2023	2/6/2023
		Allen, Kera Nicole	00617216	1/26/2023	2/6/2023
		Allen, Thomas Richard	00412747	5/11/2023	5/11/2023
		Allen, Thomas Richard	00412747	5/11/2023	5/11/2023
		Amare, Tsegaab Tesfaye	00576810	1/26/2023	2/6/2023
		Anderson, John Ralph	00478030	1/26/2023	2/8/2023
		Angle, Robert A	00113462	1/26/2023	1/30/2023
		Antoun, Amir F	00598461	1/26/2023	2/6/2023
		Anwar, Mariam M	00553519	1/26/2023	2/23/2023
		Apple, Derrick Keith	00548394	5/15/2023	5/15/2023
		Applebaum, Audrey Jane	00467919	1/26/2023	1/31/2023
		Aragaw, Eskatsnaf Adeffa	00602815	1/26/2023	1/27/2023
		Attia, Ossama Tamer	00571847	1/26/2023	2/8/2023
		Attia, Ossama Tamer	00571847	4/20/2023	4/20/2023
		Avaritt, Kathleen E	00164266	1/26/2023	1/27/2023
		Ayoub, Eman Nagy	00617386	1/26/2023	1/30/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705	Accounts				
		Azer, Hanaa A	00149871	1/26/2023	1/27/2023
		Azmy, Noura Gaber	00528441	1/26/2023	1/27/2023
	STS Financial	Bailey-Woods, Patience Raffaella	00545134	1/26/2023	1/27/2023
		Bajcar, Frances Patricia	00148442	1/26/2023	1/27/2023
		Baker, Jacob Lee	00517405	1/26/2023	2/7/2023
		Balgemann, Robert Thom	00617924	1/26/2023	1/27/2023
		Bane, Teddy N	00456727	1/26/2023	1/27/2023
		Banna, Samy Samir Fawzy	00571859	1/26/2023	1/27/2023
	Business and Finance	Bare, Joshua Travis	00445610	1/26/2023	2/6/2023
		Barnett, Richard A	00129605	1/26/2023	1/27/2023
		Baskin, Steven Donald	00120317	1/26/2023	2/6/2023
		Bean, Julia Davis	00139510	1/26/2023	1/27/2023
		Bean, Julia Davis	00139510	4/24/2023	5/23/2023
		Bean, Julia Davis	00139510	2/23/2023	2/23/2023
		Bebawy, Mirinda Mneen	00144595	1/26/2023	5/25/2023
		Bell, Teresa L	00143720	1/26/2023	1/27/2023
	Business and Finance	Bender, Teresa E	00119208	1/26/2023	2/23/2023
		Benjamin, Tonya Louise	00625725	5/30/2023	6/1/2023
		Berry, Sharon L	00117638	1/26/2023	2/3/2023
		Bezawada, Vinay K	00334551	1/26/2023	1/27/2023
		Bhupathiraju, Mdyavathi	00154953	1/26/2023	1/30/2023
		Bicskei, Jo Ann	00593758	1/26/2023	2/1/2023
		Biggs, Carol M	00136675	1/26/2023	2/6/2023
		Birt, Zachary Paul	00546093	1/26/2023	2/3/2023
		Bivens, Lisa D	00140789	1/26/2023	5/3/2023
		Blackstock, Rebecca Holloway	00473984	1/26/2023	2/2/2023
		Blackwell, Sandra D Strickland	00153439	1/26/2023	1/31/2023
	STS Financial				

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Blankenship, Charlie A	00119808	1/26/2023	1/27/2023	
		Bodary, Douglas Ryan	00103632	1/26/2023	2/6/2023	
		Boone, Ike B	00163183	1/26/2023	1/31/2023	
		Boyette, Alicia Dawn	00411989	1/26/2023	2/6/2023	
		Bright, Elliot Christopher	00593515	1/26/2023	1/31/2023	
		Brooks, Brenda Yvette	00128037	1/26/2023	2/7/2023	
		Brown, Katherine Gordon	00425680	1/26/2023	1/31/2023	
		Brown, Sandra K	00419904	1/26/2023	2/3/2023	
		Brown, Tracy L	00119571	1/26/2023	2/9/2023	
		Bruce, Kimberly	00530159	1/26/2023	1/31/2023	
		Bruce, Shirley Boyd	00625812	5/30/2023	6/5/2023	
		Bruening, Shannon Marie	00625529	5/17/2023	5/17/2023	
		Brunelli, Facundo Agustin	Business and Finance	00626273	5/30/2023	6/5/2023
		Brunelli, Facundo Agustin	Business and Finance	00626273	6/12/2023	6/12/2023
		Bruno, Angelo Santo	00588586	1/26/2023	1/27/2023	
		Bruno, Angelo Santo	00588586	1/27/2023	1/27/2023	
		Bryant, Lacey Christina	00371950	1/26/2023	2/6/2023	
		Burden, Susan	00111015	1/26/2023	2/6/2023	
		Burr, Terry D	00431673	1/26/2023	2/3/2023	
		Buttrey, Cheryl Elaine	00596640	1/26/2023	2/2/2023	
		Calhoun, William Ryan	00617496	1/26/2023	1/31/2023	
		Campbell, Rebie	00572545	1/26/2023	2/7/2023	
		Carlisle, Jennifer A	00109349	1/26/2023	1/27/2023	
		Carnes, William Morise	00389204	1/26/2023	2/1/2023	
		Carpenter, Beverly Sue	00157683	1/26/2023	2/1/2023	
		Carr, Kayla LeeAnn Shewcraft	00110734	1/26/2023	2/14/2023	
		Carrigan, Jacob S	00114322	1/26/2023	1/26/2023	

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705	Accounts					
		Carroll-Clark, Kimberly D	00383601	1/26/2023	1/27/2023	
		Carson, Darrell Lee	00132859	1/26/2023	1/27/2023	
		Carson, Darrell Lee	00132859	1/25/2023	1/25/2023	
		Carter, Katrina Rena	00502899	1/26/2023	2/7/2023	
		Chatfield, Jeromy Jones	00471296	1/26/2023	2/7/2023	
		Chatterjee, Yasassree	00595683	1/26/2023	1/30/2023	
		Chaudhuri, Supti	00109785	1/26/2023	2/6/2023	
		Chen, Jian L	00142781	1/26/2023	1/31/2023	
		Chowdhury, Farzana	00598306	1/26/2023	1/26/2023	
		Chowdhury, Farzana	00598306	1/26/2023	1/30/2023	
		Christie, April L	00118297	1/26/2023	2/6/2023	
		Cimino, Theresa Judith	00102069	1/26/2023	1/30/2023	
		Clark, Tina Sue	00128294	1/26/2023	2/7/2023	
		Coil, Cathy L	00483387	1/26/2023	1/27/2023	
		Cole-Fields, Destani Monchelle	00566797	1/26/2023	3/9/2023	
		Coleman, Veronica	Business and Finance	00143382	1/26/2023	2/9/2023
		Collins, Famaca Lashea	00145626	5/30/2023	6/8/2023	
		Colvin, Audra Hope	00133468	1/26/2023	1/26/2023	
		Combs, Jennifer Florence	00418370	1/26/2023	1/27/2023	
		Cook, Lori Leigh	Billing Services	00142571	1/26/2023	1/27/2023
		Corlew, Joanna Brook	00412040	1/26/2023	2/8/2023	
		Corricelli, Mikel J	00109079	1/26/2023	1/26/2023	
		Couch, Kristina D	00110073	1/26/2023	1/27/2023	
		Crosthwaite, Grant L	STS Financial	00550110	1/26/2023	2/6/2023
		Cruz-Osorio, Luz Mercedes	00545135	5/2/2023	5/3/2023	
		Cude, Matthew Dudley	00622692	5/23/2023	5/23/2023	
		Cullen, Carl D	00130022	1/26/2023	2/8/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Culwell, Ariel Marie	00428652	1/26/2023	2/6/2023	
		Cummings, Emily Lynn	00599539	1/26/2023	1/27/2023	
		Cummings, Tamela Lynn	00440662	1/26/2023	2/2/2023	
		Cummins, Terona Y	00154017	1/26/2023	2/7/2023	
		Curry, Raymond Douglas	00114155	1/26/2023	2/9/2023	
		Dadi, Seifu Bekele	Billing Services	00565101	1/26/2023	1/27/2023
		Danaby, Cheryl Renee	00121318	1/26/2023	2/7/2023	
		Davis, Lakeisha Ann	00505510	1/26/2023	2/8/2023	
		Davis, Veronica Michelle	00161066	1/26/2023	2/21/2023	
		DeHayes, Christopher D	00575388	1/26/2023	2/1/2023	
		Deng, Xiamomin	00622462	5/30/2023	6/9/2023	
		DeVaney, Timothy Christopher	00112541	1/26/2023	2/7/2023	
		Devers, Makayla Raeann	00596561	1/26/2023	2/22/2023	
		Diaby, Assetou	00588738	1/26/2023	2/10/2023	
		Dieters, Christine M	00160206	1/26/2023	1/31/2023	
		Dimond, Rebecca M	00389051	1/26/2023	2/6/2023	
		Dolese, Frank Philip	00618330	1/26/2023	1/27/2023	
		Dollar, Lisa Elaine	00118387	1/26/2023	1/31/2023	
		D'Ovidio, Edward	00369664	1/26/2023	1/27/2023	
		Dukes, Jonathan	00482017	1/26/2023	2/9/2023	
		Duncan, Andrea Lynn	00159973	1/26/2023	2/1/2023	
		Dye, Paige Elizabeth	00438263	5/30/2023	6/2/2023	
		Eaton, Joseph R	00103227	1/26/2023	2/22/2023	
		Edwards, Tammy Kay	00586700	1/26/2023	1/31/2023	
		Elliott, Olivia Dawn	00155341	1/26/2023	2/6/2023	
		Eskander, Nagwa Gameel	00100514	1/26/2023	2/6/2023	
		Eskarous, Rushdi N	00367602	1/26/2023	2/6/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705	Accounts					
		Ewida, Suzan Zaki	00622191	5/3/2023	5/4/2023	
		Fahim, Mohsen Labib	00115878	1/26/2023	2/6/2023	
		Fahim, Shereen Samir	00593097	1/26/2023	2/1/2023	
		Fahim, Shereen Samir	00593097	4/19/2023	4/19/2023	
		Farag, Ezzat M	00145988	1/26/2023	2/1/2023	
		Faulkner, Dianitha Renee	00138469	1/26/2023	2/6/2023	
		Fawver, Carol Lynn	00153037	1/26/2023	2/7/2023	
		Ferguson, Jan Lynn	00472460	1/26/2023	1/27/2023	
		Finley, Christina Elizabeth	Capital Accounting	00351611	2/6/2023	2/6/2023
		Floarea, Jennifer Luiza	00571217	1/26/2023	2/1/2023	
		Folayan, Ayodeji Olusina	00146672	1/26/2023	1/27/2023	
		Foliyeva, Anna Rudolfovna	Business and Finance	00562568	1/26/2023	1/27/2023
		Fouad, Monica Awmy	00602067	1/26/2023	2/7/2023	
		Frank, Frank Werner	00598192	1/26/2023	2/7/2023	
		Frazier, Jackie Deering	00151086	1/26/2023	2/6/2023	
		French, Cynthia Lee	00128668	1/26/2023	2/15/2023	
		Frost, Andrew Andrew	00118614	1/26/2023	2/2/2023	
		Fuqua, Hope Fonda	00428397	1/26/2023	2/6/2023	
		Gabra, Mariana Gamal	00623772	5/30/2023	6/21/2023	
		Gabriel, Sam Nabil	00525506	2/28/2023	2/28/2023	
		Gabriel, Sam Nabil	00525506	1/26/2023	1/27/2023	
		Gallimore, Chare S	00472407	1/26/2023	2/22/2023	
		Gao, Yibin	00527488	1/26/2023	2/3/2023	
		Gao, Yibin	00527488	1/26/2023	2/3/2023	
		Gerges, Eman Saad	00402927	1/26/2023	1/29/2023	
		Gerges, Gamal Barsoum	00381276	1/26/2023	1/29/2023	
		Gerges, Lucy Gamil	00615240	1/26/2023	2/7/2023	

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31705	Accounts					
		Getaneh, Haregewoin Aklilu	00399430	1/26/2023	1/27/2023	
		Ghattas, Masoud Boshra	00138092	1/26/2023	2/6/2023	
		Ghattas, Nader A	00370310	1/26/2023	1/27/2023	
		Girgis, Ereny Samuel	00543174	1/26/2023	2/6/2023	
		Girgis, Hala B	00411296	1/26/2023	2/1/2023	
		Goad, Johnny Warren	00125621	1/26/2023	1/31/2023	
		Gobrial, Wessam Mokbel	00623114	5/30/2023	6/5/2023	
		Goins, Christopher Matthew	Business and Finance	00457802	1/26/2023	1/26/2023
		Gomez Andrade, Abigail	00567048	1/26/2023	2/7/2023	
		Goode, Jonathan Glen	00525186	1/26/2023	1/27/2023	
		Gordon, RaKeba	00598792	1/26/2023	2/8/2023	
		Gordon, Sara Marie	00564069	1/26/2023	2/6/2023	
		Gorzny, Margaret Garason	00582971	1/26/2023	1/27/2023	
		Grady, Suzanne E	00105231	1/26/2023	2/13/2023	
		Graves, Davis William	Capital Accounting	00555132	1/26/2023	2/6/2023
		Graves, Ryan Martin	00550100	1/26/2023	2/6/2023	
		Green, Melissa Kay	00154708	1/26/2023	1/27/2023	
		Greene, Airen Careras	00457813	1/26/2023	2/6/2023	
		Greene, Patsy E	00138235	1/26/2023	2/6/2023	
		Grimes, Dawn Elizabeth	00424678	1/26/2023	2/8/2023	
		Grollman, Matthew David	00528422	4/13/2023	4/13/2023	
		Grollman, Matthew David	00528422	1/26/2023	1/27/2023	
		Gross, Rega Fawn	00567052	1/25/2023	1/25/2023	
		Gwinn, Peyton Tyler	00623577	3/30/2023	4/3/2023	
		Habib, SawSan F	00162990	1/26/2023	1/30/2023	
		Hacker, Melissa R	00136303	1/26/2023	1/27/2023	
		Hager, Milton Ray	00115849	1/26/2023	1/27/2023	

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31705	Accounts				
		Hailemariam, Seyoum Alemu	00397395	1/26/2023	2/5/2023
		Hall, Melissa Dawn	00427670	1/26/2023	2/6/2023
		Hall, Nathanael Lamonte	00623165	5/30/2023	5/30/2023
		Hamilton, Sandi L	00100930	1/26/2023	1/30/2023
		Hamm, Kathleen Tyree	00164213	1/26/2023	2/2/2023
		Hammons, Donna Sheryl	00134859	1/26/2023	2/8/2023
		Hampton, Tonya R	00148208	1/26/2023	2/6/2023
		Hana, Adel H	00156054	1/26/2023	2/1/2023
		Hana, Monaliz Aziz	00156053	1/26/2023	2/1/2023
		Hanna, Habib	00146670	1/26/2023	2/1/2023
		Hanna, Margret Magdy Abdo	00624155	5/2/2023	5/2/2023
		Hanna, Mina	00600982	1/26/2023	2/1/2023
		Hanna, Myra Jozif	00622586	3/24/2023	3/24/2023
		Hanna, Ragaa Matty	00570612	4/18/2023	4/20/2023
		Hardiman, Vanella Sue	00144089	1/26/2023	1/30/2023
		Harmon, Ayla Dirree	00624143	4/27/2023	4/27/2023
		Harmon, Dennis M	00452734	1/26/2023	2/6/2023
		Harris, Cindy	00136260	1/26/2023	1/30/2023
		Harrison, Katelyn Elizabeth	00512765	1/26/2023	2/6/2023
		Callens, Mandy Alisse	00506495	1/26/2023	1/27/2023
		Callens, Mandy Alisse	00506495	3/3/2023	3/3/2023
		Harvell, Pamela Coral	00118930	1/26/2023	2/2/2023
		Harvill, Dean Tucker	00112359	1/26/2023	1/27/2023
		Hawkins, Denise Yvette	00450230	1/26/2023	2/6/2023
		Hayden, Yvonne Marie	00114169	1/26/2023	2/8/2023
		Heggie, Kaylee Danielle	00494808	5/30/2023	6/14/2023
		Henry, Stephanie Monique	00552638	1/26/2023	1/27/2023

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31705		Accounts			
		Henson, Lisa Janine	00100781	1/26/2023	2/6/2023
		Hernandez, Michelle D	00105566	1/26/2023	1/27/2023
		Hill, Felenceo Marshea	00246259	1/26/2023	1/27/2023
		Hinman, Barbara A	00525752	4/20/2023	4/20/2023
		Hinman, Barbara A	00525752	1/26/2023	2/6/2023
		Hogan, Rachel D	00124396	1/26/2023	2/1/2023
		Holden, Amanda Kay	00600279	1/26/2023	2/7/2023
		Holliman, Cindy	00491360	1/26/2023	1/31/2023
		Holmes, Amy L	00134569	1/26/2023	1/30/2023
		Holmes, Sonya L	00162033	1/26/2023	2/7/2023
		Howard, Mary Alice	00519753	1/26/2023	1/26/2023
		Htoo, DayDay	00624304	5/30/2023	5/30/2023
		Huckaby, Katelyn R	00412412	1/26/2023	2/6/2023
		Hughes, Pamela J	00101438	1/26/2023	2/2/2023
		Humphrey, Christina C	00134534	1/26/2023	1/30/2023
		Humphries, Zachary Allen	00579893	1/26/2023	2/7/2023
		Huston, Brandie E	00494914	1/26/2023	2/9/2023
		Ibrahim, Bassem M	00405670	1/26/2023	2/6/2023
		Inman, Shay Lynn	00112730	1/26/2023	2/3/2023
		Isom, Demaro	00392249	1/26/2023	2/9/2023
		Ison, Margaret D	00107013	1/26/2023	1/27/2023
		Jackson, Charles Deangelo	00109947	1/26/2023	2/9/2023
		Jackson, Darryl Jefferson	00117211	1/26/2023	2/8/2023
		Jackson, Tiffany Michelle	00444011	1/26/2023	2/7/2023
		Jackson, William Alfred	00489185	1/26/2023	2/7/2023
		Jaiteh, Alhaji	00497539	1/26/2023	1/26/2023
		Jaquish, Mark Edwin	00130903	1/26/2023	1/26/2023

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31705	Accounts				
		Jarman, Dawn M	00129871	1/26/2023	2/9/2023
		Jefferson, Tami L	00102066	1/26/2023	2/1/2023
	Business and Finance	Jenkins, Rita A	00127994	1/26/2023	2/6/2023
		Jenks, Steven C	00134777	1/26/2023	1/27/2023
		Johnson, Caitlin Morgan	00622694	5/30/2023	6/1/2023
		Johnson, Cynthia Denise	00105684	1/26/2023	2/9/2023
		Johnson, Erma J	00112835	1/26/2023	2/9/2023
		Johnson, Jaylen Quinn	00626755	6/13/2023	6/13/2023
		Johnson, Kimberly Dionne	00149209	1/26/2023	2/6/2023
		Johnson, Paula Dawn	00125193	1/26/2023	1/31/2023
		Jones, Jeanette Ann	00449253	1/26/2023	1/30/2023
		Jones, Melissa D	00515040	1/26/2023	2/6/2023
	Business and Finance	Juan, Alejandro Juan	00550515	1/26/2023	2/6/2023
	Capital Accounting	Judkins, Jessica A	00370308	1/26/2023	1/30/2023
		Jumbi, Morgan D	00360252	1/26/2023	1/27/2023
		Kakushadze, Tamta	00601919	1/26/2023	2/1/2023
		Kamal, Nora Y	00590940	1/26/2023	2/6/2023
		Kattappurathu-Thomas, Bobby	00404597	1/26/2023	2/3/2023
		Keathley, Jeanne Kaye	00108707	1/26/2023	2/6/2023
		Keithline, Aaron Michael	00349022	1/26/2023	1/30/2023
		Kelekay, Atnafu H	00102722	1/26/2023	1/27/2023
		Keliny, Shenouda Maher	00592130	1/26/2023	5/9/2023
		Kenner, Chandra Denise	00621888	5/30/2023	6/16/2023
		Khalil, Nancy Albert	00591074	1/26/2023	1/27/2023
		King, Terri L	00150593	1/25/2023	1/25/2023
		Swaffer, Haley Michelle	00495454	5/18/2023	5/18/2023
		Kirby, Stephen Adrian	00159753	1/26/2023	1/27/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705	Accounts				
		Kirk, Mary K	00104197	1/26/2023	1/30/2023
		Kishko, Tatiana Petrovna	00398653	1/26/2023	2/6/2023
		Kone, Diane Natacha	00612071	1/26/2023	2/6/2023
		Kossa, Amy Danielle	00474054	1/26/2023	1/30/2023
		Krall, Krysta Mae	00537226	1/26/2023	1/27/2023
		Krebs, David	00107672	1/26/2023	2/9/2023
		Kumssa, Yared Melesse	00616967	1/26/2023	1/30/2023
		Kwak, Kyung M	00470553	1/26/2023	1/30/2023
		Labeeb, Fiby F	00614644	1/26/2023	1/27/2023
		Lahue, Melissa Sue	00110765	1/26/2023	1/26/2023
		Lapham, Lisa Ann	00539458	1/26/2023	1/27/2023
		Layne, Hunter	00622643	3/24/2023	3/24/2023
		Le, Tuan	00115185	1/26/2023	2/22/2023
		Lee, John Overton	00438796	1/26/2023	2/8/2023
		Lee, Michildira C	00152079	1/26/2023	2/6/2023
		Lee, Tanya Arlene	00407932	1/26/2023	2/6/2023
		Lee, Tanya Arlene	00407932	1/26/2023	1/26/2023
		Lewis, Jennifer S	00114086	1/26/2023	1/30/2023
		Lewis, Robert Jeremarcus	00605120	1/26/2023	2/23/2023
		Lewis, Tara N	00114385	1/26/2023	2/6/2023
		Lindsley, Mikhel S	00103724	1/26/2023	2/7/2023
		Long, Melissa Jean	00586449	1/26/2023	2/7/2023
		Loreille, Alexandria Noel	00587781	1/26/2023	1/31/2023
		Love, Yvette Michelle	00452156	1/26/2023	1/30/2023
		Lowe-Hunter, Carmen Marie	00156114	1/26/2023	2/6/2023
		Lowery, Dana	00428964	1/26/2023	1/27/2023
		Lowery, Dana	00428964	6/8/2023	6/8/2023

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31705	Accounts					
		Makhan, Nisha	00514798	1/26/2023	2/6/2023	
		Mallet, Annette	00119229	1/26/2023	2/15/2023	
		Mallik, Dolly Rani	00414110	1/26/2023	1/30/2023	
		Mannan, Ashraf Welson	00100683	1/26/2023	2/24/2023	
		Manning, Tina G	00443892	1/26/2023	2/10/2023	
		Mansfield, Seana Linn	00624479	4/27/2023	4/27/2023	
		Mansour, Mary F	Capital Accounting	00101749	1/26/2023	2/1/2023
		Marable, Reginald A	00147525	1/26/2023	1/27/2023	
		Marcos, Niveene	00162671	1/26/2023	2/1/2023	
		Marcum, Thomas James	00478108	1/26/2023	2/6/2023	
		Marek, Cathey M	00131549	3/1/2023	3/1/2023	
		Marek, Cathey M	00131549	1/26/2023	2/5/2023	
		Martin, Dorothy Ranee	Business and Finance	00135328	1/26/2023	1/31/2023
		Martin, Mitzi F	00113121	1/26/2023	2/6/2023	
		Mason, Temera Alvorla	Business and Finance	00596641	1/26/2023	2/1/2023
		Mason, Temera Alvorla	Business and Finance	00596641	2/9/2023	2/9/2023
		Matta, Hanan Tawfik	00512762	1/26/2023	2/24/2023	
		Maupin, Ronald H	Capital Accounting	00112709	1/26/2023	1/31/2023
		Wolf-Mazares, Joseph P	00143623	1/26/2023	1/27/2023	
		McAlpin, Erik James	00569030	1/26/2023	1/27/2023	
		McBride, Katherine E	00159687	1/26/2023	2/22/2023	
		McCoy, Jane S	Business and Finance	00349139	1/26/2023	1/30/2023
		McCrary, Juanita	00148761	1/26/2023	1/27/2023	
		McCreary, Hobert M	00129970	1/26/2023	2/6/2023	
		McDole, Rae J	00122343	1/26/2023	2/6/2023	
		McDougal, Gary Dale	00111960	1/26/2023	1/30/2023	
		McEwen, Kenneth F	00393522	1/26/2023	2/26/2023	



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31705	Accounts					
		McGhee, Kimberly Rae	00550175	1/26/2023	2/6/2023	
		McKee, Johanna Christianson	00112588	1/26/2023	1/27/2023	
		Mckenzie, Kyle Garred	Business and Finance	00625033	5/30/2023	5/31/2023
		Mdemore, Melissa Latrice	00618289	1/25/2023	2/1/2023	
		Megale, Basem Saleh	00529821	1/26/2023	2/6/2023	
		Mehany, Emad	00375131	1/26/2023	1/31/2023	
		Melendez Guzman, Paola Margarita	00573436	5/30/2023	5/30/2023	
		Merrell, Tameeka Renee	00152679	5/30/2023	6/1/2023	
		Merz, Amber Jennifer	00581885	1/26/2023	2/8/2023	
		Meshesha, Girma	00104203	1/26/2023	3/15/2023	
		Metry, Nermeen Refaat	00594807	1/26/2023	2/6/2023	
		Michael, Amira W	00146013	1/26/2023	2/13/2023	
		Michel, Bassem Mouradeldin	Business and Finance	00507301	1/26/2023	1/27/2023
		Michel, Bassem Mouradeldin	Business and Finance	00507301	1/30/2023	1/30/2023
		Midha, Ashok Kumar	00134329	1/26/2023	1/27/2023	
		Mikheil, Meseld S	00123551	1/26/2023	1/27/2023	
		Milad, Micheal S	Capital Accounting	00100695	1/26/2023	1/27/2023
		Milam, George Washington	00601266	1/26/2023	2/8/2023	
		Miller, Jasmine Chantel	00470292	1/26/2023	1/27/2023	
		Miller, Kelsi Denise	00588546	1/26/2023	1/26/2023	
		Miller, Tammy S	00123302	1/26/2023	2/3/2023	
		Minton, Philip A	00122335	1/26/2023	1/27/2023	
		Mishra, Mamata	00598308	1/26/2023	1/26/2023	
		Moffatt, Alexandria Lewis	00538850	1/26/2023	2/9/2023	
		Moore, Janice Elaine	00130018	1/26/2023	2/6/2023	
		Morgan, Sarah Lee	00129495	1/26/2023	1/26/2023	
		Morrow, Kimberly Roy	00135441	1/26/2023	4/4/2023	

