



# The State of Tennessee

Department of Commerce  
and Insurance

Carter Lawrence  
Commissioner

TITLE VI COMPLIANCE REPORT AND  
IMPLEMENTATION PLAN

FY2022-2023

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## II. Overview

The Department of Commerce and Insurance is a diverse agency charged with protecting the interests of consumers while providing fair, efficient oversight and a level field of competition for a broad array of industries and professionals doing business in Tennessee. The statute creating the Department of Commerce and Insurance is Tennessee Code Annotated § 56-1-201, and laws that guide the Department's functions are found at Title 56, Chapter 1. The Department accomplishes its regulatory responsibilities primarily through professional licensing, establishment of professional qualification and performance standards, audits and examinations of licensees, investigation of consumer complaints, enforcement actions, and consumer education. The Department houses five divisions –Fire Prevention, Insurance, Regulatory Boards, Securities, and TennCare Oversight. There are three agencies administratively attached to the Department – the Tennessee Emergency Communications Board, the Tennessee Law Enforcement Training Academy, and the Peace Officers Standards and Training Commission.

***See Appendix A(1), Department of Commerce and Insurance Organizational Chart.***

The **Division of Fire Prevention** is the State Fire Marshal's Office. The Division includes the state's building and safety codes enforcement operations. Training for volunteer, career firefighters, and codes officials is provided through the Tennessee Fire Service and Codes Enforcement Academy (TFACA). TFACA provides training on its campus and at local fire department sites across the state. Certification of volunteer and career firefighters in Tennessee is provided through the Tennessee Commission on Firefighting Personnel and Standards Education. The Division also conducts fire safety education programs across the state.

**Tennessee Fire Service and Codes Enforcement Academy (TFACA)** is a professional educational institution associated with the Department and housed under the Division of Fire Prevention. TFACA received federal financial assistance in FY2023 and is projected to use federal financial assistance during FY2024. The students who matriculate through the training programs offered by this school are employees of local fire service agencies who have been referred for basic and advanced education. The employers pay the tuition for the students or codes officials. The diversity of the student populations at the school is determined by the recruitment efforts of the fire service agencies that use the education programs.

The **Tennessee Commission on Firefighting Personnel and Standards Education**, which is housed under the Division of Fire Prevention, is responsible for the certification of volunteer and career firefighters in the State of Tennessee. The Commission also administers the Educational Incentive Pay Programs for paid and volunteer firefighters. The Commission is made up of nine members appointed for six-year terms and all of those members, except for the volunteer firefighter, shall be qualified by experience in the area of fire protection and related fields and shall meet the minimum training requirements of T.C.A. § 4-24-112, be a certified firefighter II or above, and be an active or retired member of a fire department currently participating in the commission's certification training program.

The ninth member shall be a volunteer firefighter who shall: (1) be qualified by experience; (2) be qualified to extinguish and control fires and fire-related emergencies as a member of a volunteer fire department recognized under T.C.A. § 68-102-301; (3) meet the minimum training

requirements of T.C.A. § 4-24-112; (4) currently serve or has served as a training officer for a fire department; and (5) not be considered a full-time employee of the fire department that they are representing. Of course, there is no prohibition against more than one member being a volunteer firefighter.

T.C.A. § 4-24-104(d) states that: “In making appointments to the commission, the governor shall strive to ensure that at least one person appointed to serve on the commission is 60 years of age or older and that at least one person appointed to serve on the commission is a member of a racial minority.”

The governor makes three appointments to the commission and, at minimum, pursuant to T.C.A. § 4-24-104(c)(3): one appointment shall be a career firefighter and one appointment shall be a volunteer firefighter. The third governor appointee may be either a career or a volunteer firefighter.

T.C.A. § 4-24-104(g) provides that: “Each grand division of the state shall be represented on the commission.”

The **Division of Insurance** regulates approximately 2,025 insurance companies and more than 316,000 insurance producers. The Division also reviews and approves insurance policy forms and rates for use in this State, mediates and investigates policyholder complaints of misconduct and fraud, and conducts consumer education programs across the State. The Consumer Insurance Services section of the Division mediated 4,421 policyholder complaints during FY2023. The insurance companies regulated by the Division paid premium taxes to this State during FY2023. In total, the fees and taxes added over \$1,319,000,000.00 to the State general fund. In addition, the Division collected and funded its budget through other fees that totaled over \$20,000,000.00 during FY2023.

The **Division of Regulatory Boards** houses 26 self-funded boards and commissions that enforce professional standards of conduct and statutory mandates for certain licensed industries – accountants, alarm system contractors, architects, athletic commission, auctioneers, burial services, collection services, contractors, cosmetologists and barbers, court reporters, debt management and credit services, embalmers, engineers, funeral directors, geologists, home improvement contractors, home inspectors, land surveyors, motor vehicle dealers and sellers, private investigators, private probation officers, private protective services, polygraph examiners, real estate agents, real estate appraisers, and scrap metal dealers. The Division regulates over 311,000 active licensees. Board and commission members are appointed by the Governor or the Commissioner of Commerce and Insurance in accordance with statutorily mandated composition criteria which include, but are not limited to, consideration to gender, race, age, geographic location, professional knowledge, and experience.

The **Securities Division** regulates 1,521 state-registered broker-dealer firms, 198,875 broker-dealer agents, 328 investment adviser firms, and 6,868 investment adviser representatives. The Division also registers securities products, investigates investor complaints of misconduct and fraud, and produces investor education programs across the state. The Securities Division collected \$27,543,014.00 in fees from registrants, securities offerings and notice filings during FY2023.

The **TennCare Oversight Division** monitors the financial condition and timely payment practices of the health maintenance organizations (HMOs) and other managed care companies that contract to provide services to 1.7 million TennCare enrollees. The Division is contracted to receive a total of \$2,776,700.00 from the Division of TennCare for FY2023. That total is funded 50/50 state and federal.

The **Tennessee Emergency Communications Board (TECB)** is a self-funded board housed within the Department of Commerce and Insurance. The Board is charged with the establishment and maintenance of an advanced statewide emergency communications system and it is funded through a monthly emergency telephone surcharge imposed on users and subscribers of all telecommunications services capable of contacting 911. The Board also provides financial oversight, operational oversight and technical assistance to the state's 100 emergency communication districts (ECDs) and establishes technical, operational and dispatcher training standards, and manages the distribution of funds from the Emergency Communications Fund to the ECDs. The Board is composed of nine members. Four members are appointed by the Governor, two members are appointed by the Speaker of the House, two members are appointed by the Speaker of the Senate, and the ninth member is the Comptroller or his/her designee. One member appointed by the Governor is a public citizen with no connection to emergency communications. One member appointed by the Speaker of the Senate represents county governments. One member appointed by the Speaker of the House represents city governments. The five remaining members must be either current directors of emergency communication districts or current members of emergency communications boards of directors. The appointing authorities are statutorily directed to ensure that the composition of the Board reflects the diversity of the population of this state with respect to race, gender, age, and with respect to geographical and political interests.

The **Tennessee Law Enforcement Training Academy (TLETA)** trains state, county, and city law enforcement officers at all levels of responsibility. Annually, TLETA trains about half of the new police recruits in the state, provides in-service training, and assists the P.O.S.T. Commission in maintaining records for over 14,000 certified officers in the state. Specialized school offerings by TLETA on mandated, requested, and emerging subjects provide an opportunity for P.O.S.T. certified officers to receive the required 40 hours in-service training as well as learn innovative techniques in maintaining law enforcement services. TLETA trained 1,140 students in four basic police schools and 35 specialized schools during FY2023.

The **Peace Officers Standards and Training Commission (P.O.S.T.)** is the primary regulatory body for Tennessee law enforcement officers. The P.O.S.T. Commission develops and enforces educational, physical, and proficiency skills standards for law enforcement agencies and officers statewide. In addition to setting standards, the Commission also certifies law enforcement training, instructors, curricula, academies, specialized schools, officers, staff, and agencies. The Commission also provides an annual salary supplement to certified full time officers completing the required 40 hours of in-service training. The Commission is comprised of fifteen members, nine members appointed by the Governor, two members appointed by the Speaker of the House of Representatives, two members appointed by the Speaker of the Senate, one member designated by the Attorney General as his representative, and the Director of TLETA serves as the Executive Secretary. With the exception of the Executive Secretary, each member's appointment is for a fixed term. The Governor's appointments must be comprised of two police chiefs, two sheriffs, one

police officer below the rank of Assistant Chief, one non-supervisory officer, and three additional members.

The total revenue collected by the Department of Commerce and Insurance in FY2023 includes:

- Standard Operation: \$285,857,970.55
- Insurance Premium Taxes: \$1,313,665,876.79

The Department's total operating budget for FY2023 was \$345,554,900.

III. RESPONSIBLE OFFICIALS

  
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#### IV. DEFINITIONS

Assurance: A written statement or contractual agreement signed by the Commissioner of Commerce and Insurance in which a recipient, secondary recipient or contractor agrees to administer federally assisted programs in accordance with civil rights laws and regulations.

Beneficiaries: Those persons to whom assistance, services, or benefits are ultimately provided.

Compliance: The fulfillment of the requirements of Title VI, other applicable laws, implementation of 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, or national origin.

Complaints: A verbal or written allegation of discrimination which indicates that any federally assisted program is operated in such a manner that it results in disparity of treatment to persons or groups of persons because of race, color, or national origin.

Compliance Reviews: Regular systematic inspections of agency programs conducted to determine regulatory compliance with the civil rights laws and regulations. Compliance reviews determine compliance and noncompliance in the delivery of benefits and services in federally assisted programs. These reviews help to measure the effectiveness of agency civil rights programs. They 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, and denial of the right to file a civil rights complaint. Compliance reviews may be conducted on-site or through desk audits.

Conciliatory Agreement: A voluntary agreement between a federal agency and the state or between the state and a sub-recipient or contractor that provides for corrective action to be taken to eliminate discrimination in any program receiving federal assistance.

Contractor: A person or entity that agreed to perform services at a specified price.

Desk Audit: A desk audit 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, conducted according to review procedures. Desk audits include routine reviews of assurance forms or other documents to ensure that they have been properly completed.

Discrimination: To make any 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, or national origin.

Federal Assistance: Any funding, property, or aid provided for the purpose of assisting a beneficiary.

Invitation to Bid (ITB): A procurement method where a contract is awarded to one or more bidders based on the lowest responsive and responsible price.

Minority: A person or groups of persons differing from others in some characteristics and often subjected to differential treatment on the basis of race, color, or national origin.

Noncompliance: Failure or refusal to comply with Title VI of the Civil Rights Act of 1964, other applicable civil rights laws, and implementing departmental regulations.

Parity: The proportion of minority participation to the minority eligible population of a service delivery point is the same as the proportion of non-minority participation to the non-minority eligible population of the same delivery point.

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 audits and other mechanisms may also be used to assess operation of federally assisted programs. A post-award review may result in a written report that shows the compliance status of agency program offices and recipients. When necessary, the report will contain recommendations for corrective action. If the program office or recipient is found to be in noncompliance, technical assistance and guidance must be provided to bring the recipient into voluntary compliance. If voluntary compliance cannot be secured, formal enforcement action is then initiated.

Potential Beneficiaries: Those persons who are eligible to receive federally assisted program benefits and services.

Pre-Award Review: A desk audit of the proposed operations of a sub-recipient or contractor prior to the approval of the grant or contract. 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, or national origin. The applicant may provide methods of administering the program designed to ensure that the primary recipient and sub-recipient(s) under the program will comply with all applicable regulations and correct any existing or developing instances of noncompliance. If the documentation provided by the applicant for the desk audit is inadequate to determine compliance, then an on-site evaluation may be necessary.

Public Notice/Notification: Process of publicizing information on the availability of programs, services and benefits to minorities and statements of nondiscrimination. This is attained through the use of newspapers, newsletters, periodicals, radio and televisions, community organizations, and grassroots and special needs directories, brochures, and pamphlets.

Recipient: Any state, political subdivision of any state, or instrumentality of any state or political subdivision, any public or private agency, institution, or organization, or other entity or any individual in any state to whom federal financial assistance is tendered, directly or through another recipient, for any program, including any successor, assignee, or transferee thereof, but not including any ultimate beneficiary under such program.

Request for Proposal (RFP): A written solicitation for written proposals to provide goods or services to the State.

Service Delivery Area: The area served by a service delivery point in the administration of federally assisted programs.

Service Delivery Point: The place in which federally assisted program services or benefits are administered to the public.

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d-4: Federal law prohibiting discrimination based on race, color, or national origin. It covers all forms of federal aid except contracts of insurance and guaranty. It does not cover employment, except where employment practices result in discrimination against program beneficiaries or where the purpose of the federal assistance is to provide employment.

## V. NONDISCRIMINATION POLICY

It is the policy of the Department of Commerce and Insurance (the “Department”) to ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin under Title VI of the Civil Rights Act of 1964. This policy applies to the administration of all programs and activities of the Department whenever any program or activity of the Department is assisted with federal financial assistance. The Department follows and enforces the Department of Human Resources (DOHR) Policy on Workplace Discrimination and Harassment and the State of Tennessee’s Code of Conduct, with respect to promoting equal employment opportunity (EEO) and eliminating unlawful discrimination on the basis of race, color, age, national origin, religion, sex, disability, pregnancy, veteran status, or any other category protected under state and/or federal civil rights laws. All employees are required to read and acknowledge the Code of Conduct on an annual basis and to complete the State of Tennessee’s Respectful Workplace training, the curriculum for which is based on the DOHR Workplace Discrimination and Harassment Policy. The Department also follows and enforces the provision of the State of Tennessee’s Employee Handbook pertaining to the promotion of EEO and compliance with the Americans with Disabilities Act.

The Department, its sub-recipients, and its contractors shall make available any compliance report to be reviewed by the Tennessee Human Rights Commission (THRC) upon request.

***See Appendix U, Policies.***

## VI. ORGANIZATION OF THE CIVIL RIGHTS OFFICE

### ***See Appendix A(2), Department of Commerce and Insurance Organizational Chart of Civil Rights Coordination.***

The Title VI Compliance Coordinator is responsible for:

1. Collecting data from the divisions/programs within the Department regarding the Department's compliance with Title VI;
2. Receiving complaints alleging violation of Title VI;
3. Coordinating the investigation of complaints alleging violation of Title VI;
4. Reporting the results of complaint investigations to the Commissioner of Commerce and Insurance, the Deputy Commissioner, the General Counsel, and the head of the affected division/program area;
5. Coordinating compliance reviews with Department auditors and/or relevant program staff;
6. Preparing the annual Title VI Implementation Plan;
7. Preparing training materials for Department staff;
8. Conducting training for Department staff; and
9. Assisting division/program heads and staff with understanding the Title VI expectations and compliance issues for their divisions/programs.

The Title VI Compliance Officer is responsible for:

1. Assisting with the duties of the Title VI Coordinator;
2. Keeping the records of the Title VI compliance office;
3. Responding to records requests; and
4. Responding to information requests.

## VII. DISCRIMINATORY PRACTICES

The Department shall administer all programs in a nondiscriminatory manner. The Department shall not, on the basis of race, color or national origin:

- A. Deny a person the opportunity to participate as a member of a planning or advisory body that is an integral part of the program;
- B. Provide a service or benefit to an individual that is inferior (either in quantity or quality) to that provided to others by or in the program;
- C. Provide an individual with a service or benefit in a manner different from others under the program;
- D. Subject an individual to segregation in any manner related to the receipt of services or benefits under the program;
- E. Subject an individual to separate treatment in any manner related to receiving services or benefits under the program;
- F. Restrict an individual in any way in the receipt of any advantage or privilege enjoyed by others under the program;
- G. Require non-uniform standards or conditions as pre-requisites for accepting an individual into a program;
- H. Deny an individual any service or benefit provided under the program;
- I. Use criteria or methods of administration which (1) have the effect of subjecting individuals to discrimination, or (2) operate to defeat or substantially impair the accomplishment of the objectives of the program;
- J. Permit discriminatory activity in a facility built in whole or in part with federal funds;
- K. Fail to provide service or information in a language other than English when potential or actual beneficiaries are of limited English-speaking ability;
- L. Fail to advise the population eligible to be served or provided benefits by the program of the existence of the program;
- M. Subject an individual to discriminatory employment practices under any federally funded program whose object is to provide employment; or
- N. Locate a facility in any way which would limit or impede access to a federally funded service or benefit.

## EXAMPLES OF PROHIBITED DISCRIMINATORY PRACTICES

Illustrative examples of prohibited discriminatory practices, include, but are not limited to, the following:

- A. Applying licensing standards inconsistently to applicants on the basis of their race, color, or national origin.
- B. Applying job qualification standards inconsistently to applicants for positions funded by federal assistance on the basis of their race, color, or national origin.
- C. Not considering or rejecting a contract proposal on the basis of the business owner's race, color, or national origin.
- D. Not including minority owned businesses in the distribution of request for proposal notices.
- E. Refusing to accept a consumer complaint from and provide assistance to a consumer on the basis of the consumer's race, color, or national origin.
- F. Applying course completion requirements inconsistently to students on the basis of their race, color, or national origin.

## VIII. FEDERAL PROGRAMS OR ACTIVITIES

For FY2023, the total amount of federal financial assistance received by the Department was \$1,681,954.62. Currently, the Department is anticipated to receive a total of 1,943,208.76 in federal financial assistance in FY2024.

***See Appendix B, Federal Financial Assistance for FY2023 and FY2024; and Appendix C Federal Financial Assistance Property List.***

## STATEMENTS OF ASSURANCE

***See Appendix D, Copies of Statements of Assurances.***

IX. DATA COLLECTION AND ANALYSIS

BENEFICIARIES

The primary programmatic charge of the Department of Commerce and Insurance is professional regulation. This is accomplished through licensing and enforcement of the standards and laws applicable to the industries subject to the Department’s jurisdiction. The racial/ethnic diversity of the industry populations is determined by individual professional goals and training, as well as the recruitment efforts within those industries. However, all citizens of the state are beneficiaries of the regulatory work of the Department because of the provision of access to competent, ethical businesses and professionals and protection from unqualified, unlicensed, and/or unethical business people. There were 191,997,871 beneficiaries in FY2023. This includes licensees, students, consumers receiving direct assistance, and those touched by educational outreach. Our consumer outreach efforts (events, social media, press releases, videos, emails, etc.) resulted in 191,117,364 impressions in FY2023. **See Appendix V, Beneficiaries.**

Through the State Fire Marshal’s Office, which is based in the Division of Fire Prevention, the Department is responsible for fire code and electrical installation safety inspections, residential building code standards, manufactured housing production and installation safety inspections, the investigation into the cause and origin of fires, and fire insurance fraud. As with the consumer protections provided by the professional regulation duties of the Department, the fire and building safety duties of the Department serve all of the citizens of Tennessee.

Tennessee Race and Ethnicity Census Data  
(percentage of population)

African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Nat. Hawaiian/ Pacific Islanders	2 or more races reported	White, not Hispanic	Foreign Born	Language Other Than English At Home
17.1%	0.5%	2.0%	5.7%	0.1%	2.0%	73.5%	5.1%	7.2%

\*data from U.S. Census Bureau, 2020 Census

There are two professional educational institutions associated with the Department – the Tennessee Fire Service and Codes Enforcement Academy (TFACA), which is housed under the Division of Fire Prevention, and the Tennessee Law Enforcement Academy (TLETA). TFACA and TLETA received federal financial assistance in FY2023 and are projected to use federal financial assistance during FY2024.

The students who matriculate through the training programs offered by these two schools are employees of local fire service and state/local law enforcement agencies who have been referred for basic and advanced education. The employers pay for the students’ tuition. The diversity of the student populations at both schools is determined by the recruitment efforts of the fire service and law enforcement agencies that use the education programs. Data regarding the racial composition of the student populations served by TFACA and TLETA is requested of the students during the

class registration process. There were 17,955 students trained through TFACA during FY2023 and 1,140 students trained through TLETA during FY2023.

The Tennessee Commission of Firefighting Personnel and Standards Education (FFC) and the Peace Officers Standards and Training Commission (P.O.S.T.) are responsible for establishing the standards for fire departments and law enforcement agencies and certifying the qualifications of firefighters and law enforcement officers. The FFC collects data regarding the applicants for certification testing. There were 6,615 students trained through the FFC during FY2023. Likewise, the P.O.S.T. collects data concerning the race of applicants for certification. There were 407 officers certified through the P.O.S.T. during FY2023.

***See Appendix F, TFACA Student Data and FFC Test Applicant Data; and Appendix G, TLETA Student Data and P.O.S.T. Certification Applicant Data.***

**MINORITY REPRESENTATION OF DEPARTMENT STAFF**

<b>Racial breakdown of Employees and Members of Boards and Commissions who receive meeting per diems</b>						
<b>Race</b>	<b>Count</b>	<b>Percentage</b>	<b>Executive</b>	<b>Exec %</b>	<b>Preferred</b>	<b>Pref %</b>
White	603	80.5%	280	85.11%	323	76.9%
Black	117	15.62%	41	12.46%	76	18.10%
Hispanic/Latino	11	1.47%	4	1.23%	7	1.67%
Asian	5	0.67%	1	0.30%	4	0.95%
Native American	1	0.14%	0	0.00%	1	0.24%
Unknown	1	0.14%	1	0.30%	0	0.00%
Other	2	0.27%	1	0.30%	1	0.24%
Hawaiian	0	0.00%	0	0.00%	0	0.00%
Two or More Races	9	1.19%	1	0.30%	8	1.9%
Vacant	88					
<b>TOTAL</b>	<b>837</b>	<b>100.00%</b>	<b>329</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>

As of June 30, 2023, the Department had a total of 749 full and part-time employees, and 88 vacant positions.

***See Appendix E, Report of Department Staff and Members of Governor Appointed Regulatory Boards and Commissions Who Receive Meeting Per Diems.***

## X. LIMITED ENGLISH PROFICIENCY (LEP)

### **POLICY**

It is the policy of the Department of Commerce and Insurance that all program areas take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of the Department of Commerce and Insurance is to ensure meaningful communication with persons that experience LEP and their authorized representatives. This policy also provides for communication of information contained in vital documents, including but not limited to, waivers of rights and consent forms, consumer complaint forms, consumer education materials, and notices of rights to a hearing and/or appeal of administrative orders. Interpreters, translators and other appropriate aids needed to comply with this policy are provided without cost to the person being served.

Language assistance will be provided through use of competent bilingual staff, staff interpreters, contracts or formal arrangements with organizations providing interpretation or translation services, or technology and telephonic interpretation services. All staff will be provided notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

The Department of Commerce and Insurance will conduct a regular review of the language access needs of our service population, as well as update and monitor the implementation of this policy and these procedures, as necessary. In determining the language access needs and obligations of the Department, each program will consider the following four factors:

1. The number or proportion of LEP persons in the population;
2. The frequency of contact LEP persons have with the program;
3. Nature and importance of program; and,
4. Resources available to the program.

### **PROCEDURES:**

#### **1. IDENTIFYING LEP PERSONS AND THEIR LANGUAGE**

The Department of Commerce and Insurance will promptly identify the language and communication needs of the LEP person. If necessary, staff will use a language identification card (or “I speak cards”) or posters to determine the language. In addition, when records are kept of past interactions with individuals or their family members, the language used to communicate with the LEP person will be included as part of the record.

#### **2. OBTAINING A QUALIFIED INTERPRETER**

Avaza Language Services Corp. (“Avaza”) is a vendor that is contracted with the State to provide qualified telephone based interpreter services, video remote interpreting services, onsite interpreting services, and written document translations. The agency’s telephone numbers are 1-800-482-8292, (615) 534-3400 Nashville, (901) 257-3190 Memphis, (865) 342-7768 Knoxville

area, (731) 410-2911 Jackson area, (931) 472-0446 Clarksville area, and (423) 424-0950 Chattanooga area. The website is located at <http://avaza.co/>, and the hours of availability are 24 hours a day, 7 days a week, 365 days a year. The Avaza business address is 1400 Donelson Pike, Suite B11, Nashville, TN 37217.

Linguistica International Translation Services (“Linguistica”) is also a vendor contracted with the State to provide qualified telephone-based interpreter services, video remote interpreting services, onsite interpreting services, and written document translations. The toll-free number for this service is 866-908-5744, and the website is located at [www.linguisticainternational.com](http://www.linguisticainternational.com). The hours of availability are 24 hours a day, 365 days a year. Linguistica International offers professional interpreters that cover over 350 languages and dialects.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP person will not be used as interpreters unless specifically requested by that individual and **after** the LEP person has understood that an offer of an interpreter at no charge to the person has been made by the department or agency. Such an offer and the response will be documented in the person’s file. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest will be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services will be provided to the LEP person.

Children (e.g. persons under the age of 18) will **not** be used to interpret, in order to ensure confidentiality of information and accurate communication.

### **3. PROVIDING WRITTEN TRANSLATIONS**

When translation of vital documents is needed, each division or unit in the Department of Commerce and Insurance will submit documents for translation into frequently-encountered languages to vendors contracted with the State to provide this service. Original documents being submitted for translation will be in final, approved form.