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705	Accounts				
		Moses, Catherine Stewart	00601228	1/26/2023	1/27/2023
		Mosley, Tir'zah Charese	00622942	4/3/2023	4/3/2023
		Moss, Kimberly Lynn	00146553	1/26/2023	2/27/2023
		Mostilla Brent, Juritha Anne	00145320	1/26/2023	1/31/2023
		Moussa, Sherien Emil Soliman	00529638	5/30/2023	5/31/2023
		Munden, Arlen G	00372787	1/26/2023	2/6/2023
		Musika, Wilber Roberto	00590861	1/26/2023	1/30/2023
		Naifeh, Margaret O	00139846	1/26/2023	1/26/2023
		Naifeh, Margaret O	00139846	1/25/2023	1/25/2023
		Nations, Randy Aaron	00437212	1/26/2023	2/1/2023
		Naubert, Ann Acob	00553678	1/26/2023	1/27/2023
		Neenan, Jennifer Ann	00533775	1/26/2023	2/9/2023
		Nichols, Ronita	00594221	1/26/2023	1/30/2023
		Niederwerfer, Jenifer Elizabeth	00163609	1/26/2023	2/2/2023
		Nielson, Andrew Patrick	00532026	1/26/2023	2/1/2023
		Nifong, Carolyn M	00138400	1/26/2023	2/7/2023
		Niroula, Srijana	00621914	5/30/2023	5/30/2023
		Norris, Brenda Ann	00141210	1/26/2023	2/6/2023
		Nwanso, Victor U	00145553	1/26/2023	1/31/2023
		Osborne, Amy Danielle	00155364	1/26/2023	2/3/2023
		Osborne, Thomas F	00145346	1/26/2023	2/7/2023
		Pablo, Michael A	00162257	1/26/2023	2/8/2023
		Palma, Elizabeth Lynn	00556690	1/26/2023	1/31/2023
		Parikh, Jatin R	00160039	1/26/2023	2/2/2023
		Parker, Andriette Charmane	00131431	1/26/2023	1/30/2023
		Paseka-Kermick, Ashley Marie	00625399	5/30/2023	6/14/2023
		Patel, Chilka Mahesh	00572064	1/26/2023	2/7/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705		Accounts			
		Patel, Shreyakumari Jayeshkumar	00525274	1/26/2023	1/30/2023
		Patel, Virendra C	00162953	1/26/2023	5/18/2023
		Patterson, Brittany Nicole	00622190	4/19/2023	4/19/2023
		Patterson, Lisa G	00394771	1/26/2023	2/13/2023
		Payne, Christy Morton	00548317	1/26/2023	2/9/2023
		Payne, Kenya Michelle	00489195	1/26/2023	1/31/2023
		Pearson, Jennifer A	00141456	1/26/2023	1/27/2023
		Peebles, Matthew Thomas	00574501	1/26/2023	2/8/2023
		Perkins, Samantha F	00143331	1/26/2023	1/27/2023
	STS Financial				
		Perry, Edith B	00130547	1/26/2023	2/7/2023
		Perry, Glenn A	00136700	1/26/2023	2/8/2023
		Peterson, Andrew Michael	00572558	1/26/2023	1/27/2023
		Tosha, Jama J	00398403	1/26/2023	2/17/2023
		Pewitt, Matthew Wayne	00595347	1/26/2023	1/31/2023
		Phillips, Lester Giles	00139340	1/26/2023	2/6/2023
		Plemons, Rebecca	00407800	2/6/2023	2/6/2023
		Plemons, Rebecca	00407800	1/26/2023	2/6/2023
		Poeplau, Gregory Steven Joseph	00578852	1/26/2023	1/27/2023
	Business and Finance				
		Pomerantz, Karan Elaine	00556692	1/26/2023	1/27/2023
		Porter, Katherine Elizabeth	00593529	1/26/2023	1/27/2023
		Pratt, Tabitha Lynn	00495277	1/26/2023	1/31/2023
		Pregel, Melody Ann	00148808	2/6/2023	2/7/2023
		Pressley, Brittany Nicole	00418748	1/26/2023	2/9/2023
		Pugh, Briana Marie	00515678	1/26/2023	2/7/2023
		Pugh, Penny Rose	00502065	1/26/2023	5/24/2023
		Quimbo, Cristy Madulin	00556409	1/26/2023	1/31/2023
		Radford, Angela Victoria	00159339	1/26/2023	2/7/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705	Accounts					
		Rainey, Shana E	00334904	1/26/2023	1/27/2023	
		Rains, James Lamar	00557113	1/26/2023	2/1/2023	
		Ransco, Trena Renea	00129708	1/26/2023	1/26/2023	
		Raudry-Sanchez, Maura Yadira	00514923	1/26/2023	1/30/2023	
		Redmond, Carol R	00130080	1/26/2023	1/27/2023	
		Reed, Marianne Lynn	00123103	1/26/2023	1/30/2023	
		Reese, Richard	00114850	1/26/2023	2/6/2023	
		Reeve, Ciara Nicole	00617933	1/26/2023	2/6/2023	
		Drayton, Timothy Ricardo	00553430	1/26/2023	2/1/2023	
		Retta, Tadesse Woldehanna	00123043	1/26/2023	1/31/2023	
		Reynolds, Brenda Elizabeth	00396732	1/26/2023	2/6/2023	
		Riad, Aida Joseph	00621911	5/30/2023	5/31/2023	
		Richardson, Kathy R	00156268	1/26/2023	2/6/2023	
		Richardson, Stephanie Adria	00625805	5/30/2023	5/30/2023	
		Rippy, Charles Nolan	00119310	1/26/2023	1/27/2023	
		Rivas-Diaz, Jashua	00596548	1/26/2023	1/31/2023	
		Roark, Vicky Dean	00104688	1/26/2023	2/6/2023	
		Robbins, Erin Nichole	00584237	1/26/2023	2/2/2023	
		Robinson, Jeong S	00456155	1/26/2023	2/16/2023	
		Robinson, Robin B	00161960	1/26/2023	1/27/2023	
		Rochelle, Marion W	Billing Services	00150865	1/26/2023	1/27/2023
		Roe, Sylvia Yarber	00429289	1/26/2023	2/7/2023	
		Roller, Leslie Michele	00613667	1/26/2023	1/30/2023	
		Romero, Benny	00431095	1/26/2023	1/27/2023	
		Romero, Brian	00550113	1/26/2023	1/28/2023	
		Rosenberg, Lee Kenneth	00550104	1/26/2023	1/27/2023	
		Ross, Randy B	00113404	1/26/2023	1/27/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Rowland, Victoria Lynn	00582715	1/26/2023	1/27/2023	
		Roy, Tanusri	00474467	1/26/2023	3/2/2023	
		Russell, Christie Michelle	00454596	1/26/2023	2/2/2023	
		Russell, Tameka L	00115143	1/26/2023	1/26/2023	
		Ryad, Erini Adib	00117011	5/2/2023	5/2/2023	
		Sabry, Diana Hany	00590945	1/26/2023	1/27/2023	
		Sadik, Eleanor W	Business and Finance	00122100	1/26/2023	2/6/2023
		Saeed, Hanaa Asham	00598996	1/26/2023	2/8/2023	
		Saeed, Mariam Victor Fayez	00612162	1/26/2023	1/30/2023	
		Saeed, Mariam Victor Fayez	00612162	2/7/2023	2/7/2023	
		Saeed, Nader	00495627	1/26/2023	1/27/2023	
		Said, Reneeh Saady Zakher Gaied	Business and Finance	00591272	1/26/2023	2/6/2023
		Salaman, Ryan Bradley	Capital Accounting	00599975	1/26/2023	1/27/2023
		Saleh, Gehan Zarif	Business and Finance	00523930	1/26/2023	1/27/2023
		Salisbury, Michael Warren Benjamin	00160231	1/26/2023	1/27/2023	
		Samuel, Kelvin L	00409703	1/26/2023	2/22/2023	
		Sanders, Roger Thaddeus	00131905	1/26/2023	1/27/2023	
		Saucerman, Dennis Wayne	00549523	1/26/2023	2/7/2023	
		Sawlani, Jai	00408423	1/26/2023	1/27/2023	
		Scales, Shanesha Tashunda	00154713	1/26/2023	2/9/2023	
		Schweitzer, Tammy Marie	00550915	1/26/2023	2/7/2023	
		Seay, Rena Teresa	00505950	1/26/2023	2/13/2023	
		Sengupta, Parama	00603935	1/26/2023	2/24/2023	
		Settles, Angela D	00113940	1/26/2023	2/6/2023	
		Shaker, Gina A	00413790	1/26/2023	1/27/2023	
		Shaw, Erica D	00445618	1/26/2023	1/30/2023	
		Shaw, Jonathon Marcus	00546095	1/26/2023	2/6/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705	Accounts					
		Sheldon, Amanda Jean	00524309	1/26/2023	1/27/2023	
		Shereen, Erien Gamal	00547312	1/26/2023	1/27/2023	
		Sherman, Shawn Kristine	00583259	1/26/2023	1/27/2023	
		Shetler, David Mark	00109299	1/26/2023	2/8/2023	
		Shewcraft, Emily Beth	00474053	1/26/2023	3/29/2023	
		Shewmaker, Bryant Daryl	00582775	1/26/2023	2/8/2023	
		Siever, Joyce F	00149010	1/26/2023	2/7/2023	
		Sikes, Catherine A	00111357	1/26/2023	1/31/2023	
		Slarve, Aeron Nicholas	00626677	6/9/2023	6/9/2023	
		Slate, Brittany Loren	00536839	1/26/2023	1/27/2023	
		Smiling, Tracy Darlene	00473849	1/26/2023	1/30/2023	
		Smith, Megan Ariel	00507926	1/26/2023	2/6/2023	
		Smith, Peggy Jean	00138069	1/26/2023	3/29/2023	
		Smith, Sarah Nicole	Business and Finance	00623176	5/30/2023	6/5/2023
		Smith, Shannon Louis	00140205	1/26/2023	2/7/2023	
		Smith, Sheri Lynn	00163597	1/26/2023	2/8/2023	
		Smith, Tamara Y	00122946	1/26/2023	2/2/2023	
		Smith, William Edward	00546801	1/26/2023	2/7/2023	
		Smithers, Corrie Rene	00624478	5/30/2023	6/6/2023	
		Smothers, Donald Keith	00139764	2/6/2023	3/29/2023	
		Soliman, Ghali S	00100117	1/26/2023	2/3/2023	
		Sovine, Tracey J	00393723	1/26/2023	1/27/2023	
		Spears, Joshua Wayne	00542963	1/26/2023	1/27/2023	
		Staley, James Allen	00113293	1/26/2023	2/7/2023	
		Standridge, Haley Joslyn	00523907	1/26/2023	1/31/2023	
		Stanford, Emily Elizabeth	00615164	1/26/2023	2/6/2023	
		Steepe, Carolyn Ruth	00545659	1/26/2023	2/6/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Stevens, Mark	00371949	1/26/2023	2/15/2023	
		Stinson, Lisa Marie	00152871	1/26/2023	2/6/2023	
		Stophel, Sonya Rodgers	00421296	1/26/2023	1/26/2023	
		Strain, Briana Alexia	Capital Accounting	00581452	1/26/2023	2/1/2023
		Strunk, Kristian Shae	00502297	1/26/2023	1/27/2023	
		Sullivan, Tony R	00131063	1/26/2023	2/9/2023	
		Sumner, Angela Dawn	00533574	1/26/2023	2/1/2023	
		Suror, Salwa Samy	00101858	1/26/2023	2/8/2023	
		Sweet, Robin Jean	00423153	1/26/2023	1/27/2023	
		Sweet, Robin Jean	00423153	4/17/2023	4/17/2023	
		Tadros, Emad M	00141499	1/26/2023	1/27/2023	
		Tadros, Salib E	00162674	1/26/2023	1/27/2023	
		Tamble, Richard J	00123078	1/26/2023	2/6/2023	
		Taylor, Andrea L	00126470	1/26/2023	2/8/2023	
		Taylor, Erin Nicole	00623117	5/25/2023	5/25/2023	
		Telford, Sandra Lee	00153943	1/26/2023	2/6/2023	
		Teshome, Fitsum Ayalew	00587314	1/26/2023	2/1/2023	
		Thomason, Pamela Sue	00216538	1/26/2023	1/27/2023	
		Thompson, Brenda Ann	00153446	1/26/2023	1/27/2023	
		Thompson, Candida Danielle	00568108	1/26/2023	1/27/2023	
		Thompson, Sarah G	00430803	1/26/2023	2/1/2023	
		Tidwell, John Wayne	00117483	1/26/2023	2/2/2023	
		Tidwell, Latricia Barber	00103730	1/26/2023	1/30/2023	
		Tomlin, Tracy Lee	00363291	1/26/2023	2/1/2023	
		Trainer, Heather Noel	STS Financial	00477850	1/26/2023	1/27/2023
		Tran, Tam Hoang	00556657	1/26/2023	2/8/2023	
		Traynor, Kim R	00488842	1/26/2023	1/31/2023	

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Trimble, Teresa L	00105883	1/26/2023	1/31/2023	
		Truax, Stephanie Paige	00502232	1/26/2023	1/27/2023	
		Truax, Stephanie Paige	00502232	2/2/2023	2/2/2023	
		Truett, Connie Jeanne	00140653	1/26/2023	1/31/2023	
		Turner, Andrew William	00509157	1/26/2023	1/30/2023	
		Ulmer, Mary Kay	00368299	1/26/2023	2/6/2023	
		Urbat, Marites Morante	00535845	1/26/2023	1/31/2023	
		Van Voris, Bishakha R	00410952	1/26/2023	2/10/2023	
		Veal, Karen Joy	00153720	1/26/2023	1/27/2023	
		Venable, Brandon Scott	00481089	1/26/2023	1/31/2023	
		Von Haeger, Lisa Gay	Business and Finance	00375130	1/26/2023	1/30/2023
		Walden, Brenda Sue	00126208	1/26/2023	1/31/2023	
		Walden, Michael A	00430746	1/26/2023	2/7/2023	
		Walker, Tonia Ann	00566596	1/26/2023	2/6/2023	
		Walton, Carroll E	00156888	1/26/2023	5/8/2023	
		Walton, Margaret A	Billing Services	00148997	1/26/2023	1/30/2023
		Warren, Jeffrey Keith	00149785	1/26/2023	1/27/2023	
		Washer, Charlise Danielle	00623777	4/17/2023	4/17/2023	
		Washington, Cordnia Rochelle	00131164	1/26/2023	2/6/2023	
		Watkins, Daniel Joseph	00621995	5/30/2023	6/20/2023	
		Watts, Patricia Ann	00164146	1/26/2023	1/27/2023	
		Wayson, Karen Ann	00100252	1/26/2023	1/31/2023	
		Wedaj, Muluken Shenkut	00381358	5/30/2023	5/30/2023	
		Wersom, Lidya T	00492090	1/26/2023	2/6/2023	
		West, Cindy A	00122622	1/26/2023	1/27/2023	
		White, Mark Daniel	00431396	5/3/2023	5/3/2023	
		White, Vanessa Elaine	00146754	1/26/2023	1/26/2023	



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31705		Accounts				
		Whited, Kimberly Hope	Business and Finance	00496360	1/25/2023	1/25/2023
		Whited, Kimberly Hope	Business and Finance	00496360	1/26/2023	1/27/2023
		Whitehead, Georgia Ann		00152832	1/26/2023	2/6/2023
		Whitfield, Thomas J		00102269	1/26/2023	2/3/2023
		Whitman, Rachelle Ann Ros		00623082	3/30/2023	3/30/2023
		Whitman, Rachelle Ann Ros		00623082	3/30/2023	3/30/2023
		Whitwell, Barbara Jean		00111940	3/15/2023	3/15/2023
		Whitwell, Barbara Jean		00111940	1/26/2023	1/27/2023
		Wilder, Kimberly Kaye		00130520	1/26/2023	1/31/2023
		Williams, Clarissa Michelle		00116650	6/5/2023	6/5/2023
		Williams, Clarissa Michelle		00116650	1/26/2023	2/1/2023
		Williams, Michele		00623703	5/4/2023	5/12/2023
		Willis, Taylor Stockard		00523921	1/26/2023	2/7/2023
		Wilson, Cynthia Parsons		00160530	1/26/2023	1/27/2023
		Wilson, Gina Michelle		00121585	1/26/2023	1/27/2023
		Wise, Lana Kaye		00112823	1/26/2023	1/31/2023
		Wise, Mark Patrick		00126587	1/26/2023	2/9/2023
		Wohlpert, Kaytlin Rebecca		00623519	5/30/2023	6/14/2023
		Wolde, Adane F		00371591	1/26/2023	2/3/2023
		Woodall, Maria Nichole		00138919	1/26/2023	2/6/2023
		Woods, Everett Lee		00152153	1/26/2023	2/7/2023
		Woods, Jenny Leah		00585713	1/26/2023	2/7/2023
		Woods, Sherita L		00129747	1/26/2023	2/4/2023
		Woods, Teoria Mariah		00622344	5/30/2023	6/12/2023
		Worley, Tammy R		00159226	1/26/2023	1/27/2023
		Wright, Jacob Joseph	Business and Finance	00622701	6/12/2023	6/12/2023
		Yan, Hong		00342072	1/26/2023	2/2/2023



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31705	Accounts				
		Yassa, Reham Nathan	00483203	1/26/2023	2/1/2023
		Yates-Robinson, Lisa	00114449	1/26/2023	5/30/2023
		Yousef, Martina Mounir	00601835	1/26/2023	2/8/2023
		Youssef, Mary M	00554155	1/26/2023	2/7/2023
		Youssef, Mena K Business and Finance	00418500	1/26/2023	1/31/2023
		Youssef, Raef Youssef Lamie	00615238	1/26/2023	2/2/2023
		Yu, Jing	00481510	1/26/2023	2/6/2023
		Zakhary, Youstina R	00456950	1/26/2023	1/27/2023
		Zaki, Febe Gamel	00141476	1/26/2023	1/26/2023
		Zhang, Mo	00586240	1/26/2023	1/31/2023
		Zundel, David Allen	00105972	1/26/2023	2/6/2023

31705 Number of Employees Currently Completed/Enrolled/Inprogress for this Division: **577**



Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31706		Office of Criminal Justice Program			
COMP		Employee Count: 42			
		Anderson, Robin Alicia	00468678	1/26/2023	2/7/2023
		Baynes, Amy Joy	00506775	1/26/2023	2/6/2023
		Bayoh, Kumba A	00452004	1/26/2023	2/6/2023
		Bridges, Nicole Lei	00588262	1/26/2023	2/7/2023
		Brinkman, Jennifer Lynne	00357367	1/26/2023	2/6/2023
		Canon, Susan Elizabeth	00344353	1/26/2023	2/6/2023
		Casillas, Kimberly Ann	00588499	1/26/2023	2/6/2023
		Cleveland, Jessica Yvonne	00489534	1/26/2023	2/6/2023
		Cornett, Sonalie Anne	00618411	1/26/2023	1/30/2023
		Curley, Aimee Alisha	00620073	5/30/2023	6/13/2023
		Davis, Kaitlyn Diane	00472424	1/26/2023	2/6/2023
		Davis, Patricia Irene	00548190	1/26/2023	2/6/2023
		Eaton, Brandy Melissa	00417783	1/26/2023	2/8/2023
		Falatic, Tennille Antoinette	00596518	1/26/2023	1/27/2023
		Fowler, Melaine Enese	00605557	1/26/2023	2/8/2023
		French, Susan Lynn	00410385	1/26/2023	1/31/2023
		Hamilton, Craig Salyer	00199745	5/30/2023	6/13/2023
		Heath, Wendy Elizabeth	00132386	1/26/2023	2/8/2023
		Hicks, Jennifer Dee	00401854	1/26/2023	1/27/2023
		Howell, Meribeth Brannon	00497341	1/26/2023	3/24/2023
		Johnson, Shantrelle Edmondson	00618408	1/26/2023	2/6/2023
		Kaufman, Cheri Ellen	00611840	1/26/2023	2/6/2023
		Lee, Gary Allen	00528151	1/26/2023	2/6/2023
		Leonard, Chelsie Kasandra	00618427	1/26/2023	2/6/2023
		Locke, Christian David	00617747	1/26/2023	1/27/2023
		Moran, Daina Marie	00101680	1/26/2023	2/6/2023



Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31706		Office of Criminal Justice Program			
		Morris, Erin Moian	00599161	1/26/2023	2/8/2023
		Morrison, Chelcy Kay	00596255	1/26/2023	2/6/2023
		Morton, Jeremiah Lee	00422663	1/26/2023	2/6/2023
		Norfleet, Brandon Lee	00476656	5/30/2023	5/31/2023
		Pugh, Rachel Allison	00592432	1/26/2023	2/6/2023
		Robertson, Lori Beth	00601372	1/26/2023	2/6/2023
		Sneed, Teresa Kay	00158431	1/26/2023	1/30/2023
		Snyder, Haley Danielle	00599053	1/26/2023	3/13/2023
		Steakley, Valerie Schwetschenau	00457761	1/26/2023	1/27/2023
		Utley, Mark Anthony	00117079	1/26/2023	2/7/2023
		Ward, Nathan Allen	00358093	1/26/2023	2/22/2023
		Weinstein, Benjamin Cohen	00546600	1/26/2023	2/6/2023
		Weinstein, Benjamin Cohen	00546600	1/26/2023	2/6/2023
		Williams, Ronald Gordon	00463243	1/26/2023	2/6/2023
		Wilson, Maranda Yvonne	00407180	1/26/2023	2/6/2023
		Wisely, Claire Elise	00525670	1/26/2023	2/9/2023
31706		Number of Employees Currently Completed/Enrolled/Inprogress for this Division:			42



Title VI Training Status

Status Key: COMP = Completed ENRL = Enrolled INPO = Inprogress
(ENRL = Not opened the training yet INPO = Started but did not complete)

Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31711		Volunteer Tennessee			
	COMP	Employee Count: 5			
		Fields, Latiyfa D	00598752	1/26/2023	2/9/2023
		Gupta, Neelam	00160195	1/26/2023	1/26/2023
		Harless, Gordon G	00565491	1/26/2023	2/6/2023
		Snell, James E	00104539	1/26/2023	2/8/2023
		Taylor, Candace	00573425	1/26/2023	2/8/2023

31711 Number of Employees Currently Completed/Enrolled/Inprogress for this Division: **5**

Title VI Training Status

Status Key: **COMP = Completed** **ENRL = Enrolled** **INPO = Inprogress**
(ENRL = Not opened the training yet INPO = Started but did not complete)

Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31712		Office of the Inspector General			
COMP		Employee Count: 45			
		Ahne, Anthony Wayne	00322772	1/26/2023	2/6/2023
		Almond, Richard Marty	00523587	1/26/2023	2/10/2023
		Beck, Martha Meredith	00473404	1/26/2023	1/30/2023
		Bouldin, Christopher Ryan	00143507	1/26/2023	2/6/2023
		Chessor, Samuel Brent	00117186	1/26/2023	1/30/2023
		Drake, Stacey Lynn	00516621	1/26/2023	2/1/2023
		Dugard, Gregory Allen	00536149	1/26/2023	2/2/2023
		Elam, Shatekia Shontae	00337898	1/26/2023	2/6/2023
		Nazario, Nestor Figueroa	00402938	1/26/2023	2/1/2023
		Forney, Kelly M	00114664	1/26/2023	1/30/2023
		Foster, Nancy Joy	00334846	1/26/2023	2/6/2023
		Freeman, Charles Lee	00412123	1/26/2023	1/27/2023
		Galluzzi, Michael Francis	00440530	1/26/2023	2/9/2023
		Gray, Gary J	00131275	1/26/2023	1/27/2023
		Greene, Layayna C	00128790	1/26/2023	2/1/2023
		Haney, Harold Dean	00422696	1/26/2023	1/27/2023
		Hardy, Brittany Nicole	00496025	1/26/2023	2/6/2023
		Head, Jessica Renee	00516287	1/26/2023	1/27/2023
		Heath, Amber N	00153023	1/26/2023	1/27/2023
		Holloway, James Franklin Lee	00617639	1/26/2023	1/27/2023
		Holman, Chad Douglas	00412124	1/26/2023	2/1/2023
		Howe, Guy Steven	00557329	1/26/2023	2/8/2023
		Jones, John Elton	00124202	1/26/2023	2/3/2023
		Longtin, Amy Marie	00567049	1/26/2023	1/27/2023
		McAlister, Kenneth F	00392296	1/26/2023	1/30/2023
		Middlebrook, Victoria Danese	00595885	1/26/2023	2/6/2023

Title VI Training Status

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31712		Office of the Inspector General			
		Miller, Michael B	00371379	1/26/2023	1/27/2023
		Myles, Robert Jason	00411291	1/26/2023	2/1/2023
		Newman, Vicky F	00160308	1/26/2023	1/30/2023
		Newton, Kelly Fay	00100467	1/26/2023	2/1/2023
		Pate, Kaylah Marissa	00447798	1/26/2023	2/6/2023
		Rodriguez, Richard	00563651	1/26/2023	1/30/2023
		Roll, Charles Ricky	00392303	1/26/2023	1/27/2023
		Rucker, Harriet C	00157701	1/26/2023	1/27/2023
		Sargent, Jonathan Eric	00556787	1/26/2023	1/27/2023
		See, Mark Allen	00357296	1/26/2023	1/30/2023
		Stokes, William S	00507174	1/26/2023	1/27/2023
		Thornton, Timothy Evan	00623060	3/29/2023	3/29/2023
		Turbeville, William	00506205	1/26/2023	1/30/2023
		Turner, Charma Adiha	00549931	1/26/2023	2/6/2023
		Walker, Bryan James	00563400	4/26/2023	4/26/2023
		Weeks, Laci Nicole	00449712	1/26/2023	2/6/2023
		Williams, bla Aneret	00342941	1/26/2023	2/6/2023
		Williams, Stacy Dewayne	00135964	1/26/2023	1/30/2023
		Zimmer, Kara Diane	00544454	1/26/2023	2/9/2023
31712		Number of Employees Currently Completed/Enrolled/Inprogress for this Division:			45

Title VI Training Status

Status Key: COMP = Completed ENRL = Enrolled INPO = Inprogress
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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
COMP		Employee Count: 137				
		Adcock, Cody Eric	Enterprise Resource Planning	00534969	1/26/2023	2/6/2023
		Alred, Ukela TaVonne	Enterprise Resource Planning	00135138	1/26/2023	2/10/2023
		Altom, Zachary Terry	Enterprise Resource Planning	00515461	1/26/2023	2/6/2023
		Ammons, George Andrew	Enterprise Resource Planning	00132579	1/26/2023	1/27/2023
		Anderson, Jerri A	Enterprise Resource Planning	00125714	1/26/2023	2/9/2023
		Barkley, Theodore Alyn	Enterprise Resource Planning	00583715	1/26/2023	1/30/2023
		Bengtson, Kristin Leigh	Enterprise Resource Planning	00473990	1/26/2023	2/23/2023
		Beretta, Jonathan Henry	Enterprise Resource Planning	00397028	1/26/2023	1/27/2023
		Bingemer, Angela M	Enterprise Resource Planning	00379870	1/26/2023	1/27/2023
		Blaylock, Randy L	Enterprise Resource Planning	00134748	1/26/2023	1/31/2023
		Boone, Kirk Hilton	Enterprise Resource Planning	00468939	1/26/2023	1/31/2023
		Boyer, Scott Andrew	Enterprise Resource Planning	00442333	5/24/2023	5/24/2023
		Boyer, Scott Andrew	Enterprise Resource Planning	00442333	1/26/2023	2/6/2023
		Boys, James Austin	Enterprise Resource Planning	00502085	1/26/2023	1/31/2023
		Brannon, Steven Bernard	Enterprise Resource Planning	00532314	1/26/2023	2/10/2023
		Brockway, Thea Jadanna	Enterprise Resource Planning	00619567	1/26/2023	1/27/2023
		Brokamp, Daniel William	Enterprise Resource Planning	00575390	1/26/2023	1/30/2023
		Brown, Christopher Davey	Enterprise Resource Planning	00490737	1/26/2023	2/8/2023
		Byrd, Dalen	Enterprise Resource Planning	00576765	1/26/2023	2/7/2023
		Cantrell, Deborah Lynn	Enterprise Resource Planning	00494354	1/26/2023	2/8/2023
		Carey, Brandon Michael	Enterprise Resource Planning	00497391	1/26/2023	2/9/2023
		Case, William David	Enterprise Resource Planning	00111082	1/26/2023	1/27/2023
		Chagnon, Ronald Edward	Enterprise Resource Planning	00471573	1/26/2023	2/7/2023
		Cherry, Samuel Wesley	Enterprise Resource Planning	00483055	1/26/2023	1/30/2023
		Coldwell, Jerry W	Enterprise Resource Planning	00114058	1/26/2023	2/7/2023
		Cole, Ronald Brandon	Enterprise Resource Planning	00143753	1/26/2023	1/27/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
		Commean, Dylan Patric	Enterprise Resource Planning	00623531	5/30/2023	6/2/2023
		Conway, Samuel J	Enterprise Resource Planning	00158751	1/26/2023	1/27/2023
		Crawford, Gaben John	Enterprise Resource Planning	00474715	1/26/2023	1/26/2023
		Crow, Amanda R	Enterprise Resource Planning	00115595	1/26/2023	2/22/2023
		Dadi, Ashenafi Feye	Enterprise Resource Planning	00527651	1/26/2023	2/8/2023
		Davis, Erin Elizabeth	Enterprise Resource Planning	00529234	5/30/2023	6/8/2023
		Dawson, Natasha Nichole	Enterprise Resource Planning	00120574	1/26/2023	2/6/2023
		DeHarde, Joseph Anthony	Enterprise Resource Planning	00491456	1/26/2023	1/27/2023
		Dial, Daniel Chase	Enterprise Resource Planning	00523312	1/26/2023	2/9/2023
		Dill, Susan S	Enterprise Resource Planning	00140026	1/26/2023	1/27/2023
		Dunham, Joshua Bryce	Enterprise Resource Planning	00529670	1/26/2023	2/9/2023
		Egli, Priscilla Craig	Enterprise Resource Planning	00591654	1/26/2023	2/6/2023
		Elder, Beverly J	Enterprise Resource Planning	00105437	1/26/2023	2/1/2023
		Flynn, Michelle Growcock	Enterprise Resource Planning	00107515	1/26/2023	2/8/2023
		Garton, Joshua David	Enterprise Resource Planning	00549793	1/26/2023	1/27/2023
		Gary, Bryan Joseph Flannel	Enterprise Resource Planning	00616730	1/26/2023	2/9/2023
		Gilliam, Vickie Lynn	Enterprise Resource Planning	00497224	1/26/2023	2/6/2023
		Goff, Megan Maria	Enterprise Resource Planning	00107621	1/26/2023	2/9/2023
		Goodman, Kane Chad Lantrip	Enterprise Resource Planning	00583712	1/26/2023	1/30/2023
		Green, Natasha B	Enterprise Resource Planning	00431838	1/26/2023	2/2/2023
		Griffith, John Robert	Enterprise Resource Planning	00541624	1/26/2023	2/2/2023
		Grove, John Michael	Enterprise Resource Planning	00160042	1/26/2023	2/9/2023
		Gulley, Craig Landon	Enterprise Resource Planning	00424080	1/26/2023	1/31/2023
		Hammons, Tamara Monique	Enterprise Resource Planning	00505865	1/26/2023	2/6/2023
		Hardin, Jack Dean	Enterprise Resource Planning	00552662	1/26/2023	2/6/2023
		Harmon, Christopher Lee	Enterprise Resource Planning	00142062	1/26/2023	1/30/2023
		HarringtonPollard, Jonathan Darrell	Enterprise Resource Planning	00507218	1/26/2023	2/6/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
		Hartwig, Tiffany Stevens	Enterprise Resource Planning	00474302	1/26/2023	2/6/2023
		Hawkersmith, Mary Ashley	Enterprise Resource Planning	00493301	1/26/2023	1/26/2023
		Hicklin, Dana Marie	Enterprise Resource Planning	00114185	1/26/2023	2/9/2023
		Hood, Dustin S	Enterprise Resource Planning	00414675	1/26/2023	2/8/2023
		Howell, Sarah Ann	Enterprise Resource Planning	00380808	1/26/2023	1/26/2023
		Howren, Adam C	Enterprise Resource Planning	00159448	1/26/2023	2/7/2023
		Ingram, Chadmon Ray	Enterprise Resource Planning	00589058	1/26/2023	2/9/2023
		Johnson, Rocky Junior	Enterprise Resource Planning	00624314	5/8/2023	5/9/2023
		Jolly, Courtney Tucker	Enterprise Resource Planning	00372189	1/26/2023	1/27/2023
		Kaae, Daniel Jason	Enterprise Resource Planning	00438575	1/26/2023	1/27/2023
		Kapshtica, Albina	Enterprise Resource Planning	00156057	1/26/2023	2/6/2023
		Khana, Nazera O	Enterprise Resource Planning	00129160	1/26/2023	1/30/2023
		Khidir, Hevedar Sabri	Enterprise Resource Planning	00106937	1/26/2023	1/30/2023
		Kimbrow, Lory Ann	Enterprise Resource Planning	00126526	1/26/2023	2/1/2023
		King, Qwenshana Shenika	Enterprise Resource Planning	00514418	1/26/2023	2/6/2023
		Kumble, Milind S	Enterprise Resource Planning	00102383	1/26/2023	2/2/2023
		Lancaster, Ashley F	Enterprise Resource Planning	00157601	1/26/2023	2/9/2023
		Leavy, Christian Watson	Enterprise Resource Planning	00398109	1/26/2023	1/31/2023
		Lee, Jennifer M	Enterprise Resource Planning	00392929	1/26/2023	2/6/2023
		Liddle, Brian T	Enterprise Resource Planning	00430973	1/26/2023	2/8/2023
		Lukis, Jane Marie	Enterprise Resource Planning	00101457	1/26/2023	2/7/2023
		Martin, Tracy A	Enterprise Resource Planning	00103103	1/26/2023	1/30/2023
		McIntosh, Lori Ann	Enterprise Resource Planning	00530083	1/26/2023	2/6/2023
		McKee, John Cory	Enterprise Resource Planning	00409474	1/26/2023	1/27/2023
		McMillan, Gordon Callaway	Enterprise Resource Planning	00103338	1/26/2023	1/27/2023
		McReynolds, Garrett Keith	Enterprise Resource Planning	00552666	1/26/2023	2/9/2023
		Michael, Mvian Shohdy	Enterprise Resource Planning	00574636	1/26/2023	2/6/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
		Morrison, Richard W	Enterprise Resource Planning	00396467	1/26/2023	1/30/2023
		Mountry, Anthony	Enterprise Resource Planning	00452833	1/26/2023	1/30/2023
		Mulcahey, Jonathan Michael	Enterprise Resource Planning	00527778	1/26/2023	2/6/2023
		Muth, Judy A	Enterprise Resource Planning	00107017	1/26/2023	1/27/2023
		Nugent, Matthew Anthony	Enterprise Resource Planning	00576782	1/26/2023	2/9/2023
		Obianwu, Stephen O	Enterprise Resource Planning	00118313	1/26/2023	1/31/2023
		Orr, Jessica Nicole	Enterprise Resource Planning	00361562	1/26/2023	2/6/2023
		Pankey, Karim	Enterprise Resource Planning	00497354	6/20/2023	6/20/2023
		Pankey, Karim	Enterprise Resource Planning	00497354	1/26/2023	3/6/2023
		Patel, Jay Rajendrakumar	Enterprise Resource Planning	00550577	1/26/2023	2/8/2023
		Patel, Karan Pareshkumar	Enterprise Resource Planning	00495957	1/26/2023	2/6/2023
		Pathianthai, Narisanan	Enterprise Resource Planning	00108899	1/26/2023	2/22/2023
		Patrick, Arika Lavoris Marquette	Enterprise Resource Planning	00591641	1/26/2023	2/6/2023
		Patterson, Katie Renee	Enterprise Resource Planning	00143996	1/26/2023	2/6/2023
		Paxton, Bryan Darrell	Enterprise Resource Planning	00154560	1/26/2023	2/6/2023
		Perkins, Jason Edward	Enterprise Resource Planning	00532059	1/26/2023	2/10/2023
		Petre, James Edward	Enterprise Resource Planning	00374417	5/15/2023	5/15/2023
		Phillips, Clyde M	Enterprise Resource Planning	00159207	1/26/2023	1/30/2023
		Phillips, Joshua Wayne	Enterprise Resource Planning	00624320	5/23/2023	5/23/2023
		Rafn, Sonya Carol	Enterprise Resource Planning	00125339	1/26/2023	1/30/2023
		Ragland, Thomas Edward	Enterprise Resource Planning	00552669	1/26/2023	1/27/2023
		Riggs, Christopher G	Enterprise Resource Planning	00105145	1/26/2023	2/6/2023
		Ritchie, Tyler Rowan Charles	Enterprise Resource Planning	00624308	5/5/2023	5/5/2023
		Roberts, Clancy E	Enterprise Resource Planning	00406106	1/26/2023	2/6/2023
		Romero, April J Wright	Enterprise Resource Planning	00125317	1/26/2023	2/9/2023
		Ruby, Samuel Earl	Enterprise Resource Planning	00605430	1/26/2023	1/27/2023
		Russell, Lisa Marie	Enterprise Resource Planning	00586869	1/26/2023	1/29/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
		Scott, Lisa Faye	Enterprise Resource Planning	00549026	1/26/2023	2/6/2023
		Seay, Thomas	Enterprise Resource Planning	00494711	1/26/2023	2/6/2023
		Settlemyres, Matt B	Enterprise Resource Planning	00111079	1/26/2023	2/6/2023
		Shaneyfelt, Ashleigh Elizabeth	Enterprise Resource Planning	00414109	1/26/2023	2/7/2023
		Shaw, Adrianna Lavon	Enterprise Resource Planning	00624295	4/27/2023	4/27/2023
		Sloan, Kimberly	Enterprise Resource Planning	00599279	1/26/2023	2/6/2023
		Smith, Jason W	Enterprise Resource Planning	00148643	1/26/2023	2/3/2023
		Smith, Thomas Wade	Enterprise Resource Planning	00549059	1/26/2023	2/6/2023
		Sogers, Sharba O'Neal	Enterprise Resource Planning	00475726	1/26/2023	1/31/2023
		Spain, Jacob Evan	Enterprise Resource Planning	00541623	1/26/2023	2/7/2023
		Spraggins, James Cody	Enterprise Resource Planning	00497396	1/26/2023	1/27/2023
		Staten, Karen L	Enterprise Resource Planning	00110048	1/26/2023	2/7/2023
		Stephens, Kimberly D	Enterprise Resource Planning	00149123	1/26/2023	2/9/2023
		Stephens, William Greg	Enterprise Resource Planning	00117901	1/26/2023	2/6/2023
		Stewart, Jonathan Wayne	Enterprise Resource Planning	00510263	1/26/2023	2/7/2023
		Stover, James Leonard	Enterprise Resource Planning	00555403	1/26/2023	2/8/2023
		Summers, Tamarcus Lashun	Enterprise Resource Planning	00591824	1/26/2023	2/9/2023
		Thomas, Ryan Patrick	Enterprise Resource Planning	00466017	1/26/2023	1/30/2023
		Thompson, Robert Wayne	Enterprise Resource Planning	00493455	1/26/2023	2/6/2023
		Tyler, Christopher Michael	Enterprise Resource Planning	00126451	1/26/2023	2/8/2023
		Vann, Ervin Xavier	Enterprise Resource Planning	00465860	1/26/2023	2/6/2023
		Vinson, Philip Michael	Enterprise Resource Planning	00143300	1/26/2023	2/8/2023
		Waddey, James Cody	Enterprise Resource Planning	00132229	1/26/2023	2/9/2023
		Warden, Angela B	Enterprise Resource Planning	00412120	1/26/2023	1/27/2023
		Wardlow, Rebekah Ann	Enterprise Resource Planning	00440510	1/26/2023	2/7/2023
		Warren, Daniel K	Enterprise Resource Planning	00397030	1/26/2023	1/30/2023
		Whitefield, Vicky L	Enterprise Resource Planning	00152363	1/26/2023	2/6/2023



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31717		Strategic Technology Solutions				
		Wilson, Tyler Patrick	Enterprise Resource Planning	00566878	1/26/2023	1/31/2023
		Yancey, Charles Edward	Enterprise Resource Planning	00497217	1/26/2023	1/31/2023
		Yavari, Roxana	Enterprise Resource Planning	00527382	1/26/2023	2/9/2023

31717 Number of Employees: Currently Completed/Enrolled/Inprogress for this Division: **137**

Title VI Training Status

Status Key: COMP = Completed ENRL = Enrolled INPO = Inprogress

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31720		Strategic Technology Solutions				
COMP		Employee Count: 606				
		Abernathy, Benita Danette	Business Solutions Delivery	00548089	1/26/2023	2/7/2023
		Adamo, Peter Anthony	Business Solutions Delivery	00497579	1/26/2023	2/9/2023
		Adkins, Alisa Kaye	Business Solutions Delivery	00121587	1/26/2023	1/27/2023
		Adkins, Lionel Collier	Business Solutions Delivery	00618200	1/26/2023	1/27/2023
		Agee, Brian Keith	Business Solutions Delivery	00398905	1/26/2023	1/27/2023
		Ahlgren, Marianne		00622495	4/3/2023	4/4/2023
		Ainsworth, Robert J	Business Solutions Delivery	00107642	1/26/2023	2/3/2023
		Akin, Harley	Business Solutions Delivery	00534282	1/26/2023	1/30/2023
		Al-hasan, Afeef Rushdi	Business Solutions Delivery	00112697	1/26/2023	1/31/2023
		Albright, Laurie Leah	Business Solutions Delivery	00141943	1/26/2023	2/6/2023
		Al-Hasan, Rushdi Mohammed	Business Solutions Delivery	00538681	1/26/2023	2/9/2023
		Allen, Jason Matthew	Business Solutions Delivery	00581072	1/26/2023	1/27/2023
		Alvarino, Carlos Manuel	Business Solutions Delivery	00101979	1/26/2023	2/6/2023
		Amiti, Umasankar	Business Solutions Delivery	00625360	5/30/2023	6/5/2023
		Anderson, Micheal Lonell	Business Solutions Delivery	00369876	4/19/2023	4/19/2023
		Anderson, Micheal Lonell	Business Solutions Delivery	00369876	1/26/2023	2/6/2023
		Apple, Stacey M	Business Solutions Delivery	00496064	1/26/2023	1/27/2023
		Armstrong, Melody Gail	Business Solutions Delivery	00118330	1/26/2023	2/6/2023
		Arnold, Kenneth Andrew	Business Solutions Delivery	00593903	1/26/2023	2/3/2023
		Arnold, Patricia L	Business Solutions Delivery	00102043	1/26/2023	2/2/2023
		Asfaw, Esayas	Business Solutions Delivery	00487166	1/26/2023	2/6/2023
		Asumadu, Eunice	Business Solutions Delivery	00496213	1/26/2023	2/8/2023
		Ausbrooks, Mark Anthony Dwight	Business Solutions Delivery	00429237	1/26/2023	2/9/2023
		Authier, Gabrielle B	Business Solutions Delivery	00462358	1/26/2023	1/26/2023
		Aviles, Donald Sergio	Business Solutions Delivery	00388161	1/26/2023	2/8/2023
		Azman, Mary Ellen	Business Solutions Delivery	00543317	1/26/2023	1/26/2023

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31720		Strategic Technology Solutions				
		Backes, Gary Lee	Business Solutions Delivery	00442584	1/26/2023	1/27/2023
		Bailey, Kerensa Marie	Business Solutions Delivery	00130797	1/26/2023	2/9/2023
		Baker, Laurie A	Business Solutions Delivery	00130006	1/26/2023	2/9/2023
		Baker, Scott Alan	Business Solutions Delivery	00486170	1/26/2023	1/30/2023
		Barati, Dustin Lee	Business Solutions Delivery	00407522	1/26/2023	2/6/2023
		Barrow, Becky Jo	Business Solutions Delivery	00484784	1/26/2023	2/3/2023
		Bartine, Todd Allen	Business Solutions Delivery	00107866	1/26/2023	2/6/2023
		Barwari, Rewan S	Business Solutions Delivery	00139015	1/26/2023	2/6/2023
		Baskin, Adrian Kenoi	Business Solutions Delivery	00533267	5/30/2023	6/20/2023
		Basutkar, Madan Gopal	Business Solutions Delivery	00157976	1/26/2023	2/8/2023
		Beirnes, Paul David	Business Solutions Delivery	00105191	1/26/2023	2/9/2023
		Bennett, Rebecca Carol	Business Solutions Delivery	00509702	1/26/2023	1/27/2023
		Bennett, William Heath	Business Solutions Delivery	00109167	1/26/2023	2/7/2023
		Bernard, Leann	Business Solutions Delivery	00366728	1/26/2023	1/27/2023
		Berry, Daniel Brent	Business Solutions Delivery	00557412	1/26/2023	2/6/2023
		Betancourt, Deborah Anne	Business Solutions Delivery	00390437	1/26/2023	2/9/2023
		Bidwe, Atul Kumar	Business Solutions Delivery	00460999	1/26/2023	1/31/2023
		Biggs, Christopher	Business Solutions Delivery	00400487	1/26/2023	1/30/2023
		Billbrey, Shawn Dell	Business Solutions Delivery	00112248	1/26/2023	2/6/2023
		Bins, Kevin Nathaniel	Business Solutions Delivery	00145919	1/26/2023	2/9/2023
		Black, Tamela D	Business Solutions Delivery	00143613	1/26/2023	2/1/2023
		Blair, Sharon Lynn	Business Solutions Delivery	00110695	1/26/2023	2/9/2023
		Blunt, Tiffany Denise	Business Solutions Delivery	00569311	1/26/2023	2/7/2023
		Bocci, Linda Renee	Business Solutions Delivery	00126953	1/26/2023	2/2/2023
		Boeana, Swetha	Business Solutions Delivery	00583452	1/26/2023	1/30/2023
		Bond, Nykoyo Nicole	Business Solutions Delivery	00120832	1/26/2023	1/28/2023
		Bond, Nykoyo Nicole	Business Solutions Delivery	00120832	6/14/2023	6/14/2023

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31720		Strategic Technology Solutions				
		Botts, Kenneth Eric	Business Solutions Delivery	00131151	1/26/2023	2/7/2023
		Boutot, Savita	Business Solutions Delivery	00430538	1/26/2023	1/31/2023
		Boyce, Leonard Patrick	Business Solutions Delivery	00159817	1/26/2023	2/9/2023
		Braswell, Ernest Lee	Business Solutions Delivery	00525674	1/26/2023	1/30/2023
		Brawley, Gina R	Business Solutions Delivery	00100793	1/26/2023	1/27/2023
		Breland, Taylor Lanel	Business Solutions Delivery	00468026	1/26/2023	2/9/2023
		Briley, Kimberly L	Business Solutions Delivery	00111477	1/26/2023	1/27/2023
		Brindavanam, Srimanth	Business Solutions Delivery	00389414	1/26/2023	2/3/2023
		Brothers, Rex Anthony	Business Solutions Delivery	00517112	1/26/2023	2/9/2023
		Brown, Carlos Lynn	Business Solutions Delivery	00125769	1/26/2023	1/30/2023
		Brown, Cory Alex	Business Solutions Delivery	00431373	1/26/2023	2/8/2023
		Brown, Sonya LaJoyce	Business Solutions Delivery	00157892	1/26/2023	2/9/2023
		Bruce, Dana G	Business Solutions Delivery	00423067	1/26/2023	1/27/2023
		Brunk, Tracie Lynn	Business Solutions Delivery	00106426	1/26/2023	2/7/2023
		Bryan, Pamela Michelle	Business Solutions Delivery	00131170	1/26/2023	2/2/2023
		Bryant, Thomas Wesley	Business Solutions Delivery	00493166	1/26/2023	2/7/2023
		Bryson, Regina Carol	Business Solutions Delivery	00154429	1/26/2023	1/27/2023
		Buchanan, Marion Deaudra	Business Solutions Delivery	00126396	1/26/2023	3/29/2023
		Buchanan, Patricia A	Business Solutions Delivery	00123655	1/26/2023	1/27/2023
		Buchanan, Timothy Warren	Business Solutions Delivery	00121842	1/26/2023	2/3/2023
		Buford, Eddie O'dell	Business Solutions Delivery	00159788	1/26/2023	2/14/2023
		Bullock, Stephen Tucker	Business Solutions Delivery	00490751	1/26/2023	2/6/2023
		Burnett, Jami Raphael	Business Solutions Delivery	00505452	1/26/2023	2/27/2023
		Burwell, Anthony Lemond	Business Solutions Delivery	00159378	1/26/2023	2/6/2023
		Campbell, Amy L	Business Solutions Delivery	00144205	1/26/2023	2/6/2023
		Campbell, James	Business Solutions Delivery	00624070	5/16/2023	5/24/2023
		Capps, Kimberly Deann	Business Solutions Delivery	00134402	1/26/2023	1/27/2023

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31720		Strategic Technology Solutions				
		Carroll, Michael Eugene	Business Solutions Delivery	00616748	1/26/2023	2/7/2023
		Carsner, Nicholas Andrew	Business Solutions Delivery	00616761	1/26/2023	1/27/2023
		Carter, Christopher Allen	Business Solutions Delivery	00387712	1/26/2023	1/27/2023
		Carter, Tarrus Lamont	Business Solutions Delivery	00530272	1/26/2023	2/6/2023
		Cerwinske, Sandra Campbell	Business Solutions Delivery	00136841	2/6/2023	2/9/2023
		Chausee, William Roland	Business Solutions Delivery	00484781	1/26/2023	2/6/2023
		Chen, Xin	Business Solutions Delivery	00530724	1/26/2023	1/31/2023
		Chesser, Jennifer Smith	Business Solutions Delivery	00494257	1/26/2023	1/27/2023
		Chesser, Kevin Lee	Business Solutions Delivery	00490966	1/26/2023	2/8/2023
		Chigurupati, Ajay Kumar	Business Solutions Delivery	00162389	1/26/2023	2/9/2023
		Chittaphong, Jovi	Business Solutions Delivery	00622050	3/10/2023	3/15/2023
		Church, Christopher Greg	Business Solutions Delivery	00130643	1/26/2023	2/1/2023
		Cicatelli, Gina Denise	Business Solutions Delivery	00496573	1/26/2023	1/27/2023
		Clarke, Stephanie Marie	Business Solutions Delivery	00100638	1/26/2023	2/6/2023
		Claud, Charles Randall	Business Solutions Delivery	00131521	1/26/2023	2/13/2023
		Clemens, David Brian	Business Solutions Delivery	00102616	1/26/2023	2/9/2023
		Clements, Stuart Ronald	Business Solutions Delivery	00408282	1/26/2023	2/6/2023
		Clemmons, Jebre LaPrince	Business Solutions Delivery	00369382	1/26/2023	2/6/2023
		Clifford, Craig Edward	Business Solutions Delivery	00356691	1/26/2023	2/6/2023
		Cline, Daniel E	Business Solutions Delivery	00107080	1/26/2023	2/7/2023
		Coble, Matthew Spencer	Business Solutions Delivery	00493018	1/26/2023	2/6/2023
		Colbert, Jerud Michael	Business Solutions Delivery	00470886	1/26/2023	2/2/2023
		Collier, Elizabeth Leanne	Business Solutions Delivery	00108407	1/26/2023	2/9/2023
		Collier, Tammie Michelle	Business Solutions Delivery	00119573	1/26/2023	2/6/2023
		Collins, Darren V	Business Solutions Delivery	00518558	5/30/2023	6/16/2023
		Collins, Damien Louis	Business Solutions Delivery	00428308	1/26/2023	1/30/2023
		Cook, Richard Seth	Business Solutions Delivery	00524039	1/26/2023	2/7/2023

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31720		Strategic Technology Solutions				
		Cook, Steven Lane	Business Solutions Delivery	00119939	1/26/2023	1/27/2023
		Coombs, Thomas Edward	Business Solutions Delivery	00139680	1/26/2023	2/6/2023
		Copeland, Donny Wayne	Business Solutions Delivery	00516125	1/26/2023	1/31/2023
		Copeland, Michael A	Business Solutions Delivery	00108921	1/26/2023	2/9/2023
		Cordell, Michael Darian	Business Solutions Delivery	00153963	1/26/2023	2/24/2023
		Cortazar, Randi Sue	Business Solutions Delivery	00399102	1/26/2023	1/27/2023
		Cotham, Dylan Michael	Business Solutions Delivery	00599168	6/20/2023	6/20/2023
		Cotham, Dylan Michael	Business Solutions Delivery	00599168	1/26/2023	1/31/2023
		Cowan, Detori Tramaine	Business Solutions Delivery	00513531	1/26/2023	2/9/2023
		Cox, Robert Charles	Business Solutions Delivery	00133512	1/26/2023	2/9/2023
		Creel, Randall Scott	Business Solutions Delivery	00421964	1/26/2023	1/31/2023
		Crockett, Thomas	Business Solutions Delivery	00618131	1/26/2023	2/7/2023
		Cruz, Donnie C	Business Solutions Delivery	00163437	1/26/2023	2/9/2023
		Curll, Shannon Venee	Business Solutions Delivery	00552459	1/26/2023	2/9/2023
		Curry, Michael John	Business Solutions Delivery	00109229	1/26/2023	2/6/2023
		Curtis, Ginger Leigh	Business Solutions Delivery	00429651	1/26/2023	1/31/2023
		Daniel, Jeffrey Troy	Business Solutions Delivery	00359721	1/26/2023	2/3/2023
		Daugherty, Deana	Business Solutions Delivery	00398345	1/26/2023	2/7/2023
		Daugherty, Paula E	Business Solutions Delivery	00144401	1/26/2023	2/7/2023
		Davis, Casey Michael	Business Solutions Delivery	00491353	1/26/2023	1/31/2023
		Davis, Lindsay L	Business Solutions Delivery	00394334	1/26/2023	2/8/2023
		Davis, Mitchell Scott	Business Solutions Delivery	00492461	1/26/2023	3/9/2023
		Davis, Roger Dale	Business Solutions Delivery	00139268	1/26/2023	1/30/2023
		Davis, Stevan A	Business Solutions Delivery	00407792	1/26/2023	2/9/2023
		Bryant, Tameka M	Business Solutions Delivery	00389617	1/26/2023	2/9/2023
		Deck, Marivic Mangacat	Business Solutions Delivery	00120697	1/26/2023	1/27/2023
		Deck, Matthew	Business Solutions Delivery	00432034	1/26/2023	1/27/2023

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31720		Strategic Technology Solutions				
		Denning, Mark Anthony	Business Solutions Delivery	00153460	1/26/2023	2/7/2023
		Denton, Joseph Wayne	Business Solutions Delivery	00495314	1/26/2023	2/6/2023
		Deshotels, John R	Business Solutions Delivery	00160009	1/26/2023	2/10/2023
		Detvongsa, Edward Itthiphonh	Business Solutions Delivery	00587235	1/26/2023	2/6/2023
		DeYoung, Shannon C	Business Solutions Delivery	00110935	1/26/2023	2/6/2023
		Dholakia, Tejas P	Business Solutions Delivery	00370459	1/26/2023	3/29/2023
		Dickey, John Warren	Business Solutions Delivery	00158595	2/6/2023	2/6/2023
		Diehl, Andrew T	Business Solutions Delivery	00494822	1/26/2023	2/6/2023
		Dixit, Ravi Kumar Sharma Kumar Sha	Business Solutions Delivery	00150087	1/26/2023	2/6/2023
		Do, Anh Vu P	Business Solutions Delivery	00102374	1/26/2023	1/26/2023
		Donyina, Frank	Business Solutions Delivery	00486087	1/26/2023	1/31/2023
		Dooner, John J	Business Solutions Delivery	00157144	1/26/2023	2/7/2023
		Dowell, Christopher Felts	Business Solutions Delivery	00496976	1/26/2023	2/6/2023
		Draper, Jeffrey Ward	Business Solutions Delivery	00140007	1/26/2023	4/27/2023
		Draper, John Timothy	Business Solutions Delivery	00538686	1/26/2023	1/27/2023
		Drewes, Matthew	Business Solutions Delivery	00484909	1/26/2023	2/6/2023
		Dulin, April	Business Solutions Delivery	00483858	1/26/2023	2/6/2023
		Duncan, Douglass Branch	Business Solutions Delivery	00101484	1/26/2023	2/6/2023
		Dunning, Justin Cover	Business Solutions Delivery	00531972	1/26/2023	1/27/2023
		Eads, Martha L	Business Solutions Delivery	00157209	1/26/2023	2/8/2023
		Echols, Gerry O'Neal Brooks	Business Solutions Delivery	00593893	1/26/2023	2/10/2023
		Elam, Kevin Bradley	Business Solutions Delivery	00154866	1/26/2023	2/6/2023
		Elangovan, Anuradha	Business Solutions Delivery	00426560	1/26/2023	1/29/2023
		Eli, Sue Anna	Business Solutions Delivery	00120373	1/26/2023	2/9/2023
		Elliott, Elizabeth Anne	Business Solutions Delivery	00431712	1/26/2023	3/31/2023
		Evans, Daniel	Business Solutions Delivery	00100228	1/26/2023	2/9/2023
		Evans, Marvin	Business Solutions Delivery	00425429	1/26/2023	2/6/2023



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31720		Strategic Technology Solutions				
		Evans, LaTonya Rochelle	Business Solutions Delivery	00135830	1/26/2023	2/6/2023
		Evans, LaTonya Rochelle	Business Solutions Delivery	00135830	2/14/2023	2/14/2023
		Evans, Susan T	Business Solutions Delivery	00493353	1/26/2023	2/9/2023
		Farag, Shara Ahmed	Business Solutions Delivery	00119144	1/26/2023	2/1/2023
		Field, Deborah Lynn	Business Solutions Delivery	00105475	1/26/2023	2/9/2023
		Fielden, Sarah Jean	Business Solutions Delivery	00553655	1/26/2023	2/9/2023
		Fields, Susan P	Business Solutions Delivery	00148338	1/25/2023	1/25/2023
		Finch, Jana Karlene	Business Solutions Delivery	00104970	1/26/2023	2/6/2023
		Finney, Pamela Gail		00108338	1/26/2023	1/27/2023
		Fiumara, Joseph B	Business Solutions Delivery	00113148	1/26/2023	2/3/2023
		Fleming, Scott		00624890	5/30/2023	5/31/2023
		Flowers, Michael Ross	Business Solutions Delivery	00511537	1/26/2023	1/30/2023
		Ford, Joanne Murphy	Business Solutions Delivery	00131341	1/26/2023	2/9/2023
		Forrest, Sandra Gayle	Business Solutions Delivery	00103804	1/26/2023	2/6/2023
		Foster, James T	Business Solutions Delivery	00147588	1/26/2023	1/31/2023
		Franklin, Alice Caroline	Business Solutions Delivery	00131355	6/23/2023	6/23/2023
		Franklin, Alice Caroline	Business Solutions Delivery	00131355	1/26/2023	2/9/2023
		Freeman, Shonderla Tervette	Business Solutions Delivery	00153051	1/26/2023	1/30/2023
		French, Ashley Taylor	Business Solutions Delivery	00604908	1/26/2023	2/1/2023
		French, Debra Shelby	Business Solutions Delivery	00139880	1/26/2023	2/6/2023
		French, Richard W	Business Solutions Delivery	00475663	1/26/2023	2/6/2023
		Galgalo, Salad Wako	Business Solutions Delivery	00151885	1/26/2023	1/27/2023
		Gallinari, Corey Joseph	Business Solutions Delivery	00594378	1/26/2023	2/8/2023
		Garcia, James Edward	Business Solutions Delivery	00555718	1/26/2023	1/27/2023
		Garrett, Tyler Anthony	Business Solutions Delivery	00430526	1/26/2023	2/7/2023
		Gattis, Matthew Daniel	Business Solutions Delivery	00538014	1/26/2023	1/27/2023
		Gattoju, Ramya sree	Business Solutions Delivery	00538037	1/26/2023	2/10/2023

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31720		Strategic Technology Solutions				
		Gebregziabher, Henok Keleta	Business Solutions Delivery	00527480	1/26/2023	2/7/2023
		Gere, Brad Jacob	Business Solutions Delivery	00111919	1/26/2023	2/7/2023
		Giles, Donald Wayne	Business Solutions Delivery	00404467	1/26/2023	1/31/2023
		Gilliam, Juandrecka	Business Solutions Delivery	00490013	1/26/2023	2/6/2023
		Ginna, Ramya	Business Solutions Delivery	00586456	1/26/2023	2/2/2023
		Gjestland, Melissa Ann	Business Solutions Delivery	00163442	1/26/2023	2/8/2023
		Glen, Shaunielle Simone	Business Solutions Delivery	00474274	1/26/2023	2/6/2023
		Glenn, Sandra Lynn	Business Solutions Delivery	00493867	1/26/2023	2/3/2023
		Gooch, Kelly Hosby	Business Solutions Delivery	00103576	1/26/2023	1/31/2023
		Goodwin, Jeffrey D	Business Solutions Delivery	00157961	1/26/2023	2/9/2023
		Gopalsamy, Vani	Business Solutions Delivery	00493190	1/26/2023	1/31/2023
		Gracia, Brian George	Business Solutions Delivery	00100007	1/26/2023	2/6/2023
		Graddey, James Everett	Business Solutions Delivery	00348773	1/26/2023	2/9/2023
		Gray, Susan Lynn	Business Solutions Delivery	00493400	1/26/2023	6/5/2023
		Green, Joseph Michael	Business Solutions Delivery	00452384	1/26/2023	2/7/2023
		Green, Randall	Business Solutions Delivery	00139881	1/26/2023	2/6/2023
		Greene, Justin	Business Solutions Delivery	00494530	1/26/2023	1/27/2023
		Greene, Justin	Business Solutions Delivery	00494530	3/2/2023	3/6/2023
		Greene, Tamera D	Business Solutions Delivery	00440927	1/26/2023	1/27/2023
		Griffey, Jeremy I	Business Solutions Delivery	00468863	1/26/2023	2/9/2023
		Griffin, Lance Edward	Business Solutions Delivery	00130967	1/26/2023	2/9/2023
		Griffith, Cheryl Lynne	Business Solutions Delivery	00107346	1/26/2023	2/7/2023
		Grinnell, Joshua R	Business Solutions Delivery	00564601	1/26/2023	1/31/2023
		Groves, Terry J	Business Solutions Delivery	00153390	1/26/2023	1/30/2023
		Guethlein, John S	Business Solutions Delivery	00420401	1/26/2023	2/6/2023
		Guirguis, George K	Business Solutions Delivery	00101605	1/26/2023	2/10/2023
		Gupta, Shalini	Business Solutions Delivery	00103844	1/26/2023	1/27/2023