### **4. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION**

On an ongoing basis, the Department of Commerce and Insurance will assess changes in demographics, types of services or other needs that may require reevaluation of this policy and its procedures. In addition, the Department of Commerce and Insurance will regularly assess the efficacy of these procedures, including but not limited to mechanisms for securing interpreter services, equipment used for the delivery of language assistance, complaints filed by LEP persons, and feedback from the public and community or consumer organizations.

The Department of Commerce and Insurance generally encounters LEP beneficiaries when receiving, investigating, and mediating consumer complaints. The Department utilizes the State’s current foreign language translator service contracts with Avaza and Linguistica. Avaza and Linguistica provide phone-based language interpretation services, video remote interpreting services, onsite interpreting services, and written document translations. Every division and program within and administratively attached to the Department has been registered with Avaza

by the Title VI Coordinator. The access codes assigned to each division, as well as language identification posters and service information kits have been distributed to each division head for dissemination among office and field staff.

The Department currently has 15 employees who fluently speak 10 languages other than English – Spanish, French, Azerbaijani, Turkish, Farsi, Arabic, Telugu, Thai, German, and Hindi. Although these employees are not certified as interpreters, they are willing to assist their co-workers and beneficiaries when needed. The current list of staff utilized by the Department can be found in **Appendix H, LEP Encounters and Bi-lingual Staff in FY2023**.

The State Board of Cosmetology and Barber Examiners has a relatively high number of contacts with individuals who speak Spanish and Vietnamese. The Executive Director provides all Spanish assistance.

Top 6 Languages other than English Spoken in Tennessee Homes\*

% of Tennessee Population 5 Years And Over	Vietnamese	French	German	Chinese	Arabic	Spanish	Tennessee Population 5 Years and Over
5.31%	.15%	.17%	.17%	.24%	.42%	4.16%	6,365,282

\*Data from the U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates.

For FY2023, the Insurance Division encountered a total of 102 contacts of languages other than English, including Spanish and Arabic. The TLETA had 8 encounters, and the Securities Division had 1 encounter. Within the Division of Regulatory Boards, the Cosmetology and Barber Board had 152 encounters, the Motor Vehicle Commission had 5 encounters, the Board for Licensing Contractors had 14 encounters, the Detection Services Licensing Program had 6 encounters, and the Board of Architects and Engineers, the Real Estate Commission, and the Regulatory Boards Administrative section each had 1 encounter, for a grand total of 291 encounters. There were 74 in-person encounters; 189 telephonic encounters; and 28 encounters in writing.

Division	Spanish	Arabic	Vietnamese	Other
Insurance	96	3	1	2
TLETA	6	0	0	2
Securities	1	0	0	0
Cosmetology and Barber Board	90	0	57	5
Motor Vehicle Commission	5	0	0	0
Real Estate Commission	1	0	0	0

Regulatory Boards-Administrative	1	0	0	0
Architects and Engineers	1	0	0	0
Board for Licensing Contractors	12	0	0	2
Detection Services	0	6	0	0
<b>TOTAL</b>	<b>213</b>	<b>9</b>	<b>58</b>	<b>11</b>

**See Appendix H, LEP Encounters in FY2023.**

The following documents are available in translated versions:

1. Securities Division
  - a. Financial Services Investigations Complaint Form - Spanish
  - b. Insurance Agent Violations Complaint Form – Spanish
  - c. Complaint Instructional Form - Spanish
  
2. Insurance Division
  - a. Consumer Insurance Services Complaint Form – Spanish;
  - b. Insurance Awareness Brochure - Spanish; and
  - c. All html pages on the internet can be translated into any language.
  
3. Division of Regulatory Boards
  - a. License Examinations – offered in Spanish and Vietnamese
    - i. Cosmetology;
    - ii. Aesthetician;
    - iii. Manicurist; and
    - iv. Eye Lash Specialist
  - b. License Examinations- offered in Spanish
    - i. Barber
  - c. Outreach PowerPoints – Spanish
  - d. Car buying guides for consumers- Spanish
  
4. Division of Fire Prevention
  - a. Informational door hangers (part of “Get Alarmed” smoke alarm installation program) – Spanish; and
  - b. Safety materials ordered yearly from U.S. Fire Administration – Spanish.

The Department’s website is translatable in accordance with the language needs of the viewers through the use of Google Translate software. Similarly, many of the Department’s online consumer complaint forms are translatable through the use of Google Translate software.

Copies of translated documents are located in **Appendix R, LEP Translated Documents.**

## XI. COMPLAINT PROCEDURES

### COMPLAINT PROCEDURES

#### Acceptance of Complaints of Discrimination:

- A. Any person alleging discrimination based on race, color, or national origin has a right to file a complaint within 180 days of the following:
  - 1. The date of the alleged act of discrimination; or
  - 2. The date when the person(s) became aware of the alleged discrimination; or
  - 3. Where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
  
- B. All complaints, written or verbal, should be accepted. In the event a complainant sets forth the allegations verbally and refuses to reduce such allegations to writing, the person to whom the complaint is made should reduce the elements of the complaint to writing. Complaints may be filed online at [www.tn.gov/commerce/resources-services/file-a-complaint.html](http://www.tn.gov/commerce/resources-services/file-a-complaint.html) or using the Department's Title VI Complaint Form. **See Appendix J, Department of Commerce and Insurance Title VI Complaint Form.**
  - 1. Allegations by fax or e-mail will be acknowledged and processed, once the identity of the complainant and the intent to proceed with this complaint have been established. The complainant is required to mail a signed, original copy of the fax or e-mail transmittal for the Department to be able to process it.
  - 2. Allegations received by telephone will be reduced to writing and provided to complainant for confirmation or revision before processing. A complaint form will be forwarded to the complainant to complete, sign, and return to the Department for processing.
  - 3. Complaints may also be filed with the THRC.
  
- C. Complaints, whether written or later reduced to writing by a staff person, should contain the following information:
  - 1. Name, address, and telephone number of the complainant.
  - 2. The location and name of the entity delivering the service.
  - 3. The nature of the incident which led the complainant to feel discrimination was a factor. A detailed description of the issues, including names and job titles of those perceived as parties in the complained-of incident, must be included.

4. The basis of the complaint, i.e., race, color, or national origin.
5. Names, titles, addresses, and phone numbers of people who may have knowledge of the event.
6. The date(s) on which the alleged discriminatory event(s) occurred.

The Department received one Title VI Complaint in FY2023 which was referred by the THRC. The complaint alleged discrimination on the basis of national origin. The complaint is currently under review. The Department provided a notification letter to the complainant and the THRC. **See Appendix I, 2023 Title VI Complaint Log.**

#### INVESTIGATION AND RESOLUTION

7. Complaints should be handled within 90 days of their receipt.
8. Upon receipt of the complaint, the Title VI Coordinator, will determine its jurisdiction, acceptability, and need for additional information, as well as investigate the merit of the complaint.
  - a. In order to be accepted, a complaint must meet the following criteria:
    - i. The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant;
    - ii. The allegation(s) must involve a covered basis such as race, color, or national origin; and
    - iii. The allegation(s) must involve a program or activity of a federal-aid recipient, sub-recipient, or contractor.
  - b. A complaint may be dismissed for the following reasons:
    - i. The complainant requests the withdrawal of the complaint;
    - ii. The complainant fails to respond to repeated requests for additional information needed to process the complaint; or
    - iii. The complainant cannot be located after reasonable attempts.
9. Following the commencement of an investigation, Title VI Coordinator shall notify the THRC within 10 days.
10. A letter should be sent by the Title VI Coordinator acknowledging receipt of the complaint and requesting a time and date an investigator can reach the complainant by phone to discuss the complaint.
11. Complainants are not parties to a Title VI investigation and do not enjoy a status different from other persons interviewed.

12. A preliminary inquiry directed by the Title VI Coordinator should be conducted on all complaints to substantiate or refute the allegations.
13. If the preliminary inquiry indicates that there may be a problem, then a full complaint investigation should be initiated. A letter should be sent to the complainant explaining that an investigation will be started and that the complainant's cooperation will be needed in the future.
14. If the allegations are not substantiated, a letter should be sent to the complainant that contains a description of the allegations investigated, the scope of the investigation, the facts learned and a closing statement summarizing the basis on which the determination was made.
15. After completion of the investigation, the Title VI Coordinator shall submit a summary of its investigation to the THRC prior to notifying the complainant.
16. If a complainant is dissatisfied with the findings of the investigation, the complainant may file an appeal with the federal agency that provides the funding.
17. The Title VI Coordinator shall also report the investigator's findings to the Title VI Compliance Officer, the Commissioner of Commerce and Insurance, and the administrative head of the division/program area directly impacted by the discrimination complaint allegations and receive recommendations regarding the appropriate resolution for the complaint and method for correcting noncompliance findings.
18. The Title VI Coordinator shall work with the administrative head of the division/program directly impacted by the discrimination complaint allegations to achieve compliance with Title VI.
19. A complaint log shall be kept for records and submission to the proper federal authorities and the THRC.

## FEDERAL COMPLAINTS

The Department received one federal complaint alleging discrimination on the basis of race and color during FY2023. The Equal Employment Opportunity Commission dismissed the complaint in March 2023.

## LITIGATION

There were no lawsuits filed alleging discrimination on the basis of race, color, or national origin under any federally funded program or activity during FY2023.

## XII. TITLE VI TRAINING PLAN

The Department developed an online Title VI training for staff which included informational slides as well as 15 questions presented in a multiple choice or true/false format. The online training provided a refresher on the requirements of Title VI, the procedures for filing and investigating Title VI complaints, and Federal financial assistance. The training focused on National Origin/LEP considerations. A passing score of at least 80% was required of each individual who completed the training, and completion was tracked by a notification system that generated results into the Title VI Compliance Officer's email upon completion of the training by each staff member or contractor. The Department did not have any subrecipients in FY2023.

<b>TITLE VI TRAINING 2023</b>	Total number of Employees, Subrecipients, or Contractors	Training Offered	Training Completed	Percentage
Staff	749	749	746	99%
Subrecipients	0	0	0	N/A
Contractors	302	87	83	97%

The link for the online training was disseminated on June 29, 2023, and remained available to all employees and contractors through September 30, 2023. Those who did not complete the training did not respond to our instruction to complete the training, even after several reminders.

### Agency Staff Title VI Training

As of June 30, 2023, the Department had a total of 749 full and part-time employees and 746 successfully completed the training in FY2023.

### Contractor Title VI Training

The training was offered to 87 of the Department's contractors in 2023: 81 Deputy Electrical Inspectors (DEIs) and 12 Deputy Building Inspectors (DBIs), 6 of which are also DEIs. Eighty-three of 87 contractors successfully completed the training. Three DEIs did not complete the training because their contracts were terminated. The DEIs and DBIs provide services to the public on behalf of the Department. The training was not offered to the contractors who do not provide services on behalf of the Department.

The online training is offered annually between the months of July and September, the training will be offered again to staff, subrecipients, and contractors in FY2024.

**See Appendix K, List of Title VI Trainees; and Appendix L, printouts of the Online Training for FY2023 including informational slides and quiz questions.**

### XIII. SUB-RECIPIENT MONITORING

#### A. Pre-Award Procedures – Assurances & Data Collection

The Department does not currently provide a pre-assessment or self-survey to sub-recipients and/or proposers/contractors or specify Title VI training standards that proposers/contractors must meet. Though there have not been recorded field reviews, on-site compliance review may be conducted if the information provided by the proposer is inadequate. If the pre-award review reveals weaknesses in the proposer’s program, approval/disapproval action may be deferred pending prompt remedial action on the part of the proposer to resolve the areas of noncompliance. The proposer must be notified of the areas of apparent noncompliance and given the opportunity to take timely corrective action.

**See Appendix M(1), Professional Service Contracts FY 2023** for a list of each sub-recipient, contractor and/or vendor that has signed a “statement of assurance” provided by the department or agency for the most recent fiscal year.

The Department adheres to Central Procurement Office rules and policies in contracting for commodities, nonprofessional and professional services. All contractors selected based on the State of Tennessee’s Request For Proposal (RFP) or Invitation to Bid (ITB) process are required to acknowledge compliance with Title VI at the time a proposal or bid is submitted. RFP proposers and ITB bidders must complete a Statement of Certifications and Assurances which recites that the proposer or bidder agrees to comply with Tennessee statutes and rules relating to competitive procurements, including all Standard Terms and Conditions, Special Terms and Conditions, and Contract Specifications.

Standard Terms and Conditions, included in both the ITB and commodity or nonprofessional service contracts, provide as follows:

No person on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal and/or Tennessee State Constitutional and/or statutory law shall be excluded from participation in, or denied benefits of, or be otherwise subjected to discrimination in the performance of the Contract or in the employment practices of the vendor/contractor. The vendor/contractor shall, upon request, show proof of such non-discrimination, and shall post in conspicuous places, available to employees and applicants, notices of non-discrimination.

The following model language, specified in the Central Procurement Office Professional Service Contracting Manual, is included in all RFPs issued by the Department:

**Nondiscrimination.** No person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of a Contract pursuant to this RFP or in the employment practices of the Contractor on the grounds of handicap or disability, age,

race, creed, color, religion, sex, national origin, or any other classification protected by federal, Tennessee state constitutional, or statutory law. The Contractor pursuant to this RFP shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, requires all proposers responding to RFP's issued by the Department to:

Provide documentation of the Respondent's commitment to diversity as represented by the following:

- (a) Business Strategy. Provide a description of the Respondent's existing programs and procedures designed to encourage and foster commerce with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please also include a list of the Respondent's certifications as a diversity business, if applicable.
  
- (b) Business Relationships. Provide a listing of the Respondent's current contracts with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please include the following information:
  - (i) contract description;
  - (ii) contractor name and ownership characteristics (*i.e.*, ethnicity, gender, service-disabled veteran-owned or persons with disabilities);
  - (iii) contractor contact name and telephone number.
  
- (c) Estimated Participation. Provide an estimated level of participation by business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities and small business enterprises if a contract is awarded to the Respondent pursuant to this RFP. Please include the following information:
  - (i) A percentage (%) indicating the participation estimate. (Express the estimated participation number as a percentage of the total estimated contract value that will be dedicated to business with subcontractors and supply contractors having such ownership characteristics only and **DO NOT INCLUDE DOLLAR AMOUNTS**);
  - (ii) Anticipated goods or services contract descriptions;
  - (iii) Names and ownership characteristics (*i.e.*, ethnicity, gender, service-disabled veterans, or disability) of anticipated subcontractors and supply contractors.

NOTE: In order to claim status as a Diversity Business Enterprise under this contract, businesses must be certified by the Governor's Office of Diversity Business Enterprise (Go-DBE). Please visit the Go-DBE website at <https://tn.diversitysoftware.com/FrontEnd/StartCertification.asp?TN=tn&XID=9810> for more information.

(d) Workforce. Provide the percentage of the Respondent's total current employees by ethnicity and gender.

NOTE: Respondents that demonstrate a commitment to diversity will advance State efforts to expand opportunity to do business with the State as contractors and subcontractors. Response evaluations will recognize the positive qualifications and experience of a Respondent that does business with enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises and who offer a diverse workforce.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, is included in all professional service contracts issued by the Department:

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 handicap or disability, age, race, creed, color, religion, sex, national origin, or any other classification protected by federal or state law. The Contractor shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Assignment and Subcontracting. The Contractor shall not assign this Contract or enter into a subcontract for any of the goods or services provided under this Contract without the prior written approval of the State. Notwithstanding any use of the approved subcontractors, the Contractor shall be the prime contractor and responsible for compliance with all terms and conditions of this Contract. The State reserves the right to request additional information or impose additional terms and conditions before approving an assignment of this Contract in whole or in part or the use of subcontractors in fulfilling the Contractor's obligations under this Contract.

The following model language, set forth in the Central Procurement Office Professional Service Contracting Manual, is included in all professional service contracts paid for with federal funds issued by the Department:

Equal Opportunity. During the performance of this Contract, the Contractor agrees as follows:

- a. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The Contractor will take affirmative

action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

- (1) Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising;
- (2) Layoff or termination;
- (3) Rates of pay or other forms of compensation; and
- (4) Selection for training, including apprenticeship.

The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

- b. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
- c. If the State approves any subcontract, the subcontract shall include paragraphs (a) and (b) above.
- d. In addition, to the extent applicable the Contractor agrees to comply with 41 C.F. R. § 60-1.4, as that section is amended from time to time during the term.

Respondents and bidders must also provide documentation of commitment to diversity as represented by business strategy, relationships, and workforce - this documentation should detail all of the following:

- A description of existing programs and procedures designed to encourage and foster commerce with business enterprises owned by minorities, women, service disabled veterans, and small business enterprises;
- A listing of current contracts with business enterprises owned by minorities, women, service disabled veterans, and small business enterprises, including the following information:
  - (a) contract description and total value;
  - (b) contractor name and ownership characteristics (*i.e.*, ethnicity, sex, disability); and
  - (c) contractor contact and telephone number.

- An estimate of the level of participation by business enterprises owned by minorities, women, service disabled veterans, and small business enterprises in a contract awarded to the enterprise pursuant to the RFP or ITB, including the following information:
  - Participation estimate (expressed as a percent of the total contract value) that will be dedicated to business with subcontractors and supply contractors having such ownership characteristics;
  - Descriptions of anticipated contracts;
  - Names and ownership characteristics (i.e., ethnicity, sex, disability) of anticipated subcontractors and supply contractors; and
  - Percentage of total current employees by ethnicity, sex, and disability.

Respondents are advised that a demonstrated commitment to diversity will advance the State’s efforts to expand opportunities to do business with the State as contractors and sub-contractors. Proposal evaluations will recognize the positive qualifications and experience of a respondent that does business with enterprises owned by minorities, women, service disabled veterans, small business enterprises, and that offers a diverse workforce to meet service needs.

All contractors bidding on commodity or nonprofessional service contracts issued by the Department, by the Central Procurement Office on behalf of the Department, or who have been identified as a sole source provider of needed goods or services, are provided with an Efforts to Achieve Diversity Business Enterprise Participation form, designed and distributed by the Governor’s Office of Diversity Business Enterprise. This form and/or documentation supporting the contractor’s Diversity Utilization Plan must be included with all bids for contracts or sole source purchases.

**B. Post-Award Procedures**

The Department did not have any subrecipients in FY2023. When applicable, the Department’s post-award surveys are distributed annually to ensure compliance with Title VI. A copy of the survey is located in **Appendix T, Post-Award Survey**.

Contractors are required to assist the State in monitoring performance and provide quarterly reports to the Governor's Office of Diversity Business Enterprise (Go-DBE) to document participation of Minority Business Enterprises (MBE), Woman Business Enterprises (WBE), Service-Disabled Veteran Business Enterprises (SDVBE), and Small Business Enterprises (SBE). Following the award of a Professional Services Contract, the Department sends the Contractor a brief survey to complete asking the Contractor to voluntarily indicate whether the Contractor identifies as African American, Asian,

Hispanic, Native American, Female, a Person with a Disability, a Small Business, Government, Other, or Not Minority or Disadvantaged. This process allows the Department to assess the diversity of its contractors.

C. Public Notice and Outreach

The Department does not currently monitor public dissemination of information about the following by sub-recipients and/or contractors:

- ♦ Nondiscrimination policy;
- ♦ Programs and services;
- ♦ Complaint procedures; and
- ♦ Minority participation on planning boards and advisory bodies.

D. Procedures for Noncompliance

The Department will, to the extent practicable, attempt to obtain voluntary compliance before refusing, suspending, or terminating assistance or contract for noncompliance with Title VI. Attempts to gain compliance will not be unduly protracted.

Probable noncompliance results when any civil rights compliance reviewer, federal or state, determines that there has been any significant deviation from any civil rights law or regulation.

E. Procedures for Ensuring Voluntary Compliance

- In cases where a compliance investigation or compliance review results in findings of noncompliance, the Department shall notify the sub-recipient or contractor through certified mail of the apparent noncompliance. The notice shall clearly identify the conditions of noncompliance and offer a reasonable time to willingly comply.
- The Department shall record the date the sub-recipient or contractor received notice and shall note and record the last day afforded the sub-recipient or contractor for voluntary compliance before initiating an administrative process to terminate assistance.
- The sub-recipient or contractor may request a meeting for the purposes of discussing the problem area or requirement for compliance.
- The Commissioner of Commerce and Insurance shall approve the sub-recipient's or contractor's voluntary compliance plans, methods, procedures, and proposed actions, if such approval will result in compliance with Title VI. Such a plan should be submitted in writing. Failure of voluntary efforts will result in termination or suspension of assistance or contract.

F. Termination or Suspension of Assistance

- Any action to terminate or suspend assistance or a contract shall be limited to a particular sub-recipient or contractor against whom a finding of noncompliance has been made and shall be limited in its effect to the particular program, or part thereof, in which noncompliance has been found.
- General conditions for termination or suspension of assistance or contract shall not become effective until:
  - The Department has advised the sub-recipient or contractor of its failure to comply and it has been determined that compliance cannot be secured through voluntary means;
  - There is a documented finding that after opportunity for a hearing, if applicable, sub-recipient or contractor has failed to comply with the requirements of Title VI and applicable state and federal regulations; or
  - Approval has been given by the Commissioner of Commerce and Insurance.

G. Sub-recipients, Contractors, Vendors

- The Department, its sub-recipients or contractors shall make available any compliance report to be reviewed by THRC upon request.
- **See Appendix M(1), Professional Service Contracts FY 2023** for a list of each sub-recipient, contractor and/or vendor that has signed a “statement of assurance” provided by the department or agency for the most recent fiscal year.
- There were a total of 537 contracts (contractors, recipients, and vendors) in FY2023. The total amount of liability for professional service contracts was \$194,309,179.27, and the total amount paid was \$37,348,198.67. **See Appendix M(1), Professional Service Contracts FY 2023; Appendix N, Vendor Payments; Appendix O, Diversity Vendors; and Appendix P, Agency Term Contracts** for information specifically related to each sub-recipient, contractor, or vendor. Please note all contractors are located within the United States, with exception of MicroPact Global, Inc., which has offices in Canada.
- Based on the information voluntarily reported by the Department’s contractors and vendors during the procurement process, there were 0 minority contractors in FY2023.
- There were 27 new vendors and 191 new recipients in FY2023. **See Appendix M(2), New Professional Service Contracts FY 2023.**

H. Contractual Provisions Prohibiting Discrimination

Excerpts of the contractual provisions prohibiting discrimination, which is agreed to by sub-recipients, contractors and/or vendors of the department or agency are provided above in Section A.

I. Federal Financial Assistance and Federal Program Monitoring

The Department currently has no pending applications for federal financial assistance and is not responsible for any annual federal program monitoring.

#### XIV. PUBLIC NOTICE AND OUTREACH

The Department endeavors to inform the public about all available services and their rights under Title VI. It is also available on request made to the Title VI Compliance Coordinator. The Title VI nondiscrimination policy and complaints procedures are not published separately from the Title VI Implementation Plan. However, the Department does make copies of the Title VI nondiscrimination policy and complaint procedures available to the public on request made to the Title VI Compliance Coordinator.

The Department of Commerce and Insurance utilizes minority media on an annual basis. Any time a news release is disseminated to the public, minority media outlets are included as part of the distribution. Print, radio, television, and social media outlets are forms of media included when publicizing any event, awareness campaign, educational message and newsworthy information, and minority media is strongly represented among those outlets. The Department regularly sends out information about its programs and services to the following minority publications/groups:

- Fisk University/Radio Host Sharon Kay (Nashville)
- El Jefe 96.7 FM (Nashville)
- La Noticia (Nashville)
- The Tennessee Tribune (Nashville)
- La Prensa Latina (Memphis)
- Tri-State Defender (Memphis)
- Nashville Pride (Nashville)

Out of roughly 73 media outlets, the above-referenced 7 minority media outlets represent 9.6% of the total information disseminated.

In FY2023, the Department launched a video through social media and YouTube to reach Spanish speaking consumers seeking funeral services. The video outlines what qualifications consumers should look for in a funeral home and how to file a complaint. Similarly, the Department utilized an insurance awareness video in FY2023 in an effort reach Spanish speaking Tennessee insurance consumers. The video was shared via social media, YouTube, the Department's website, and press release.

The Tennessee State Fire Marshal's Office, in partnership with the Tennessee Real Estate Commission and the Home Inspectors program, will be promoting fire safety awareness in FY2024 through a program called HEROES which is an initiative for licensed real-estate professionals and home inspectors to help raise awareness of fire safety in their communities. The program will be promoted through press releases, meetings, and social media. Additionally, the Tennessee State Fire Marshal's Office continues to recruit and partner with fire departments across the state to promote the "Sound Off with the Home Fire Safety Patrol" curriculum in schools across Tennessee. These fire departments conduct in-class safety presentations that educate second and third-grade students on the importance of working smoke alarms and escape plans.