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31720		Strategic Technology Solutions				
		Gupta, Swati	Business Solutions Delivery	00547351	1/26/2023	1/26/2023
		Guthrie, Kathleen Joy	Business Solutions Delivery	00111132	1/26/2023	1/27/2023
		Guthrie, Kathleen Joy	Business Solutions Delivery	00111132	1/25/2023	1/25/2023
		Gyamfi, George Kofi	Business Solutions Delivery	00534802	1/26/2023	1/27/2023
		Hadley, Regina Denise	Business Solutions Delivery	00154216	1/26/2023	1/29/2023
		Hagan, Kendal Len	Business Solutions Delivery	00464213	1/26/2023	2/9/2023
		Hammock, Angela Chanel	Business Solutions Delivery	00473049	1/26/2023	1/27/2023
		Han, Jun	Business Solutions Delivery	00102455	1/26/2023	2/9/2023
		Hancock, Sharon D	Business Solutions Delivery	00125756	1/26/2023	1/27/2023
		Hanna, Nermien N	Business Solutions Delivery	00127008	1/26/2023	1/30/2023
		Harbin, Royce Tatum	Business Solutions Delivery	00105146	1/26/2023	1/28/2023
		Harper, Bryan Lamont	Business Solutions Delivery	00368911	1/26/2023	1/27/2023
		Harvey, Allen Kyle	Business Solutions Delivery	00467667	1/26/2023	2/7/2023
		Hatch, Jackie M	Business Solutions Delivery	00498337	1/26/2023	1/27/2023
		Hawk, James Richard	Business Solutions Delivery	00483688	1/26/2023	2/10/2023
		Hawkins, John Thomas	Business Solutions Delivery	00570632	1/26/2023	2/6/2023
		Hawkins, Joy Lynn	Business Solutions Delivery	00518553	1/26/2023	2/6/2023
		Lambert, Andrea N	Business Solutions Delivery	00546803	1/26/2023	1/27/2023
		Helzer, George C	Business Solutions Delivery	00110665	1/26/2023	1/27/2023
		Henry, George C	Business Solutions Delivery	00433746	1/26/2023	1/27/2023
		Herrera, Simon Andrew	Business Solutions Delivery	00525932	1/26/2023	2/6/2023
		Hickey, Clyde M	Business Solutions Delivery	00370846	1/26/2023	1/27/2023
		Hickman, Grover S	Business Solutions Delivery	00452864	1/26/2023	2/6/2023
		Hicks, Richard B	Business Solutions Delivery	00557414	1/26/2023	2/1/2023
		Hill, Shannon Darrell	Business Solutions Delivery	00141114	1/26/2023	2/8/2023
		Hilliard, Joshua Austin	Business Solutions Delivery	00119623	1/26/2023	1/27/2023
		Hirudayasamy, Anitta Josephin Mary	Business Solutions Delivery	00491809	1/26/2023	1/31/2023

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31720		Strategic Technology Solutions				
		Hite, Shawna Elizabeth	Business Solutions Delivery	00502020	1/26/2023	2/1/2023
		Holloman, Carolyn Denise	Business Solutions Delivery	00130562	1/26/2023	2/9/2023
		Holt, William F	Business Solutions Delivery	00501349	1/26/2023	2/6/2023
		Hoover, Lisa Lu	Business Solutions Delivery	00125770	1/26/2023	2/2/2023
		Hope, Mildred Crockett	Business Solutions Delivery	00145837	1/26/2023	1/31/2023
		Hopkins, Paula Yvonne	Business Solutions Delivery	00475926	1/26/2023	2/9/2023
		Hunter, Cynthia Renee	Business Solutions Delivery	00149106	1/26/2023	2/7/2023
		Hurt, John Morgan	Business Solutions Delivery	00400490	1/26/2023	2/6/2023
		Hutchings, Vicky L	Business Solutions Delivery	00157828	1/26/2023	2/9/2023
		Hyland, Calbert Stanwood	Business Solutions Delivery	00105053	1/26/2023	1/27/2023
		Hyland, Nancy	Business Solutions Delivery	00104804	1/26/2023	1/27/2023
		Ibrahimi, Mohammed A	Business Solutions Delivery	00397247	1/26/2023	2/13/2023
		Ikhali, Joseph Eromosele	Business Solutions Delivery	00156106	1/26/2023	6/16/2023
		Ikhane, Roderick	Business Solutions Delivery	00624149	5/30/2023	6/1/2023
		Ingram, Aletha Inez	Business Solutions Delivery	00598867	1/26/2023	2/3/2023
		Ingram, Charles	Business Solutions Delivery	00126008	1/26/2023	2/10/2023
		Inthavong, Kaivanh	Business Solutions Delivery	00156109	1/26/2023	2/6/2023
		Irvin, Douglas L	Business Solutions Delivery	00426073	1/26/2023	2/9/2023
		Ishee, Peter David	Business Solutions Delivery	00392235	1/26/2023	1/26/2023
		Iyer, Sheethala Muthumani	Business Solutions Delivery	00615299	1/26/2023	1/27/2023
		Jackson, Natasha Francine	Business Solutions Delivery	00484455	1/26/2023	2/7/2023
		Jacobs, John Joseph	Business Solutions Delivery	00161801	1/26/2023	3/29/2023
		Jain, Jessica Gail	Business Solutions Delivery	00475054	1/26/2023	2/6/2023
		Jay, Tyrone Robert	Business Solutions Delivery	00509707	1/26/2023	1/29/2023
		Jenkins, Gary D	Business Solutions Delivery	00113302	1/26/2023	1/26/2023
		Jennings, Jr, Bob	Business Solutions Delivery	00142079	1/26/2023	2/9/2023
		John, Rondal	Business Solutions Delivery	00363652	1/26/2023	2/8/2023

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31720		Strategic Technology Solutions				
		Johnson, Charles R	Business Solutions Delivery	00157104	1/26/2023	2/9/2023
		Johnson, Jason Scott	Business Solutions Delivery	00112600	1/26/2023	1/27/2023
		Johnson, Michael V	Business Solutions Delivery	00525194	1/26/2023	2/6/2023
		Johnson, Theresa Richardson	Business Solutions Delivery	00153134	1/26/2023	2/8/2023
		Johnston, David Howard	Business Solutions Delivery	00147308	1/26/2023	2/6/2023
		Jones, Matthew Jason	Business Solutions Delivery	00549050	1/26/2023	2/8/2023
		Jones, Thomas Hall	Business Solutions Delivery	00623110	5/30/2023	5/30/2023
		Jookar, Serjik	Business Solutions Delivery	00155983	1/26/2023	2/7/2023
		Jordan, Shontell T	Business Solutions Delivery	00112523	1/26/2023	1/30/2023
		Kalvala, Srilatha Nandini	Business Solutions Delivery	00150642	1/26/2023	2/6/2023
		Kandikonda, Sri devi	Business Solutions Delivery	00100076	1/26/2023	2/6/2023
		Karnes, Melissa D	Business Solutions Delivery	00120597	1/26/2023	2/9/2023
		Keathley, Deborah E	Business Solutions Delivery	00114051	1/26/2023	2/6/2023
		Kee, Brian Keith	Business Solutions Delivery	00556254	1/26/2023	2/7/2023
		Kennedy, Denise Anna	Business Solutions Delivery	00397222	1/26/2023	2/3/2023
		Kent, Jeffrey	Business Solutions Delivery	00427083	1/26/2023	2/9/2023
		Kestner, Kimberly Lynne	Business Solutions Delivery	00116219	1/26/2023	1/27/2023
		Kharavala, Mrugesh Hemantkumar	Business Solutions Delivery	00494138	1/26/2023	2/9/2023
		King, Michal L	Business Solutions Delivery	00154199	1/26/2023	2/9/2023
		Kinkade, Kathleen Michelle	Business Solutions Delivery	00106193	1/26/2023	2/6/2023
		Kissner, Carrie M	Business Solutions Delivery	00115021	1/26/2023	2/6/2023
		Klemm, Garry	Business Solutions Delivery	00527068	1/26/2023	1/30/2023
		Knight, Jason Demetrius	Business Solutions Delivery	00495518	1/26/2023	6/20/2023
		Koch, Renee	Business Solutions Delivery	00164153	1/26/2023	1/27/2023
		Konakalla, Hemamalini	Business Solutions Delivery	00494239	1/26/2023	1/30/2023
		Kulkarni, Sneha Vinayak	Business Solutions Delivery	00583884	1/26/2023	1/26/2023
		Kunchala, Arunjyothi	Business Solutions Delivery	00596523	1/26/2023	2/6/2023

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31720		Strategic Technology Solutions				
		Kuthuruf, Anusha	Business Solutions Delivery	00591922	1/26/2023	2/6/2023
		Laaser, Darren L	Business Solutions Delivery	00147184	1/26/2023	1/27/2023
		Lamb, Glynn	Business Solutions Delivery	00495120	1/26/2023	1/27/2023
		Laney, Jason L	Business Solutions Delivery	00114403	1/26/2023	2/9/2023
		Langford, Robert Edmond Lee	Business Solutions Delivery	00623324	5/30/2023	5/30/2023
		Langley, Danny Keith	Business Solutions Delivery	00136489	1/26/2023	2/7/2023
		Larcom, Theresa L	Business Solutions Delivery	00513132	1/26/2023	2/8/2023
		Laury, Kevin Ray	Business Solutions Delivery	00544772	1/26/2023	2/9/2023
		Lavender, Ryan Joseph	Business Solutions Delivery	00582414	1/26/2023	2/3/2023
		Lawler, Erran J	Business Solutions Delivery	00531825	1/26/2023	2/7/2023
		Lee, James Alan	Business Solutions Delivery	00581816	1/26/2023	1/27/2023
		Lee, Jimmy	Business Solutions Delivery	00121703	1/26/2023	1/27/2023
		Lee, Michael B	Business Solutions Delivery	00132892	1/26/2023	2/6/2023
		Leiva, Carlos Alejandro	Business Solutions Delivery	00573891	6/20/2023	6/20/2023
		Leiva, Carlos Alejandro	Business Solutions Delivery	00573891	1/26/2023	2/9/2023
		Lemons, Glenda M	Business Solutions Delivery	00135976	1/26/2023	2/6/2023
		Lemons, Glenda M	Business Solutions Delivery	00135976	1/26/2023	2/6/2023
		Levy, Deborah Michelle	Business Solutions Delivery	00143465	1/26/2023	1/31/2023
		Lewis, Amy M	Business Solutions Delivery	00145335	1/26/2023	1/27/2023
		Lewis, David Roberts	Business Solutions Delivery	00490421	1/26/2023	2/9/2023
		Little, Christian Alexander	Business Solutions Delivery	00601639	1/26/2023	1/27/2023
		Liu, Qingdu	Business Solutions Delivery	00506993	1/26/2023	2/8/2023
		Lodl, Lauren Jill	Business Solutions Delivery	00618130	1/26/2023	2/7/2023
		Logue, Caleb	Business Solutions Delivery	00515111	1/26/2023	6/21/2023
		Lopez, Alejandro	Business Solutions Delivery	00483567	1/26/2023	2/7/2023
		Lopez, Alejandro Shkanda	Business Solutions Delivery	00599201	1/26/2023	1/27/2023
		Lopez, Alejandro Shkanda	Business Solutions Delivery	00599201	6/20/2023	6/20/2023

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31720		Strategic Technology Solutions				
		Love, Clifford G	Business Solutions Delivery	00372944	1/26/2023	1/26/2023
		Love, Justin Mark	Business Solutions Delivery	00507394	1/26/2023	2/7/2023
		Lowe, Melvin Joseph	Business Solutions Delivery	00103683	1/26/2023	6/1/2023
		Lowe, Shaye P	Business Solutions Delivery	00137385	1/26/2023	2/8/2023
		Lubor, Stuart Alan	Business Solutions Delivery	00613760	1/26/2023	1/27/2023
		Lucas, Joshua Stephen	Business Solutions Delivery	00516855	1/26/2023	2/6/2023
		Luttrull, Brian Howard	Business Solutions Delivery	00148669	1/26/2023	1/31/2023
		Lyle, Thomas B	Business Solutions Delivery	00139513	1/26/2023	2/7/2023
		Makuaach, Makhat M	Business Solutions Delivery	00128195	1/26/2023	2/3/2023
		Mani, Kayathri	Business Solutions Delivery	00583454	1/26/2023	1/26/2023
		Martin, Marian	Business Solutions Delivery	00124755	1/26/2023	2/6/2023
		Martin, Robert W	Business Solutions Delivery	00124975	1/26/2023	2/10/2023
		Mastin, Sherry E	Business Solutions Delivery	00153855	1/26/2023	2/8/2023
		Mathis, Erika Michelle	Business Solutions Delivery	00586042	1/26/2023	2/6/2023
		Matta, Srinivas Reddy	Business Solutions Delivery	00372274	1/26/2023	2/24/2023
		Matthews, Robert Lee	Business Solutions Delivery	00516111	1/26/2023	2/6/2023
		Mattice, Stephen David	Business Solutions Delivery	00160722	1/26/2023	1/31/2023
		Maxwell, Brandon Ray	Business Solutions Delivery	00611581	1/26/2023	2/6/2023
		May, Sandy Trang	Business Solutions Delivery	00433113	1/26/2023	2/6/2023
		Mayberry, Paul D	Business Solutions Delivery	00555946	1/26/2023	1/26/2023
		McAfee, Sara Ruth	Business Solutions Delivery	00397245	1/26/2023	2/9/2023
		McClardy, Mike B	Business Solutions Delivery	00109664	1/26/2023	1/27/2023
		McDaniel, William	Business Solutions Delivery	00616784	1/26/2023	1/31/2023
		McGaha, Reba Curtis	Business Solutions Delivery	00114501	2/6/2023	2/22/2023
		McGuire, Matthew Morris	Business Solutions Delivery	00161981	1/26/2023	2/6/2023
		McHuley-Johnson, Tonga V	Business Solutions Delivery	00149341	1/26/2023	1/31/2023
		McInnes, John P	Business Solutions Delivery	00534224	1/26/2023	2/7/2023



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31720		Strategic Technology Solutions				
		McPherson, Randall Keith	Business Solutions Delivery	00147834	1/26/2023	2/9/2023
		McWhorter, Barbara D	Business Solutions Delivery	00140471	1/26/2023	2/6/2023
		McWright, James E	Business Solutions Delivery	00130368	1/26/2023	2/2/2023
		Mengistu, Yared Bezu	Business Solutions Delivery	00488495	1/26/2023	2/14/2023
		Mercer, Ronald Dean	Business Solutions Delivery	00157123	1/26/2023	2/2/2023
		Michel, Christopher Paul	Business Solutions Delivery	00100464	1/26/2023	2/6/2023
		Miles, Littell Rust	Business Solutions Delivery	00128202	1/26/2023	2/6/2023
		Miller, John Wayne	Business Solutions Delivery	00175529	1/26/2023	2/6/2023
		Mills, Cherylann M	Business Solutions Delivery	00486314	1/26/2023	1/27/2023
		Millson, Kenneth Robert	Business Solutions Delivery	00615681	1/26/2023	1/27/2023
		Mitchell, Jeffrey Chase	Business Solutions Delivery	00593418	1/26/2023	2/6/2023
		Mohammed, Adeel	Business Solutions Delivery	00624372	5/30/2023	6/6/2023
		Mohandoss, Praveen K	Business Solutions Delivery	00490870	1/26/2023	2/6/2023
		Monmouth, Lauren Elisabeth	Business Solutions Delivery	00494159	1/26/2023	2/6/2023
		Moore, Daniel Bryant	Business Solutions Delivery	00367978	1/26/2023	1/30/2023
		Moore, Deborah J	Business Solutions Delivery	00119058	1/26/2023	1/31/2023
		Moore, Patrick C	Business Solutions Delivery	00522440	1/26/2023	1/26/2023
		Moore, Stephanie L	Business Solutions Delivery	00118014	1/26/2023	1/27/2023
		Morgan, Alexander Mark	Business Solutions Delivery	00536036	1/26/2023	2/10/2023
		Morgan, Derek Mitchell	Business Solutions Delivery	00475840	1/26/2023	2/3/2023
		Morneau, Gregory A	Business Solutions Delivery	00100417	1/26/2023	2/6/2023
		Moten, Sonya R	Business Solutions Delivery	00484680	1/26/2023	2/7/2023
		Moultry, James R	Business Solutions Delivery	00457182	1/26/2023	2/8/2023
		Murphy, Amy M	Business Solutions Delivery	00544370	1/26/2023	2/6/2023
		Mustapha, Stacie Michelle	Business Solutions Delivery	00125962	5/30/2023	6/7/2023
		Myers, Sean D	Business Solutions Delivery	00378905	1/26/2023	2/22/2023
		Naumer, Eric James Beyer	Business Solutions Delivery	00538640	1/26/2023	2/6/2023



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31720		Strategic Technology Solutions				
		Ni, Bixian	Business Solutions Delivery	00372255	1/26/2023	2/9/2023
		Nipper, Amy Lynne	Business Solutions Delivery	00486011	1/26/2023	1/27/2023
		Norton, Marion Keith	Business Solutions Delivery	00467490	1/26/2023	2/6/2023
		Nutt, Ron Franklin	Business Solutions Delivery	00162762	1/26/2023	2/10/2023
		Oaks, Donald Lee	Business Solutions Delivery	00141234	1/26/2023	1/27/2023
		Odom, Donna M	Business Solutions Delivery	00402261	1/26/2023	2/22/2023
		Ojha, Indrani Dhar	Business Solutions Delivery	00155571	1/26/2023	2/10/2023
		Oke, LaTasha	Business Solutions Delivery	00626375	6/14/2023	6/14/2023
		Okeke, La-Tondra L	Business Solutions Delivery	00157436	1/26/2023	2/6/2023
		Onaade, Wasiu Babatunde	Business Solutions Delivery	00545382	1/26/2023	1/31/2023
		Orlovsky, Madislav	Business Solutions Delivery	00101294	1/26/2023	2/6/2023
		Osman, Mohammed	Business Solutions Delivery	00374308	1/26/2023	2/9/2023
		Owen, Samuel Fleming	Business Solutions Delivery	00140334	1/26/2023	1/27/2023
		Owens, Stephen	Business Solutions Delivery	00531837	1/26/2023	2/1/2023
		Oziminski, Sherry L	Business Solutions Delivery	00396409	4/13/2023	4/13/2023
		Oziminski, Sherry L	Business Solutions Delivery	00396409	1/26/2023	2/9/2023
		Pack, Robert F	Business Solutions Delivery	00131687	1/26/2023	2/6/2023
		Pagel, Christopher Alan	Business Solutions Delivery	00144654	1/26/2023	2/7/2023
		Painter, Raeann Denise	Business Solutions Delivery	00142278	1/26/2023	2/6/2023
		Parham, Guy Henry	Business Solutions Delivery	00152542	1/26/2023	1/27/2023
		Park, Calvin	Business Solutions Delivery	00513500	1/26/2023	1/27/2023
		Parker-Wood, Christine Louise	Business Solutions Delivery	00483679	1/26/2023	2/6/2023
		Parks, Levi Cameron	Business Solutions Delivery	00618507	1/26/2023	1/30/2023
		Parrott, Jennifer	Business Solutions Delivery	00485050	1/26/2023	2/8/2023
		Pass, Teresa Ann	Business Solutions Delivery	00371474	1/26/2023	2/7/2023
		Patel, Bakulesh Hasmukhlal	Business Solutions Delivery	00529725	1/26/2023	1/27/2023
		Patel, Beena Milan	Business Solutions Delivery	00549589	1/26/2023	2/16/2023

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31720		Strategic Technology Solutions				
		Pawar, Dipika Vivek	Business Solutions Delivery	00550218	1/26/2023	2/9/2023
		Payne, Shelby S	Business Solutions Delivery	00122530	1/26/2023	1/27/2023
		Payne, Virgil Gilbert	Business Solutions Delivery	00461514	1/26/2023	2/6/2023
		Pecce, Arthur Dean		00406837	1/26/2023	2/9/2023
		Peeler, Gina Gaye	Business Solutions Delivery	00483658	1/26/2023	2/20/2023
		Peifer, Jonathan Robert	Business Solutions Delivery	00530150	1/26/2023	2/7/2023
		Pence, Damon Jerard	Business Solutions Delivery	00372604	1/26/2023	2/6/2023
		Pendyala, Mamatha	Business Solutions Delivery	00619037	2/6/2023	2/17/2023
		Perry, Larry	Business Solutions Delivery	00495030	1/26/2023	2/9/2023
		Pettigrew, Haywood Talton	Business Solutions Delivery	00161028	1/26/2023	1/31/2023
		Phelps, Robert Lee	Business Solutions Delivery	00515219	1/26/2023	2/9/2023
		Phillips, David Charles	Business Solutions Delivery	00396385	1/26/2023	2/7/2023
		Pierson, James Marshall	Business Solutions Delivery	00561204	1/26/2023	2/6/2023
		Pinhal, Lori Ellen	Business Solutions Delivery	00136231	1/26/2023	2/9/2023
		Pogue, Daniel Wayne	Business Solutions Delivery	00139104	1/26/2023	2/6/2023
		Pond, Rebecca Lind	Business Solutions Delivery	00449955	1/26/2023	2/6/2023
		Powell-Eldridge, Shannon Renee	Business Solutions Delivery	00126173	1/26/2023	1/30/2023
		Prajapati, Ramesh	Business Solutions Delivery	00371930	1/26/2023	1/30/2023
		Primm, Anna Michelle	Business Solutions Delivery	00443891	1/26/2023	2/9/2023
		Prokop, Leanne E	Business Solutions Delivery	00489013	1/26/2023	1/27/2023
		Puppala, Ramya Sruthi	Business Solutions Delivery	00521791	1/26/2023	2/6/2023
		Purdom, Russell Lee	Business Solutions Delivery	00142716	1/26/2023	2/9/2023
		Quiggle, Karmine M	Business Solutions Delivery	00531794	1/26/2023	2/6/2023
		Ragland, Annetta Denise	Business Solutions Delivery	00141099	1/26/2023	2/3/2023
		Raines, Randy Dean	Business Solutions Delivery	00158631	1/26/2023	1/30/2023
		Rambha, Raja Kumar Sri Veera Venk	Business Solutions Delivery	00162828	1/26/2023	2/9/2023
		Ramsey, Freeman	Business Solutions Delivery	00112174	1/26/2023	1/28/2023

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31720		Strategic Technology Solutions				
		Ramsey, Steven David	Business Solutions Delivery	00121688	1/26/2023	2/9/2023
		Rawlinson, Michael Houston	Business Solutions Delivery	00557462	1/26/2023	1/30/2023
		Reed, Christopher Aaron	Business Solutions Delivery	00533149	1/26/2023	2/9/2023
		Reed, Joseph Wayne	Business Solutions Delivery	00135787	1/26/2023	2/6/2023
		Reeves, Felicia Rene	Business Solutions Delivery	00148635	1/26/2023	2/7/2023
		Rehder, Karl Emil	Business Solutions Delivery	00163616	1/26/2023	1/27/2023
		Rehring, David Scott	Business Solutions Delivery	00118658	1/26/2023	2/6/2023
		Reynolds, Brian W	Business Solutions Delivery	00373575	1/26/2023	2/6/2023
		Rhodes, Anthony Derrick	Business Solutions Delivery	00508866	1/26/2023	2/6/2023
		Richard, Rashidah C	Business Solutions Delivery	00555974	1/26/2023	2/8/2023
		Richardson, William Glenn	Business Solutions Delivery	00154837	1/26/2023	1/26/2023
		Riley, Heather Carroll	Business Solutions Delivery	00149727	1/26/2023	2/9/2023
		Rinaudo, Michael Benedict	Business Solutions Delivery	00553033	1/26/2023	1/27/2023
		Rivera, Jacob Marcus	Business Solutions Delivery	00586400	1/26/2023	2/6/2023
		Roberts, George Myers	Business Solutions Delivery	00497876	1/26/2023	1/27/2023
		Roberts, Oileen V	Business Solutions Delivery	00135778	1/26/2023	1/27/2023
		Robertson, Joshua Trevor	Business Solutions Delivery	00156236	1/26/2023	2/6/2023
		Rock, David Michael	Business Solutions Delivery	00128366	1/26/2023	2/10/2023
		Rogers, Clarence Marcellus	Business Solutions Delivery	00538093	1/26/2023	2/6/2023
		Rouse, Benjamin W	Business Solutions Delivery	00105967	1/26/2023	2/9/2023
		Rue, Chad Barron	Business Solutions Delivery	00361191	1/26/2023	4/17/2023
		Rush, Waylon	Business Solutions Delivery	00126919	1/26/2023	1/27/2023
		Rutherford, Michael Roe	Business Solutions Delivery	00158090	1/26/2023	1/31/2023
		Ryan, Richard Lee	Business Solutions Delivery	00158234	1/26/2023	2/6/2023
		Saladi, Naga Valleeswari	Business Solutions Delivery	00506476	1/26/2023	1/27/2023
		Salhan, Rahul	Business Solutions Delivery	00477038	1/26/2023	2/6/2023
		Sanders, Kevin L	Business Solutions Delivery	00455469	1/26/2023	2/9/2023

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31720		Strategic Technology Solutions				
		Sanders, Lawrence Edward	Business Solutions Delivery	00462565	1/26/2023	2/7/2023
		Sanford, Timothy	Business Solutions Delivery	00111424	1/26/2023	1/27/2023
		Sargios, Mena	Business Solutions Delivery	00528386	1/26/2023	2/7/2023
		Sarwer, Imran	Business Solutions Delivery	00552229	1/26/2023	2/3/2023
		Sasi kumar Anitha, Renjith	Business Solutions Delivery	00618227	1/26/2023	1/27/2023
		Satterwhite, Justin	Business Solutions Delivery	00512686	1/26/2023	2/9/2023
		Scheldt, Nicholas Peter	Business Solutions Delivery	00534631	1/26/2023	2/6/2023
		Patterson, Cheryl Annette	Business Solutions Delivery	00153012	1/26/2023	1/31/2023
		Schroeder, Milton	Business Solutions Delivery	00372599	1/26/2023	2/9/2023
		Schugt, Jeremiah Root	Business Solutions Delivery	00598465	1/26/2023	1/27/2023
		Marrs, Christy N	Business Solutions Delivery	00496880	1/26/2023	2/10/2023
		Scruggs, Meatrice Annie	Business Solutions Delivery	00514607	1/26/2023	2/8/2023
		Seay, Effie M	Business Solutions Delivery	00145616	1/26/2023	2/7/2023
		Seidel, Christopher J	Business Solutions Delivery	00546576	1/26/2023	1/31/2023
		Shaik, Kaleesha Vali	Business Solutions Delivery	00160221	1/26/2023	1/26/2023
		Shannon, Noah Chad	Business Solutions Delivery	00526462	1/26/2023	1/27/2023
		Sharbel, Jacob Patrick	Business Solutions Delivery	00345643	1/26/2023	2/6/2023
		Sharma, Amitabh	Business Solutions Delivery	00111883	1/26/2023	2/6/2023
		Sherman, Sonya	Business Solutions Delivery	00357345	1/26/2023	2/6/2023
		Shivalingaiyah, Deepa	Business Solutions Delivery	00491792	1/26/2023	2/8/2023
		Shockley, Sabrina Michelle	Business Solutions Delivery	00492908	1/26/2023	1/27/2023
		Shoop, Mark A	Business Solutions Delivery	00122582	1/26/2023	1/27/2023
		Shounoda, Atef M	Business Solutions Delivery	00128589	1/26/2023	1/30/2023
		Shrestha, Nirmal	Business Solutions Delivery	00531445	1/26/2023	2/9/2023
		Shuey, J R	Business Solutions Delivery	00494452	1/26/2023	1/26/2023
		Sickmiller, Todd David	Business Solutions Delivery	00430799	1/26/2023	2/9/2023
		Sietsma, Samantha Pagie	Business Solutions Delivery	00502489	1/26/2023	1/27/2023

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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
31720		Strategic Technology Solutions				
		Simmons, Bridget Sonya	Business Solutions Delivery	00151903	1/26/2023	2/6/2023
		Simpson, Robert L	Business Solutions Delivery	00108478	1/26/2023	1/27/2023
		Singleton, John Thomas	Business Solutions Delivery	00135382	1/26/2023	1/27/2023
		Smith, Caleb A	Business Solutions Delivery	00494600	1/26/2023	1/30/2023
		Smith, Dawn Renee	Business Solutions Delivery	00109065	1/26/2023	1/27/2023
		Smith, James Brent	Business Solutions Delivery	00148273	1/26/2023	1/26/2023
		Smith, Jeffrey W	Business Solutions Delivery	00586889	1/26/2023	2/7/2023
		Smith, Jelani	Business Solutions Delivery	00531089	5/18/2023	5/30/2023
		Smith, Jelani	Business Solutions Delivery	00531089	5/17/2023	5/30/2023
		Smith, Lee A	Business Solutions Delivery	00138617	1/26/2023	2/7/2023
		Smith, Lisa M	Business Solutions Delivery	00108554	2/6/2023	2/6/2023
		Smith, Lisa M	Business Solutions Delivery	00108554	1/26/2023	2/6/2023
		Smith, Tamsyn Renee	Business Solutions Delivery	00474300	1/26/2023	2/2/2023
		Smith, Tracy	Business Solutions Delivery	00109811	1/26/2023	2/15/2023
		Smotherman, Raymond L	Business Solutions Delivery	00120445	1/26/2023	1/27/2023
		Sobanski, Edward A	Business Solutions Delivery	00472219	1/26/2023	2/6/2023
		Spears, Mary Elizabeth	Business Solutions Delivery	00159264	1/26/2023	2/6/2023
		Spence, Tiphani Paige	Business Solutions Delivery	00487990	1/26/2023	2/7/2023
		Spidle, Sean D	Business Solutions Delivery	00456945	1/26/2023	1/30/2023
		Spradlin, Linda Faye	Business Solutions Delivery	00110892	1/26/2023	1/27/2023
		Spragg, Thomas Horsley	Business Solutions Delivery	00102115	1/26/2023	1/31/2023
		Stabb, Terrance Michael	Business Solutions Delivery	00531043	1/26/2023	2/2/2023
		Stacey, Meghann L	Business Solutions Delivery	00612199	6/1/2023	6/1/2023
		Stacey, Meghann L	Business Solutions Delivery	00612199	1/26/2023	2/24/2023
		Stamm, Tami Celeste	Business Solutions Delivery	00626374	6/8/2023	6/8/2023
		Stamer, Artie W	Business Solutions Delivery	00526909	1/26/2023	2/6/2023
		Steele, Gene Arbert	Business Solutions Delivery	00105583	1/26/2023	1/27/2023

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31720		Strategic Technology Solutions				
		Steele, Jeri Jo	Business Solutions Delivery	00592249	1/26/2023	1/31/2023
		Stewart, James Howard	Business Solutions Delivery	00113386	1/26/2023	1/27/2023
		Stewart, Nicholas James	Business Solutions Delivery	00516558	1/26/2023	2/9/2023
		Stewart, Stephanie Ann	Business Solutions Delivery	00159386	1/26/2023	2/2/2023
		Stewart, Wendy Ann	Business Solutions Delivery	00471149	1/26/2023	2/7/2023
		Stiehl, Matthew Veryl	Business Solutions Delivery	00159589	1/26/2023	1/31/2023
		Stone, Jennifer	Business Solutions Delivery	00622839	4/24/2023	5/30/2023
		Storz, Mark	Business Solutions Delivery	00594911	1/26/2023	1/27/2023
		Stricklin, Krista Anne	Business Solutions Delivery	00481295	1/26/2023	2/8/2023
		Sullivan, Angela Marie	Business Solutions Delivery	00134873	1/26/2023	2/6/2023
		Sullivant, Gary David	Business Solutions Delivery	00128413	1/26/2023	2/6/2023
		Sutariya, Hiralben Anantkumar	Business Solutions Delivery	00538041	1/26/2023	2/8/2023
		Sutherland, Christopher Lee	Business Solutions Delivery	00592213	1/26/2023	1/27/2023
		Szyper, Steven Michael	Business Solutions Delivery	00372644	1/26/2023	1/31/2023
		Tacuara, Jorge W	Business Solutions Delivery	00161892	1/26/2023	2/6/2023
		Tadesse, Akalu W	Business Solutions Delivery	00127076	1/26/2023	1/27/2023
		Tall, David William	Business Solutions Delivery	00474589	1/26/2023	2/9/2023
		Tarkington, Kennard Ward	Business Solutions Delivery	00140343	1/26/2023	2/7/2023
		Taunton, Dennis H	Business Solutions Delivery	00362793	1/26/2023	1/27/2023
		Tavanapour, Mohammad Ali	Business Solutions Delivery	00161131	1/26/2023	2/6/2023
		Taylor, Leon Calvin	Business Solutions Delivery	00158613	1/26/2023	2/6/2023
		Taylor, Melissa L	Business Solutions Delivery	00545823	1/26/2023	2/9/2023
		Taylor, Robert Grant	Business Solutions Delivery	00506071	1/26/2023	1/31/2023
		Teasdale, Shana Celeste	Business Solutions Delivery	00397899	1/26/2023	2/6/2023
		Tenhet, Jacob Edward-Allen	Business Solutions Delivery	00557519	1/26/2023	1/31/2023
		Terry, Christine White	Business Solutions Delivery	00546823	1/26/2023	1/30/2023
		Tesfaye, Alemayehu T	Business Solutions Delivery	00118267	3/15/2023	3/15/2023

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31720		Strategic Technology Solutions				
		Tesfaye, Alemayehu T	Business Solutions Delivery	00118267	1/26/2023	1/26/2023
		Tesfaye, Mekbib A	Business Solutions Delivery	00151512	1/26/2023	6/21/2023
		Thomas, William Blake	Business Solutions Delivery	00403453	1/26/2023	2/6/2023
		Thomas, Michael Seldon	Business Solutions Delivery	00552549	1/26/2023	1/27/2023
		Thomas, Yvette Brooks	Business Solutions Delivery	00481210	1/26/2023	2/6/2023
		Thompson, David Louis	Business Solutions Delivery	00145618	1/26/2023	2/1/2023
		Thompson, Neal Allen	Business Solutions Delivery	00156993	1/26/2023	1/31/2023
		Thompson, Ronald Berry	Business Solutions Delivery	00125889	1/26/2023	2/2/2023
		Tirumalasetty, Krishna Priya	Business Solutions Delivery	00526885	1/26/2023	2/6/2023
		Tolley, Gregory Thomas	Business Solutions Delivery	00105888	1/26/2023	3/9/2023
		Tomson, William Lee	Business Solutions Delivery	00163926	1/26/2023	2/6/2023
		Traylor, Philip George	Business Solutions Delivery	00481920	5/30/2023	6/20/2023
		Tucker, Art Leon	Business Solutions Delivery	00534467	1/26/2023	2/7/2023
		Tucker, Cody Alan	Business Solutions Delivery	00528580	1/26/2023	2/9/2023
		Tucker, Keitha Kay	Business Solutions Delivery	00144235	1/26/2023	1/26/2023
		Turner, Gregory Neal	Business Solutions Delivery	00396464	1/26/2023	2/9/2023
		Uhles, Tina	Business Solutions Delivery	00127812	1/26/2023	1/26/2023
		Vaughan, Michael	Business Solutions Delivery	00602410	1/26/2023	1/27/2023
		Vaughns, Kendrick Lenore	Business Solutions Delivery	00121072	1/26/2023	2/9/2023
		Velu, Sivakumar	Business Solutions Delivery	00164036	1/26/2023	1/30/2023
		Vergel, Rose	Business Solutions Delivery	00604922	1/26/2023	2/9/2023
		Vessels, Michael Richard	Business Solutions Delivery	00480903	1/26/2023	2/10/2023
		Von Hendrix, Rachel Denee	Business Solutions Delivery	00520382	1/26/2023	2/9/2023
		Vuppala, Suhasini	Business Solutions Delivery	00546211	1/26/2023	2/2/2023
		Wade, Malacha	Business Solutions Delivery	00490787	1/26/2023	2/10/2023
		Wakefield, Matthew Tyler	Business Solutions Delivery	00371485	1/26/2023	2/9/2023
		Walker, Charles Eric	Business Solutions Delivery	00468433	1/26/2023	3/29/2023

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31720		Strategic Technology Solutions				
		Walker, Terry Lee	Business Solutions Delivery	00160412	1/26/2023	2/6/2023
		Wallace, Bart Gregory	Business Solutions Delivery	00147713	1/26/2023	1/31/2023
		Waller, Brian Curtis	Business Solutions Delivery	00144938	1/26/2023	1/27/2023
		Walthers, Patrick James	Business Solutions Delivery	00573719	1/26/2023	2/6/2023
		Wardlow, Michael Ray	Business Solutions Delivery	00398815	1/26/2023	2/6/2023
		Watkins, John Creg	Business Solutions Delivery	00155510	1/26/2023	2/6/2023
		Watson, Michael A	Business Solutions Delivery	00120027	1/26/2023	2/8/2023
		Wei, Sue Ming	Business Solutions Delivery	00486310	1/26/2023	2/6/2023
		Weissinger, Darrin Eugene	Business Solutions Delivery	00343297	1/26/2023	2/6/2023
		Welch, Alan P	Business Solutions Delivery	00159239	1/26/2023	1/31/2023
		Welch, Bridget S	Business Solutions Delivery	00550043	1/26/2023	1/31/2023
		Wendel, Bretton Kennedy	Business Solutions Delivery	00160135	1/26/2023	2/6/2023
		Wesley, Thomas Adams	Business Solutions Delivery	00486325	1/26/2023	1/27/2023
		Whisler, Eric Wayne	Business Solutions Delivery	00162317	1/26/2023	1/27/2023
		Whitman, Dorothy Marie	Business Solutions Delivery	00153031	1/26/2023	1/27/2023
		Whitmire, Clayton Fletcher	Business Solutions Delivery	00107062	1/26/2023	2/10/2023
		Whitt, Jerry Paul	Business Solutions Delivery	00619047	2/9/2023	2/9/2023
		Wiemann, David Earl	Business Solutions Delivery	00122067	1/26/2023	2/6/2023
		Wilberger, Jeremy Dung	Business Solutions Delivery	00163038	1/26/2023	1/27/2023
		Wilder, Thomas Alan	Business Solutions Delivery	00108308	1/26/2023	1/27/2023
		Willbanks, Kandace Elaine	Business Solutions Delivery	00153925	1/26/2023	2/6/2023
		Williams, Aaron Nathaniel	Business Solutions Delivery	00625804	6/14/2023	6/14/2023
		Williams, Denitrea D	Business Solutions Delivery	00126132	1/26/2023	2/6/2023
		Williams, Kelvin	Business Solutions Delivery	00127702	1/26/2023	2/9/2023
		Williams, Michael	Business Solutions Delivery	00621161	5/30/2023	6/20/2023
		Williams, Morris Wayne	Business Solutions Delivery	00520638	1/26/2023	5/31/2023
		Williams-Bond, Ashley Suzette	Business Solutions Delivery	00372638	1/26/2023	2/8/2023



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31720		Strategic Technology Solutions				
		Willis, Dolores Andrea	Business Solutions Delivery	00152495	1/26/2023	2/6/2023
		Wilson, Oma Elaine	Business Solutions Delivery	00118360	1/26/2023	2/7/2023
		Winrow, Kelvin Lamar	Business Solutions Delivery	00488964	1/26/2023	2/7/2023
		Woodruff, Elvin Alonzo	Business Solutions Delivery	00396408	1/26/2023	2/6/2023
		Yarbrough, Donald Clayton	Business Solutions Delivery	00359171	1/26/2023	1/27/2023
		Yates, Glenn Curtis	Business Solutions Delivery	00428678	1/26/2023	2/6/2023
		Younan, Ereny Samy	Business Solutions Delivery	00493107	6/13/2023	6/13/2023
		Younan, Ereny Samy	Business Solutions Delivery	00493107	1/26/2023	2/23/2023
		Young, Gina D	Business Solutions Delivery	00111499	1/26/2023	2/15/2023
		Yu, Minhee Heo	Business Solutions Delivery	00118268	1/26/2023	1/30/2023
		Zapata, Ernesto	Business Solutions Delivery	00497574	1/26/2023	2/7/2023
		Zhu, Fong	Business Solutions Delivery	00113698	1/26/2023	1/26/2023
		Zimmer, Dwayne Bruce	Business Solutions Delivery	00124988	1/26/2023	2/9/2023
31720	Number of Employees Currently Completed/Enrolled/Inprogress for this Division:				606	



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date
31724		Office of Evidence and Impact			
	COMP	Employee Count: 9			
		Armstrong, Amanda Kathleen	00439654	1/26/2023	1/27/2023
		Attridge, Jonathon Michael	00436175	1/26/2023	2/7/2023
		Bhatta, Deependra	00551362	1/26/2023	2/7/2023
		Cooper, Victoria Elizabeth	00605448	1/26/2023	2/6/2023
		Lotz, Christin Sullivan	00111817	1/26/2023	2/7/2023
		McNeese, Ashton Elizabeth	00413958	1/26/2023	2/6/2023
		Reynolds, Kaitlin Lorain	00419808	1/26/2023	2/8/2023
		Weiberg, Jennifer Palmer	00472723	1/26/2023	2/8/2023
		Welch, Kyle Michael	00573349	1/26/2023	2/6/2023

31724 Number of Employees Currently Completed/Enrolled/Inprogress for this Division: **9**



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Division	Status	Name	Edison Em	Enrolled Date	Completion Date	
34102		Strategic Technology Solutions				
COMP	Employee Count: 3					
		Dial, Daniel Chase	Enterprise Resource Planning	00523312	1/26/2023	2/9/2023
		Tarpley, Matthew Julio James		00411199	1/26/2023	2/6/2023
		Tarpley, Matthew Julio James		00411199	6/16/2023	6/16/2023
34102	Number of Employees Currently Completed/Enrolled/Inprogress for this Division: 3					

Schedule of Federal Financial Assistance
Department of Finance & Administration

#	Grantor Name	Program/Activity Name	Grant Period	Other Identifying #	Rate	\$ Funding Amount
Volunteer Tennessee						
2204RTN001	Corporation for National and Community Service	AmeriCorps - Formula Cost Reimbursement	8/1/20-7/31/24			\$ 5,882,496.00
2204RTN001	Corporation for National and Community Service	Commission Support Grant	11/22-12/31/24			\$ 1,675,134.33
2209TN001	Corporation for National and Community Service	AmeriCorps - Community Based	8/1/22-7/31/23			\$ 2,396,581.00
2209TN001	Corporation for National and Community Service	AmeriCorps - Formula Based	8/1/22-7/31/23			\$ 2,215,800.00
2214RTN001	Corporation for National and Community Service	Commission Investment Fund	11/22-12/31/24			\$ 146,478.00
2202HTN001	Corporation for National and Community Service	Volunteer Generation Fund	8/1/23-2/28/26			\$ 275,893.00
Office of Criminal Justice Programs						
2018MU-EX-31	Department of Justice	Byrne Justice Assistance Grant	10/1/2017-9/30/2022			\$ 4,767,157.00
2018-MU-EX-306	Department of Justice	Byrne Justice Assistance Grant	10/1/2018-9/30/2023			\$ 5,008,748.00
2020-MU-EX-322	Department of Justice	Byrne Justice Assistance Grant	10/1/2018-9/30/2024			\$ 4,586,553.00
19PBIA-21-GG-00	Department of Justice	Byrne Justice Assistance Grant	10/1/2020-9/30/2024			\$ 5,267,207.00
19PBIA22GG006	Department of Justice	Byrne Justice Assistance Grant	10/1/2020-9/30/2025			\$ 5,910,976.00
2017-V2-GX-004	Department of Justice	VOCA Crime Victim Assi	10/1/2018-9/30/2023			\$ 45,055,645.00
2020-V2-GX-001	Department of Justice	VOCA Crime Victim Assi	10/1/2018-9/30/2023			\$ 54,774,376.00
19PWC-21-GG-00	Department of Justice	VOCA Crime Victim Assi	10/1/2020-9/30/2024			\$ 21,467,988.00
19PWC22GG008	Department of Justice	VOCA Crime Victim Assi	10/1/2021-9/30/2025			\$ 25,763,321.00
2102TNVPS	Department of Health & Human Services	Family Violence Prevention & Services State Grant	10/1/2020-9/30/2022			\$ 2,312,143.00
2202TNVPS	Department of Health & Human Services	Family Violence Prevention & Services State Grant	10/1/2021-9/30/2023			\$ 2,450,737.00
2102TNVCE	Department of Health & Human Services	2021 AWP - Supportive Services	10/1/2021-9/30/2023			\$ 2,613,884.00
2202TNVCE	Department of Health & Human Services	2021 AWP - Walkforce Support	10/1/2021-9/30/2023			\$ 6,790,242.00
2102TNVSC	Department of Health & Human Services	2021 AWP - SA	10/1/2021-9/30/2023			\$ 1,048,341.00
2016-NS-BX-4018	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2016-12/31/2022			\$ 1,624,842.00
2020-NS-BX-4012	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2020-12/31/2023			\$ 2,078,241.00
19PBUS-21-GX-00	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2021-12/31/2023			\$ 766,444.00
19PBUS22GX010	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2021-12/31/2024			\$ 812,648.94
2016-NS-BX-4018	Department of Justice	NICS Act Record Improvement Program (NARIP)	11/1/2020-12/31/2022			\$ 6,022,684.00
2020-NS-BX-4011	Department of Justice	NICS Act Record Improvement Program (NARIP)	11/1/2021-12/31/2023			\$ 2,179,341.00
19PBUS-21-GX-00	Department of Justice	NICS Act Record Improvement Program (NARIP)	11/1/2022-12/31/2023			\$ 6,765,717.00
2016-CO-BX-0039	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2020-9/30/2022			\$ 996,317.00
19PBIA-21-GG-00	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2021-9/30/2024			\$ 415,831.00
19PBIA22GG026	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2021-9/30/2024			\$ 4,256,663.00
2020-CO-BX-0011	Department of Justice	Residential Substance Abuse Treatment	10/1/2020-9/30/2024			\$ 852,935.00
19PBIA-21-GG-00	Department of Justice	Residential Substance Abuse Treatment	10/1/2020-9/30/2025			\$ 610,486.00
19PBIA22GG004	Department of Justice	Residential Substance Abuse Treatment	10/1/2021-9/30/2026			\$ 752,887.00
2014-AT-AX-0044	Department of Justice	Sexual Assault Services Program	8/1/2013-7/31/2023			\$ 4,767,382.00
2020-AT-AX-0044	Department of Justice	Sexual Assault Services Program	8/1/2020-7/31/2024			\$ 4,773,117.00
15ICWV-21-GG-00	Department of Justice	Sexual Assault Services Program	8/1/2021-7/30/2024			\$ 5,271,130.00
15ICWV22GG000	Department of Justice	Sexual Assault Services Program	8/1/2021-7/31/2024			\$ 685,779.00
2019-WI-AX-003	Department of Justice	STOP Violence Against Women	7/1/2019-6/30/2023			\$ 3,652,488.00
2020-WI-AX-001	Department of Justice	STOP Violence Against Women	7/1/2020-6/30/2024			\$ 3,648,581.00
15ICWV-21-GG-00	Department of Justice	STOP Violence Against Women	7/1/2021-6/30/2024			\$ 3,665,127.00
15ICWV22GG000	Department of Justice	STOP Violence Against Women	7/1/2021-6/30/2024			\$ 2,817,435.00
2019-GP-BX-001	Department of Justice	Project Safe Neighborhood East	10/1/2019-9/30/2023			\$ 1,914,742.00
2020-GP-BX-001	Department of Justice	Project Safe Neighborhood Middle	10/1/2020-9/30/2023			\$ 1,765,668.00
2019-GP-BX-001	Department of Justice	Project Safe Neighborhood West	10/1/2019-9/30/2023			\$ 1,711,161.00
2020-GP-BX-002	Department of Justice	Project Safe Neighborhood East	10/1/2020-9/30/2023			\$ 1,686,741.00
2020-GP-BX-002	Department of Justice	Project Safe Neighborhood Middle	10/1/2020-9/30/2023			\$ 1,791,137.00
2020-GP-BX-002	Department of Justice	Project Safe Neighborhood West	10/1/2020-9/30/2023			\$ 1,784,158.00
19PBIA-21-GG-00	Department of Justice	Project Safe Neighborhood East	10/1/2021-9/30/2024			\$ 1,671,242.00
19PBIA21GG018	Department of Justice	Project Safe Neighborhood Middle	10/1/2021-9/30/2024			\$ 1,422,976.00
19PBIA-21-GG-00	Department of Justice	Project Safe Neighborhood West	10/1/2021-9/30/2024			\$ 1,761,103.00
19PBIA21GG018	Department of Justice	Project Safe Neighborhood East	10/1/2021-9/30/2025			\$ 1,668,372.00
19PBIA22GG008	Department of Justice	Project Safe Neighborhood Middle	10/1/2022-9/30/2025			\$ 1,796,155.00
19PBIA22GG008	Department of Justice	Project Safe Neighborhood West	10/1/2022-9/30/2025			\$ 1,256,120.00
2020-VD-BX-0093	Department of Justice	Coronavirus Emergency Supplemental Funding Program	11/20/2020-1/31/2024			\$ 13,842,946.00
2020-AT-GX-0010	Department of Justice	Byrne Justice Assistance Grant - PREA	10/1/2020-9/30/2025			\$ 92,571.00
19PBIA22GG010	Department of Justice	Byrne Justice Assistance Grant - PREA	10/1/2022-9/30/2024			\$ 106,755.00
2020-V3-GX-0000	Department of Justice	CWC FY 2020 State Victim Liaison Project	10/1/2020-9/30/2023			\$ 100,000.00
19PBIA-21-GG-00	Department of Justice	Emergency Federal Law Enforcement Assistance	8/1/2021-9/30/2022			\$ 51,480.00

15P8IA71GG043	Department of Justice	Connect and Protect	10/1/2021-9/30/2024			\$	550,000.00	
15C0W-21-CG-0	Department of Justice	CVW -CR	10/1/2021-9/30/2023			\$	1,000,000.00	
15P8IA-71-G-00	Department of Justice	SCP	10/1/2022-9/30/2026			\$	6,723,337.00	
15POVC21GG002	Department of Justice	MLP	11/1/2022-10/31/2023			\$	402,440.00	
15POVC22-SG-0	Department of Justice	Services for Human Trafficking	10/1/2022-9/30/2023			\$	546,993.00	
							\$	225,289,428.84
								TOTAL PFA

Contract #	Contractor	Location	Program Name	Description of Service Provided	Funding Source	Contract Awarding - To Follower/ Vendor/ Third Party	Contract Period Begins	Contract Period End	Amount	Subrecipient or Vendor	Monthly or Bi-Monthly Business Replenishment	Competitive/ Non-Competitive	Allowable Yes/No	New Vendor Yes/No
13469	Wilkinson County Child Welfare Services Center	135 MISSION CT Franklin, TN 37144-6180	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 55,555.00	Subrecipient	NA	Y/N	Y/N	No
13470	Northwest Community Services Center	402 North Main Springfield, TN 38577-1410	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 42,500.00	Subrecipient	NA	Y/N	Y/N	No
13471	Nashville Children's Alliance	600 Main Nashville TN 37203-3112	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 271,462.00	Subrecipient	NA	Y/N	Y/N	No
13472	City of Louisville	1311 Charvet St Louisville, TN 38007-1122	LE EN - SA Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13473	15th Judicial District Child Welfare Services Center	837 N Greenwood St Lebanon, TN 38057-1122	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13474	Children's Advocacy Center for the 15th Judicial District	P.O. Box 483000 Memphis, TN 38127-0115	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 148,748.00	Subrecipient	NA	Y/N	Y/N	No
13475	Chief Advisory Center of Anderson County Tennessee Child Welfare Services Center	201 Spawton Lane Union Gap, TN 37685-2056	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 14,467.00	Subrecipient	NA	Y/N	Y/N	No
13476	Conestoga Animal Care and Dog Care	207 Spawton Lane Union Gap, TN 37685-2056	Unrestricted - Youth	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 48,970.00	Subrecipient	NA	Y/N	Y/N	No
13477	Campbell County Child Welfare Services Center	Lafayette, TN 37086-1402	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 143,100.00	Subrecipient	NA	Y/N	Y/N	No
13478	City of Louisville	12155 Louisville Road Louisville, TN 38084-8134	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13479	Jefferson Police Department	1400 N 1st St Louisville, TN 38018-1413	LE EN - SA Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 162,708.00	Subrecipient	NA	Y/N	Y/N	No
13480	Evansville Courier and Press	The Evansville Courier and Press 1000 W. Harrison Ave Evansville, IN 47710-1111	Legal Aid - Investigator	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 156,164.00	Subrecipient	NA	Y/N	Y/N	No
13481	Children's Advocacy Center of Warren County	5300 Chain Rd Charleston, TN 37035-5728	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 182,700.00	Subrecipient	NA	Y/N	Y/N	No
13482	Jefferson County Government	211 Westcourt St Jefferson, TN 38002-1010	DV Court	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 78,914.00	Subrecipient	NA	Y/N	Y/N	No
13483	North Pole County Government	942 New Salem Hwy Jefferson, TN 38002-1010	LE EN - SA Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 46,900.00	Subrecipient	NA	Y/N	Y/N	No
13484	Madison County Government	243 W. W. Harrison St Madison, TN 37102-3829	Public Defender - Social Worker	Crime at Area Services	AG	Federal	7/1/2028	6/30/2029	\$ 5,000.00	Subrecipient	NA	Y/N	Y/N	No
13485	Madison County Government	124 Main St Madison, TN 37050-1108	WVC - County	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 54,657.00	Subrecipient	NA	Y/N	Y/N	No
13486	Madison County Government	124 Main St Madison, TN 37050-1108	WVC - County	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13487	Montgomery County Government	2000 Commercial Highway Fairfield, TN 37075-1111	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 43,618.00	Subrecipient	NA	Y/N	Y/N	No
13488	City of Knoxville	131 N. Gay Street Knoxville, TN 37902-1531	LE DV Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 50,915.00	Subrecipient	NA	Y/N	Y/N	No
13489	John's Place (Newark Child Welfare Services Center)	115 NW North R. Newark, TN 38552-3829	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 18,974.00	Subrecipient	NA	Y/N	Y/N	No
13490	Scott County Government	575 South Main St Scottsbluff, TN 37087-1405	LE DV Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 49,950.00	Subrecipient	NA	Y/N	Y/N	No
13491	City of Jackson	512 Federal Avenue Jackson, TN 38305-1802	LE DV Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13492	Madison County Child Welfare Services Center	215 South Main St Memphis, TN 38102-4802	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 112,879.00	Subrecipient	NA	Y/N	Y/N	No
13493	Tennessee Association of Child Welfare Services	545 Main St Nashville, TN 37203-1124	Training - STDP	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No
13494	City of Memphis	201 E. Main St Memphis, TN 38102-4803	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 176,365.00	Subrecipient	NA	Y/N	Y/N	No
13495	City of Memphis	745 South Davis Street Memphis, TN 38102-4803	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 146,900.00	Subrecipient	NA	Y/N	Y/N	No
13496	City of Memphis	150 E. Main St Memphis, TN 38102-4803	Training	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 104,877.00	Subrecipient	NA	Y/N	Y/N	No
13497	University of Memphis	302 Main St Memphis, TN 38152-0002	LE - VC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 110,000.00	Subrecipient	NA	Y/N	Y/N	No
13498	City of Knoxville	P. O. Box 483000 Memphis, TN 38127-0115	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 116,464.00	Subrecipient	NA	Y/N	Y/N	No
13499	City of Knoxville	308 North Spring Street Memphis, TN 38102-4803	CAC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 45,000.00	Subrecipient	NA	Y/N	Y/N	No
13500	City of Memphis	3402 Poplar Avenue Memphis, TN 38102-1206	LE - VC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 200,000.00	Subrecipient	NA	Y/N	Y/N	No
13501	Madison County Government	546 East College Street Jackson, TN 38305-1804	LE - VC	Victim Services	VCCA	Federal	7/1/2028	6/30/2029	\$ 131,831.00	Subrecipient	NA	Y/N	Y/N	No
13502	Jefferson County Government	1400 N. Gay Street Fairfield, TN 37075-1111	LE EN - SA Investigator	Victim Services	STDP	Federal	7/1/2028	6/30/2029	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	No