The Department of Commerce and Insurance works directly with minority communities to educate and provide awareness on the multitude of resources available. The following resources help to improve the quality of life for all Tennesseans.

- a. Get Alarmed program
- b. Insurance Awareness programs

All html pages on the Department's website can be translated to any language. There is a tab at the bottom of all state pages that allows pages to be translated. The consumer complaint form is posted in both English and Spanish.

All outreach conducted by the Securities Division is available to all audiences. The Division has expanded its investor education outreach program to track promotion and involvement within economically distressed counties and rural counties with the hopes of reaching a more diverse demographic. The Securities Division's complaint forms are currently available in Spanish on Division's website.

The Division of Fire Prevention is working with the Tennessee Regional Library System to deliver fire safety messages through its 168 regional libraries to visitors of all ages and diversity throughout the state. In FY2024, the Division will be providing educational materials in Spanish, including home safety information, to libraries across the state. The Division of Fire Prevention also partners with fire departments across the state through the Get Alarmed Tennessee program to reach a diverse group of Tennesseans in high-risk areas.

Within the Division of Regulatory Boards, the Cosmetology and Barber Examiners had minority-focused outreach in 2023. Through Conexión Américas, the Executive Director presented three classes in FY2023 titled "Prosperous Businesses," which included information regarding licensing and regulations. The participants are Spanish speaking members of the community seeking to improve themselves and to gain knowledge regarding permits, relevant laws, and what is necessary to succeed in business. The classes will also be offered in FY2024. Funeral and Burial, Board for Licensing Contractors, and Cosmetology and Barber will continue to try and reach minorities within each of the professions to ensure that they are receiving the information they need. Cosmetology and Barber, as well as the Board for Licensing Contractors, plans to continue to work with Conexión Américas.

The Office of the Board of Funeral Directors and Embalmers, also operating within the Division of Regulatory Boards, consistently communicates with the liaison of the Tennessee State Funeral Directors and Morticians Association, an association comprised of predominately African American funeral establishments. The Board uses print materials and video to reach Spanish speaking consumers seeking funeral services. The video outlines what qualifications consumers should look for in a funeral home and how to file a complaint.

The Board for Licensing Contractors conducted an outreach event at the Mid-South Minority Business Council Continuum (MMBC) in Memphis, Tennessee. This event was directed towards minority business owners who expressed an interest in becoming a Tennessee licensed Contractor. Additionally, the Board attended MMBC's Economic and Development Forum in August of 2023.

Also within the Division of Regulatory Boards, the Office of the Tennessee Motor Vehicle Commission (MVC) distributes Federal Trade Commission Car Buying Tips to 95 County Clerks in both English and Spanish, in an effort to reach diverse, high risk populations. Further, the MVC continues to team with the Department of Safety to launch the “Car Buying Tips” video in driver’s license stations across Tennessee, to reach additional ethnic populations and minorities. Further, the MVC participates in other outreach events such as “Motor Cycle Safety” and “Teen Driver Safety Training Camp.”

Copies of signs and brochures distributed by the Department are located in **Appendix S, Public Notice and Outreach.**

The Department’s programs also:

- A. Display nondiscrimination posters;
- B. Inform eligible persons of new programs or changes in existing programs pertaining to eligibility benefits and services, including the location of local facilities or service delivery points and hours of service, by mailing information to minority and grass roots organizations in the area affected;
- C. Include civil rights requirements in all guidelines and make the guidelines available to the public;
- D. Provide access to Title VI information to beneficiaries, potential beneficiaries, and proposers, including procedures for filing complaints; program information; and rights of beneficiaries and proposers as reflected in legislation, program regulations, directives, materials, pamphlets, etc.; and
- E. Include in any published program information a statement that the program is available to all without regard to race, color, or national origin. The statement shall be in bold type and in a prominent location.

## ADVISORY BOARDS AND COMMISSIONS

The Division of Regulatory Boards, the Division of Fire Prevention, and the Tennessee Emergency Communications Board currently use advisory boards to assist with programs. Information regarding advisory board member eligibility criteria and vacancies on the advisory boards is available at the Secretary of State’s website [tnsos.net/publications/oa/index.php](https://tnsos.net/publications/oa/index.php) and on the websites for the program areas [www.tn.gov/commerce](http://www.tn.gov/commerce). The existence of the advisory boards and committees is also promoted through and by the related industries. The Department’s Title VI training program emphasizes that minority representation, whenever possible, is a compliance expectation for each of the Department’s advisory boards and commissions.

The advisory boards and commissions that are connected to the Division of Regulatory Boards are appointed by the Commissioner of Commerce and Insurance. They advise the Commissioner regarding professional standards, testing, and assist with the promulgation of rules for their

assigned programs. The advisory boards and commissions for which the Commissioner has appointment authority assist the Geology Licensing Program, the Home Inspector Advisory Committee, the Scrap Metal Advisory Committee, and the Soil Scientists Advisory Committee. Each of these boards and commissions is inactive.

The advisory boards and commissions that are connected to the Division of Fire Prevention include the Blasting Advisory Council and the Code Edition Advisory Committee. The Blasting Advisory Council members are appointed by the Commissioner of Commerce and Insurance, and their duties include assisting the Department in developing reasonable policies and regulations that will protect public safety while promoting efficiency and effectiveness. The Code Edition Advisory Committee is an ad hoc advisory group that is not created by statute or rule but functions to assist the Department with identifying revisions to building codes to ensure safety and affordability. Stakeholder organizations impacted by building codes were asked to identify individuals to participate on the committee.

The Tennessee Emergency Communications Board has three standing committees: The Operations Advisory Committee, Policy Advisory Committee, and Technical Advisory Committee, with members for each committee serving three-year terms. At the expiration of the three-year term, the board appoints new members to these committees from a list of qualified individuals with background and experience in emergency communications and the telecommunications industry. Lists of potential committee members are created from board solicitation to the emergency communications community for voluntary nominees. The board then appoints members from this limited pool and often there are just enough nominees to fill a committee’s vacancies. Ideally, the members of these committees are selected to represent a balance of interests, regions, and demographics. Representatives are appointed from the large, medium, and small sized emergency communications districts, as well as from Tennessee’s three grand divisions. Members also represent city and county government interests and the professional associations for sheriffs, police chiefs, and emergency medical services. **See Appendix Q, Composition of Planning and Advisory Boards.**

Code Edition Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
23	1			22			
Percentage	4.5%	0%	0%	95.5%	0%	0%	0%

Blasting Advisory Council

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
11	1			10			
Percentage	9.1%	0%	0%	90.9%	0%	0%	0%

Composition of the Tennessee Emergency Communications Operations Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
9				9			
Percentage	0%	0%	0%	100%	0%	0%	0%

Composition of the Tennessee Emergency Communications Policy Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
9				9			
Percentage	0%	0%	0%	100%	0%	0%	0%

Composition of the Tennessee Emergency Communications Technical Advisory Committee

Total Members	African American	Amer. In. or AK Nat.	Asian	Caucasian	Hispanic or Latino	Other	Unknown
5				5			
Percentage	0%	0%	0%	100%	0%	0%	0%

See Appendix Q, Composition of Planning and Advisory Boards.

MINORITY INPUT

Opportunities to receive public input regarding the programs of the Department are provided in several ways. All meetings of Governor appointed boards and commissions and Commissioner appointed advisory boards and commissions are public meetings. The calendars and agendas for the meetings are published on the Department’s website [www.tn.gov/commerce/resources/public-meetings.html](http://www.tn.gov/commerce/resources/public-meetings.html). Notices of public rulemaking hearings are posted on the Department’s website [www.tn.gov/commerce](http://www.tn.gov/commerce) and on the Secretary of State’s website [tnsos.org/rules/RulemakingHearings.php](http://tnsos.org/rules/RulemakingHearings.php). All of the Department’s licensees are asked to provide electronic mail addresses in order to receive copies of rulemaking notices that effect their businesses and professions. Additionally, the Department’s website provides viewers the ability to submit feedback and the regulatory boards and commissions offer online customer satisfaction surveys.

PUBLIC NOTICE FOR GRANT AND BIDDING OPPORTUNITIES

The Department is pro-active in ensuring the inclusion of minorities in the various methods of soliciting professional services, as well as relaying to proposers the priority of equal opportunity in contracts and subcontracts. The Department uses the Governor's Office of Diversity Enterprises to identify minority vendors and contractors. Department staff encourages known minority contractors to register and provides information about the Governor’s Office of Diversity Enterprises. Solicitations for building and electrical permit issuing agents are posted on the Department’s website at <https://www.tn.gov/commerce/fire-prevention.html>. Other professional service Request for Proposals opportunities are located on the Department of General Services’ website at [Request for Proposals \(RFP\) Opportunities \(tn.gov\)](#).

## XV. COMPLIANCE/ NONCOMPLIANCE REPORTING

In addition to its submission to the THRC, upon request, the Department submitted its 2021-2022 Title VI Implementation Plan to the Office of Criminal Justice Programs (OCJP) of the Tennessee Department of Finance and Administration (F & A).

The Department is subject to the U.S. Department of Justice reporting requirements under 28 CFR § 42 et seq.

## XVI. EVALUATION PROCEDURES OF TITLE VI IMPLEMENTATION

The primary function of the Department of Commerce and Insurance is professional licensing and regulation. The professions and businesses under the jurisdiction of the Department require education, training and/or employment as a pre-requisite to licensure. Consequently, access to these programs and services is governed by the independent decisions of the license applicants.

The administrative office of the State Board of Cosmetology and Barber Examiners is aware, through daily interaction, that it has a significant number of Spanish and Vietnamese speaking applicants and licensees. Based on the interactions, the staff evaluates the need for program enhancements that will facilitate business transactions with these beneficiaries. As a result, this program offers the cosmetology, aesthetician, and manicurist license examinations in Spanish and Vietnamese.

The Consumer Insurance Services Section of the Division of Insurance evaluates the need for consumer assistance and education materials based on daily interactions with consumers and reviews of demographic data regarding the state's population. The effectiveness of these programs is generally assessed by the number of complaints received from consumers about the businesses and professionals under the jurisdiction of the programs.

The Department surveys all contractors and vendors in an effort to gather data about minority businesses. Information about the Governor's Office of Diversity Enterprises program is distributed with the survey. As a result, the Department has been able to increase its minority contractors and vendors. The Department makes it a practice to encourage contractors and vendors to disclose minority and other diversity data.

In FY2023, the Department identified improvements that can be implemented in the collection and evaluation of demographic data of customers of the Regulatory Boards Division, which licenses and regulates approximately 300,000 professionals in over 40 professions. In September 2022, the Division developed the following data collection and evaluation goals for FY2023:

1. Within six to nine months, study and research internal channels for collecting customer demographic information, including surveys and licensee applications, in order to identify the most effective means of collecting reliable data regarding the beneficiaries of the Department's services.
2. Conduct an annual assessment of collected beneficiary data for the purpose of implementing improved collection methods.
3. Annually evaluate collected beneficiary data to understand consumer use of the Department's services and assess the impact of consumer outreach programs.

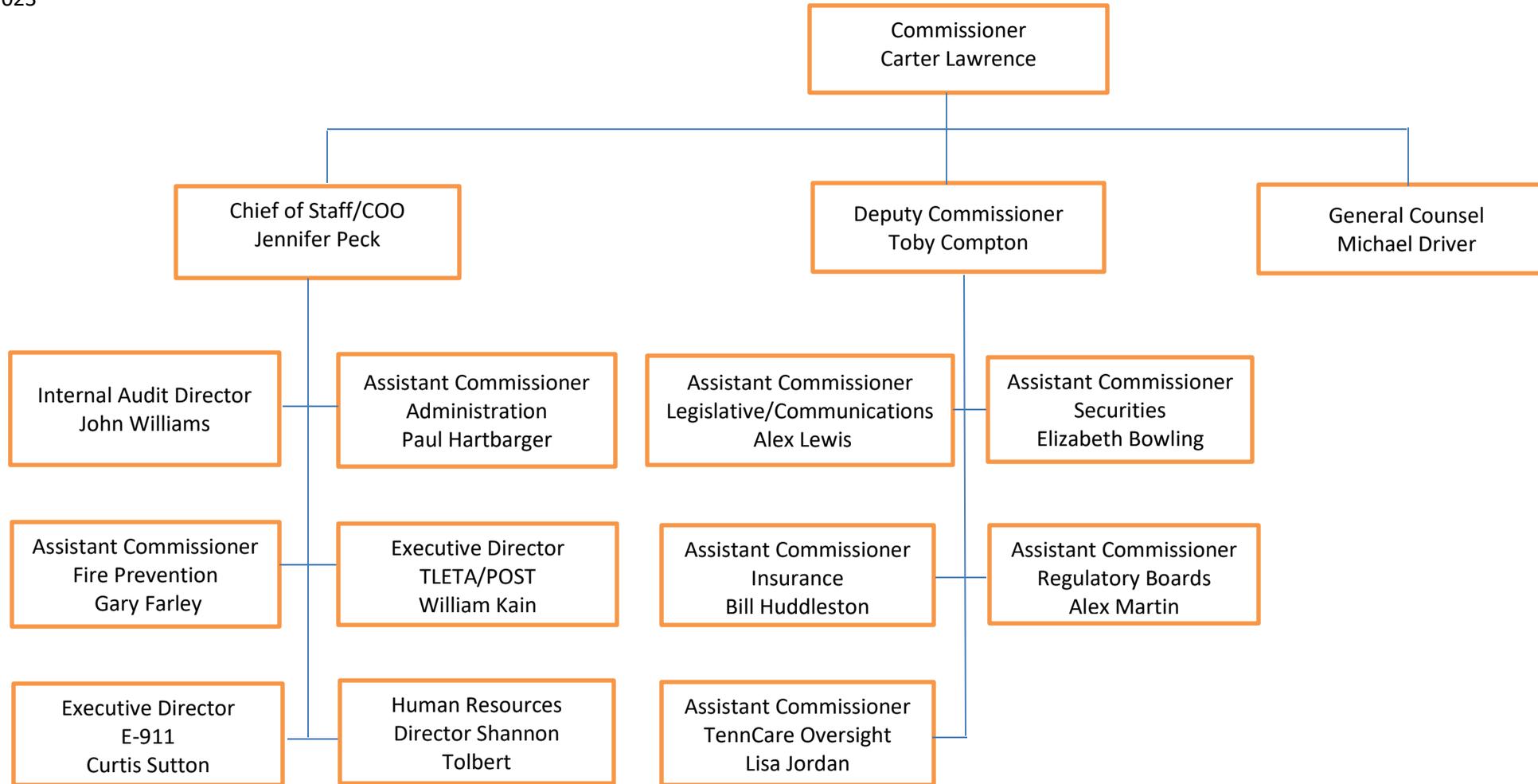
In line with these goals, the Division developed a customer service survey in March 2023 which was dispersed to all licensees within the Division of Regulatory Boards who opted in to email communications. In addition to customer experience questions, the survey provided optional questions about ethnicity and language. Out of 1,322 responses, 91% spoke English, 2.8% did not answer the question regarding language, and 1.8% spoke a language other than English. Additionally, the top 5 ethnic groups identified were as follows: 76% White, 7% Black or African American, 2% Hispanic or Latino, .83% Asian, and .53% as Native American or Alaska Native.

In evaluating the survey responses, the Division determined that additional data and research into responses and trends would be beneficial in making our services more transparent and navigable for all licensees; this is reflected in our Customer Service Government annual goals and in the Department's 4-year Strategic Plan, which sets out our commitment to using feedback from multiple sources, including this survey, to improve our services for licensees. ***See Appendix W, Survey Results.***

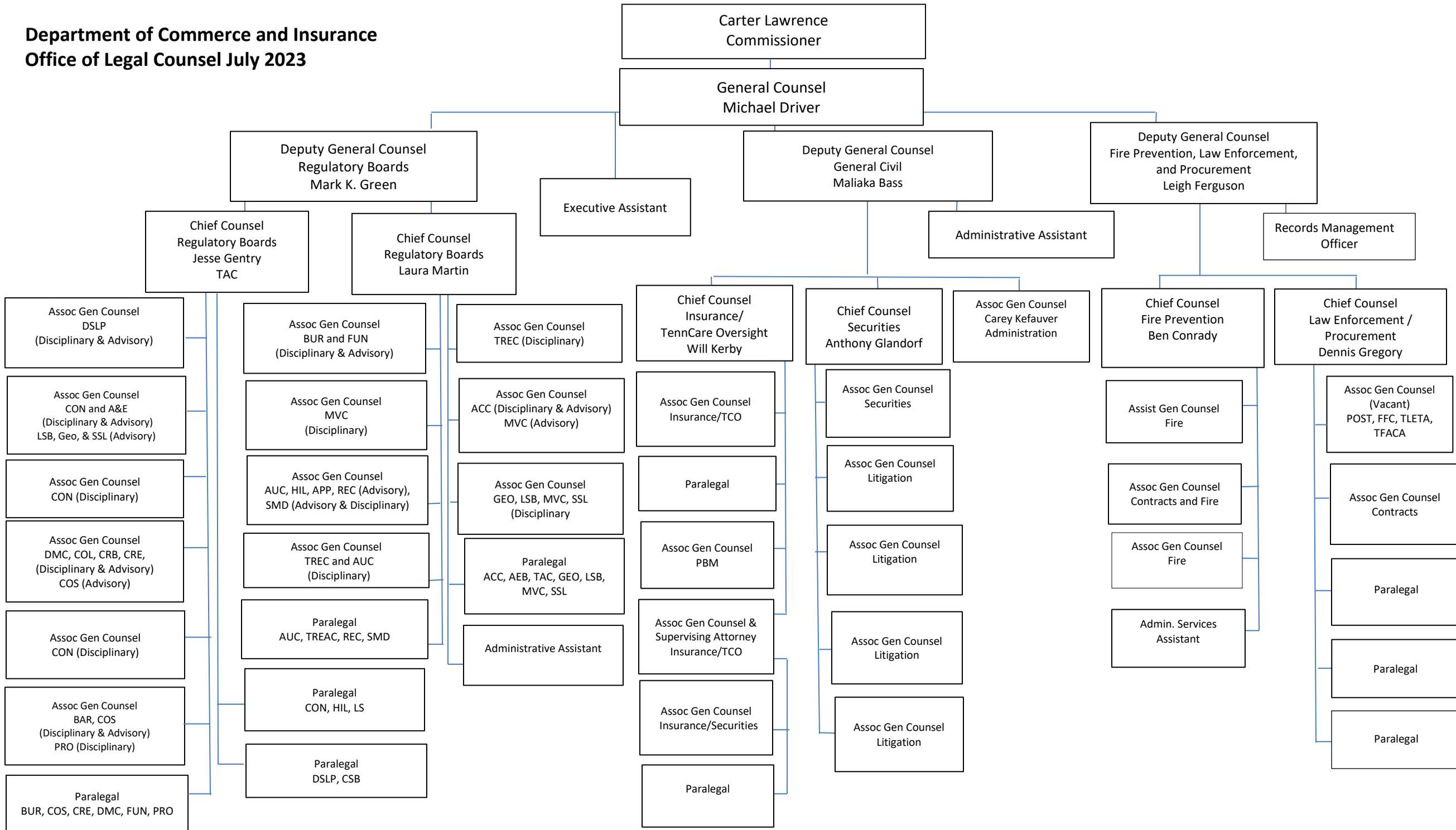
# Appendix A(1)

## Organizational Charts

Department of Commerce and Insurance  
Executive Leadership  
FY2023



**Department of Commerce and Insurance  
Office of Legal Counsel July 2023**



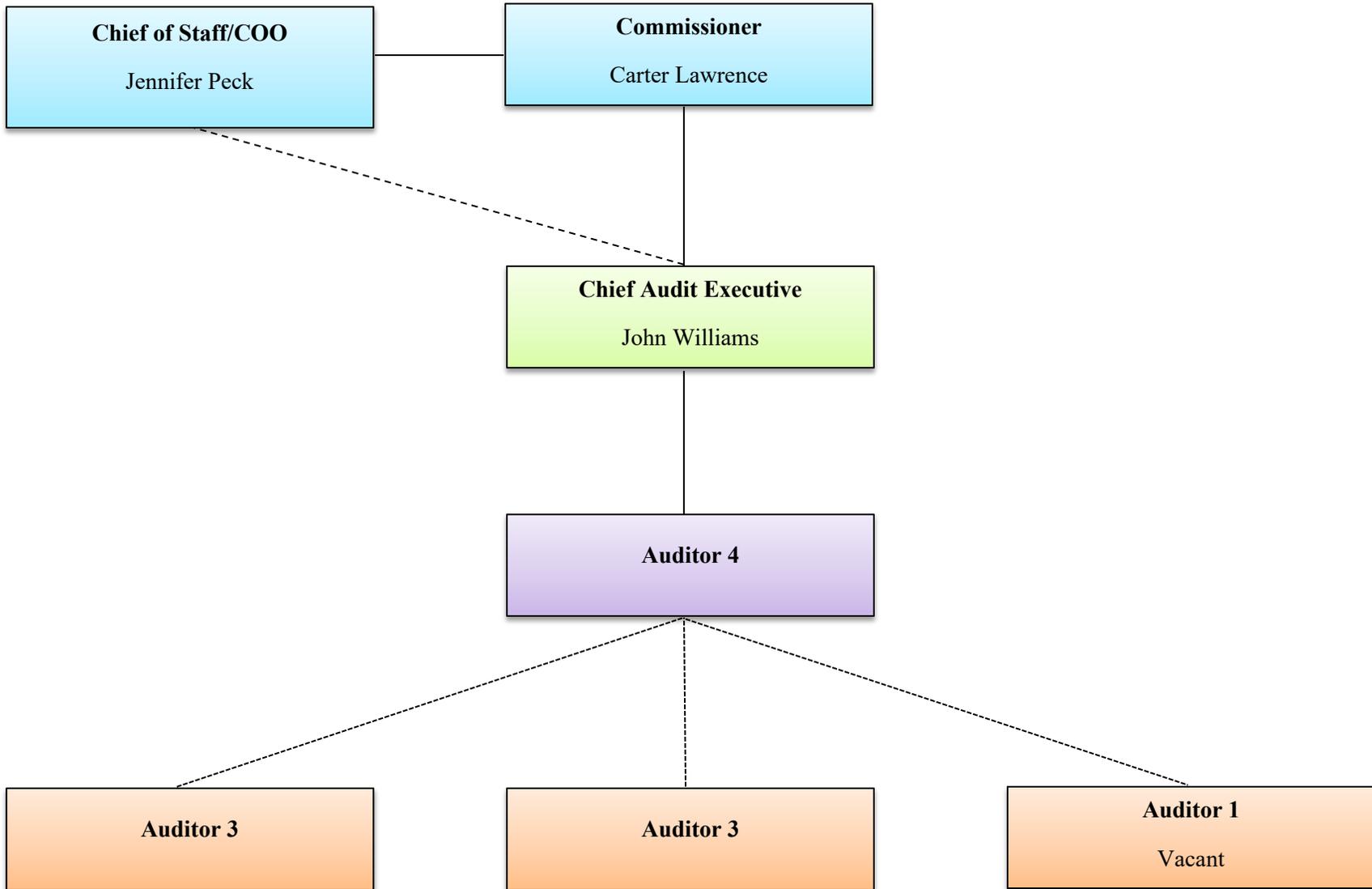
## Regulatory Boards Abbreviations

1. ACC – Board of Accountancy
2. AEB – Board of Architects and Engineers
3. ASC – Alarm Systems Contractors Board
4. AUC – Auctioneers Board
5. BAR – Cosmetology and Barber Examiners
6. BUR – Burial Services/Cemetery
7. COL – Collection Service Board
8. CON – Board for Licensing Contractors
9. COS – Cosmetology and Barber Examiners
10. CRB – Board of Court Reporting
11. CRE – Credit Services Business
12. DMC – Debt Management Provider
13. DSLP – Detection Services Licensing Program
14. FUN – Board of Funeral Directors and Embalmers
15. GEO – Geologists Licensing Program
16. HIL – Home Inspector Licensing Program
17. LSB – Board of Examiners for Land Surveyors
18. MVC – Motor Vehicle Commission
19. PIP – Private Investigation and Polygraph Commission
20. PPS – Private Protective Services
21. PRO – Private Probation Services Council
22. SMD – Scrap Metal Registration Program
23. SSL – Soil Scientists Licensing Program
24. TAC – Athletic Commission
25. TREAC – Real Estate Appraisers Commission
26. TREC – Real Estate Commission

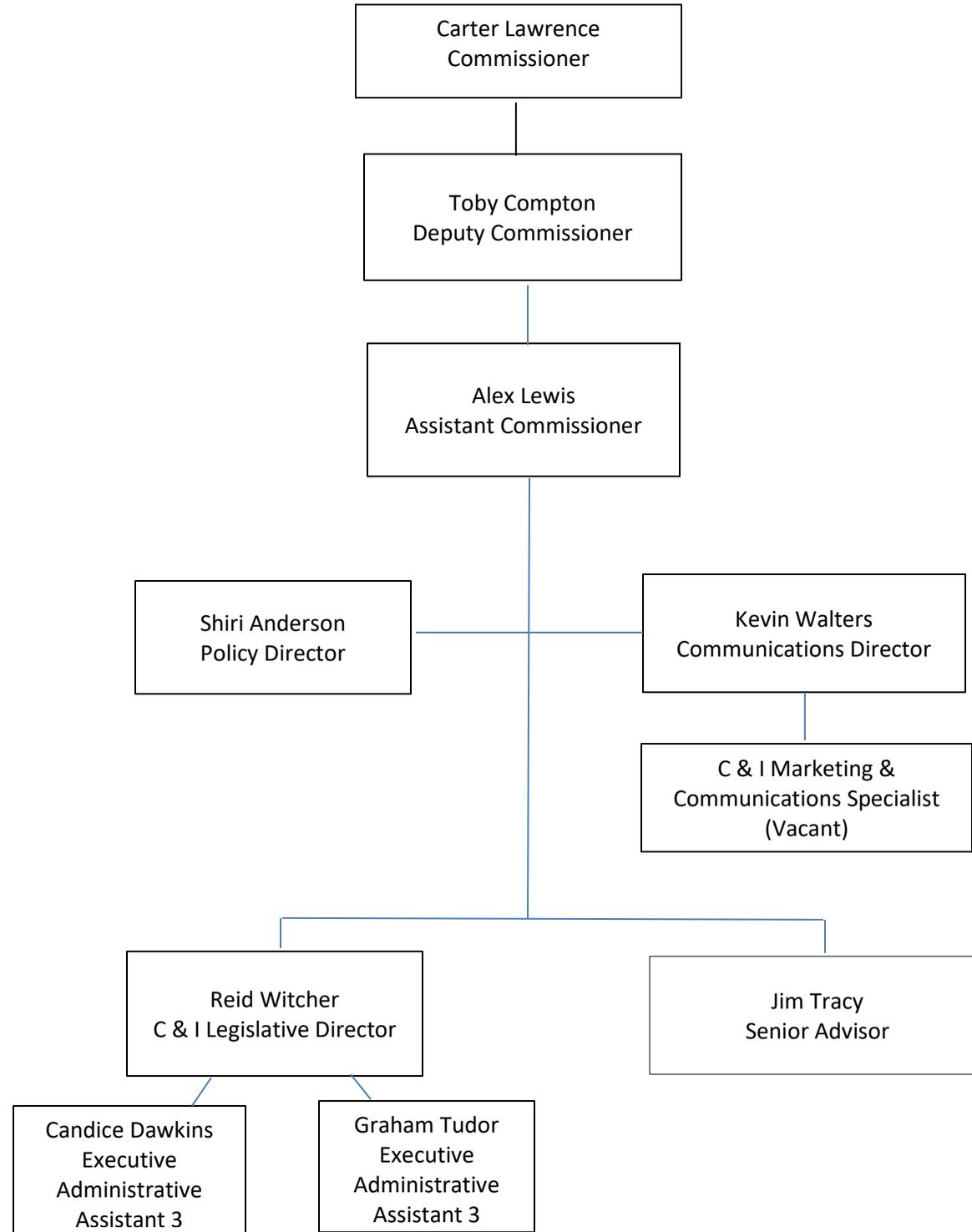
## **General Civil Abbreviations**

1. MF Housing – Manufactured Housing
2. P&L – Permits and Licensing
3. POST – Peace Officers Standards Training
4. FFC – Fire Fighting Commission
5. TLETA – Tennessee Law Enforcement Training Academy
6. TFACA – Tennessee Fire Service and Codes Enforcement Academy

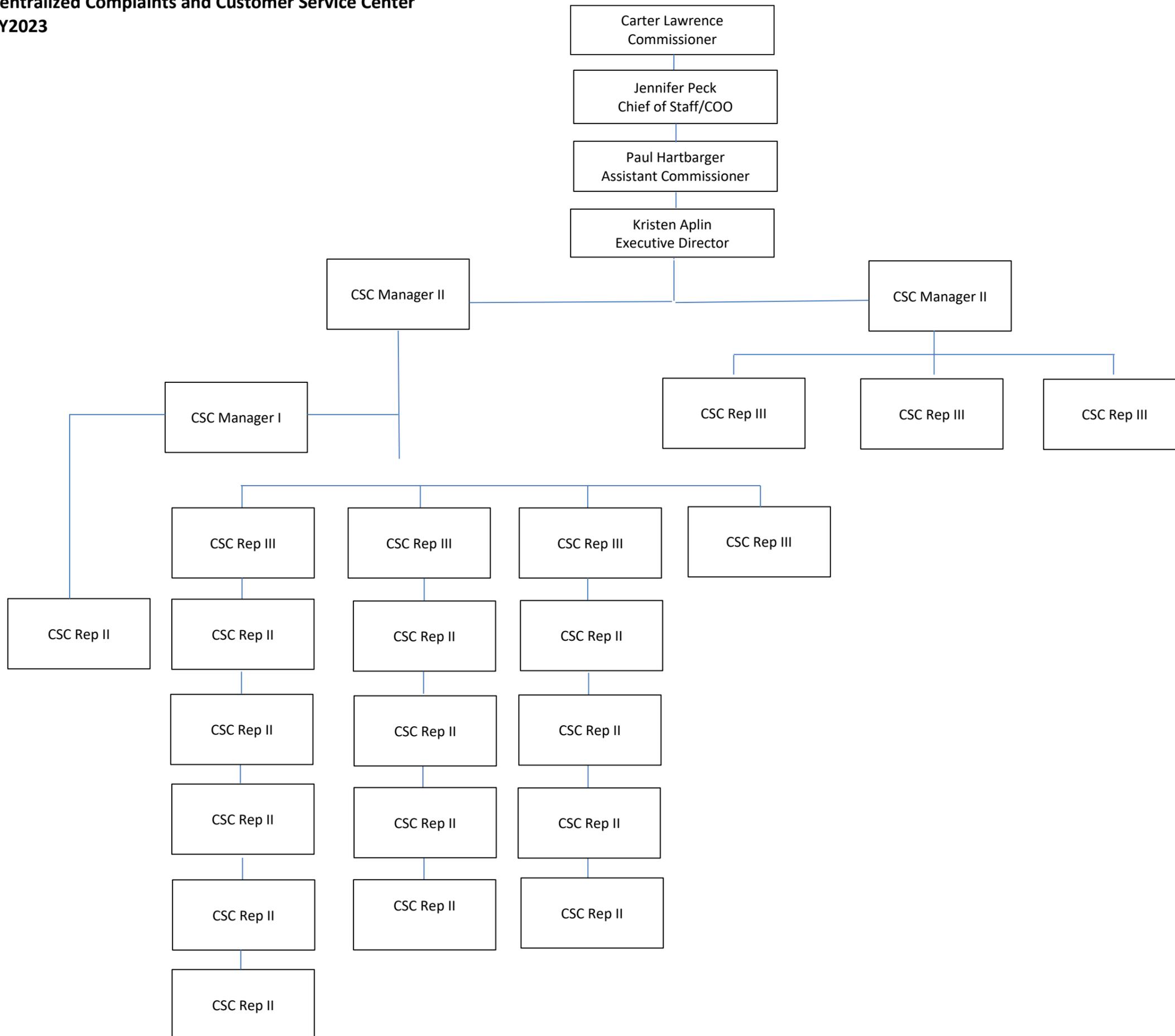
**Tennessee Department of Commerce and Insurance  
Internal Audit Organizational Chart- FY2023**



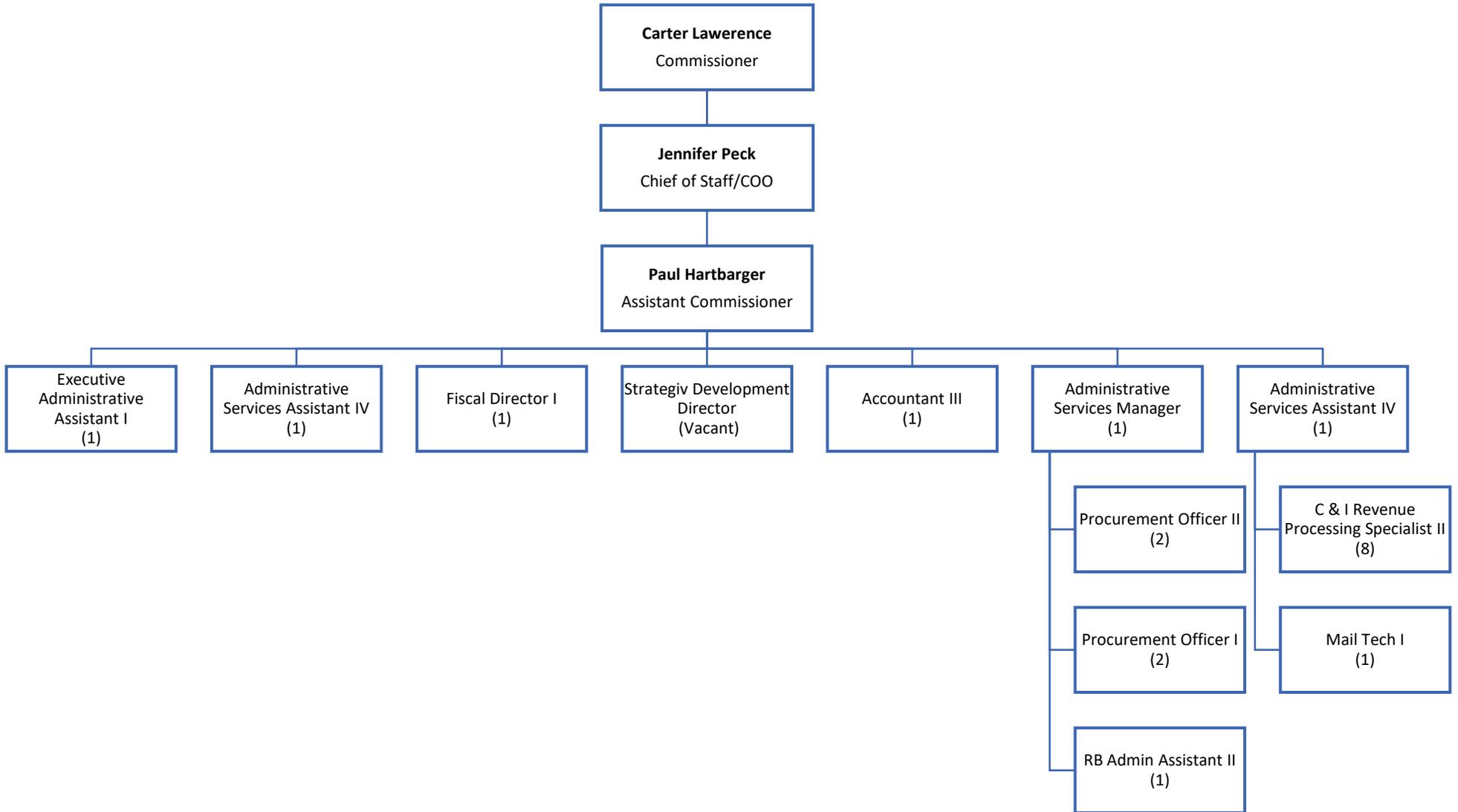
**Department of Commerce and Insurance  
External Affairs  
FY2023**



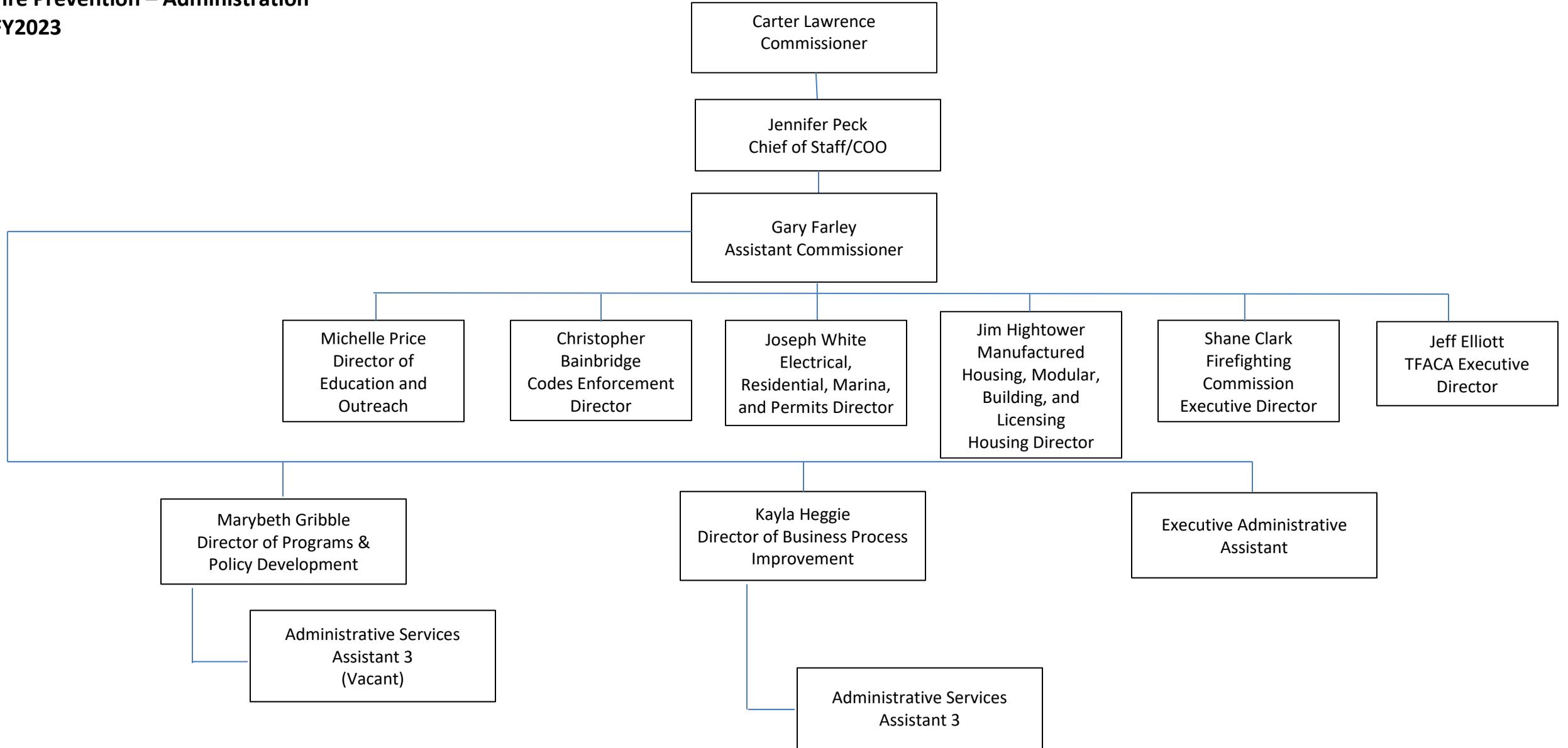
**Department of Commerce and Insurance  
Centralized Complaints and Customer Service Center  
FY2023**



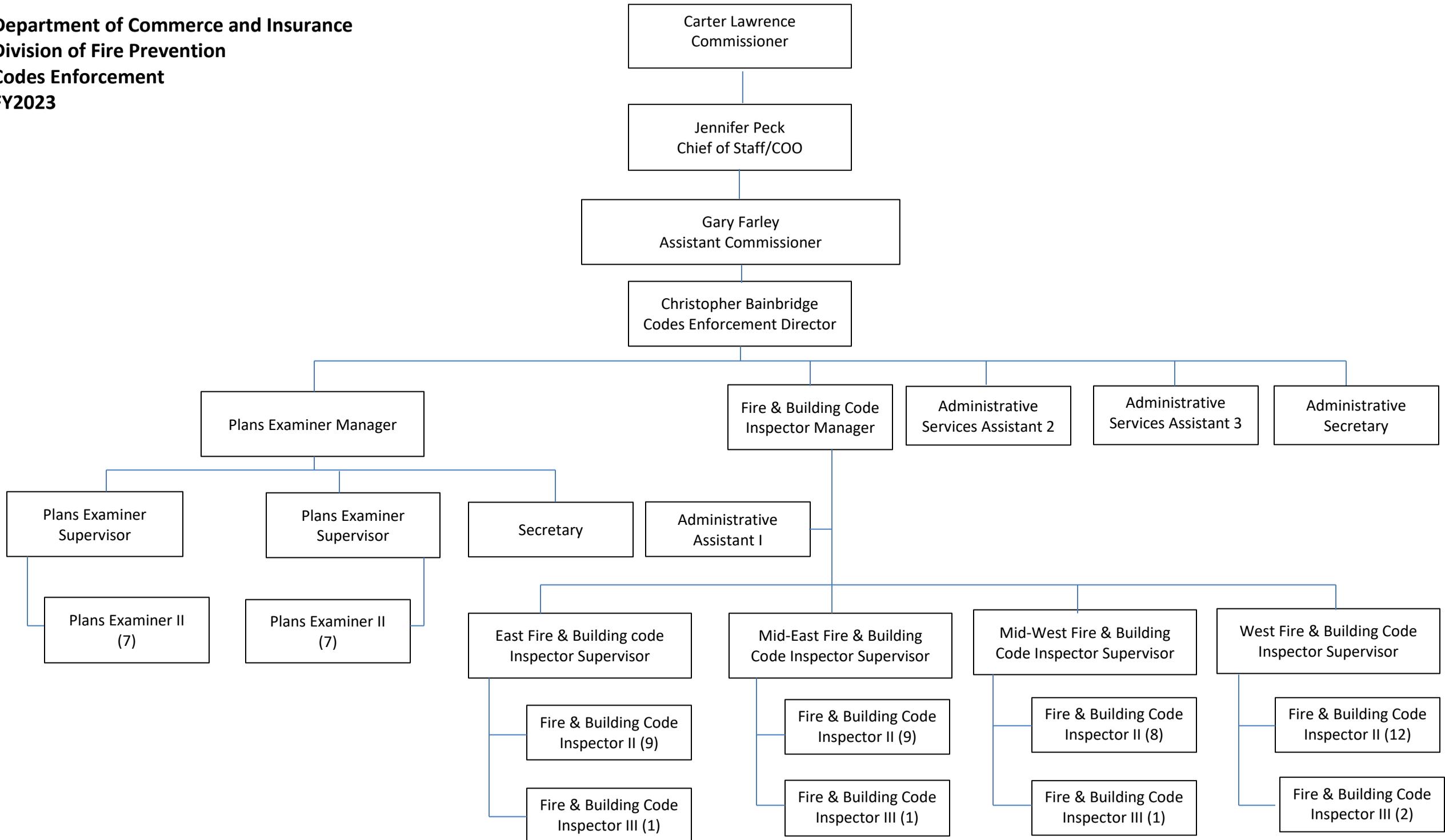
**Department of Commerce and Insurance**  
**Fiscal Services**  
**2023**



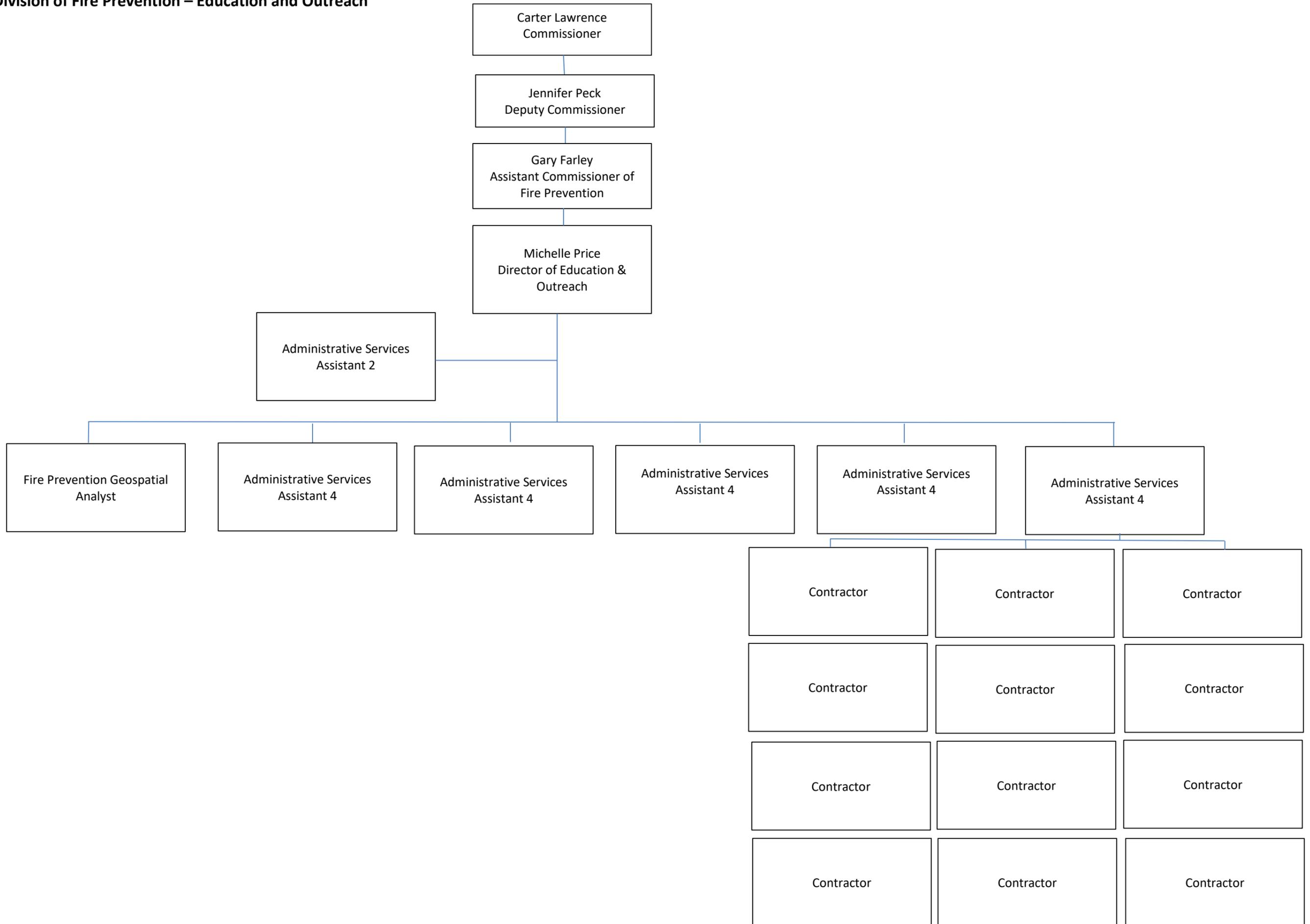
**Department of Commerce and Insurance  
Fire Prevention – Administration  
FY2023**



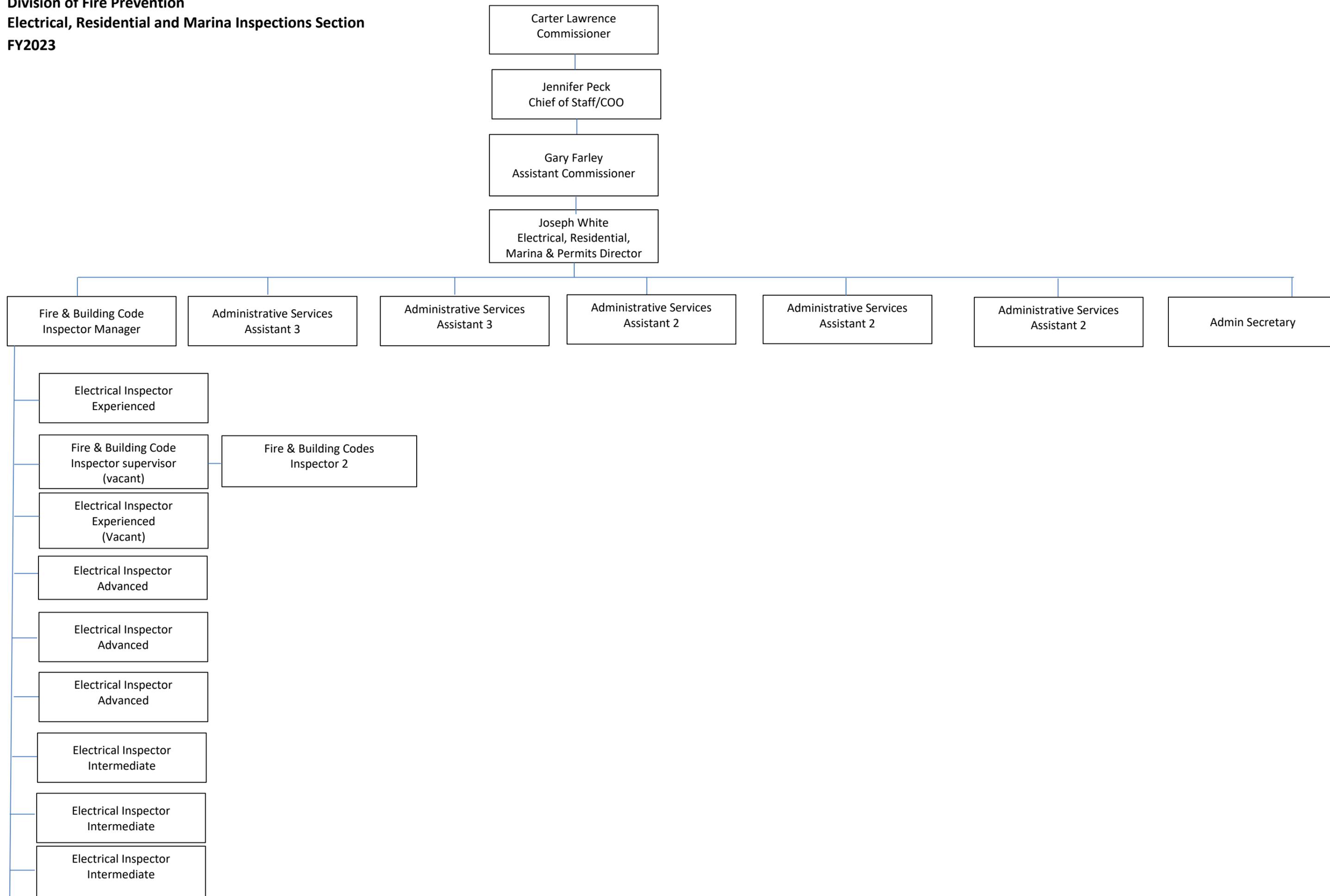
**Department of Commerce and Insurance**  
**Division of Fire Prevention**  
**Codes Enforcement**  
**FY2023**