Contractor Detail
 Department of Finance and Administration

#	Contractor	Location	Program Name	Description of Services Provided	Funding Source	Contract Funding - Fiscal Year/Period	Contract Period Begin	Contract Period End	Amount	Subrecipient Vendor	Monthly or Bi-monthly Business Frequency (Y/N)	Competition/ New Contractive	Allowance Yes/No	New Y/N/No
19932	Robert County Government	200 East Lane Street, Box 2 Milledgeville, TN, 37553-2459	Public Defender - Sexual Harassment	Crime Justice Services	AG	Federal	7/1/2018	6/30/2023	\$ 55,000.00	Subrecipient	Yes	Yes	Yes	No
19993	Scott County Government	610 North Main Street P.O. Box 1076 Trenton, TN, 37786-0180	DV Court	Victim Services	STP	Federal	11/27/2018	6/30/2023	\$ 69,315.00	Subrecipient	Yes	Yes	Yes	No
19997	McMurry Resource and Support Administration (MORSA)	512 Walnut Drive Jackson, TN, 38301	DCSNV Librarian	Victim Services	VCCA	Federal	12/15/2018	6/30/2023	\$ 60,000.00	Subrecipient	Yes	Yes	Yes	No
19142	31th County Government	201 Maple Avenue Marietta, TN, 38552-3855	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 13,360.00	Subrecipient	Yes	Yes	Yes	No
19145	Legal Aid Society of Middle Tennessee and the Cumberland	1121 McFerrisboro Park, Suite 400 Nashville, TN, 37112-2655	Legal Aid	Victim Services	VCCA	Federal	7/27/2019	6/30/2023	\$ 936,179.00	Subrecipient	Yes	Yes	Yes	No
19146	Memphis Area Legal Services, Inc.	200 Jefferson Ave., 4th Floor 3925 Memphis, TN, 38202-2800	Legal Aid - Investigative	Victim Services	VCCA	Federal	2/1/2019	6/30/2023	\$ 214,940.00	Subrecipient	Yes	Yes	Yes	No
19152	Legal Aid Society of Middle Tennessee and the Cumberland	1121 McFerrisboro Park, Suite 400 Nashville, TN, 37112-2655	Legal Aid	Victim Services	VCCA	Federal	3/1/2019	6/30/2023	\$ 356,807.00	Subrecipient	Yes	Yes	Yes	No
19154	Mary County Government	32 Parkway Center, Suite 200 Trenton, TN, 37786-0180	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 5,000.00	Subrecipient	Yes	Yes	Yes	No
19157	Mary County Government	32 Parkway Center, Suite 200 Trenton, TN, 37786-0180	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 150,000.00	Subrecipient	Yes	Yes	Yes	No
19159	Anderson County Government	305 North Main Street Clarksville, TN, 37040-3400	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 52,975.00	Subrecipient	Yes	Yes	Yes	No
19159	Chickasaw County Government	2755 South Main Street, Cookeville, TN, 38506-5293	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 46,000.00	Subrecipient	Yes	Yes	Yes	No
19201	Chickasaw County Government	2755 South Main Street, Cookeville, TN, 38506-5293	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 46,000.00	Subrecipient	Yes	Yes	Yes	No
19202	Clatsop County Government	411 West 1st Street, Franklin, TN, 37068-2817	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 14,940.00	Subrecipient	Yes	Yes	Yes	No
19205	Lawrence County Government	32 Parkway Center, Suite 200 Trenton, TN, 37786-0180	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 5,000.00	Subrecipient	Yes	Yes	Yes	No
19207	Clatsop County Government	411 West 1st Street, Franklin, TN, 37068-2817	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 100,360.00	Subrecipient	Yes	Yes	Yes	No
19207	Clatsop County Government	411 West 1st Street, Franklin, TN, 37068-2817	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 22,400.00	Subrecipient	Yes	Yes	Yes	No
19207	Clatsop County Government	411 West 1st Street, Franklin, TN, 37068-2817	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 52,975.00	Subrecipient	Yes	Yes	Yes	No
19208	DeKalb County Government	PO Box 383 Charlotte, TN, 38052- 3128	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 5,000.00	Subrecipient	Yes	Yes	Yes	No
19208	DeKalb County Government	PO Box 383 Charlotte, TN, 38052- 3128	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 2,400.00	Subrecipient	Yes	Yes	Yes	No
19211	Fulton County Government	111 N. Main Street Spots, TN, 38552-5358	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,900.00	Subrecipient	Yes	Yes	Yes	No
19212	Fulton County Government	111 N. Main Street Spots, TN, 38552-5358	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,900.00	Subrecipient	Yes	Yes	Yes	No
19212	Jefferson County Government	PO Box 652 Dover, TN, 37022- 6528	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 30,140.00	Subrecipient	Yes	Yes	Yes	No
19214	Reese County Government	P.O. Box 1488 Cookeville, TN, 38506-2805	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 5,000.00	Subrecipient	Yes	Yes	Yes	No
19217	Wagon Mound and Bell Tennessee LP	420 W. Clark Ave Cookeville, TN, 38506-2805	DCSNV Librarian	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 118,485.00	Subrecipient	Yes	Yes	Yes	No
19220	Greene County Government	175 Court Avenue, Whitesburg, TN, 38602-3001	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 56,140.00	Subrecipient	Yes	Yes	Yes	No
19220	Putnam County Government	1800 McGuffee Ave Chattanooga, TN, 37404-9025	DCSNV Librarian	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 60,000.00	Subrecipient	Yes	Yes	Yes	No
19283	Chickasaw County Government	150 West 1st Street, Cookeville, TN, 37031-2115	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 46,000.00	Subrecipient	Yes	Yes	Yes	No
19282	Roane County Government	1008 Highway of New Kingston, TN, 37834-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19288	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 53,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 315,501.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 106,740.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville, TN, 37918-3849	VWC - County	Victim Services	VCCA	Federal	7/1/2019	6/30/2023	\$ 49,000.00	Subrecipient	Yes	Yes	Yes	No
19289	Sevier County Government	112 Court Avenue Knoxville												

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description of Services Provided	Funding Source	Contract Funding - FY	Contract Period - Begins	Contract Period - End	Amount	Subcontractor Vendor	Monthly or Bi-Monthly Business Enterprise No/Yes	Contractual New Competitive	Alternate New/No	New Yes/No
41588	Tennessee Commerce Services Agency	311 West Jackson Street Cookeville, TN, 38502-1162	Public Child Care - Social Welfare-Program Coordinator	Child Welfare Services	AG	Federal	6/25/2000	6/30/2003	\$ 144,000.00	Subcontract	No	Yes	Yes	No
41589	WSPK Group, Inc.	311 West Jackson Street Cookeville, TN, 38502-1162	GAC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 463,552.00	Subcontract	Yes	Yes	Yes	No
41590	Metropolitan Advocacy Center	305 S. Main Street Memphis, TN, 38105-4248	GAC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 317,082.00	Subcontract	Yes	Yes	Yes	No
41591	Tennessee Association of Child Welfare Administrators	546 Main Street Nashville, TN, 37203-6331	Training - AG	Child Welfare Services	AG	Federal	7/1/2000	6/30/2003	\$ 154,343.00	Subcontract	No	Yes	Yes	No
41592	The University of Tennessee	1100 The Plaza Knoxville, TN, 37924-0144	Training	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 89,813.00	Subcontract	No	Yes	Yes	No
41593	Central Criminal Justice Institute	3100 The Plaza Knoxville, TN, 37924-0144	Training	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 75,000.00	Subcontract	No	Yes	Yes	No
41594	Metropolitan Government of Nashville and Davidson County	808 1/2 Main Street Nashville, TN, 37203-2552	Under contract	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 63,185.00	Subcontract	No	Yes	Yes	No
41595	Womans Aid Society, Inc.	732 2nd Ave. South Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 511,500.00	Subcontract	No	Yes	Yes	No
41596	Moreno Community Council	P.O. Box 2 Cookeville, TN, 38502-1162	DCSNV/Alaska	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 44,000.00	Subcontract	Yes	Yes	Yes	No
41597	WSPK Group, Inc.	651 Warren Street Nashville, TN, 37203-2005	DV - Non-Shooter	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 463,552.00	Subcontract	Yes	Yes	Yes	No
41598	WSPK Group, Inc.	230 Victoria Street Nashville, TN, 37203-2005	Legal Aid	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 463,552.00	Subcontract	Yes	Yes	Yes	No
41599	WSPK Group, Inc.	230 Victoria Street Nashville, TN, 37203-2005	Training	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 21,862.00	Subcontract	Yes	Yes	Yes	No
41600	WSPK Group, Inc.	230 Victoria Street Nashville, TN, 37203-2005	WVC - County	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 252,204.00	Subcontract	No	Yes	Yes	No
41601	WSPK Group, Inc.	230 Victoria Street Nashville, TN, 37203-2005	DCSNV/Alaska	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 53,349.00	Subcontract	Yes	Yes	Yes	No
41602	WSPK Group, Inc.	230 Victoria Street Nashville, TN, 37203-2005	DV	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 212,801.00	Subcontract	No	Yes	Yes	No
41603	Metropolitan Government of Nashville and Davidson County	601 West 14th Street Nashville, TN, 37203-2005	LE - VC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 511,500.00	Subcontract	No	Yes	Yes	No
41604	Metropolitan Government of Nashville and Davidson County	732 2nd Ave. South Nashville, TN, 37203-2005	DV - Shelter Refuse	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 100,000.00	Subcontract	No	Yes	Yes	No
41605	Metropolitan Government of Nashville and Davidson County	800 Howard Drive Nashville, TN, 37203-2005	LE - VC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 112,098.00	Subcontract	No	Yes	Yes	No
41606	Metropolitan Government of Nashville and Davidson County	541 Barkley Highway Nashville, TN, 37203-2005	GAC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 3,274,863.00	Subcontract	No	Yes	Yes	No
41607	Metropolitan Government of Nashville and Davidson County	211 Chryse Drive Nashville, TN, 37203-2005	WVC - County	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 51,109.00	Subcontract	No	Yes	Yes	No
41608	Metropolitan Government of Nashville and Davidson County	2000 Elmwood Nashville, TN, 37203-2005	DV - Non-Shooter	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 115,647.00	Subcontract	No	Yes	Yes	No
41609	Metropolitan Government of Nashville and Davidson County	641 Howard Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 11,071.00	Subcontract	No	Yes	Yes	No
41610	Metropolitan Government of Nashville and Davidson County	117 Court House Nashville, TN, 37203-2005	WVC - County	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 250,000.00	Subcontract	No	Yes	Yes	No
41611	Metropolitan Government of Nashville and Davidson County	1000 Main Street Nashville, TN, 37203-2005	SA	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 131,657.00	Subcontract	No	Yes	Yes	No
41612	Metropolitan Government of Nashville and Davidson County	200 East 11th Street Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 43,357.00	Subcontract	No	Yes	Yes	No
41613	Metropolitan Government of Nashville and Davidson County	312 Nashville Street Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 53,843.00	Subcontract	No	Yes	Yes	No
41614	Metropolitan Government of Nashville and Davidson County	975 Nashville Street Nashville, TN, 37203-2005	Program Evaluation - Periodic	Child Welfare Services	AG	Federal	7/1/2000	6/30/2003	\$ 174,200.00	Subcontract	No	Yes	Yes	No
41615	Metropolitan Government of Nashville and Davidson County	601 West 14th Street Nashville, TN, 37203-2005	WVC - County	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 174,200.00	Subcontract	No	Yes	Yes	No
41616	Metropolitan Government of Nashville and Davidson County	601 West 14th Street Nashville, TN, 37203-2005	LE - VC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 54,773.00	Subcontract	No	Yes	Yes	No
41617	Metropolitan Government of Nashville and Davidson County	461 East Nashville, TN, 37203-2005	Adult Care Entry	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 174,742.00	Subcontract	No	Yes	Yes	No
41618	Metropolitan Government of Nashville and Davidson County	515 Main Street Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 54,000.00	Subcontract	No	Yes	Yes	No
41619	Metropolitan Government of Nashville and Davidson County	917 Main Street Nashville, TN, 37203-2005	DCSNV/Alaska	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 19,183.00	Subcontract	Yes	Yes	Yes	No
41620	Metropolitan Government of Nashville and Davidson County	1700 Madison Ave. Nashville, TN, 37203-2005	FC	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 383,397.00	Subcontract	No	Yes	Yes	No
41621	Metropolitan Government of Nashville and Davidson County	200 Jefferson Ave. Nashville, TN, 37203-2005	Legal Aid	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 142,500.00	Subcontract	No	Yes	Yes	No
41622	Metropolitan Government of Nashville and Davidson County	601 West 14th Street Nashville, TN, 37203-2005	Shelter Intake - DV	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 351,100.00	Subcontract	Yes	Yes	Yes	No
41623	Metropolitan Government of Nashville and Davidson County	601 West 14th Street Nashville, TN, 37203-2005	Shelter Intake - Intake Refuse	Victim Services	WCCA	Federal	7/1/2000	6/30/2003	\$ 57,316.00	Subcontract	Yes	Yes	Yes	No
41624	Metropolitan Government of Nashville and Davidson County	311 West Jackson Street Cookeville, TN, 38502-1162	Public Child Care - Social Welfare-Program Coordinator	Child Welfare Services	AG	Federal	7/1/2000	6/30/2003	\$ 74,000.00	Subcontract	No	Yes	Yes	No

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description of Services Provided	Funding Source	Contract Funding - Follower/Principal Involvement	Contract Period Begin	Contract Period End	Amount	Subcontractor Vendor	Monthly or Bi-Monthly Business Performance	Comprehensive Contractive	Alternate New/No	New Yes/No
41987	ADAGE	4255 The Arcade Dr Nashville, TN 37208-4513	EEF Partners	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 60,000.00	Subcontract	NA	YLI	NA	YLI
41988	Worley Acs SM, Inc.	901 East W. Hill, Nashville, TN, 37203	DV	Admin Services	ADP-1	Federal	7/1/2022	6/30/2025	\$ 65,344.00	Subcontract	NA	YLI	NA	YLI
41989	Avotec Center	258 North St Cookeville, TN, 38555	Traditional Housing	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 150,000.00	Subcontract	NA	YLI	NA	YLI
41990	846 South Main St, Adams Rd, East Adams, TN, 37028-2928	1300 Charlotte Ave Nashville, TN, 37203-2928	Used/renov	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 200,000.00	Subcontract	NA	YLI	NA	YLI
41991	Bridges of Williamson County aka Bridges Developmental Services Center	P. O. Box 1558 Franklin, TN, 37009-4163	DV	Admin Services	ADP-2	Federal	7/1/2022	6/30/2025	\$ 52,431.00	Subcontract	NA	YLI	NA	YLI
41992	Bridges of Williamson County aka Bridges Developmental Services Center	P. O. Box 1558 Franklin, TN, 37009-4163	DV	Admin Services	PVS	State	7/1/2022	6/30/2025	\$ 54,115.00	Subcontract	NA	YLI	NA	YLI
41993	Bridges of Williamson County aka Bridges Developmental Services Center	P. O. Box 1558 Franklin, TN, 37009-4163	DV	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 214,100.00	Subcontract	NA	YLI	NA	YLI
41994	Center of Hope	2441 Port Poin Dr Columbia, TN 38402-2965	DV	Admin Services	STDP	Federal	7/1/2022	6/30/2025	\$ 216,075.00	Subcontract	NA	YLI	NA	YLI
41995	OSM Northeast Tennessee CASA	700 West 10th Street Cookeville, TN, 38506-2965	DV	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 57,470.00	Subcontract	NA	YLI	NA	YLI
41996	OSM of Bedford Co, Inc.	85 South Clark St. Cleveland, TN, 37312-3444	CASA	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 32,792.00	Subcontract	NA	YLI	NA	YLI
41997	Central	P.O. Box 1807 Nashville, TN, 37202-1807	Used/renov	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 198,950.00	Subcontract	NA	YLI	NA	YLI
41998	LEAD THE CHANGES OF TENNESSEE, INC.	2820 Magnificent Park Nashville, TN, 37214-4420	Used/renov	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 60,000.00	Subcontract	NA	YLI	NA	YLI
41999	Central Office of Lead Tennessee, Inc.	318 N. Main St Nashville, TN, 37219-2415	Enter and Utilize available Support Services	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 259,971.00	Subcontract	NA	YLI	NA	YLI
42000	Community Counsel Agent	1821 W. Belmont Ave Knoxville, TN, 37911-2800	Used/renov	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 200,000.00	Subcontract	NA	YLI	NA	YLI
42001	HomeCare Transition Agent	900 Ross 2000 Knoxville, TN 37922-6647	EEF/SPIC	Admin Services	VCCA	Federal	7/1/2022	6/30/2024	\$ 249,750.00	Subcontract	NA	YLI	NA	YLI
42002	Center of Hope	2441 Port Poin Dr Columbia, TN 38402-2965	DV	Admin Services	ADP-2	Federal	7/1/2022	6/30/2025	\$ 92,211.00	Subcontract	NA	YLI	NA	YLI
42003	Center of Hope	2441 Port Poin Dr Columbia, TN 38402-2965	SA	Admin Services	ADP-3	Federal	7/1/2022	6/30/2025	\$ 18,889.00	Subcontract	NA	YLI	NA	YLI
42004	Center of Hope	2441 Port Poin Dr Columbia, TN 38402-2965	DV	Admin Services	FPSA	Federal	7/1/2022	6/30/2025	\$ 124,170.00	Subcontract	NA	YLI	NA	YLI
42005	Center of Hope	2441 Port Poin Dr Columbia, TN 38402-2965	SA	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 331,311.00	Subcontract	NA	YLI	NA	YLI
42006	Charge Up Possible	227 S. Walnut Ave Evans, TN, 37050-0028	Traditional Housing	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 150,000.00	Subcontract	NA	YLI	NA	YLI
42007	Charge Up Possible	227 S. Walnut Ave Evans, TN, 37050-0028	DV	Admin Services	PVS	State	7/1/2022	6/30/2025	\$ 42,951.00	Subcontract	NA	YLI	NA	YLI
42008	Charge Up Possible	227 S. Walnut Ave Evans, TN, 37050-0028	DV	Admin Services	ADP-2	Federal	7/1/2022	6/30/2025	\$ 15,502.00	Subcontract	NA	YLI	NA	YLI
42009	Charge Up Possible	217 S. Walnut Ave Evans, TN, 37050-0028	DV	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 77,460.00	Subcontract	NA	YLI	NA	YLI
42010	Charlotte Area Urban Ministries	P.O. Box 184 Greenville, TN, 37838-0747	DV	Admin Services	ADP-2	Federal	7/1/2022	6/30/2025	\$ 48,975.00	Subcontract	NA	YLI	NA	YLI
42011	Charlotte Area Urban Ministries	P.O. Box 184 Greenville, TN, 37838-0747	DV	Admin Services	PVS	State	7/1/2022	6/30/2025	\$ 59,840.00	Subcontract	NA	YLI	NA	YLI
42012	Charlotte Area Urban Ministries	P.O. Box 184 Greenville, TN, 37838-0747	DV	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 300,040.00	Subcontract	NA	YLI	NA	YLI
42013	Car Management, Inc.	1171 N. Nashville, TN, 37217-2825	EEF/SPIC/Charge Up, Major Support Services	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42014	Community Health of East Tennessee, Inc	1300 Independence Ln. Lenoirville, TN, 37566-8017	DV	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 249,842.00	Subcontract	NA	YLI	NA	YLI
42015	Community Health of East Tennessee, Inc	1300 Independence Ln. Lenoirville, TN, 37566-8017	EEF Partners	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 45,900.00	Subcontract	NA	YLI	NA	YLI
42016	184 Jefferson Street Attorney General's Office	P.O. Box 38 Nashville, TN, 37246-8254	EEF Partners	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42017	2nd Judicial District Attorney General's Office	P.O. Box 288 Brentwood, TN, 37027-2958	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42018	3rd Judicial District Attorney General's Office	P.O. Box 355 Knoxville, TN, 37902-2107	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42019	4th Judicial District Attorney General's Office	400 West On Aka Knoxville, TN, 37902-2107	Traditional Housing	Legal Enforcement Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 150,000.00	Subcontract	NA	YLI	NA	YLI
42020	5th Judicial District Attorney General's Office	P.O. Box 380 Nashville, TN, 37246-8254	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42021	6th Judicial District Attorney General's Office	302 South Main Street Clarksville, TN, 37043-2925	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42022	7th Judicial District Attorney General's Office	4200 N. Nashville, TN, 37208-2925	EEF Partners	Legal Enforcement Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42023	8th Judicial District Attorney General's Office	1008 Belmont Ave New Kingston, TN, 37362-0449	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42024	9th Judicial District Attorney General's Office	P.O. Box 448 Nashville, TN, 37246-8254	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 70,000.00	Subcontract	NA	YLI	NA	YLI
42025	10th Judicial District Attorney General's Office	5 North 3rd Ave Jasper, TN, 37358-0426	DVE	Legal Enforcement Services	AG	Federal	7/1/2022	6/30/2025	\$ 140,000.00	Subcontract	NA	YLI	NA	YLI
42026	11th Judicial District Attorney General's Office	5111 Lamb's Creek Court Franklin, TN, 37068-4833	Used/renov	Admin Services	VCCA	Federal	7/1/2022	6/30/2025	\$ 214,679.00	Subcontract	NA	YLI	NA	YLI

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#	Contractor	Location	Project Name	Description of Services Provided	Funding Source	Contract Funding - Is Follow-up or Supplemental Bid?	Contract Period Begins	Contract Period End	Amount	Subcontractor/Vendor	Minority or Women Owned Business Enterprise (M/WBE)	Contractual News Competitive	Alternate Bid/No Bid	New Vendor
41838	Memphis Area 4424 Services, Inc.	200 Jefferson Ave., Suite 1005 Memphis, TN 38103-2118	Used car wash	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 200,000.00	Subcontract	NA	Y	NA	Y
41839	20th Judicial District Attorney General's Office	304 Parkview Dr. Memphis, TN 38104-2817	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 10,000.00	Subcontract	NA	Y	NA	Y
41840	20th Judicial District Attorney General's Office	P.O. Box 184 Bismarck, TN 38004-0184	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 70,000.00	Subcontract	NA	Y	NA	Y
41841	20th Judicial District Attorney General's Office	P.O. Box 1354 Gadsden, TN 37626-0918	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 10,000.00	Subcontract	NA	Y	NA	Y
41842	20th Judicial District Attorney General's Office	919 West 1st Ave. Memphis, TN 38103-1407	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 10,000.00	Subcontract	NA	Y	NA	Y
41843	Memphis Leadership Foundation	2407 Poplar Avenue Memphis, TN 38104-1507	Home T-1 Affiliated Direct Services	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 300,000.00	Subcontract	NA	Y	NA	Y
41844	20th Judicial District Attorney General's Office	112 North Main Street Gadsden, TN 37626-0918	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 54,910.00	Subcontract	NA	Y	NA	Y
41845	20th Judicial District Attorney General's Office	1805 S. 21st Memphis, TN 38103-2107	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 70,000.00	Subcontract	NA	Y	NA	Y
41846	Memphis Leadership Foundation	2407 Poplar Avenue Memphis, TN 38104-1507	RF POC	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 250,000.00	Subcontract	NA	Y	NA	Y
41847	20th Judicial District Attorney General's Office	225 Parkview Drive Memphis, TN 38103-1025	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 70,000.00	Subcontract	NA	Y	NA	Y
41848	20th Judicial District Attorney General's Office	531 Poplar Memphis, TN 38103-2945	DTE	Law Enforcement Services	AG	Federal	7/1/2002	6/30/2005	\$ 210,000.00	Subcontract	NA	Y	NA	Y
41849	Memphis Leadership Foundation	2407 Poplar Avenue Memphis, TN 38104-1507	Used car wash	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 200,000.00	Subcontract	NA	Y	NA	Y
41850	Missouri State Health Alliance	303 Main Street Shelton, TN 38155-1118	SA	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 118,443.00	Subcontract	NA	Y	NA	Y
41851	Network Processor	114 Village Memphis, TN 38103-1025	CEMAA	Vehicle Services	VECA	Federal	7/1/2002	12/15/2002	\$ 14,100.00	Subcontract	NA	Y	NA	Y
41852	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 271,040.00	Subcontract	NA	Y	NA	Y
41853	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 50,100.00	Subcontract	NA	Y	NA	Y
41854	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 180,210.00	Subcontract	NA	Y	NA	Y
41855	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 56,617.00	Subcontract	NA	Y	NA	Y
41856	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	FE P-Partners	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 150,000.00	Subcontract	NA	Y	NA	Y
41857	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	SA	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 10,811.00	Subcontract	NA	Y	NA	Y
41858	Rescue 1 Global	6618 Poplar Memphis, TN 38103-1025	Home T-1 Affiliated Direct Services	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 300,000.00	Subcontract	NA	Y	NA	Y
41859	Aviation Center	285 Tech Square Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 171,612.00	Subcontract	NA	Y	NA	Y
41860	Griffin House, Inc.	P.O. Box 1800 Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41861	Dynamic Violence Program, Inc.	P.O. Box 2852 Nashville, TN 37203-4511	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 43,174.00	Subcontract	NA	Y	NA	Y
41862	ROK Center, Inc.	P.O. Box 1118 Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41863	South Asbury Center	202 Peach Landing Drive Albany, TN 37007-1311	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 224,979.00	Subcontract	NA	Y	NA	Y
41864	Griffin House, Inc.	P.O. Box 1800 Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41865	Aviation Center	285 Tech Square Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41866	ROK Center, Inc.	P.O. Box 1118 Gadsden, TN 37626-0918	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41867	Prattville for Memphis, Ch. Hires and A&B, Inc.	5000 Parkway Blvd. Chattanooga, TN 37415-3118	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 171,290.00	Subcontract	NA	Y	NA	Y
41868	South Asbury Center	202 Peach Landing Drive Albany, TN 37007-1311	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 230,000.00	Subcontract	NA	Y	NA	Y
41869	South Asbury Center	202 Peach Landing Drive Albany, TN 37007-1311	SA	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 3,982.00	Subcontract	NA	Y	NA	Y
41870	Griffin House, Inc.	P.O. Box 1800 Gadsden, TN 37626-0918	CEMAA	Vehicle Services	VECA	Federal	7/1/2002	12/15/2002	\$ 81,750.00	Subcontract	NA	Y	NA	Y
41871	YWCA Greater Memphis	YWCA of Greater Memphis Nashville, TN 37228-4511	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 212,061.00	Subcontract	NA	Y	NA	Y
41872	Local Enforcement Resources	9111 Colquhoun Nashville, TN 37228-4511	SA	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 5,761,469.00	Subcontract	NA	Y	NA	Y
41873	SAK Swan Chapman County	PO Box 48 Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 230,000.00	Subcontract	NA	Y	NA	Y
41874	SAK Swan Chapman County	PO Box 48 Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41875	SAK Swan Chapman County	PO Box 48 Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 18,891.00	Subcontract	NA	Y	NA	Y
41876	SAK Swan Chapman County	PO Box 48 Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 230,000.00	Subcontract	NA	Y	NA	Y
41877	SAK Swan Chapman County	PO Box 48 Chattanooga, TN 37415-3118	DV	Vehicle Services	ABP-3	Federal	7/1/2002	6/30/2005	\$ 46,472.00	Subcontract	NA	Y	NA	Y
41878	Upper Cumberland Development Board	1101 England Drive Columbia, TN 38401-1508	CEMAA	Vehicle Services	VECA	Federal	7/1/2002	12/15/2002	\$ 67,250.00	Subcontract	NA	Y	NA	Y
41879	Shelton County Government	1500 Madison Avenue Shelton, TN 37626-1508	Used car wash	Vehicle Services	VECA	Federal	7/1/2002	6/30/2005	\$ 200,000.00	Subcontract	NA	Y	NA	Y

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#	Contractor	Location	Program Name	Description of Service Provided	Funding Source	Contract Funding - Fiscal Year/Period	Contract Period Begin	Contract Period End	Amount	Subcontractor Vendor	Monthly or Bi-Monthly Business Frequency	Contractual Type	Alternative Dispute Resolution	New Vendor
41880	Shenandoah Volunteer Program, Inc.	P.O. Box 2532, Martinsburg, TN, 37103-2532	Traditional Housing	Volunteer Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 150,000.00	Subrecipient	Mo	YLI	YLI	
41881	YMCA Greater Memphis	YMCA, Memphis, TN, 38114-2828	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 462,843.00	Subrecipient	Mo	YLI	YLI	
41882	Scott Appalachian Volunteers, Inc.	581 East Maccocks Ferry, Memphis, TN, 38114-2828	SA	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 99,471.00	Subrecipient	Mo	YLI	YLI	
41883	Shenandoah Volunteer Program, Inc.	P.O. Box 2532, Martinsburg, TN, 37103-2532	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 151,818.00	Subrecipient	Mo	YLI	YLI	
41884	Scott County Shelter Society, Inc.	PO Box 5462, Scottsbluff, TN, 37841	DV	Victim Services	ABP-1	Federal	7/1/2002	6/30/2025	\$ 43,191.00	Subrecipient	Mo	YLI	YLI	
41885	Commonwealth of East Tennessee	1387 Independence Blvd., Elizabethton, TN, 37641-8214	DV	Victim Services	ABP-1	Federal	7/1/2002	6/30/2025	\$ 114,841.00	Subrecipient	Mo	YLI	YLI	
41886	YMCA Greater Memphis	4209V, Clinton Center, TN, 37033-2233	Underserved	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 200,000.00	Subrecipient	Mo	YLI	YLI	
41887	Aviation Center	298 Tenth St, Columbia, TN, 38205	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 131,518.00	Subrecipient	Mo	YLI	YLI	
41888	YMCA Greater Memphis	YMCA of Memphis 4111	FE Partners	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 60,000.00	Subrecipient	Mo	YLI	YLI	
41889	Walker Road Mobiles Center, Inc.	2455 Independence Avenue, Memphis, TN, 38114-2828	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 219,924.00	Subrecipient	Mo	YLI	YLI	
41900	Carson County State	P.O. Box 267, Memphis, TN, 38114-2828	DV	Victim Services	ABP-1	Federal	7/1/2002	6/30/2025	\$ 34,712.00	Subrecipient	Mo	YLI	YLI	
41901	Carson County State	352 W. Broadway, Memphis, TN, 38103	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 6,079.00	Subrecipient	Mo	YLI	YLI	
41902	Belton County State Bank, Inc.	3115 Edwards St., Mountain City, TN, 37583-3124	DV	Victim Services	ABP-2	Federal	7/1/2002	12/31/2022	\$ 313,572.00	Subrecipient	Mo	YLI	YLI	
41903	SAFARI	638 Market Circle, Memphis, TN, 38104-2404	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 8,971.00	Subrecipient	Mo	YLI	YLI	
41904	YMCA Memphis & Millersville	1608 Woodmont Blvd., Nashville, TN, 37215-1154	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 180,000.00	Subrecipient	Mo	YLI	YLI	
41905	ALGIFE	4155 Tenth St., Columbia, TN, 38205-4111	DV	Victim Services	FP9A	Federal	7/1/2002	6/30/2025	\$ 115,821.00	Subrecipient	Mo	YLI	YLI	
41906	Aviation Center	298 Tenth St, Columbia, TN, 38205	DV	Victim Services	FP9A	Federal	7/1/2002	6/30/2025	\$ 137,118.00	Subrecipient	Mo	YLI	YLI	
41907	Scott County Shelter Society, Inc.	PO Box 5462, Scottsbluff, TN, 37841	2975X	Victim Services	PVS	State	7/1/2002	6/30/2025	\$ 16,007.00	Subrecipient	Mo	YLI	YLI	
41908	Commonwealth of East Tennessee	1387 Independence Blvd., Elizabethton, TN, 37641-8214	DV	Victim Services	FP9A	State	7/1/2002	6/30/2025	\$ 115,871.00	Subrecipient	Mo	YLI	YLI	
41909	YMCA Memphis & Millersville	1608 Woodmont Blvd., Nashville, TN, 37215-1154	DV	Victim Services	FP9A	Federal	7/1/2002	6/30/2025	\$ 216,472.00	Subrecipient	Mo	YLI	YLI	
41920	Carson County State	P.O. Box 267, Woodbury, TN, 37390-2929	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 94,500.00	Subrecipient	Mo	YLI	YLI	
41921	Carson County State	P.O. Box 5462, Scottsbluff, TN, 37841	FE Partners	Victim Services	VCCA	State	7/1/2002	6/30/2025	\$ 44,862.00	Subrecipient	Mo	YLI	YLI	
41922	Shenandoah Volunteer Program, Inc.	P.O. Box 2532, Martinsburg, TN, 37103-2532	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 60,000.00	Subrecipient	Mo	YLI	YLI	
41924	Power Point, Inc.	352 W. Broadway, Memphis, TN, 38103-2929	DV	Victim Services	FP9A, FP9S	FP9A	7/1/2002	6/30/2025	\$ 90,991.00	Subrecipient	Mo	YLI	YLI	
41926	Samuel Adams Center	202 Fench Landing Drive, Memphis, TN, 38104-2106	Underserved	Victim Services	VCCA	State	7/1/2002	6/30/2025	\$ 89,200.00	Subrecipient	Mo	YLI	YLI	
41928	Belton County State Bank, Inc.	3115 Edwards St., Mountain City, TN, 37583-3124	DV	Victim Services	VCCA	State	7/1/2002	6/30/2025	\$ 57,718.00	Subrecipient	Mo	YLI	YLI	
41929	Women Res Safe, Inc.	PO Box 2, Centerville, TN, 37033	DV	Victim Services	PVS	State	7/1/2002	6/30/2025	\$ 78,243.00	Subrecipient	Mo	YLI	YLI	
41929	YMCA Memphis & Millersville	1608 Woodmont Blvd., Nashville, TN, 37215-1154	SA	Victim Services	ABP-3	Federal	7/1/2002	6/30/2025	\$ 38,813.00	Subrecipient	Mo	YLI	YLI	
41929	Aviation Center	298 Tenth St, Columbia, TN, 38205	SA	Victim Services	ABP-3	Federal	7/1/2002	6/30/2025	\$ 264,851.00	Subrecipient	Mo	YLI	YLI	
41929	Shelby County Government	1500 Madison Avenue, Memphis, TN, 38104-2106	SA	Victim Services	ABP-3	Federal	7/1/2002	6/30/2025	\$ 40,913.00	Subrecipient	Mo	YLI	YLI	
41929	Carson County State	P.O. Box 1186, Commerce, TN, 38502-2106	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 71,617.00	Subrecipient	Mo	YLI	YLI	
41929	General House, Inc.	2455 Independence Avenue, Memphis, TN, 38114-2828	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 419,915.00	Subrecipient	Mo	YLI	YLI	
41929	HomeSAK of Summit Village w/ a Rehabilitation Center	111 S. Water Ave., Garden, TN, 38302-2429	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 260,772.00	Subrecipient	Mo	YLI	YLI	
41929	Shelby County Government	1500 Madison Avenue, Memphis, TN, 38104-2106	FE Partners	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 60,000.00	Subrecipient	Mo	YLI	YLI	
41929	HomeSAK of Summit Village w/ a Rehabilitation Center	2455 Independence Avenue, Memphis, TN, 38114-2828	DV	Victim Services	FP9A, FP9S	Federal	7/1/2002	6/30/2025	\$ 164,718.00	Subrecipient	Mo	YLI	YLI	
41929	Shelby County Government	1500 Madison Avenue, Memphis, TN, 38104-2106	SA	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 318,244.00	Subrecipient	Mo	YLI	YLI	
41929	YMCA Memphis & Millersville	1608 Woodmont Blvd., Nashville, TN, 37215-1154	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 215,218.00	Subrecipient	Mo	YLI	YLI	
41929	Street Gate, Inc.	P.O. Box 21262, Memphis, TN, 38121-2622	Home Transiting Direct Services	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 275,645.00	Subrecipient	Mo	YLI	YLI	

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#	Contractor	Location	Program Name	Description of Services Provided	Funding Source	Contract Funding - Fiscal Year/Period	Contract Period Begin	Contract Period End	Amount	Subcontractor Vendor	Monthly or Bi-Monthly Business Performance	Compliance/Non- Compliance	Allowance Yes/No	New Yes/No
41726	S&B/9848	S&B/9848, Crest Road Birmingham, TN 37625-0044	DV	Victim Services	FP&A	Federal	7/1/2002	6/30/2025	\$ 113,021.00	Subrecipient	NA	Y/N	Y/N	Y/N
41727	Senior County CASA	181 West Main Street, Suite 100 Columbia, TN 37626-4235	CASA	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 60,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41728	S&B/9848	S&B/9848, Crest Road Birmingham, TN 37625-0044	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 183,105.00	Subrecipient	NA	Y/N	Y/N	Y/N
41729	YVCA, University of Memphis	308 North Main Street, Suite 100 Columbia, TN 37626-4235	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 394,336.00	Subrecipient	NA	Y/N	Y/N	Y/N
41730	Family Violence of Agers, Inc.	52 Division Row Jackson, TN 39201-5552	DV	Victim Services	FP&A	Federal	7/1/2002	6/30/2025	\$ 251,078.00	Subrecipient	NA	Y/N	Y/N	Y/N
41731	Domestic Violence Program, Inc.	P.O. Box 2022, Memphis, TN 38102-8999	DV	Victim Services	ABP-2	Federal	7/1/2002	6/30/2025	\$ 76,470.00	Subrecipient	NA	Y/N	Y/N	Y/N
41733	University of Memphis	311 Snowling Hall Memphis, TN 38152-0002	Undert/retiree	Domestic Violence Agency	AG	Federal	7/1/2002	6/30/2025	\$ 374,524.00	Subrecipient	NA	Y/N	Y/N	Y/N
41734	Charter Area Urban Ministries	P.O. Box 124 Columbia, TN 38102-0124	Undert/retiree	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 83,512.00	Subrecipient	NA	Y/N	Y/N	Y/N
41735	F&E Treatment and Support District	3211 North Main Street, Suite 100 Columbia, TN 37626-4235	DB/648	Victim Services	VCCA	Federal	7/1/2002	12/31/2022	\$ 105,150.00	Subrecipient	NA	Y/N	Y/N	Y/N
41737	Women Ave S&B, Inc.	P.O. Box 211, Columbia, TN 37626-0211	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 116,972.00	Subrecipient	NA	Y/N	Y/N	Y/N
41738	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 150,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41739	Domestic Violence Program, Inc.	P.O. Box 2022, Memphis, TN 38102-8999	DV	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 460,370.00	Subrecipient	NA	Y/N	Y/N	Y/N
41740	Family Violence of Agers, Inc.	52 Division Row Jackson, TN 39201-5552	SA	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 250,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41741	Acorn TN	211 W. 485-2345 Nashville, TN 37202-2348	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 140,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41742	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41743	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41744	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41745	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41746	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41747	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41748	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41749	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41750	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41751	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41752	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41753	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41754	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41755	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41756	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41757	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41758	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41759	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41760	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41761	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41762	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41763	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41764	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41765	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41766	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41767	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41768	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41769	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N
41770	Family Violence of Agers, Inc.	512 Federal Avenue Jackson, TN 39201-5552	RF 9/00	Victim Services	VCCA	Federal	7/1/2002	6/30/2025	\$ 120,000.00	Subrecipient	NA	Y/N	Y/N	Y/N

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#	Contractor	Location	Program Name	Description of Service Provided	Funding Source	Contract Funding - Follower/endor Hybrid	Contract Period Begin	Contract Period End	Amount	Subcontractor Vendor	Monthly or Bi-Monthly Business Performance	Completions/ New Contractive	Alternate New/No
4848	Madge County Government	1008 Republic of New Kingston, TN, 37082-2881	Tennessee 846 Grants	Victim Services	VECA	Federal	11/27/2021	6/30/2023	\$ 30,000.00	Subrecipient	NA	NA	NA
4851	Union County Government	105 New Market Square, Madgeville, TN, 37052-3601	Tennessee 846 Grants	Victim Services	VECA	Federal	11/27/2021	6/30/2023	\$ 5,500.00	Subrecipient	NA	NA	NA
4863	Madge County Government	104 Highway 206, Union, TN, 37082-2881	GEA	Victim Services	VECA	Federal	12/15/2022	12/15/2022	\$ 71,612.00	Subrecipient	NA	NA	NA
4876	Madge County Government	300 New Market Square, Union, TN, 37052-3617	FC	Crime Justice Services	JG	Federal	12/15/2023	12/15/2023	\$ 10,000.00	Subrecipient	NA	NA	NA
4937	Metropolitan Government of Nashville and Davidson County	312 W. Jackson Blvd, Nashville, TN, 37203-2505	FC Conference	Crime Justice Services	STATE FYS	State	2/1/2023	6/30/2023	\$ 111,000.00	Subrecipient	NA	NA	NA
4938	Washington County Government	300 New Market Square, Union, TN, 37052-3617	Enforce Based Programming	State Incentive	STATE ERP	State	2/27/2021	6/30/2025	\$ 214,914.00	Subrecipient	NA	NA	NA
4939	Carroll County Government	417 New Avenue, Union, TN, 37052-3617	Enforce Based Programming	State Incentive	STATE ERP	State	3/1/2023	6/30/2025	\$ 214,914.00	Subrecipient	NA	NA	NA
4938	City of Newark	3117 Tennessee Avenue, Clarksville, TN, 37115-1115	Enforce Based Grant	State Incentive	VECF	State	3/25/2023	6/30/2024	\$ -	Subrecipient	NA	NA	NA
4938	Stewart County Government	314 Central Street, Stewart, TN, 37158-0205	Enforce Based Grant	State Incentive	VECF	State	4/1/2023	6/30/2024	\$ 31,951.00	Subrecipient	NA	NA	NA
4985	2019 Judicial District Attorney General Office	4120 Hwy 641, South Camden, TN, 37175-0205	2019	Law Enforcement Services	JG	Federal	3/1/2023	6/30/2024	\$ 26,500.00	Subrecipient	NA	NA	NA
5006	Madge County Government	1115 New Market Square, Union, TN, 37052-3617	Enforce Based Programming	State Incentive	STATE ERP	State	4/1/2023	6/30/2025	\$ 41,651.00	Subrecipient	NA	NA	NA
5082	City of Jackson	512 Richard Avenue, Jackson, TN, 37105-2821	Enforce Based Grant	State Incentive	STATE ERP	State	5/1/2023	6/30/2025	\$ 2,030.00	Subrecipient	NA	NA	NA
5080	Anderson County Government	508 South Main Street, Clifton, TN, 37116-1625	Enforce Based Programming	State Incentive	STATE ERP	State	5/27/2021	6/30/2025	\$ 17,161.00	Subrecipient	NA	NA	NA
5081	Bedford County Government	111 North Court St, Nashville, TN, 37116-1625	Enforce Based Programming	State Incentive	STATE ERP	State	5/1/2023	6/30/2025	\$ 154,714.00	Subrecipient	NA	NA	NA
5081	City of Nashville	800 Howard Baker Pkwy, Nashville, TN, 37216-2803	Enforce Based Grant	State Incentive	VECF	State	5/1/2023	6/30/2025	\$ 16,000.00	Subrecipient	NA	NA	NA
5080	Tennessee Community Services Agency	Tennessee Community Services Agency, 1011 1/2, Nashville, TN, 37216-2803	Statewide DV Help Line	Crime Justice Services	JG	Federal	5/25/2021	6/30/2023	\$ 41,363.00	Subrecipient	NA	NA	NA
5059	Tennessee Community Services Agency	Tennessee Community Services Agency, 1011 1/2, Nashville, TN, 37216-2803	Statewide DV Help Line	Victim Services	VECA	Federal	5/27/2021	6/30/2024	\$ 58,012.00	Subrecipient	NA	NA	NA
5058	Tennessee Community Services Agency	Tennessee Community Services Agency, 1011 1/2, Nashville, TN, 37216-2803	Statewide DV Help Line	Victim Services	VECA	Federal	5/27/2021	6/30/2024	\$ 16,168.00	Subrecipient	NA	NA	NA
5107	Tennessee Community Services Agency	401 RCA Dr, Nashville, TN, 37115- 2821	Training	State Incentive	ASB-1	State	7/1/2028	6/30/2023	\$ 100,000.00	Subrecipient	NA	NA	NA
5173	Tennessee Bureau of Domestic and Sexual Violence	401 RCA Dr, Nashville, TN, 37115- 2821	FFY 2028 M&D-15171	Law Enforcement Services	NA&P	Federal	3/1/2023	12/15/2022	\$ -	Subrecipient	NA	NA	NA
5189	Madge County Government	201 Frazier Street, Memphis, TN, 38103-2945	FFY 2028 M&D-15171	Law Enforcement Services	PH	Federal	10/7/2019	9/30/2022	\$ 248,842.00	Subrecipient	NA	NA	NA
5332	Tennessee Bureau of Investigation	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15182	Law Enforcement Services	NA&P	Federal	4/25/2020	12/15/2022	\$ 152,210.00	Subrecipient	NA	NA	NA
5333	Tennessee Bureau of Investigation	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15183	Law Enforcement Services	NA&P	Federal	4/25/2020	12/15/2022	\$ 319,160.00	Subrecipient	NA	NA	NA
5334	Tennessee Bureau of Investigation	808 E. East Boulevard, Nashville, TN, 37216-2803	Training	State Incentive	METH	State	7/1/2020	6/30/2024	\$ 200,000.00	Subrecipient	NA	NA	NA
5341	Domestic and Sexual Violence	808 RCA Dr, Nashville, TN, 37115- 2821	DN&C	State Incentive	STATE - Coordinating Office	State	7/1/2020	6/30/2024	\$ 76,500.00	Subrecipient	NA	NA	NA
5442	Bedford County Government	1217 Main Street, Nashville, TN, 37203-2505	FFY 28 P&H - Lat	Law Enforcement Services	PH	Federal	12/16/2020	9/30/2022	\$ 3,195.00	Subrecipient	NA	NA	NA
5442	Bedford County Government	1217 Main Street, Nashville, TN, 37203-2505	FFY 28 P&H - Lat	Law Enforcement Services	PH	Federal	12/17/2020	9/30/2023	\$ 16,000.00	Subrecipient	NA	NA	NA
5442	Bedford County Government	201 Frazier Street, Memphis, TN, 38103-2945	FFY 2029 M&D-15183	Law Enforcement Services	PH	State	7/1/2021	9/30/2023	\$ -	Subrecipient	NA	NA	NA
5442	City of Jackson	122 Board of Ave, Jackson, TN, 38301-4527	FFY 28 P&H - West	Law Enforcement Services	PH	State	4/1/2021	9/30/2023	\$ -	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	800 Howard Baker Pkwy, Nashville, TN, 37216-2803	State DAC	Law Enforcement Services	ILAC	State	7/1/2021	6/30/2026	\$ 260,000.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	State DAC	Law Enforcement Services	ILAC	State	7/1/2021	6/30/2026	\$ 260,000.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ -	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	State	4/1/2021	12/15/2023	\$ 157,000.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ -	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ 4,142.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ 4,142.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ 38,363.00	Subrecipient	NA	NA	NA
5442	Metropolitan Government of Nashville and Davidson County	808 E. East Boulevard, Nashville, TN, 37216-2803	FFY 2029 M&D-15184	Law Enforcement Services	ILAC	Federal	4/1/2021	12/15/2023	\$ -	Subrecipient	NA	NA	NA

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Project Name	Description of Services Provided	Funding Source	Contract Funding - Is Follow-up or Supplemental?	Contract Period Begins	Contract Period End	Amount	Successful or Vendor	Priority or Merit Award Business Enterprise No/Yes	Contractual Risk Competitive	Alternate No/Yes	New Yes/No
1400	2001 Municipal District Authority General Office	PO Box 485 Oak Ridge, TN 37829-0485	FFY 2021 P&I - LEAD	Law Enforcement Services	PM	Federal	12/7/2021	6/30/2023	\$ 30,973.00	Subrecipient	NA	Yes	NA	No
1401	Tennessee Department of Investigation	908 S. 2325 S. 50th Ave Nashville, TN 37215-5259	FFY 2021 Forensic - ANO	Law Enforcement Services	CONDELL	Federal	5/1/2022	9/30/2024	\$ 156,481.00	Subrecipient	NA	Yes	NA	No
1402	Tennessee Department of Health	1000 W. 5th Ave Nashville, TN 37203-1100	FFY 2021 Forensic	Law Enforcement Services	CONDELL	Federal	5/1/2022	9/30/2023	\$ 86,791.00	Subrecipient	NA	Yes	NA	No
1403	Tennessee Bureau of Investigation	800 S. 2325 S. 50th Ave Nashville, TN 37215-5259	FFY 2021 NCIP 74072	Law Enforcement Services	NCIP	Federal	5/1/2022	12/31/2023	\$ 68,000.00	Subrecipient	NA	Yes	NA	No
1404	Tennessee Bureau of Investigation	908 S. 2325 S. 50th Ave Nashville, TN 37215-5259	FFY 2021 NCIP 74073	Law Enforcement Services	NCIP	Federal	5/1/2022	12/31/2023	\$ 609,274.00	Subrecipient	NA	Yes	NA	No
1405	Multi-Tenancy	1201 Everett Drive Nashville, TN 37217-5129	Contract and Practice	Victim Services	Contract of Practice	Federal	7/1/2022	6/30/2023	\$ 91,000.00	Subrecipient	NA	Yes	NA	Yes
1406	Citizens County Government	800 8th Ave North Nashville, TN 37203-1212	ICR	Law Enforcement Services	ICR	Federal	5/1/2022	6/30/2025	\$ 748,271.00	Subrecipient	NA	Yes	NA	No
1407	Tennessee Department of Correction	32412-5021	FFY 2021 SEAT	Law Enforcement Services	SEAT	Federal	7/1/2022	12/31/2023	\$ 714,612.00	Subrecipient	NA	Yes	NA	Yes
1408	Scott County Sheriff's Office	3802 4th Avenue North Nashville, TN 37218-3317	ICR	Law Enforcement Services	ICR	Federal	8/1/2022	6/30/2025	\$ 60,000.00	Subrecipient	NA	Yes	NA	Yes
1409	Meadowdale, Inc.	3000 4th Avenue North Nashville, TN 37218-3317	64-099-ADME	State Industry	Upland Interstate	State	7/1/2022	6/30/2025	\$ 30,000.00	Subrecipient	NA	Yes	NA	Yes
1410	Tennessee Bureau of Investigation	908 S. 2325 S. 50th Ave Nashville, TN 37215-5259	AFS 2152	State Industry	STATE	State	7/1/2022	6/30/2024	\$ 463,616.00	Subrecipient	NA	Yes	NA	Yes
1411	LEAD Inc	5 South Main Street Nashville, TN 37203-1212	AFS 2152	State Industry	METH	State	8/1/2022	6/30/2023	\$ 51,000.00	Subrecipient	NA	Yes	NA	Yes
1412	Tennessee Sheriff's Association	145 South College Street Lebanon, TN 37038-2284	U.S. Dept of Justice Training Information and Notification (LEAD)	State Industry	SAVN	State	7/1/2022	6/30/2024	\$ 650,000.00	Subrecipient	NA	Yes	NA	Yes
1413	Metropolitan Government of Nashville and Davidson County	600 Metropolitan Park Nashville, TN 37219-2799	F179 P&I - M&R	Law Enforcement Services	PM	Federal	7/1/2022	6/30/2023	\$ 79,971.00	Subrecipient	NA	Yes	NA	Yes
1414	Metropolitan Government of Nashville and Davidson County	600 Metropolitan Park Nashville, TN 37219-2799	F1700 P&I - M&R	Law Enforcement Services	PM	Federal	11/27/2022	6/30/2024	\$ 152,422.00	Subrecipient	NA	Yes	NA	Yes
1415	Metropolitan Government of Nashville and Davidson County	745 South Church Street Nashville, TN 37203-1212	Training	State Industry	METH	State	7/1/2022	6/30/2024	\$ 61,900.00	Subrecipient	NA	Yes	NA	Yes
1416	Tennessee CABA Association, Inc	2885 Mississippi Park Nashville, TN 37214-4452	ADAP	Victim Services	ADAP	Federal	10/27/2021	6/30/2023	\$ 609,371.00	Subrecipient	NA	No	NA	No
1417	Shelby County Government	201 Poplar Avenue Nashville, TN 37203-2845	FFY 2021 P&I - What	Law Enforcement Services	PM	Federal	11/27/2022	6/30/2024	\$ 126,106.00	Subrecipient	NA	Yes	NA	Yes
1418	Tennessee Sheriff's Association	145 South College Street Lebanon, TN 37038-2284	Command Gov. Notification ECR	State Industry	SAVN	State	7/1/2022	6/30/2024	\$ 811,500.00	Subrecipient	NA	Yes	NA	Yes
1419	Metropolitan Government of Nashville and Davidson County	2000 15th Ave Nashville, TN 37219-2799	ADAP	Victim Services	ADAP	Federal	12/15/2020	3/27/2023	\$ 44,341.00	Subrecipient	NA	No	NA	Yes
1420	Community Educators for Justice	355 Poplar Avenue Nashville, TN 37219-2799	Symposium - Pd/Tr	State Industry	STATE	State	11/27/2022	6/30/2023	\$ 193,144.00	Subrecipient	NA	Yes	NA	Yes
1421	The University of Tennessee	1000 Con Rags Tennessee Oak Ridge, TN 37830-5411	Training	State Industry	VOE	State	10/27/2022	6/30/2025	\$ 4,995,417.00	Subrecipient	NA	Yes	NA	Yes
1422	Tennessee Bureau of Investigation	213 W. Mainwood Lane Nashville, TN 37203-2888	FFY 2021 NCIP 71519	Law Enforcement Services	NCIP	Federal	4/1/2023	12/31/2024	\$ 996,891.00	Subrecipient	NA	Yes	NA	Yes
1423	Memphis Leadership Foundation	2429 Poplar Avenue Memphis, TN 38112-2121	TRAC Tech Enhancement	Victim Services	METH	Federal	5/1/2023	6/30/2025	\$ 31,140.00	Subrecipient	NA	Yes	NA	Yes
1424	Think Farm, Inc	5122 Charlotte Ave Nashville, TN 37206-2929	Human Trafficking	Victim Services	MT-VOE	Federal	5/1/2023	9/30/2025	\$ 300,000.00	Subrecipient	NA	Yes	NA	Yes
1425	Tennessee Department of Children's Services	3153 Lefferts Drive Nashville, TN 37208-2002	Child Abuse Training and Professional Skills Program	Crim. Justice Services	PREA	Federal	5/2/2023	6/30/2024	\$ 12,891.00	Subrecipient	NA	Yes	NA	Yes
1426	City of Memphis	274 Lakeshore Blvd 550 Memphis, TN 38004-2120	FFY 2021 Forensic - LEAD	Crim. Justice Services	LEA	Federal	9/7/2022	8/31/2024	\$ 14,700.00	Subrecipient	NA	Yes	NA	Yes
1427	Tennessee Bureau of Investigation	215 Capital Blvd Nashville, TN 37203-2929	Training	Crim. Justice Services	AG	Federal	12/30/2022	12/31/2022	\$ 18,615.00	Subrecipient	NA	Yes	NA	Yes
1428	Tennessee Bureau of Investigation	221 Capital Blvd Nashville, TN 37203-2929	Training	Victim Services	STDP	Federal	10/27/2021	6/30/2023	\$ 112,000.00	Subrecipient	NA	Yes	NA	Yes
1429	Tennessee Bureau of Investigation	226 Poplar Avenue Nashville, TN 37203-2929	Paralegal	Crim. Justice Services	AG	Federal	12/15/2019	6/30/2023	\$ 71,000.00	Subrecipient	NA	Yes	NA	No
1430	Tennessee Bureau of Investigation	155 Poplar Avenue Nashville, TN 37203-2929	STDP P&I EIC	Victim Services	STDP	Federal	12/15/2021	6/30/2023	\$ 71,000.00	Subrecipient	NA	Yes	NA	No
1431	Tennessee Bureau of Investigation	P.O. Box 2466 Knoxville, TN 37901-2466	Prosecutor	Victim Services	STDP	Federal	11/15/2021	6/30/2023	\$ 71,000.00	Subrecipient	NA	Yes	NA	No
1432	Tennessee Bureau of Investigation	145 South College Street Nashville, TN 37203-2888	Prosecutor	Victim Services	STDP	Federal	7/1/2021	6/30/2023	\$ 59,464.00	Subrecipient	NA	Yes	NA	No
1433	Tennessee Bureau of Investigation	P.O. Box 2466 Knoxville, TN 37901-2466	Prosecutor	Victim Services	STDP	Federal	7/1/2021	6/30/2023	\$ 106,912.00	Subrecipient	NA	Yes	NA	No
1434	Tennessee Bureau of Investigation	573 Scott Mall Nashville, TN 37203-2929	Prosecutor	Victim Services	STDP	Federal	7/1/2021	6/30/2023	\$ 153,664.00	Subrecipient	NA	Yes	NA	No
1435	Tennessee Bureau of Investigation	1126 Locksington Street Goodlettsville, TN 37072-2720	Prosecutor	Victim Services	STDP	Federal	7/1/2021	6/30/2023	\$ 16,070.00	Subrecipient	NA	Yes	NA	No
1436	Tennessee Bureau of Investigation	1126 Locksington Street Goodlettsville, TN 37072-2720	Prosecutor	Victim Services	STDP	Federal	7/1/2021	6/30/2023	\$ 11,544.00	Subrecipient	NA	Yes	NA	No

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Project Name	Description of Services Provided	Funding Source	Contract Funding - FY	Contract Period - Begins	Contract Period - End	Amount	Submittal or Vendor	Priority or Material Award	Competition/ Non-Competitive	Allowance	New
						Yr							Yr	Yr/No
DMG0P016	Tennessee State University General Conference	202 West Main Street Suite 200 Memphis, TN, 37126-2550	Professor	Veterin Services	STDP	Federal	7/1/2008	6/30/2009	\$ 64,119.00	Subrecipient	Yes	Yes	Yr	No
DMG0P021	Tennessee State University General Conference	P.O. Box 937 Franklin, TN, 37126-2550	Professor	Veterin Services	STDP	Federal	7/1/2008	6/30/2009	\$ 16,651.00	Subrecipient	Yes	Yes	Yr	No
DMG0P023	Tennessee State University General Conference	P.O. Box 937 Franklin, TN, 37126-2550	Professor	Veterin Services	STDP	Federal	7/1/2008	6/30/2009	\$ 8,074.00	Subrecipient	Yes	Yes	Yr	No
DMG0P026	Tennessee State University General Conference	225 Main Street King of Dore Memphis, TN, 37126-2550	Professor	Veterin Services	STDP	Federal	5/1/2009	6/30/2009	\$ 100,161.00	Subrecipient	Yes	Yes	Yr	No
DMG0P036	Tennessee State University General Conference	215 Poplar Ave Memphis, TN, 37126-2550	Professor	Veterin Services	STDP	Federal	7/1/2008	6/30/2009	\$ 18,111.00	Subrecipient	Yes	Yes	Yr	No
DMG0C001	Tennessee State University General Conference	225 Capitol Building Franklin, TN, 37126-2550	Training	Veterin Services	VCCA	Federal	2/1/2009	6/30/2009	\$ 51,700.00	Subrecipient	Yes	Yes	Yr	No
DMG0C001	Tennessee State University General Conference	1500 West 100 Avenue Suite 600B Memphis, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 44,716.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	P.O. Box 1572 Memphis, TN, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 114,591.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	P.O. Box 937 Franklin, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 164,400.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	P.O. Box 937 Franklin, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 69,917.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	616 Commerce Court Memphis, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 12,919.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	201 Poplar Ave Memphis, TN, TN, 37126-2550	VAC - State	Veterin Services	VCCA	Federal	7/1/2000	6/30/2009	\$ 117,111.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	305 LeBlanc Memphis, TN, TN, 37126-2550	Training	Veterin Services	STDP	Federal	7/1/2008	6/30/2009	\$ 100,244.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	200 Albert Way Nashville, TN, TN, 37126-2550	Training	Veterin Services	VCCA	Federal	10/9/2008	6/30/2009	\$ 20,000.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	505 Commerce Memphis, TN, 37126-2550	DEMA	Veterin Services	VCCA	Federal	11/7/2002	6/30/2009	\$ 68,641.00	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	225 Franklin Landing Dr - 4th fl Nashville, TN, 37243-1002	Is a City - Audit	Veterin Services	AG	Federal	7/1/2000	6/30/2009	\$ 6,583.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	300 Nashville Street Nashville, TN, 37126-2550	Statewide Initiative	Veterin Services	VCCA	Federal	6/1/2009	6/30/2009	\$ 500,000.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	500 Nashville Street Nashville, TN, 37126-2550	Statewide Initiative	Veterin Services	VCCA	Federal	7/1/2009	6/30/2009	\$ 340,000.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	678 E. 9th Street Memphis, TN, 37126-2550	Death Investigation	Crime & Justice Services	AG	Federal	7/1/2000	6/30/2009	\$ 44,000.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	820 2nd Ave North Nashville, TN, TN, 37243-1002	BA County - Audit	Veterin Services	AG	Federal	7/1/2000	6/30/2009	\$ 277,500.00	Subrecipient	Yes	Yes	Yr	No
DMG0C002	Tennessee State University General Conference	103 E. Main Street - 3rd, 400 Cordova, TN, 37026-2116	Forma's Best of Grant	State Initiative	VDF	State	1/27/2001	6/30/2009	\$ 29,400.00	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	842 E. Lamar Alexander Hwy Memphis, TN, 37664-2626	Forma's Best of Grant	State Initiative	VDF	State	4/27/2003	6/30/2009	\$ 21,500.00	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	300 East 10th Street Memphis, TN, 37664-2626	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	204 South Main & Ashland St, TN, 37015-5015	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	3405 Highway 50 Memphis, TN, 37186-1486	Forma's Best of Grant	State Initiative	VDF	State	4/27/2003	6/30/2009	\$ 474,330.00	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	8505 S. 28th Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	6/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	1181 Poplar Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	331 Route 7 Ave Jackson, TN, TN, 37126-2550	Forma's Best of Grant	Law Enforcement Services	PNM	Federal	7/1/2003	6/30/2009	\$ 36,814.00	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	88 Park Street Lexington, TN, TN, 37155-3951	Forma's Best of Grant	State Initiative	VDF	State	4/27/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	405 E. Locust Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	6/27/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	220 Juban Center Dr Memphis, TN, 37185-1845	Forma's Best of Grant	State Initiative	VDF	State	4/27/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	1181 Poplar Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	510 Adams Street Memphis, TN, TN, 37144-5444	Forma's Best of Grant	State Initiative	VDF	State	6/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	513 Main Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	4/27/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	210 Forest High Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	901 Row 915 Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	6/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	110 Commerce Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	6/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	1100 East 10th Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes
DMG0C002	Tennessee State University General Conference	1100 East 10th Memphis, TN, TN, 37126-2550	Forma's Best of Grant	State Initiative	VDF	State	5/1/2003	6/30/2009	\$ -	Subrecipient	Yes	Yes	Yr	Yes

**APPENDIX P
CIVIL RIGHTS COMPLAINT NOTIFICATION**

Use this form to notify the Office of Criminal Justice Programs (OCJP) of any formal complaint of discrimination against the subrecipient agency related to employment or provision of benefits/services. This form should be submitted within 45 days of a complaint against the agency.