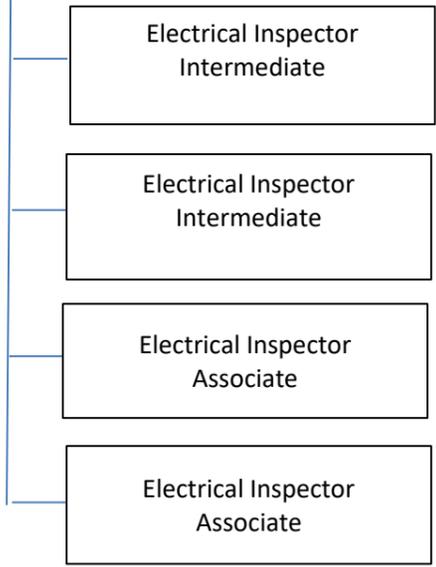


Department of Commerce and Insurance  
The Division of Fire Prevention – Education and Outreach  
2023

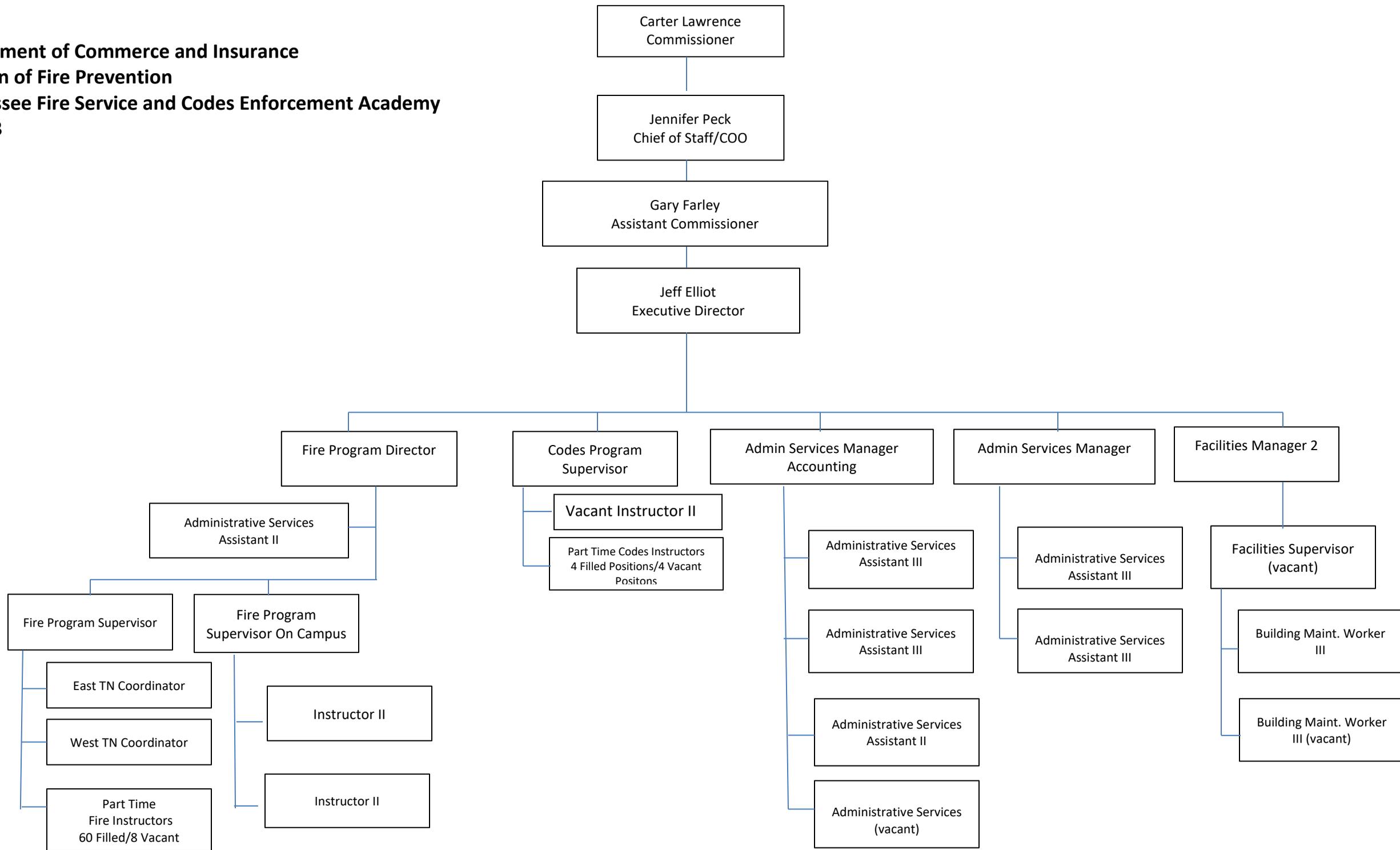


**Department of Commerce and Insurance**  
**Division of Fire Prevention**  
**Electrical, Residential and Marina Inspections Section**  
**FY2023**

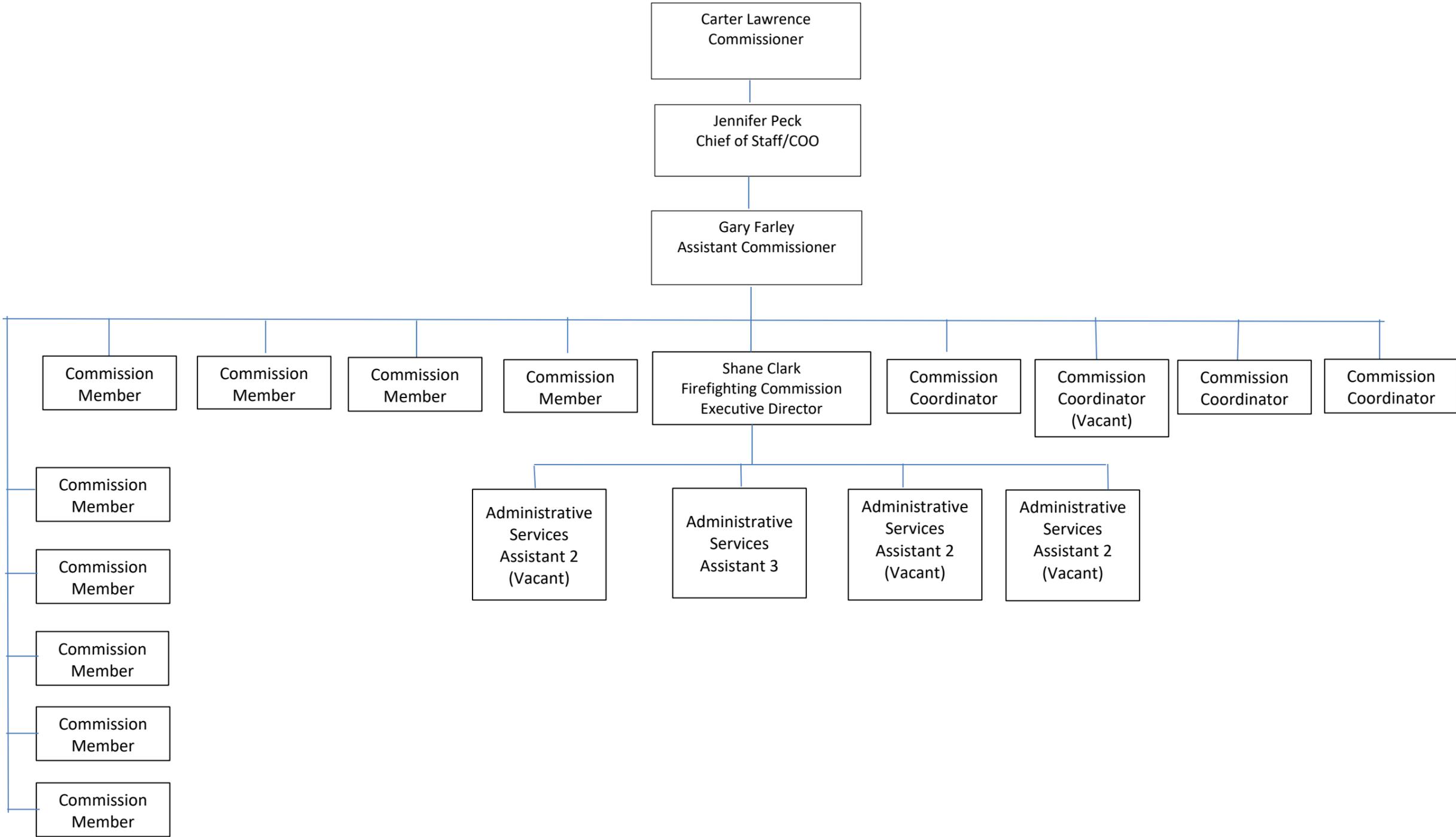




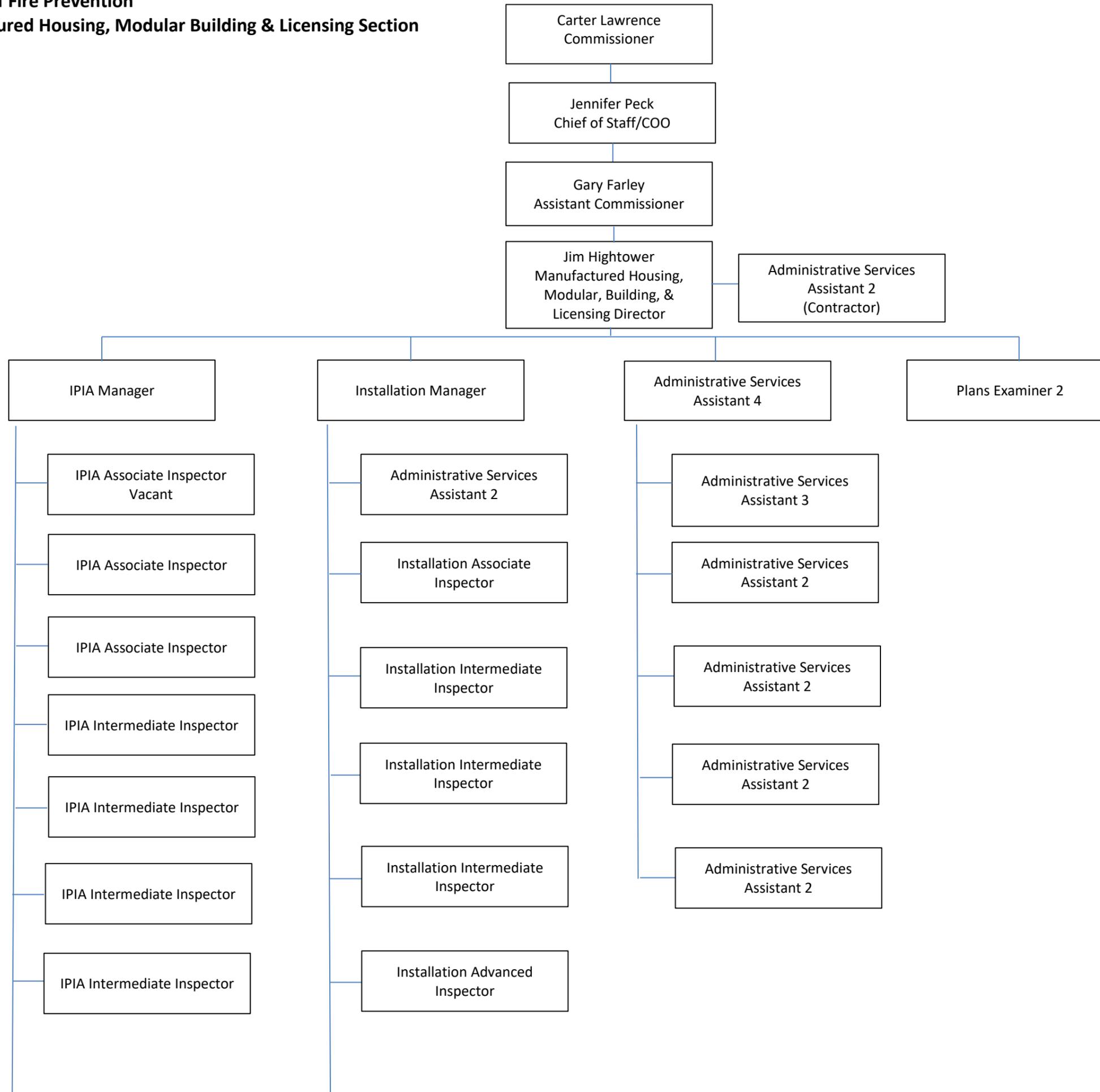
**Department of Commerce and Insurance**  
**Division of Fire Prevention**  
**Tennessee Fire Service and Codes Enforcement Academy**  
**FY2023**

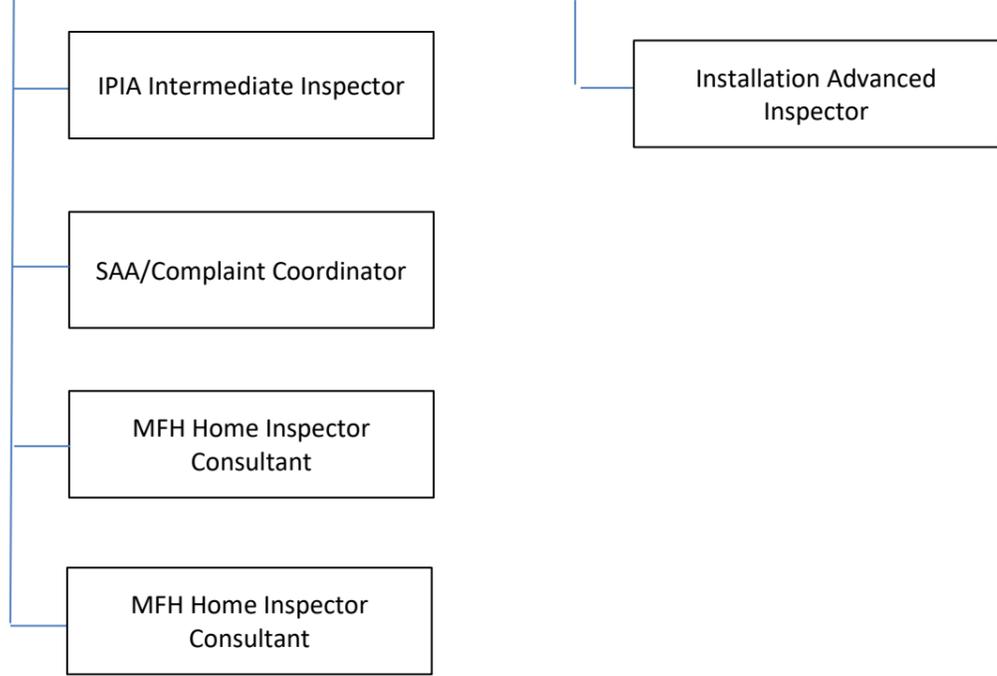


**Division of Fire Prevention**  
**Tennessee Commission of Firefighting Personnel and Standards Education (Firefighting Commission)**  
**FY2023**

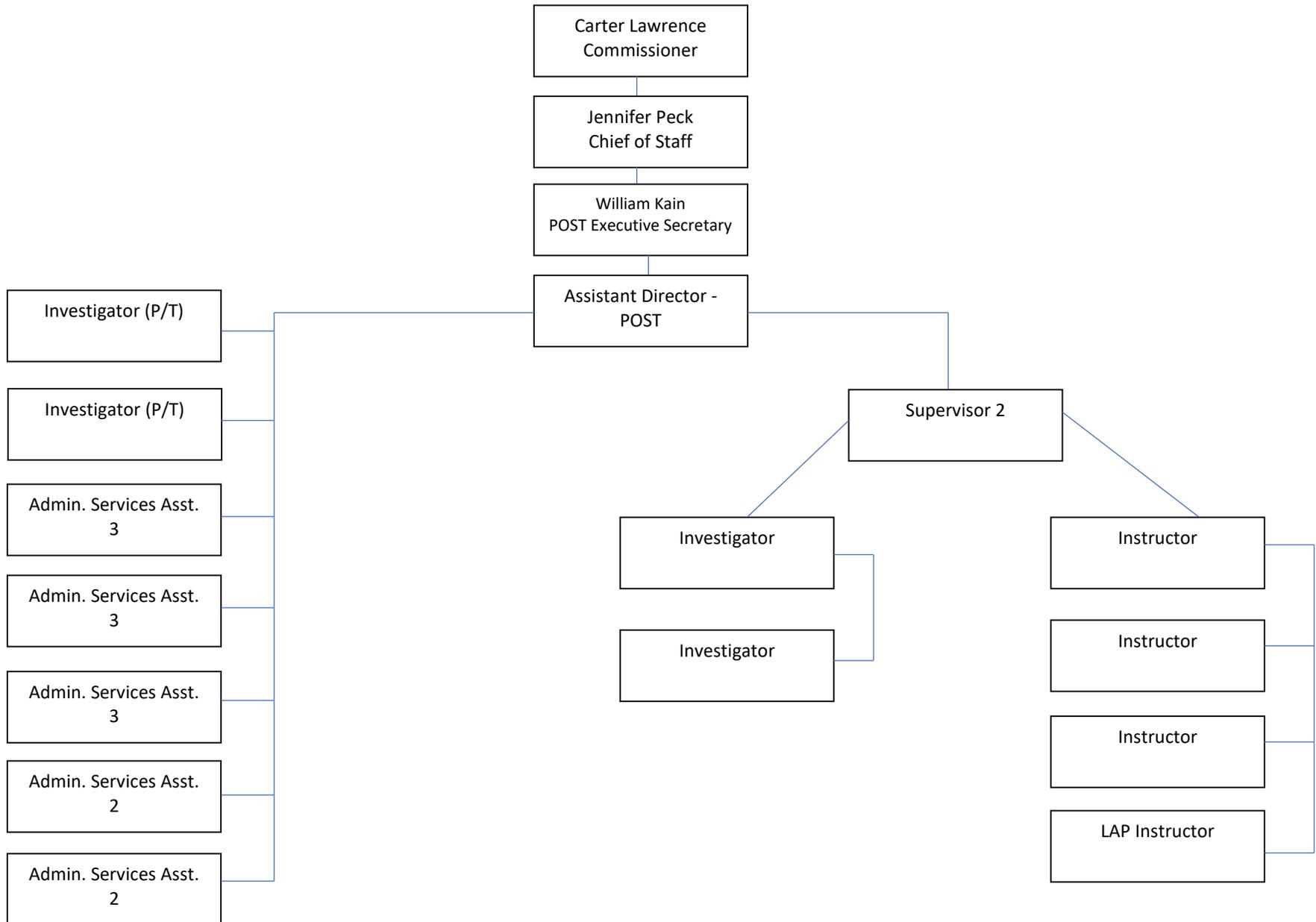


**Department of Commerce and Insurance**  
**Division of Fire Prevention**  
**Manufactured Housing, Modular Building & Licensing Section**  
**FY2023**

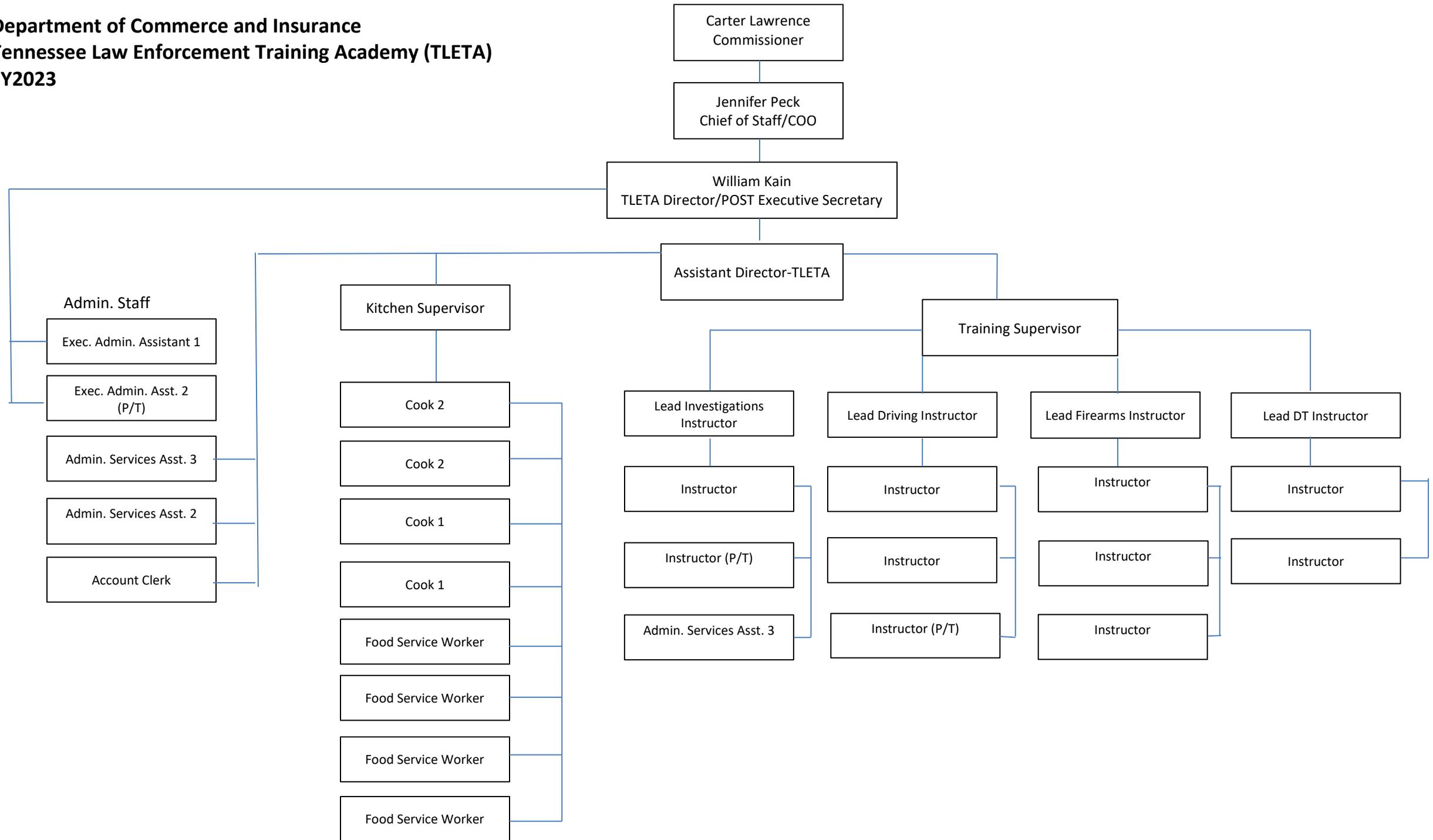




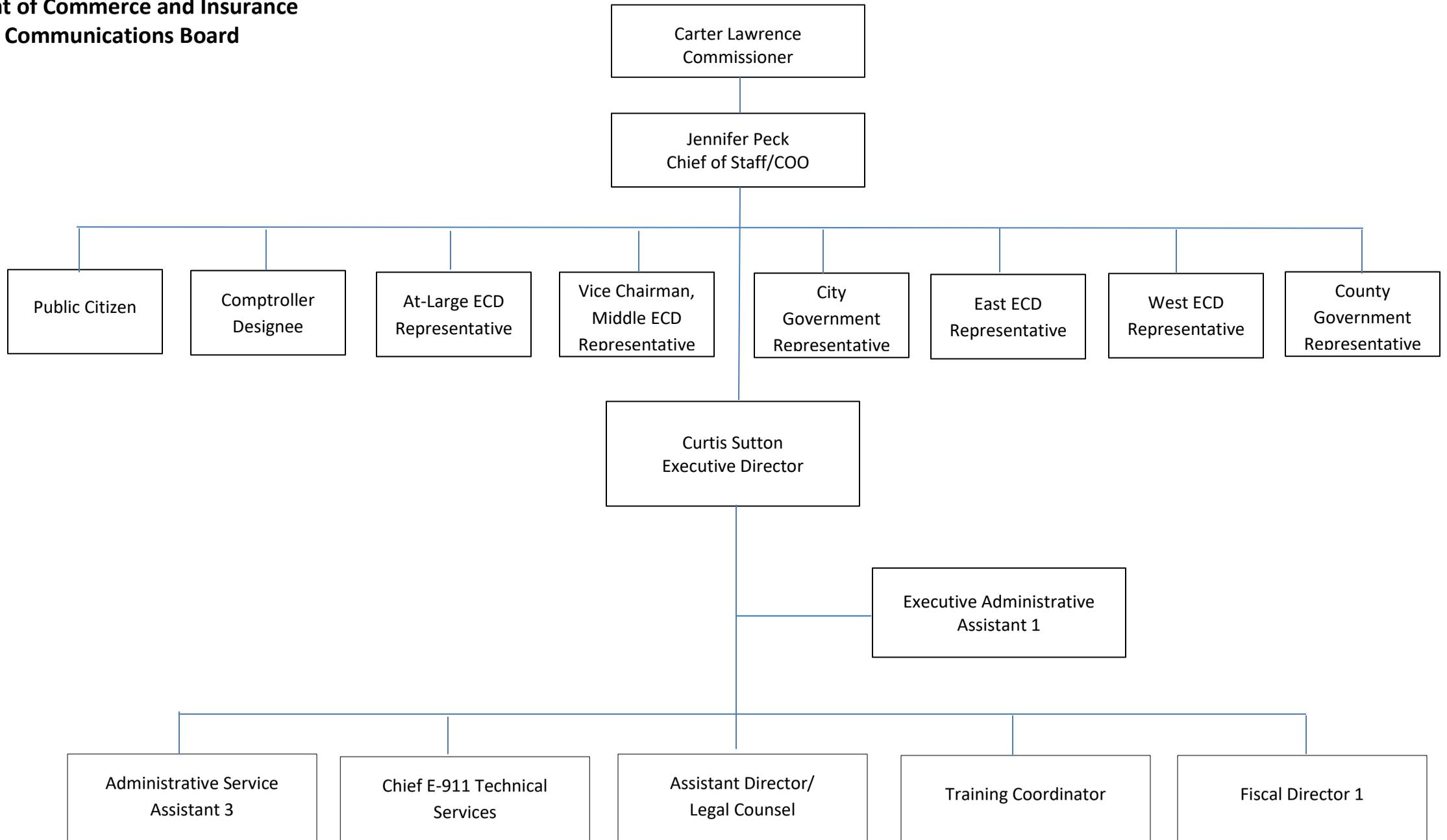
**Department of Commerce and Insurance**  
**Police Officers Standards and Training Commission (POST)**  
**2023**



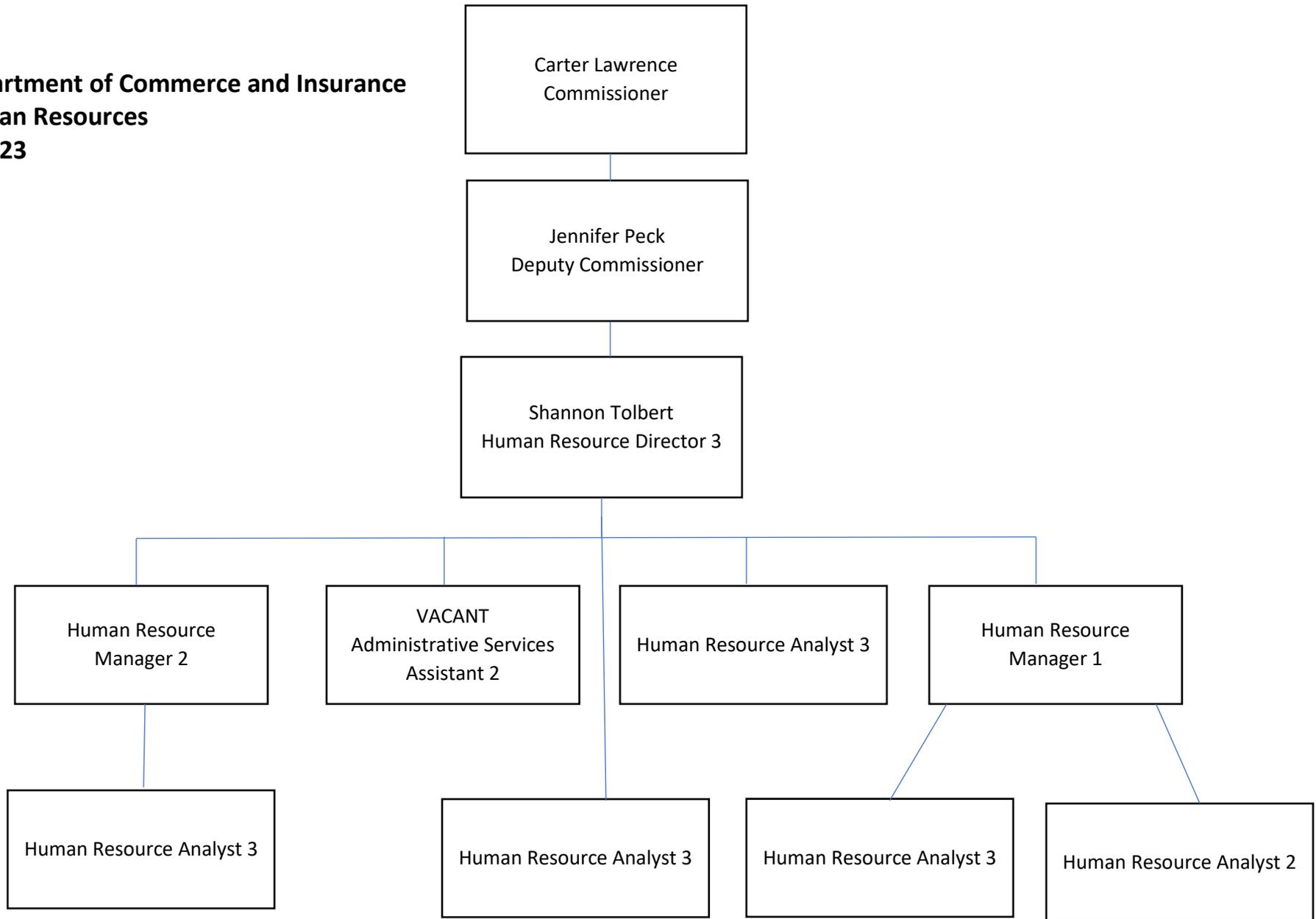
**Department of Commerce and Insurance  
Tennessee Law Enforcement Training Academy (TLETA)  
FY2023**



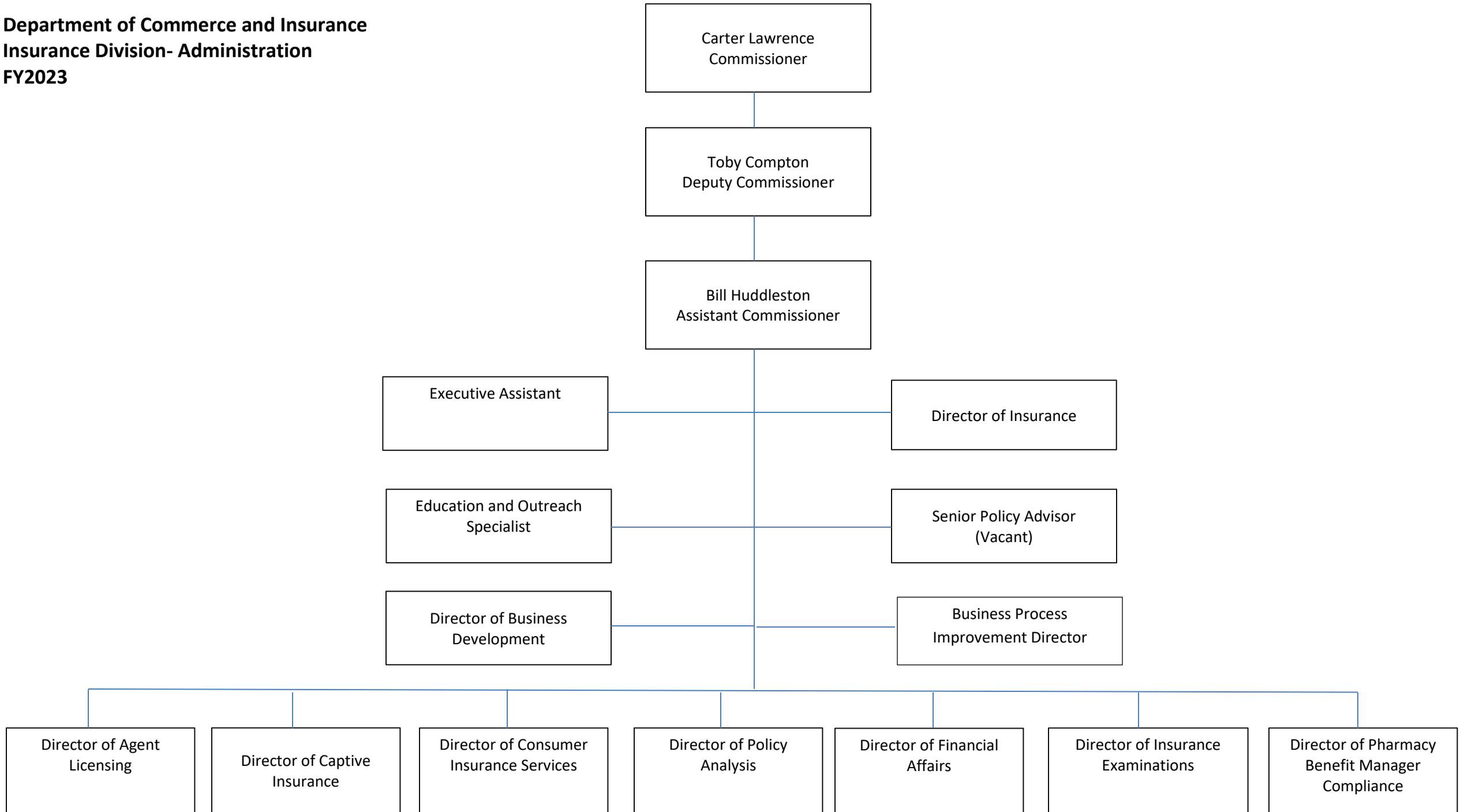
**Department of Commerce and Insurance  
Emergency Communications Board  
FY2023**



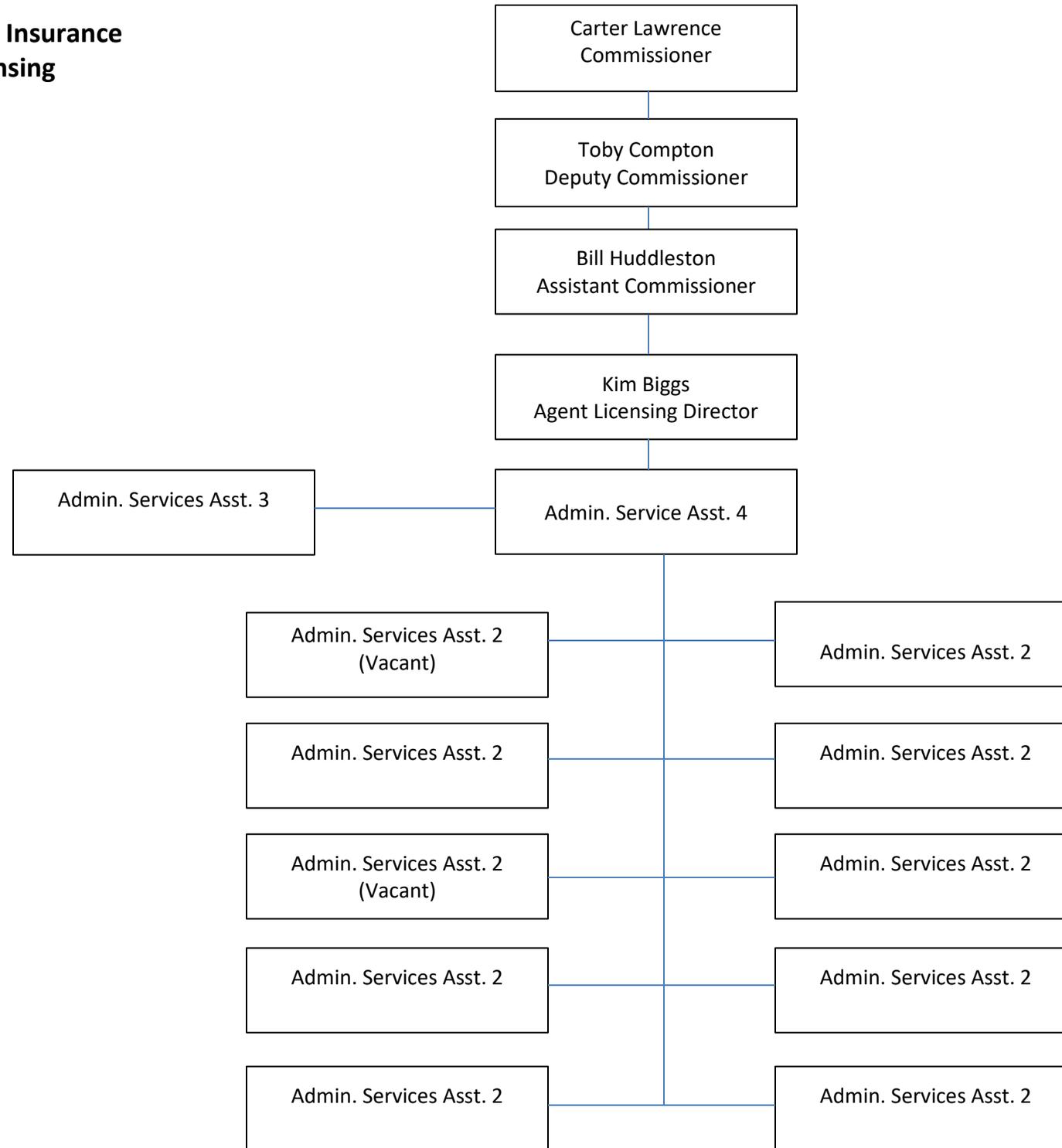
**Department of Commerce and Insurance  
Human Resources  
FY2023**



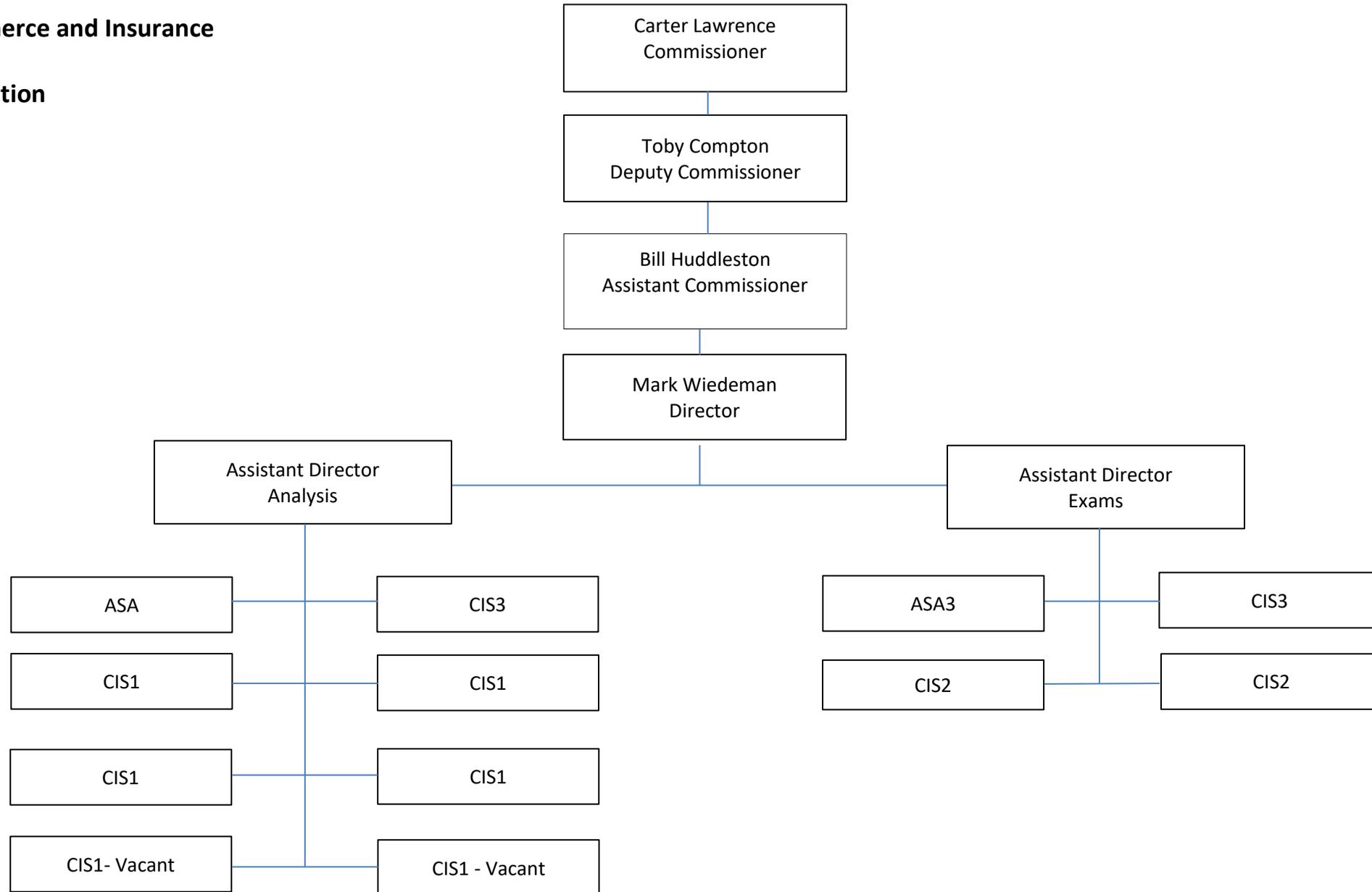
**Department of Commerce and Insurance  
Insurance Division- Administration  
FY2023**



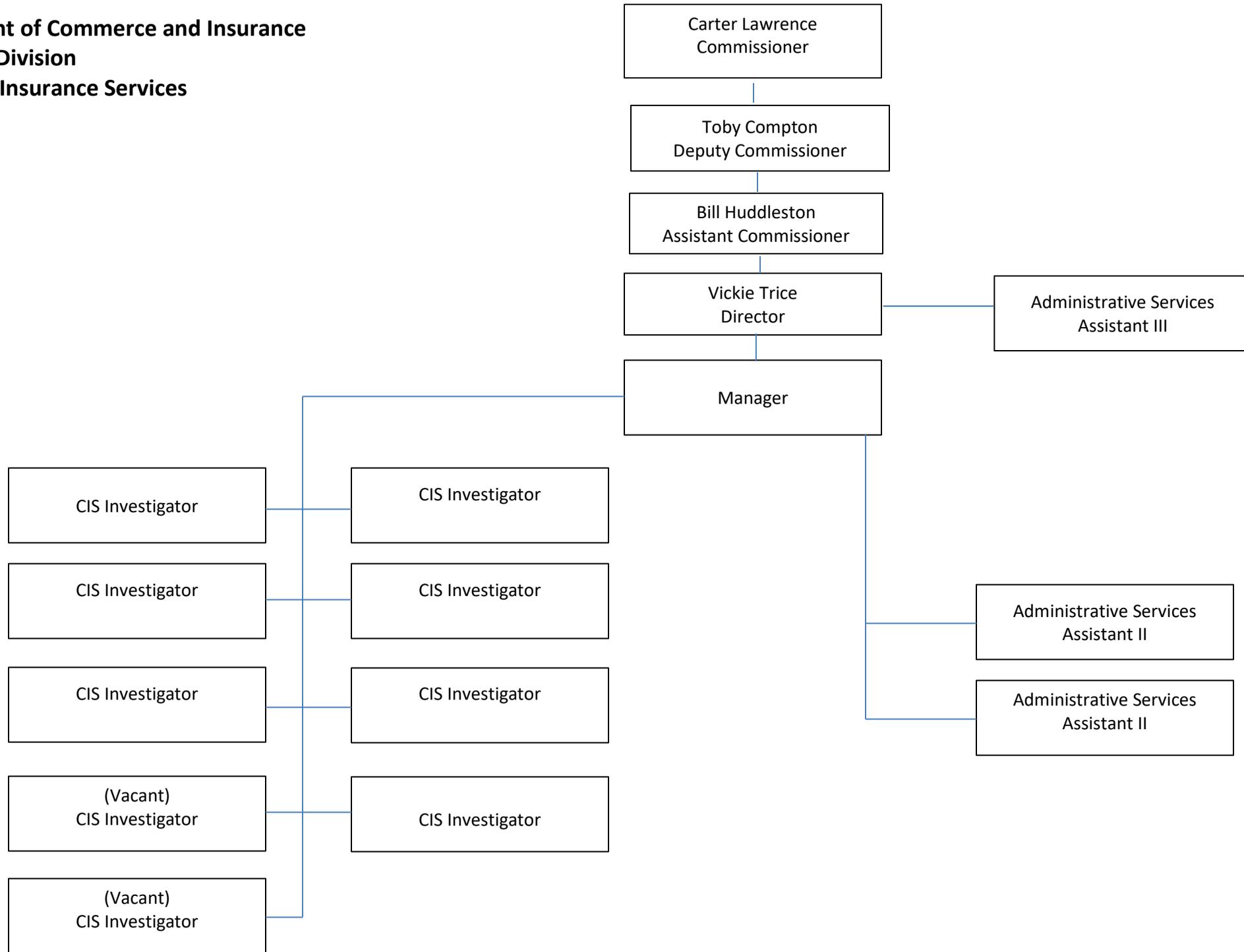
**Department of Commerce and Insurance  
Insurance Division- Agent Licensing  
FY2023**



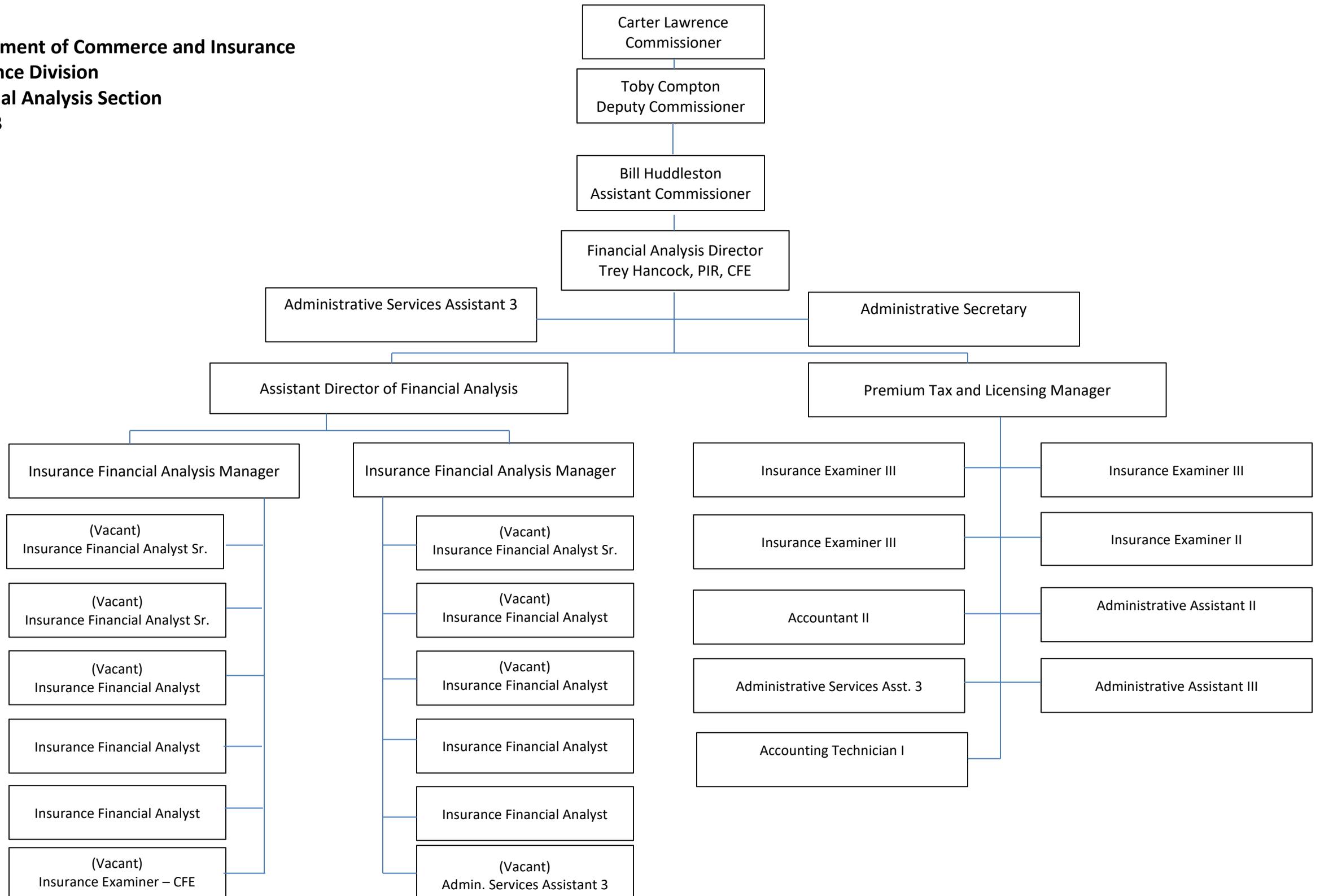
**Department of Commerce and Insurance**  
**Insurance Division**  
**Captive Insurance Section**  
**FY2023**