Mail to: **OFFICE OF CRIMINAL JUSTICE PROGRAMS**

Title VI Coordinator
312 Rosa L. Parks Ave. 18th Floor
Nashville, TN 37243-1102

Or: Email: OCJP.Compliance@tn.gov

AGENCY INFORMATION

AGENCY NAME: _____

ADDRESS: _____

NAME OF AUTHORIZING OFFICIAL: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NAME OF GRANT PROJECT DIRECTOR: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

PERSON MAKING THE COMPLAINT

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

DATE ORIGINAL COMPLAINT WAS FILED: _____

OTHERS INVOLVED (PLEASE ADD SPACE AS NEEDED TO INCLUDE ALL INVOLVED)

1. NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NATURE OF INVOLVEMENT (E.G., witness, person discriminated against) _____

DESCRIPTION OF THE COMPLAINT: (Include the response of the agency.) Use additional pages as needed.

DATE DESCRIBED SITUATION OCCURRED: _____

STATUS OF THE COMPLAINANT: EMPLOYEE SERVICE RECIPIENT

APPARENT BASIS OF THE ALLEGED DISCRIMINATION:

RACE SEX COLOR AGE SEXUAL ORIENTATION

DISABILITY NATIONAL ORIGIN RELIGION LIMITED ENGLISH PROFICIENCY GENDER IDENTITY

HAS THE COMPLAINT BEEN FILED THROUGH ANOTHER GRIEVANCE OR COMPLAINT PROCESS, EITHER STATE AND/OR FEDERAL (e.g., TN Human Rights Commission, EEOC)?

YES NO

IF YES, IDENTIFY THE AGENCY WITH WHICH THE COMPLAINT WAS FILED, EXPLAIN AND PROVIDE CURRENT STATUS OF SUCH:

PLEASE ATTACH ANY WRITTEN MATERIAL OR OTHER INFORMATION RELEVANT TO THE COMPLAINT.

NAME OF PERSON COMPLETING FORM:

DATE:

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

**DEPARTMENT OF FINANCE & ADMINISTRATION
OFFICE OF CRIMINAL JUSTICE PROGRAMS
CIVIL RIGHTS COMPLIANCE ATTESTATION**

AGENCY:	
DATE:	CONTRACT(S):
PERSON COMPLETING THE FORM:	TITLE:

INSTRUCTIONS: Answer the questions below related to compliance with all civil rights statutes and laws. See [Chapter XXII. Civil Rights of the OCJP Grants Manual](#) and [the OCJP Website](#).

- Complete all items on the form. Those items which do not apply to the grant should be marked NA.
- Civil Rights compliance relates to the entire agency not just the funded program/project.
- Sign the form and press the “Click to Sign” button to submit.

I. POLICIES AND PROCEDURES			
<i>Compliance Requirement</i>	Yes	No	NA
1. The agency has developed an Equal Employment Opportunity Plan (EEOP).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Has the EEOP plan been submitted to the Office for Civil Rights, U.S. Department of Justice? <i>(Only if required)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The agency has completed and submitted an EEOP Certification form to the Office of Justice Programs, Office for Civil Rights for each grant. <i>(Required by all)</i> Go to: http://ojp.gov/about/ocr/eeop.htm	<input type="checkbox"/>	<input type="checkbox"/>	
• The agency’s only grant with OCJP is state funded or a DHS/FVPS grant.	<input type="checkbox"/>	<input type="checkbox"/>	
4. The agency has completed an ADA Self-Evaluation if applicable to the agency? <i>[Agencies are advised to regularly evaluate programs, activities and services for ADA compliance.]</i> (http://www.ada.gov/2010_regs.htm)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Has the agency completed any assurances or Title VI Self-Evaluations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Notices of non-discrimination, including all applicable civil rights laws, are posted in conspicuous places available to employees and clients?	<input type="checkbox"/>	<input type="checkbox"/>	
7. The agency has a written policy that prohibits discrimination in both employment and the delivery of services or benefits based on race, color, national origin, sex, religion, or disability and establishes a civil rights complaint procedure?	<input type="checkbox"/>	<input type="checkbox"/>	

I. POLICIES AND PROCEDURES			
8. Are agency policies and procedures relevant to Civil Rights available for review including how to file a complaint?	<input type="checkbox"/>	<input type="checkbox"/>	

II. TRAINING AND STAFF RESPONSIBILITIES			
Compliance Requirement			
	Yes	No	NA
8. Does the agency provide and document training to staff on non-discriminatory issues and Civil Rights compliance <u>annually</u> ? Date of most recent training: (mm/dd/yyyy) Format of the training: classroom <input type="checkbox"/> web-based <input type="checkbox"/> written materials <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. The <u>Project Director</u> has completed the Office of Justice Programs, Office for Civil Rights (OCR) training* or an approved equivalent within 90 days of the start of the contract and annually thereafter. Date of most recent training: (mm/dd/yyyy) If other than OCR training, please describe:	<input type="checkbox"/>	<input type="checkbox"/>	
10. The <u>Civil Rights Compliance Officer</u> has completed the Office of Justice Programs, Office for Civil Rights (OCR) training* or an approved equivalent within 90 days of the start of the contract and annually thereafter. Date of most recent training: (mm/dd/yyyy) If other than OCR training, please describe:	<input type="checkbox"/>	<input type="checkbox"/>	
11. Have there been any complaints of discrimination against the agency in the last 12 months?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Have there been any findings of discrimination against the agency issued by a federal or state court or federal or state administrative agency on the grounds of race, color, religion, national origin, or sex in the last 12 months?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Has the agency complied with the requirement to submit to OCJP any findings of discrimination against the agency based on race, color, national origin, religion or sex that are the result of a due process hearing conducted by a federal or state court or a federal or state administrative agency within the required 45 days?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*The OCR training is provided here <https://ojp.gov/about/ocr/assistance.htm>. This training is required for the Project Director and Civil Rights Compliance Officer annually.

III. LEP PRACTICES			
<i>Compliance Requirement</i>			
	Yes	No	NA
13. Does the agency have a documented process in place to ensure that Limited English Proficiency (LEP) clients are provided meaningful access to services?	<input type="checkbox"/>	<input type="checkbox"/>	
14. Does the agency have a process in place for reaching out to the LEP community? Please describe:	<input type="checkbox"/>	<input type="checkbox"/>	

IV. AGENCY PRACTICES			
<i>Compliance Requirement</i>			
	Yes	No	NA
15. Does the agency do the following: <input type="checkbox"/> Provide services to everyone regardless of religion or religious belief? <input type="checkbox"/> Ensure that it does not use federal funds to conduct explicitly religious activities, such as worship, religious instruction, or proselytization, and that such activities are kept separate in time or place from federally funded activities? <input type="checkbox"/> Ensure that participation in religious activities is voluntary for beneficiaries of federally funded programs?	<input type="checkbox"/>	<input type="checkbox"/>	
16. If the agency is a religious institution or a faith-based organization, does the agency do the following: <input type="checkbox"/> Provide appropriate notice to program beneficiaries or prospective beneficiaries that the subrecipient does not discriminate on the basis of religion in the delivery of services or benefits? <input type="checkbox"/> Undertake reasonable efforts to identify an alternative provider and refer a beneficiary who objects to the religious character of the organization? <input type="checkbox"/> Keep a record of the requests for an alternative provider from beneficiaries or prospective beneficiaries who object to the subrecipient's "religious character," noting the subrecipient's efforts to find an appropriate alternative provider and to follow up with the beneficiary or prospective beneficiary?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IV. AGENCY PRACTICES

<p>17. If the agency operates an education program or activity, has the agency taken the following actions:</p> <p><input type="checkbox"/> Adopted grievance procedures that provide for the prompt and equitable resolution of complaints alleging a violation of the DOJ regulations implementing Title IX of the Education Amendments of 1972, found at 28 C.F.R. Part 54, which prohibit discrimination on the basis of sex.</p> <p><input type="checkbox"/> Designated a person to coordinate compliance with the prohibitions against sex discrimination contained in 28 C.F.R. Part 54.</p> <p><input type="checkbox"/> Notified applicants for admission and employment, employees, students, parents, and others that the subrecipient does not discriminate on the basis of sex in its educational programs or activities.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>18. If the subrecipient receives \$25,000 or more in federal financial assistance from DOJ and has fifty or more employees, has the subrecipient taken the following actions:</p> <p><input type="checkbox"/> Designated a responsible employee to coordinate compliance with Section 504 (28 C.F.R. § 42.505(d)),</p> <p><input type="checkbox"/> Adopted grievance procedures (<i>id.</i> § 42.505(e)), and</p> <p><input type="checkbox"/> Notified participants, beneficiaries, applicants, employees, and unions or professional organizations with collective bargaining agreements with the subrecipient, that it does not discriminate, either in employment or in the delivery of services or benefits, based on disability (<i>id.</i> § 42.505 (f)).</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>19. If the subrecipient receives funding under FVPSA, VAWA, or OVW, does it serve male victims of domestic violence, dating violence, sexual assault, and stalking?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>20. If the subrecipient receives funding under FVPSA, VAWA, or OVW, does the subrecipient provide sex- segregated or sex-specific services? If yes please answer the following questions:</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • Describe how the services are sex-segregated or sex-specific. 			
<ul style="list-style-type: none"> • Describe how the subrecipient determined that providing services that are sex-segregated or sex specific is necessary to the essential operation of the program? 			

I certify the above information is correct to the best of my knowledge.

Signature: _____ Title: _____

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 OF 2)

**TENNESSEE CERTIFICATION OF COMPLIANCE
WITH REGULATIONS FROM U. S. DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS, OFFICE FOR CIVIL RIGHTS
FOR SUBGRANTS ISSUED BY
THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION,
OFFICE OF CRIMINAL JUSTICE PROGRAMS**

INSTRUCTIONS: Complete the identifying information below. Read this form completely, identifying the person responsible for reporting civil rights findings in certification #3. Please obtain the signature of the Authorized Official on page 2, forward a copy of this form to the person identified in #3 and return the original copy of the form to the Office of Criminal Justice Programs, William R. Snodgrass Tennessee Tower, 312 Rosa L Parks Avenue, Suite 1800, Nashville, Tennessee 37243-1102 with your signed contracts.

Agency Name:	Project Director's Name:
Agency Address:	Project Director's Phone:
Grant Project Title:	
Grant Start Date:	Grant End Date:
Grant Duration:	Grant Amount:

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

All subgrantee recipients (regardless of type of entity or amount awarded) are subject to prohibitions against discrimination in any program or activity, and must take reasonable steps to provide meaningful access for persons with limited English proficiency.

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will take reasonable steps to provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
 - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.
2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. § 3789d);
 - b. Victims of Crime Act (42 U.S.C. § 10604(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
 - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
 - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
 - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
 - j. Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13)

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CERTIFICATION OF CIVIL RIGHTS COMPLIANCE
(PAGE 2 OF 2)

3. I also certify that this agency will report all civil rights complaints and findings of discrimination, if any, to the Tennessee Office of Criminal Justice Programs, within the Department of Finance and Administration, in compliance with Chapter XXII of the Grant's manual, and with 28 CFR 42.202(c). Any such findings will be provided within 45 days of the complaint or finding and/or if the finding occurred **within 3 years prior to the grant award beginning date, within 45 days of the grant award beginning date.** A copy of this Certification will be provided to the person responsible for reporting civil rights complaints and findings of discrimination, as identified below:

Name:	Title:	Phone:
Address:	City & State:	Zip Code:

"The Authorized Official certifies that to the best of his or her knowledge and belief that the information contained in this certification is correct and in accordance with the requirements of the application guidelines. The Authorized Official also certifies that the person named below is either the person legally responsible for committing the applying agency to this certification, or is executing this certification with the informed consent of the authorizing person (named and described in attachment A)."

Certification: I certify, by my signature at the end of this form, that I have read and am fully cognizant of our duties and responsibilities under this Certification. *(Please click the box to the left)*

NAME, TITLE, AND ADDRESS OF CERTIFYING DESIGNEE (IF DIFFERENT FROM AUTHORIZED OFFICIAL):
(Please click & complete the name, title, & address form field text boxes below, if applicable)

Certifying Designee's Name:

Certifying Designee's Title:

Please complete all certifications, print them, and then sign & date each certification

Authorized Signature of the Applicant Agency:

Date:

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XXII. Civil Rights

In the event of a formal allegation of Civil Rights discrimination, including those related to employment, or an adverse finding of discrimination against a subrecipient agency by a federal or state court or a federal or state administrative agency, OCJP subrecipients are required to immediately notify the OCJP Civil Rights coordinator in writing by completing the Civil Rights Complaint Notification form (See [Appendix P: Discrimination Complaint Notification](#)) within 45 days.

✓ Laws That Protect Civil Rights in Federally Assisted Programs

1. **Title VI of the Civil Rights Act of 1964**, as amended, prohibits discrimination on the basis of race, color, or national origin in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. 2000d](#); [28 C.F.R. pt. 42, subpt. D.](#)
2. **Section 504 of the Rehabilitation Act of 1973**, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by recipients of federal financial assistance. [29 U.S.C. § 794](#); [28 C.F.R. pt. 42, subpt. G.](#)
3. **Title II of the Americans with Disabilities Act of 1990**, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by public entities. [Statute; 42 U.S.C. § 12132](#); [28 C.F.R. pt. 35.Revised ADA Regulations Implementing Title II and Title III](#)
4. **The Age Discrimination Act of 1975**, as amended, prohibits discrimination on the basis of age in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. § 6102](#); [28 C.F.R. pt. 42, subpt. I.](#)
5. **Title IX of the Education Amendments of 1972**, as amended, prohibits discrimination on the basis of sex in educational programs or activities receiving federal financial assistance. [20 U.S.C. § 1681](#); [34 C.F.R. pt. 106](#); [28 C.F.R. pt. 54](#)

6. **The Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968**, as amended, prohibits discrimination on the basis of race, color, national origin, sex, or religion in both employment and the delivery of services or benefits by a recipient of federal financial assistance under the Safe Streets Act. [34 U.S.C. § 10228](#); [28 C.F.R. pt. 42, subpt. D](#).
7. **The Juvenile Justice and Delinquency Prevention Act (JJDP) of 1974**, as amended, adopts by reference the civil rights provisions of the Safe Streets Act. The JJDP prohibits discrimination on the basis of race, color, national origin, sex, and religion in both employment and the delivery of services or benefits by recipients of federal financial assistance under the JJDP. Recipients of funding under the Safe Streets Act and VOCA must also comply with the Equal Employment Opportunity Plan requirements of the Safe Streets Act. [34 U.S.C. § 10228](#); *see also* [28 C.F.R. pt. 42, subpt. E](#).
8. **The Victims of Crime Act (VOCA) of 1984**, as amended, prohibits discrimination on the basis of race, color, national origin, sex, religion, or disability in both employment and the delivery of services or benefits by recipients of federal financial assistance under VOCA. Recipients of funding under the Safe Streets Act and VOCA must also comply with the Equal Employment Opportunity Plan requirements of the Safe Streets Act. [34 U.S.C. § 20110\(e\)](#)
9. **The Partnerships with Faith-Based and Other Neighborhood Organizations Regulation** of the U.S. Department of Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to advance inherently (or explicitly) religious activities such as worship, religious instruction, or proselytization and prohibits discrimination in federally-assisted social service programs based on religion in the delivery of services or benefits. [28 C.F.R. pt. 38](#); *see also* [Exec. Order No. 13,559, 75 Fed. Reg. 71,319 \(May 4, 2016\)](#) (Fundamental Principles and Policymaking Criteria for Partnerships with Faith-Based and Other Neighborhood Organizations); [Exec. Order No. 13,279, 67 Fed. Reg. 77,141 \(Dec. 12, 2002\)](#) (Equal Protection of the Laws for Faith-Based and Community Organizations).
10. **The Violence Against Women Act (VAWA) of 1994, as amended**, prohibits discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement). [34 U.S.C. § 12291\(b\)\(13\)](#)

✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

1. The federal civil rights laws that may apply to OCJP subrecipients collectively prohibit discrimination **in both employment and the delivery of services or benefits** based on race, color, national origin, sex, religion, or disability. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in the delivery of services or benefits. In addition to these, subrecipients of funds under the Violence Against Women Act of 1994, as amended, are prohibited from discriminating on the basis of gender identity or sexual orientation.
2. All subrecipients must have a written policy that prohibits discrimination in both employment and the delivery of services or benefits based on race, color, national origin, sex, religion, or disability, and establishes a civil rights complaint procedure. The policy of subrecipients of funding under the Violence Against Women Act of 1994 must also prohibit discrimination based on sexual orientation and gender identity.
3. All subrecipient agencies must identify a compliance coordinator and a procedure for responding to discrimination complaints. Each agency must submit the name and contact information of the person responsible for reporting all civil rights complaints and findings to OCJP by completing the Certification of Regulations Compliance form as an attachment to its grant contract.
4. All subrecipient agencies must notify their employees, program participants, beneficiaries, and other interested persons that they do not discriminate based on race, color, national origin, sex, religion or disability. Additionally, if an agency is receiving funds under the Violence Against Women Act, they must notify their employees, program participants, beneficiaries, and other interested persons that they also do not discriminate based on gender identity and sexual orientation. To assist agencies in complying with this requirement see [Appendix C](#). Agencies are required to post this or similar signage regarding Civil Rights compliance and procedures for filing a discrimination complaint.
5. The recipient acknowledges that 34 U.S.C. § 12291(b)(13) prohibits recipients of OWW awards from excluding, denying benefits to, or discriminating against any person on the basis of actual or perceived race, color, religion, national origin, sex, gender identity, sexual orientation, or disability in any program or activity funded in whole or in part by OWW. Recipients may provide sex-segregated or sex-specific programming if doing so is necessary to the essential operations of the program, so long as the recipient provides comparable services to those who cannot be provided with the sex-segregated or sex-specific programming. The recipient agrees that it will comply with this provision. The recipient also agrees to ensure that any subrecipients ("subgrantees") at any tier will comply with this provision.

✓ Discrimination Complaints

1. All subrecipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability. Additionally, if the agency is a subrecipient of funds under the Violence Against Women Act of 1994, as amended, these written procedures must also address complaints of discrimination on the basis of sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration are on the [OCJP website](#).
2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or by calling (615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252.
3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <https://www.ojp.gov/about/ocr/complaint.htm>.
4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>.

✓ Obligation to Report Discrimination Complaints and Findings

1. In the event of an allegation of civil rights discrimination, including those related to employment, OCJP subrecipients must immediately notify the [OCJP Civil Rights Coordinator](#) by completing the Civil Rights Complaint Notification form (See [Appendix P: Discrimination Complaint Notification](#)) within forty-five (45) days. Subrecipients must report, in writing, the status of any on-going investigations to OCJP. A subrecipient may request exemption or modification of Appendix P by submitting a written request to the [OCJP Civil Rights Coordinator](#).
2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a subrecipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the subrecipient agency **must** send a copy of the finding to OCJP within forty-five (45) days.

✓ Maintenance of Civil Rights Information

For OCJP staff to determine whether the subrecipient agency is complying with applicable civil rights laws, the subrecipient must maintain required civil rights statistics on race, national origin, sex, age, and disability for all clients served. Agencies must permit the OCJP staff reasonable access to the books, documents, papers, and records.

✓ Language-Access Services for Beneficiaries with Limited English Proficiency

Each subrecipient agency should have a plan to assist clients with limited English proficiency (LEP). LEP persons are individuals who do not speak English as their primary language and have a limited ability to read, speak, write, or understand English. Title VI of the Civil Rights Act of 1964, as well as DOJ program statutes, requires subrecipients to take reasonable steps to ensure that LEP persons have meaningful access to their programs and activities. Providing meaningful access will generally involve some combination of oral interpretation services and written translation of vital documents. Meaningful access may entail providing language assistance services, including telephone interpreter lines, bilingual staff and volunteers, oral interpretation services, and written language services. Subrecipient agencies should evaluate their current practices in providing language-access services to LEP beneficiaries, including the following:

- Determine the size and linguistic demographics of the LEP service population;
- Collect data on the frequency of contacts with LEP beneficiaries;
- Identify the most significant services or benefits that will require language-access services;
- Assess the resources that are available both inside and outside the agency for providing language-access services;
- Make an inventory of existing written materials, especially vital documents, that need to be available to beneficiaries in translation;
- Establish quality-control measures to ensure the linguistic competency of interpreters and translators;
- Develop a language-access plan consistent with federal guidelines; and

Train staff members in public-contact positions on the legal obligation to provide appropriate language-access services to LEP beneficiaries.

For information on providing services to LEP persons and for detailed agency-specific guidance on language-access services, see www.LEP.gov.

∨ Faith-Based Organizations

As a condition for receiving financial assistance from DOJ, OCP subrecipient agencies agree to comply with the DOJ regulation now entitled, "[Partnerships with Faith-Based and Other Neighborhood Organization](#)", **28 C.F.R. pt. 38**. This regulation states that DOJ financial assistance may not support inherently (or explicitly) religious activities, such as worship, religious instruction, or proselytization. In addition, 28 C.F.R. Part 38 includes rules that prohibit specific forms of discrimination on the basis of religion, a religious belief, a refusal to hold a religious belief, or refusal to attend or participate in a religious practice. Faith-based subrecipients may still engage in inherently (or explicitly) religious activities, but the activities must be separate either in time or in place from the federally funded program *and* any participation in the inherently religious activities by program beneficiaries must be voluntary. Under federal law, all subrecipients, including faith-based organizations, must not discriminate in the provision of grant-funded services on the basis of a participant's religious practice or belief, or the lack of them. Contrary to the general rule under federal law that prohibits employment discrimination based on religion, funded faith-based organizations may, in some circumstances, take religion into account in making hiring decisions. Subrecipient faith-based organizations that have employment policies favoring co-religionists see the [OJP website](#) or contact their [OCP program manager](#) for additional information.

✓ Civil Rights Compliance Training

All recipients of federal financial assistance are subject to the provisions of the laws and regulations listed above, which prohibit discrimination based on race, color, national origin, age, sex, or disability. And if the agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. Regulations governing Civil Rights compliance require that all OCJP subrecipients provide **annual Civil Rights** training for all employees.

To improve compliance with Civil Rights laws, OCJP requires that all grant Project Directors and the Civil Rights Compliance Officers provide evidence of having completed [Civil Rights training](#) provided on the OCJP website annually. All new Project Directors must complete the training program within ninety (90) days of their start date. **At the end of the online quiz, Project Directors should retain verification of completion in the grant file. The Project Director and the Civil Rights Compliance Officer should complete this training annually.** Verification of the training must be retained in the personnel files.

To be in compliance with OCJP's training requirement on Civil Rights, subrecipient agencies must train other staff members by using the training program on OCJP's website or another training program that includes information on Civil Rights compliance. Although staff members other than the Project Directors may complete the online quiz at the end of OCJP's training program, they are not required to do so. Project Directors are responsible for maintaining documentation showing that staff members completed the required Civil Rights training **annually**.

The Civil Rights Compliance Training Presentation and Quiz is available [here](#).

Civil Rights training : the OCJP grant **Project Director and Civil Rights Compliance Officer** are required to access the training and quiz at this [link](#) annually. They are then responsible to use this or other training materials for the rest of the agency staff. In addition to this if applicable, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

DISCRIMINATION IS PROHIBITED

Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 and Section 504 of the 1973 Rehabilitation Act, and other federal law prohibit discrimination on the bases of race, color, national origin, sex, religion or disability in employment and in the delivery of service or benefits by an organization receiving federal funding.

Prohibited Practices

- Denying an individual any program services, financial aid, or benefits;
- Providing a different service, aid, or benefit, or providing them in a manner different than they are provided to others; or
- Segregating or treating individuals separately in any matter related to receiving any program service, aid, or benefit.

THIS ORGANIZATION RECEIVES GRANT FUNDING THROUGH CONTRACTS WITH THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION (F&A). IN ADDITION TO ITS OTHER LEGAL CIVIL RIGHTS OBLIGATIONS, AS A CONDITION OF F & A FUNDING THIS ORGANIZATION HAS AGREED NOT TO DISCRIMINATE IN EMPLOYMENT OR IN THE PROVISION OF SERVICES OR BENEFITS ON THE BASIS OF RACE, RELIGION, COLOR, NATIONAL ORIGIN, DISABILITY, SEX, OR AGE.

REQUESTS FOR A COMPLAINT FORM OR QUESTIONS REGARDING SUBMITTING A COMPLAINT OF DISCRIMINATION AGAINST THIS ORGANIZATION MAY BE SUBMITTED TO THE F & A CIVIL RIGHTS COORDINATOR'S MAILBOX AT THE FOLLOWING EMAIL ADDRESS: FA.CivilRights@tn.gov

Employees and service beneficiaries of the Department of Finance and Administration and grant subrecipients of the Office of Criminal Justice Programs may file a complaint of discrimination with the following:

Tennessee Department of Finance and Administration

Lucian Geise, Civil Rights Coordinator F & A Human Resources Office
William R. Snodgrass TN Tower; 312 Rosa L. Parks Avenue, Ste 20 Nashville, TN 37243-1102
FA.CivilRights@tn.gov

The Department of Justice, Office for Civil Rights, Office of Justice Programs*

810 7th Street, NW Washington, DC 20531
(202)307-0690 or by TTY at (202) 307-2027
<https://civilrights.justice.gov/>

TN Human Rights Commission

312 Rosa Parks Ave, 23rd floor WRS TN Tower Nashville TN 37243
615-741-5825 or Toll Free: 800-251-3589 or Spanish Toll Free: 866-856-1252
<http://www.tn.gov/humanrights/>

*OCR only adjudicates complaints against agencies receiving federal funds from F&A

**APPENDIX P
CIVIL RIGHTS COMPLAINT NOTIFICATION**

Use this form to notify the Office of Criminal Justice Programs (OCJP) of any formal complaint of discrimination against the subrecipient agency related to employment or provision of benefits/services. This form should be submitted within 45 days of a complaint against the agency.

Mail to: OFFICE OF CRIMINAL JUSTICE PROGRAMS

Title VI Coordinator
312 Rosa L. Parks Ave. 18th Floor
Nashville, TN 37243-1102

Or: Email: OCJP.Compliance@tn.gov

AGENCY INFORMATION

AGENCY NAME: _____

ADDRESS: _____

NAME OF AUTHORIZING OFFICIAL: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NAME OF GRANT PROJECT DIRECTOR: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

PERSON MAKING THE COMPLAINT

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

DATE ORIGINAL COMPLAINT WAS FILED: _____

OTHERS INVOLVED (PLEASE ADD SPACE AS NEEDED TO INCLUDE ALL INVOLVED)

1. NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NATURE OF INVOLVEMENT (E.G., witness, person discriminated against) _____

DESCRIPTION OF THE COMPLAINT: (Include the response of the agency.) Use additional pages as needed.

DATE DESCRIBED SITUATION OCCURRED: _____

STATUS OF THE COMPLAINANT: EMPLOYEE SERVICE RECIPIENT

APPARENT BASIS OF THE ALLEGED DISCRIMINATION:

RACE SEX COLOR AGE SEXUAL ORIENTATION

DISABILITY NATIONAL ORIGIN RELIGION LIMITED ENGLISH PROFICIENCY GENDER IDENTITY

TN Department of Finance & Administration, Office of Criminal Justice Programs

Rev. December 2018

HAS THE COMPLAINT BEEN FILED THROUGH ANOTHER GRIEVANCE OR COMPLAINT PROCESS, EITHER STATE AND/OR FEDERAL (e.g., TN Human Rights Commission, EEOC)?

YES NO

IF YES, IDENTIFY THE AGENCY WITH WHICH THE COMPLAINT WAS FILED, EXPLAIN AND PROVIDE CURRENT STATUS OF SUCH:

PLEASE ATTACH ANY WRITTEN MATERIAL OR OTHER INFORMATION RELEVANT TO THE COMPLAINT.

NAME OF PERSON COMPLETING FORM:

DATE:

PHONE NUMBER: _____ E-MAIL ADDRESS: _____