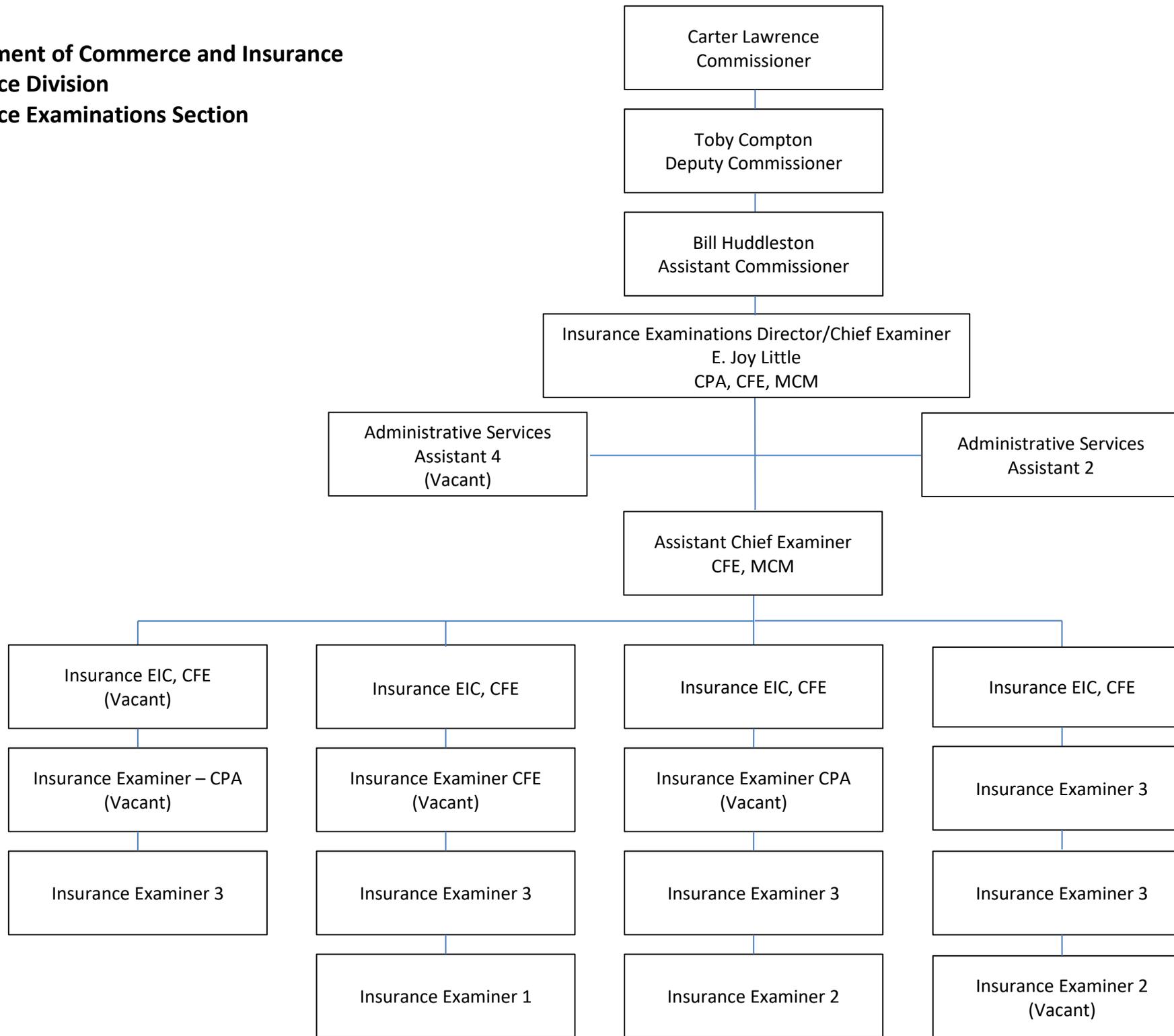
**Department of Commerce and Insurance  
Insurance Division  
Consumer Insurance Services  
FY2023**



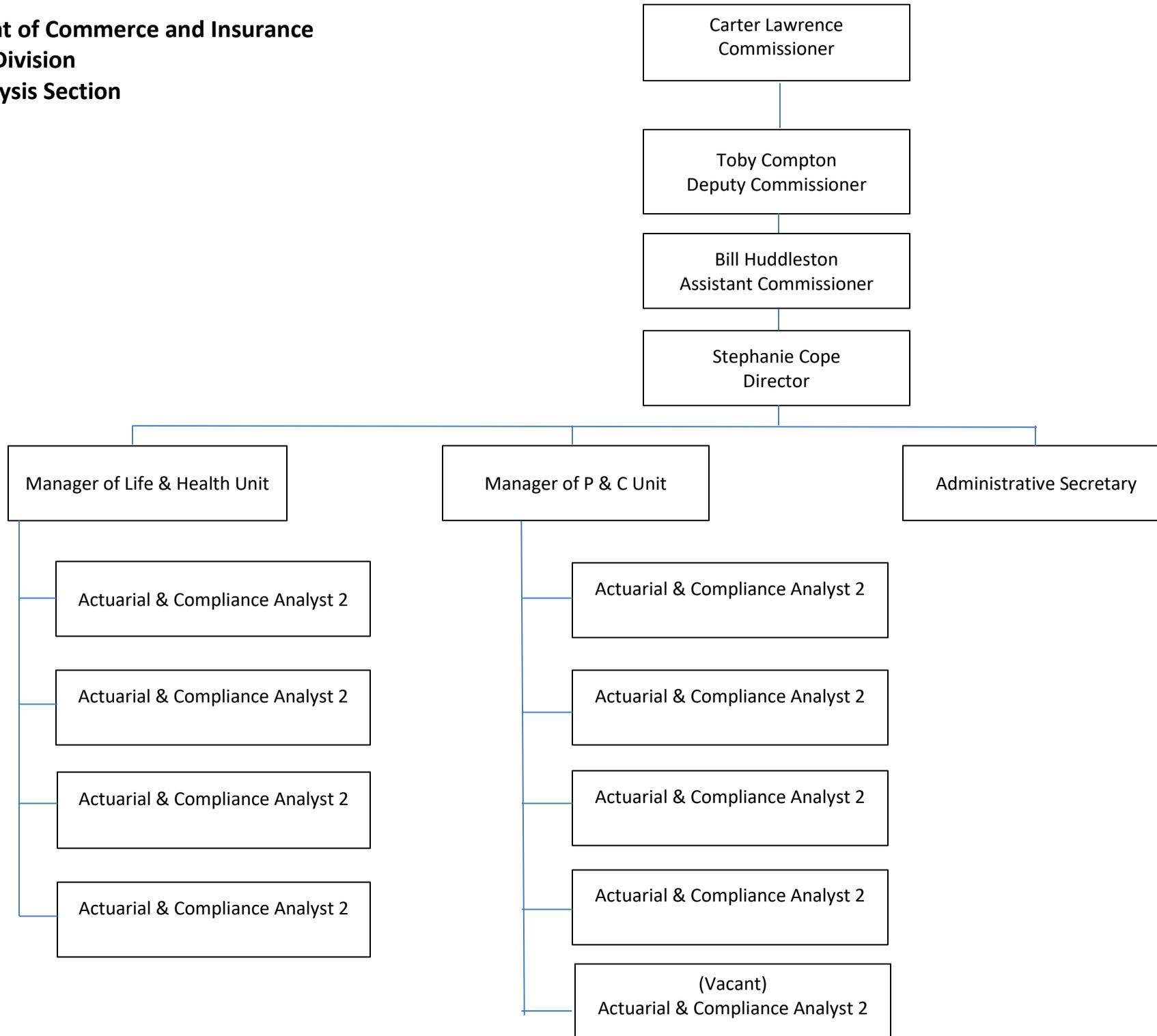
**Department of Commerce and Insurance  
Insurance Division  
Financial Analysis Section  
FY2023**



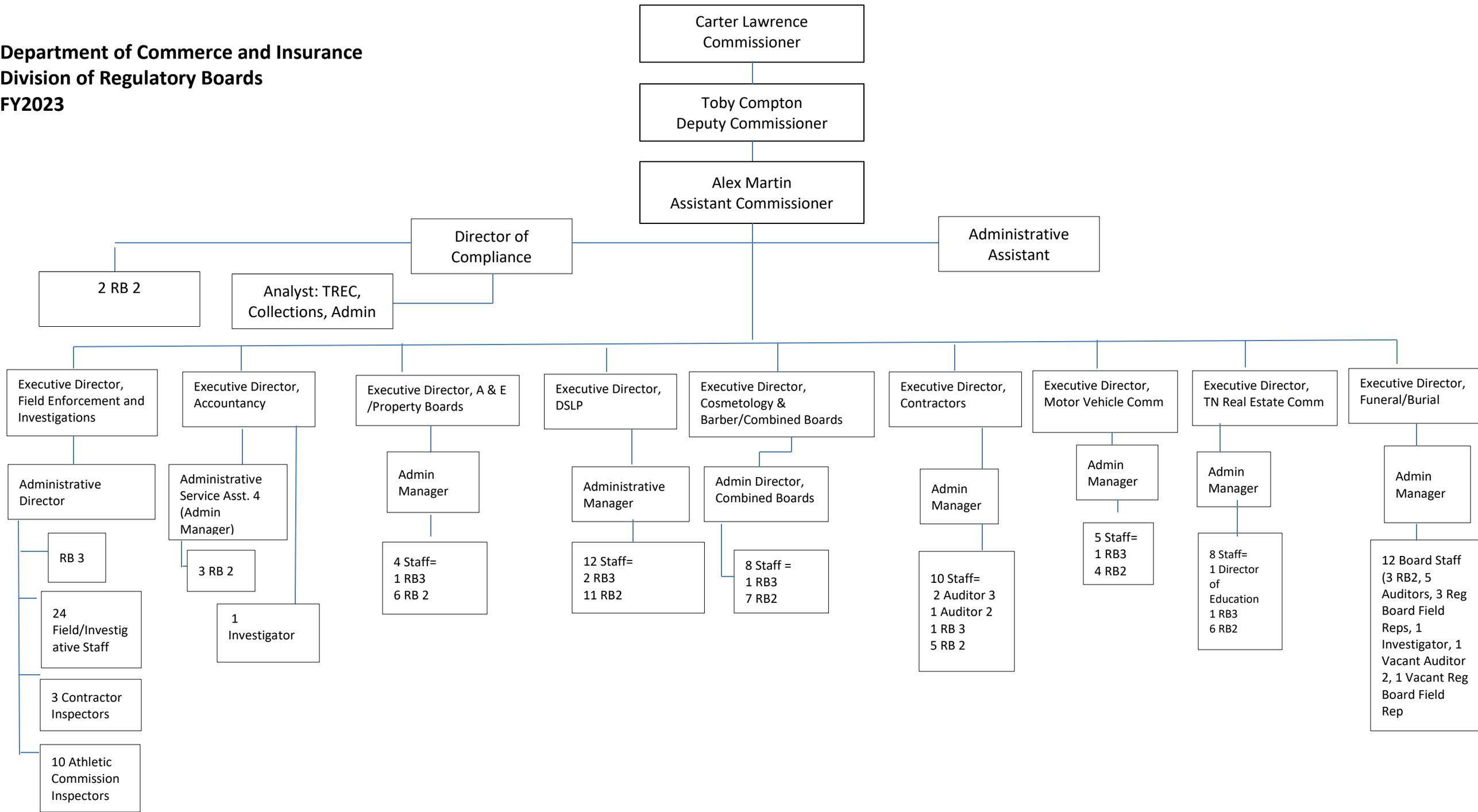
**Department of Commerce and Insurance**  
**Insurance Division**  
**Insurance Examinations Section**  
**FY2023**



**Department of Commerce and Insurance**  
**Insurance Division**  
**Policy Analysis Section**  
**FY2023**

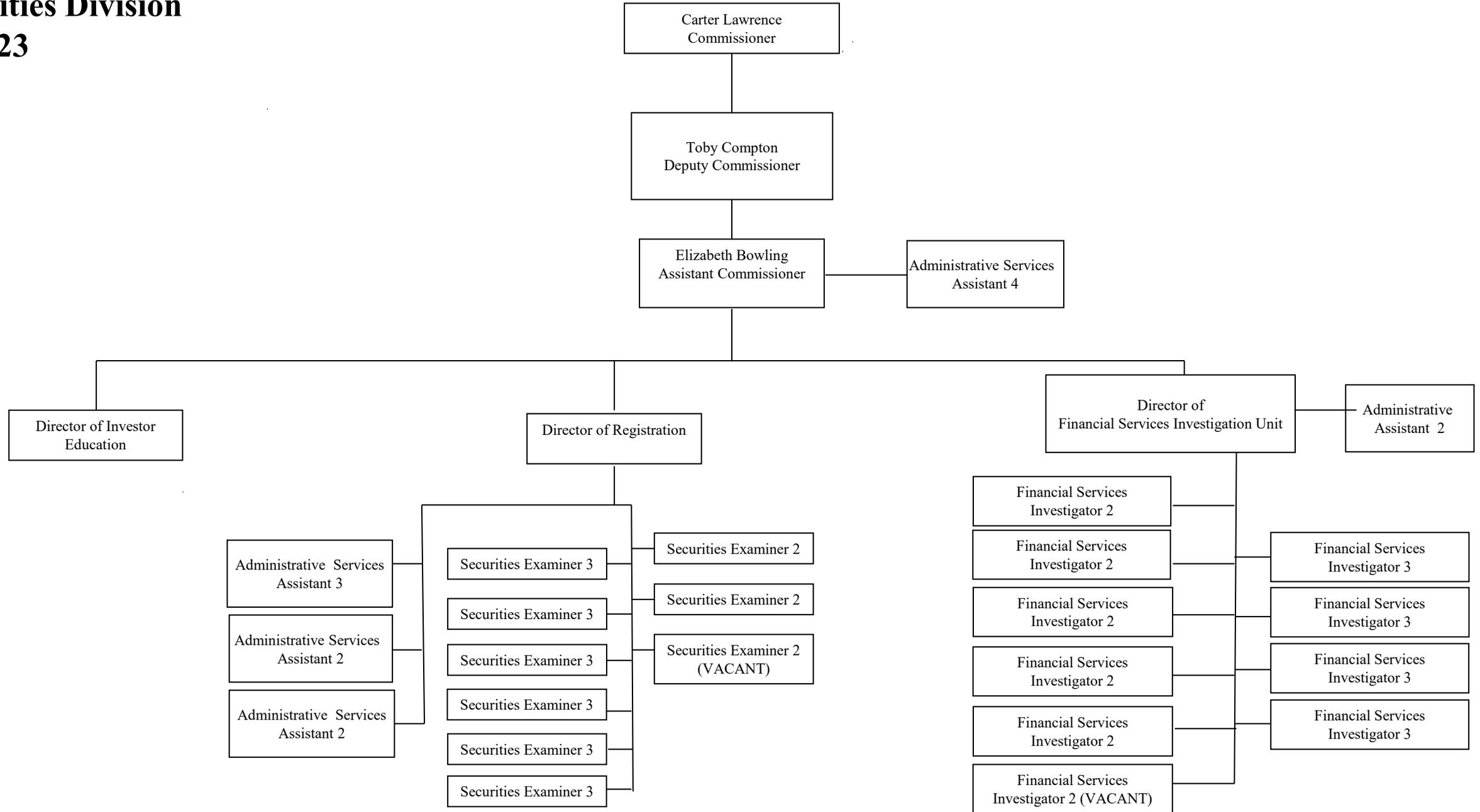


**Department of Commerce and Insurance  
Division of Regulatory Boards  
FY2023**

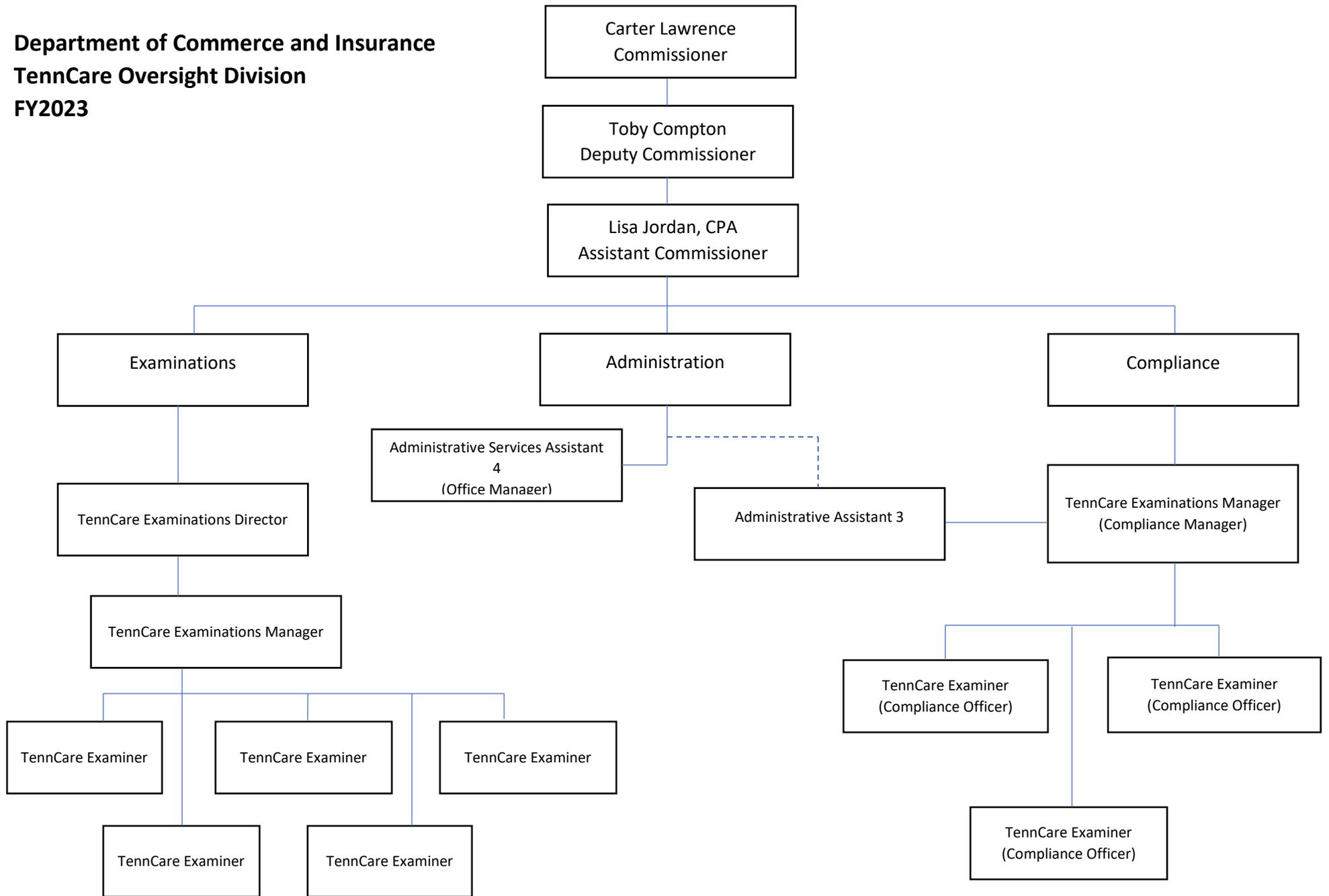


RB = Reg Board Admin Assistant

**Department of Commerce and Insurance**  
**Securities Division**  
**FY2023**



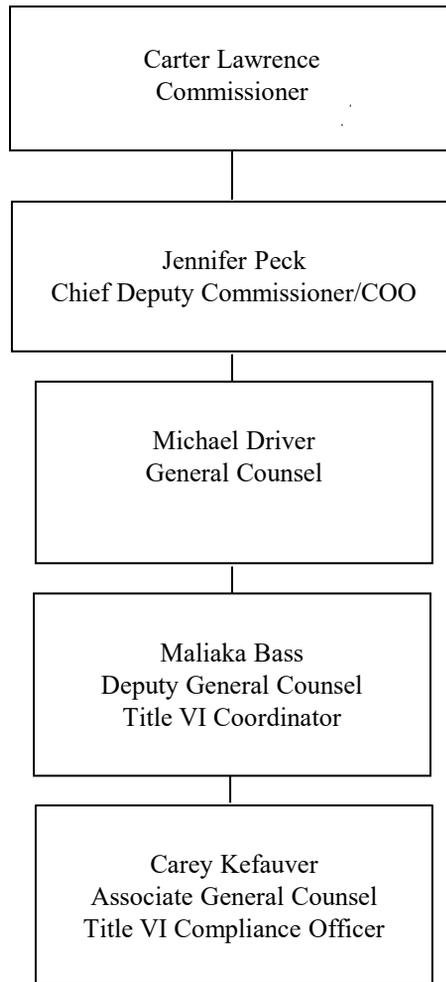
**Department of Commerce and Insurance  
TennCare Oversight Division  
FY2023**



# Appendix A(2)

## Organizational Chart of Civil Rights Coordination

# ORGANIZATION CHART OF CIVIL RIGHTS COORDINATION



# Appendix B

Federal Financial Assistance for FY2022 and  
FY2023

**Schedule of Federal Financial Assistance  
FY 2023  
FEDERAL GRANTS**

**GRANTS FY 2023**

	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Total Grant Award/Contract Amount	Carried forward from 2022	Actual Federal Spend in current year	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	TennCare Oversight Division	Service Contract	F&A Bureau of TennCare	InterDept / 50%	\$2,811,900.00	\$0.00	\$1,154,676.00			Regulation of TennCare MCO's
	Fire Prevention /MFG Housing	Office of Manufactured Housing / COOP Agreement DU100K900016709	US Dept. of Housing and Urban Development	Federal / 100%	\$336,991.00	\$0.00	\$336,991.00			Inspection/enforcement of federal regulations and standards for manufactured housing.
	Consumer Affairs / Field Investigations	Consumer Product Safety Commission / 61320621S0027	US Consumer Product Safety Commission	Federal / 100%	\$4,000.00	\$0.00	\$4,000.00			Conduct product recall effectiveness checks.
	TLETA	Office of Criminal Justice Programs / 2016-WF-AX-0023	TN Dept. F&A/STOP / DCISTOPTL2	InterDept / 75%	\$629,470.00	\$133,712.00	\$62,064.23			Train Basic Police Cadets so as to improve the response to violence against women.
	TFACA	FY 2021 State Fire Training Systems Grant Program / EMW2021GR00172	U.S. Dept. of Homeland Security (FEMA)	Federal 100%	\$20,000.00	\$15,619.07	\$2,318.63			Training to FireFighters across the State
	Fire Prevention	Fire Prevention and Safety/EMW2021FP00140	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$256,000.00	\$0.00	\$121,904.76			Purchase of Smoke Alarms
	<b>TOTAL</b>				\$4,058,361.00	\$149,331.07	\$1,681,954.62			

**GRANTS CLOSED IN FY 2023**

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Grant Award/ Contract Amount	Carried over	Federal Funding	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	<b>TOTAL</b>				\$0.00	\$0.00	\$0.00			

**GRANTS FY 2024**

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Total Grant Award/Contract Amount	Carried forward from 2023	Federal Spend estimate	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
	TennCare Oversight Division	Service Contract	F&A Bureau of TennCare	InterDept / 50%	\$2,902,000.00	\$0.00	\$1,451,000.00			Regulation of TennCare MCO's
	Fire Prevention /MFG Housing	Office of Manufactured Housing / COOP Agreement DU100K900016709	US Dept. of Housing and Urban Development	Federal / 100%	\$271,304.00	\$0.00	\$271,304.00			Inspection/enforcement of federal regulations and standards for manufactured housing.
	Consumer Affairs / Field Investigations	Consumer Product Safety Commission / 61320623S0005	US Consumer Product Safety Commission	Federal / 100%	\$4,000.00	\$0.00	\$4,000.00			Conduct product recall effectiveness checks.

Fire Prevention	Fire Prevention and Safety/EMW2021FP00140	U.S. Dept. of Homeland Security (FEMA)	Federal 95%	\$256,000.00	\$128,000.00	\$121,904.76			Purchase of Smoke Alarms
TFACA	FY 2023 State Fire Training Systems Grant Program / EMW2023GR05020	U.S. Dept. of Homeland Security (FEMA)	Federal 100%	\$20,000.00	\$0.00	\$20,000.00			Training to FireFighters across the State
TLETA	Office of Criminal Justice Programs / 15JOVW21GG005655STOP	TN Dept. F&A/STOP / DCISTOPL3	InterDept / 75%	\$311,000.00	\$0.00	\$75,000.00			Train Basic Police Cadets so as to improve the response to violence against women.
<b>TOTAL</b>				\$3,764,304.00	\$128,000.00	\$1,943,208.76			

**GRANTS CLOSED IN FY 2024**

#	Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	InterDept/ Federal	Grant Award/ Contract Amount	Carried over	Federal Funding	Opportunities for Grants, Contracts or RFPs	Contractors	How Funds Were Spent
<b>TOTAL</b>					\$0.00	\$0.00				

**PENDING GRANT APPLICATIONS 2023**

Agency/Division	Grant Program/Contract	Grant Agency/Funding Source	Total Grant Award/Contract Amount	Purpose of the Funds
TFACA	State Fire Training Grant EMW-2023-GR-05020	U.S. Dept. of Homeland Security (FEMA)	\$20,000.00	Training to FireFighters across the State

# Appendix C

Federal Financial Assistance Property List  
FY2021-2022

**Federal Financial Assistance Property List  
FY 2022-2023**

<b>Name</b>	<b>Serial Number</b>	<b>Location-TLETA Campus Nashville, TN</b>	<b>Total</b>	<b>Description</b>
Ballistic Goggles 10-28-13	N/A	Range House	49	goggles
Freezer 1-13-14		Kitchen	1	freezer
M14	1483603	ARMORY	1	firearm
M14	1058045	ARMORY	1	firearm
M14	682465	ARMORY	1	firearm
COLT	1893559	ARMORY	1	firearm
COLT	1588629	ARMORY	1	firearm
COLT	881102	ARMORY	1	firearm
REMINGTON	1739615	ARMORY	1	firearm
COLT	2185381	ARMORY	1	firearm
COLT	2009257	ARMORY	1	firearm
ITHACA	1568704	ARMORY	1	firearm
ITHACA	1451241	ARMORY	1	firearm
COLT	1070844	ARMORY	1	firearm
ITHACA	1550722	ARMORY	1	firearm
REMINGTON	901296	ARMORY	1	firearm
Tool Box		Garage	1	tool box
Tool Box		Upstairs Misc Room Sauna	1	toolbox
Dressers		Male Dorm	33	dressers
Desks		Male Dorm	60	desks
Shed		Range	1	shed
Containers		Range	2	containers
AC Unit		Range House	1	ac unit
Bullet Proof Building		Parking Lot	1	proof
Tool chest with tools		Range/Track	4	chest
Copiers		Range House/Classroom A	3	copiers
Printers		Storage (1 is broken)	3	printer
Printer Lexmark E360DN	2ytp3532400586	Carri Scott	1	printer
Printer HP Laser Jet 600		Trey Clanton	1	printer
Printer HP Laser Jet 600		Dwight Williams	1	printer
Printer HP Laser Jet 600		Don Nicholson	1	printer

**Federal Financial Assistance Property List  
FY 2022-2023**

<b>Name</b>	<b>Serial Number</b>	<b>Location-TLETA Campus Nashville, TN</b>	<b>Total</b>	<b>Description</b>
Printer HP Laser Jet 600	JPBCD7C0MN	Charles Alexander	1	printer
Printer HP Laser Jet 600	JPBCD7C0MQ	Pamela Pavao	1	printer
Printer HP Laser Jet 600	JPBCD7C0MC	William Kain	1	printer
Printer HP Laser Jet 600	JPBCD7C0MV	Pamela Pavao	1	printer
Printer HP Laser Jet 600	JPCCF9S1H1	Pamela Pavao	1	printer
M16		ARMORY	10	firearm
Winchester Shotgun		ARMORY	3	firearm

# Appendix D

## Statements of Assurance

**ORDER FOR SUPPLIES OR SERVICES**

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

1. DATE OF ORDER 02/26/2020	2. CONTRACT NO. (If any)	6. SHIP TO:	
3. ORDER NO. 61320620S0004	4. REQUISITION/REFERENCE NO. CPS-21341-20-0008	a. NAME OF CONSIGNEE CPS-CFI	

5. ISSUING OFFICE (Address correspondence to) CONSUMER PRODUCT SAFETY COMMISSION DIVISION OF FIELD INVESTIGATIONS 4330 EAST WEST HWY ROOM 710 BETHESDA MD 20814	b. STREET ADDRESS CONSUMER PRODUCT SAFETY COMMISSION DIVISION OF FIELD INVESTIGATIONS 4330 EAST WEST HIGHWAY ROOM 710	
c. CITY BETHESDA	d. STATE MD	e. ZIP CODE 20814

7. TO: Richard Hatfield	f. SHIP VIA
a. NAME OF CONTRACTOR COMMERCE AND INSURANCE TENNESSEE DEPARTMENT OF	8. TYPE OF ORDER

b. COMPANY NAME	<input checked="" type="checkbox"/> a. PURCHASE	<input type="checkbox"/> b. DELIVERY
c. STREET ADDRESS 500 JAMES ROBERTSON PKWY 11TH FL	REFERENCE YOUR:	Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.
d. CITY NASHVILLE	Please furnish the following on the terms and conditions specified on both sides of this order and on the attached sheet, if any, including delivery as indicated.	
e. STATE TN	f. ZIP CODE 37243-1204	

9. ACCOUNTING AND APPROPRIATION DATA See Schedule	10. REQUISITIONING OFFICE CONSUMER PRODUCT SAFETY COMMISSION
--	---

11. BUSINESS CLASSIFICATION (Check appropriate box(es))	12. F.O.B. POINT
<input type="checkbox"/> a. SMALL <input type="checkbox"/> b. OTHER THAN SMALL <input type="checkbox"/> c. DISADVANTAGED <input type="checkbox"/> d. WOMEN-OWNED <input type="checkbox"/> e. HUBZone <input type="checkbox"/> f. SERVICE-DISABLED VETERAN-OWNED <input type="checkbox"/> g. WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOSB PROGRAM <input type="checkbox"/> h. EDWOSB	

13. PLACE OF	14. GOVERNMENT B/L NO.	15. DELIVER TO F.O.B. POINT ON OR BEFORE (Date) 09/30/2020	16. DISCOUNT TERMS
a. INSPECTION Destination	b. ACCEPTANCE Destination		

**17. SCHEDULE (See reverse for Rejections)**

ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
	Invoice Approver/COR: KING, DONNA Inv Approver/COR Backup1: WALKER, JODY Accounting Info: CPS0100DA2020XX-2020-61000001-252004-CPS0213 410000-XXXXXXXXXX-XXXXXXXXXXXX-XXXXXXX-CPS34 3010-XXXX-XXXXXXXXXXXX-XXXXXXXXXXXX-XXXXXXXXXX Continued ...					

SEE BILLING INSTRUCTIONS ON REVERSE	18. SHIPPING POINT	19. GROSS SHIPPING WEIGHT	20. INVOICE NO.	17(h) TOTAL (Cont. pages)
	21. MAIL INVOICE TO:			
	a. NAME ARC/ASD/APB			\$3,500.00
	b. STREET ADDRESS (or P.O. Box) ARC/ASD/APB, AVERY 3G PO BOX 1328 ACCOUNTSPAYABLE@FISCAL.TREASURY.GOV			\$3,500.00
c. CITY PARKERSBURG	d. STATE WV	e. ZIP CODE 26106-1328		17(i) GRAND TOTAL

22. UNITED STATES OF AMERICA BY (Signature) 	23. NAME (Typed) BEVERLY J. KOHEN TITLE: CONTRACTING/ORDERING OFFICER
---	---

**ORDER FOR SUPPLIES OR SERVICES  
SCHEDULE - CONTINUATION**

PAGE NO

2

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER  
02/26/2020

CONTRACT NO.

ORDER NO.  
61320620S0004

ITEM NO. (a)	SUPPLIES/SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
0001	<p>X-XXXXXXXXX</p> <p>DUNS: 14897641</p> <p>Recall Effectiveness Checks.</p> <p>Services to be performed in accordance with attached Statement of Work.</p> <p>Contracting Officer Representative (COR) Donna King, Field Investigations Phone: (240) 478-7305 Email: DKing@cpsec.gov</p> <p>The total amount of award: \$3,500.00. The obligation for this award is shown in box 17(i).</p>	20	EA	175.00	3,500.00	

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17(H))

\$3,500.00

## **CPSC Contracting Officer's Representative (COR) Designation Letter**

COR Name:  Donna King

CPSC Contract No.:  61320620S0004  TN DEPT OF Commerce & Insurance

### **A. DESIGNATION OF COR**

As a Contracting Officer (CO), I am responsible for ensuring and safeguarding the interests of the United States in its contractual relationships pursuant to the Federal Acquisition Regulation (FAR, 48 CFR Chapter 1) and agency policies. To assist in fulfilling these responsibilities, I hereby designate you as the Contracting Officer's Representative (COR) for this contract. You are in a unique position to monitor how well the contractor is progressing towards achieving the contract's purpose and will be responsible for being the technical liaison between the contractor and the Contracting Officer, which is critical to ensuring good contract performance.

As COR, your first responsibility is to read the entire contract and thoroughly acquaint yourself with the requirements it places on the contractor, the CO, and the COR. You should also periodically review the contract to maintain your familiarity with its terms and conditions.

This letter confirms that you are a government employee and are certified as a COR in accordance with the current Office of Management Budget memorandum on the Federal Acquisition Certification for Contracting Officer's Representatives (FAC-COR) guidance. As the COR you shall maintain the appropriate certification level as described in CPSC Directive No. 1521.1. This designation is not redelegable. As the designated COR, you may be personally liable for unauthorized acts. This designation is valid throughout the contract period cited in the contract.

### **B. COR LIMITATIONS**

As the COR, you have no authority to make any commitments or changes that affect price, quality, quantity, delivery or other terms and conditions of the contract nor in any way direct the contractor or its subcontractors to operate in conflict with the contract terms and conditions. Only a CO has the authority to take such actions. You may be held personally liable, and may be subject to disciplinary action, for unauthorized actions, particularly if the action is determined to be a violation of the

Anti-Deficiency Act. You may only take actions that are within the authority provided in this letter of designation.

### C. COR DUTIES AND RESPONSIBILITIES

You are designated and authorized to perform specific technical and administrative functions under this contract. As CO, I hereby delegate to you the following duties and responsibilities that are otherwise my responsibility:

1. Develop the contract specifications and/or performance work statement in such a manner as to promote competitive procurement actions.
2. Coordinate with the program office to ensure that technical requirements are incorporated into the resulting contract specifications and/or performance work statement.
3. Identify measurable performance objectives.
4. Identify potential contractors.
5. Perform technical evaluations as required.
6. Arrange for any required government-furnished equipment or facilities.
7. Ensure that the contractor has any necessary clearances to access the facility and data required by the contract.
8. Monitor and document contractor technical performance to assure that the contract terms and conditions are fully met and within the scope of the contract.
9. Inform the Contracting Officer when a contractor has not met contract requirements and coordinate with the Contracting Officer on any required corrective action.
10. Assist the Contracting Officer in the resolution of technical problems encountered during performance.
11. Submit performance reports in accordance with the Contractor Performance Assessment Reporting System (CPARS) requirements and agency policy.
12. Ensure that any requested changes to the resulting contract are formally effected by a written modification issued by the Contracting Officer before the contractor proceeds with the changes.
13. Perform inspection, acceptance or rejection of all deliverables in accordance with the terms of the contract.
14. Review and approve or disapprove the contractor requests for payment (invoice) to ensure that the invoice accurately reflects the service completed or product received in accordance with the requirements of the contract.
15. Maintain a contract working file that includes this designation letter, a copy of the contract award, modifications, correspondence, records of inspection, performance meetings, invoices and other documents describing the COR's duties,



**STATEMENT OF WORK**  
**U.S. Consumer Product Safety Commission (CPSC)**  
**Recall Effectiveness Checks - State and Local Program**

**1. BACKGROUND**

The Consumer Product Safety Improvement Act of 2008 (CPSIA), PL 110-314, amended Section 19 of the Consumer Product Safety Act (CPSA). It is a prohibited act to sell or offer for sale a product that has been subject to a corrective action. Specifically, Section 19(a)(2) of the CPSA, 15 U.S.C § 2068(a)(2), states:

(a) It shall be unlawful for any person to:

(2) sell, offer for sale, manufacture for sale, distribute in commerce, or import into the United States any consumer product, or other product or substance that is—

**{Note: Subparagraph (A) omitted in §216(a) of P.L. 110-314}**

(B) subject to voluntary corrective action taken by the manufacturer, in consultation with the Commission, of which action the Commission has notified the public or if the seller, distributor, or manufacturer knew or should have known of such voluntary corrective action;

(C) subject to an order issued under section 12 or 15 of this Act; or

(D) a banned hazardous substance within the meaning of section 2(q)(1) of the Federal Hazardous Substances Act (15 U.S.C. 1261(q)(1)).

Once a corrective action is announced, the recalling firm is responsible for removing from the market and/or correcting consumer products which are hazardous.

**2. AUTHORITY**

Section 29(a) of the CPSA, 15 U.S.C. § 2078(a), requires the Commission to establish a program to promote Federal-State cooperation for the purposes of carrying out this Act. Section 29(a) (1) provides that the Commission can accept from any State or local authorities engaged in activities relating to health, safety, or consumer protection “assistance in such functions as injury data collection, investigation, and educational programs, as well as other assistance in the administration and enforcement of the Act... and, if so agreed, may pay in advance or otherwise for the reasonable cost of such assistance...”

**3. OBJECTIVE**

The objective of this program is to conduct inspections of manufacturers, importers, distributors and retailers to determine compliance with a Commission-approved corrective action plan (“CAP”). In order to verify compliance, State and local officials shall conduct on site visits to determine if the requirements of the CAP have been met. The U.S. Consumer Product Safety Commission (CPSC or Commission) Compliance Officer will follow up with the firm as needed for the appropriate corrective action.

**4. DEFINITIONS**

**a. Corrective Action Plan**

(1) 16 C.F.R. Part 1115.20 specifies that the Commission may accept a non-binding, voluntary corrective action program from a manufacturer, importer, distributor or retailer of a consumer product which may present a possible substantial product hazard. The plan may call for the repair, replacement, or refund the purchase price of a product.

**b. Repair.** Repair is the alteration of a product, its packaging, its instructions, or its labeling to bring it into conformity with the requirements of the applicable rule, regulation, standard, or ban or to repair the defect in such product.

**c. Replacement.** Replacement is the substitution of a like or equivalent product which complies with an applicable rule, regulation, standard or ban, or which does not contain a defect.

**d. Refund.** Refund is the return of the purchase price of a hazardous or defective product.

**5. STATEMENT OF WORK**

Independently, and not as an agent of the Government, the contractor shall furnish the necessary personnel, materials, services, and facilities to perform the work set forth below, except as specified in Section 15, Government-Furnished Supplies/Equipment.

**Work Statement**

- a. The contractor shall conduct a total of 20 recall checks in accordance with the assignments issued.
- b. The assignments from the CPSC Contracting Officer Representative (COR) will be assigned electronically via the CPSC State Contractor Application.
- c. When a new recall check assignment is issued, the Contractor will receive an email notification advising that the assignment is available for viewing in the State Contractor Application. The assignment will contain the specifics for that recall check.

**Recall Check Inspection**

- a. The Contractor shall conduct investigations at all levels of the distribution chain of establishments dealing with consumer products which are subject to CPSC jurisdiction regardless of the statute under which the product(s) are regulated.
- b. While conducting the inspection, the contractor shall present the written Notice of Inspection, CPSC Form 296, to the owner, manager, or person in charge of the establishment to be inspected.
- c. Information that must be obtained from the firm inspected includes, but is not limited to the following:
  - (1) Was the recall notification received? When?
  - (2) What was the method of notification? Date?  
Describe the recall notification (i.e., replacement, repair, recall, etc.).
  - (3) How much of the product was received; on hand at notification; returned from consignee, subconsignees, consumers; corrected; returned to the manufacturer or destroyed; and amount on hand at the time of inspection?
  - (4) Were instructions in the notification followed? If not, why not?
  - (5) Were point-of-purchase signs posted if called for in the Corrective Action Plan?
  - (6) Is sub-recall involved?  
If so, obtain the names and addresses of two subconsignees/consumers.
  - (7) Has the firm received any safety-related consumer complaints or reports of injury associated with this product since the date of the recall?
  - (8) How was the product corrected or disposed of? Did the investigator witness or verify the correction or destruction? What is the Firm's reverse logistics system?
  - (9) Other information as specified in the assignment or relevant directive or as received from the Office of Compliance and Field Investigations.

6. **REPORTING & SUBMISSION**

**Investigative Reports**

**The following items shall be delivered electronically via the CPSC State Contractor Application in accordance with the following schedule:**

- (a) The contractor shall report information identified in “Section 5, Inspection” of the investigative reports on the Recall Effectiveness Check Form, CPSC Form 307, for each inspection as necessary.
- (b) The contractor shall submit the completed Recall Effectiveness Check Form, CPSC Form 307, through the CPSC State Contractor Application. Please review the “Quick Reference Guide for State Contractor - Recall Checks – State Application” for steps to submit your report.
- (c) The contractor shall submit a copy of the Notice of Inspection, CPSC Form 296, via the CPSC State Contractor Application.
- (d) The contractor shall submit the narrative and any additional exhibit material via the CPSC State Contractor Application.
- (e) Contact the COR if you have any question or require assistance submitting reports via the CPSC State Contractor Application.

**Time of Delivery**

The contractor shall submit the above items electronically within 5 business days of performing the inspection.

**Final Report**

The contractor shall email the Final report to the Contracting Officer Representative (COR). The report shall consist of a list of all locations visited during the contract period. The contractor shall include comments pertaining to strengths, weaknesses, and recommendations for improving the overall program. The final report is due 30 calendar days after completion of the final inspection and shall be delivered with the final invoice.

**Invoices for payment are to be submitted in accordance with Section 10, Billing Instructions. However, for information purposes, the contractor may also provide a copy of the final invoice with the final report to the Contracting Officer Representative.**

7. **TRAINING**

The CPSC (COR) will provide training to the contractor immediately following the effective date of this contract. The contractor’s personnel who will be conducting the inspections must participate in this training. Participation shall be at no cost to the contractor. The CPSC COR will coordinate the time and date of training with the contractor. Travel costs to each inspection site are included in this fixed price contract. The contractor shall not submit and shall not be reimbursed for additional cost for travel.

**CPSC STATE CONTRACTOR APPLICATION:**

The CPSC State Contractor Application is an electronic portal that allows State and local officials to electronically upload file deliverables required by the contract into the CPSC system.

The CPSC State Contractor Application is a U.S. Government system and is for authorized users only. By accessing and using this computer system, you are consenting to system monitoring including monitoring of key strokes.

All State and local officials accessing the CPSC State Contractor Application for transmitting electronic file(s) contract deliverables pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. Commissioning is the legal delegation of authority to State and local officials to accomplish mutually agreed upon tasks to promote consumer product safety.

Each State or local official who is granted access to the system will need to have a unique password that they will create in accordance with the password guidelines provided by CPSC within the system.

The COR shall conduct the following activities:

- a) The COR shall provide training for the contractor on how to submit contract deliverables via the CPSC State Contractor Application.
- b) The COR shall provide and review the following government furnished equipment documents with the Contractor:
  - i. Quick Reference Guide for State Contractor - Initial log-on – State Contractor Application
  - ii. Quick Reference Guide for State Contractor - Inspections – State Contractor Application

**8. PERIOD OF PERFORMANCE**

The period of performance is from \_February 27, 2020\_ to \_September 30, 2020\_\_.

**9. INSPECTION AND ACCEPTANCE**

- a) **All Recall Effectiveness Check forms and Notice of Inspection will be reviewed by the CPSC COR within 5 business days after the date of receipt.**
- b) The COR's acceptance or rejection of reports submitted will be based on conformance with CPSC Procedures and the Statement of Work.
- c) The COR will transmit notice of approval or rejection to the contractor.

**10. BILLING INSTRUCTIONS**

Pursuant to the Prompt Payment Act (P.L. 97-177) and the Prompt Payment Act Amendments of 1988 (P.L. 100-496) all Federal agencies are required to pay their bills on time, pay interest penalties when payments are made late, and to take discounts only when payments are made within the discount period. To assure compliance with the Act, vouchers and/or invoices shall be submitted through the Invoice Processing Platform (IPP). At a minimum, each invoice document submitted through IPP shall include the documentation required in the contract.

**ELECTRONIC INVOICING AND PAYMENT REQUIREMENTS**

Invoice Processing Platform (IPP) is a secure web-based electronic invoicing and payment information service available to all Federal agencies and their supplier by the U.S. Treasury's Bureau of Fiscal Service. IPP allows Federal agencies and their suppliers to exchange electronic purchase orders, blanket POs, invoices, and payment information in one easy to access web portal. This service is free of charge to government agencies and their suppliers, including services and support.

(a) *Definitions.* As used in this clause-

(1) "Payment request" means a bill, voucher, invoice, or request for contract financing payment with associated supporting documentation. The payment request must comply with the requirements identified in FAR 32.905(b), "Payment documentation and process" and the applicable Payment clause included in this contract.

(b) The Contractor shall submit payment requests electronically using the Invoice Processing Platform (IPP). Information regarding IPP is available on the Internet at [www.ipp.gov](http://www.ipp.gov). Assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email [ippgroup@stls.frb.org](mailto:ippgroup@stls.frb.org) or phone (866)973-3131.

## 11. PAYMENT AND INVOICE QUESTIONS

For payment and invoice questions, contact the Accounts Payable Branch at (304) 480-8000 option 7 or via email at [AccountsPayable@fiscal.treasury.gov](mailto:AccountsPayable@fiscal.treasury.gov).

Customer Service inquiries may be directed to Adriane Clark at [AClark@cpsc.gov](mailto:AClark@cpsc.gov).

### OVERPAYMENTS

Accounts Receivable Conversion of Check Payments to EFT: If the Contractor sends the Government a check to remedy duplicate contract financing or an overpayment by the government, it will be converted into an electronic funds transfer (EFT). This means the Government will copy the check and use the account information on it to electronically debit the Contractor's account for the amount of the check. The debit from the Contractor's account will usually occur within 24 hours and will be shown on the regular account statement.

The Contractor will not receive the original check back. The Government will destroy the Contractor's original check, but will keep a copy of it. If the EFT cannot be processed for technical reasons, the Contractor authorizes the Government to process the copy in place of the original check.

### ALL OTHER INFORMATION RELATING TO THE CONTRACT

Contact: Jean Nunes at [jnunes@cpsc.gov](mailto:jnunes@cpsc.gov) or Jody Walker at [jwalker@cpsc.gov](mailto:jwalker@cpsc.gov)

## 12. COMMISSIONING AND CREDENTIALING OF STATE AND LOCAL OFFICIALS

All State and local officials performing recall checks pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. All State and local officials accessing the CPSC State Contractor Application for transmitting electronic file(s) contract deliverables pursuant to the Statement of Work shall be Commissioned and issued credentials in accordance with CPSC Directive 0870.2. Commissioning is the legal delegation of authority to State and local officials to accomplish mutually agreed upon tasks to promote consumer product safety. Credentials are issued only to commissioned individuals who require them to perform official duties. Credentials are "For Official Use Only" and shall not be used as a means of personal identification or for personal purposes. After the contract is awarded, the CPSC Contracting Officer Representative (COR) will coordinate with the contractor to facilitate issuance of credentials to delegated State and local officials that will perform inspections under the Statement of Work.

## 13. RESTRICTIONS ON USE OF INFORMATION

- a. If the Contractor, in the performance of this contract, obtains access to information such as CPSC plans, reports, studies, data projected by the Privacy Act of 1974 (5 U.S.C. 552a), or personal identifying information which has not been released or otherwise made public, or otherwise made public, or other nonpublic information covered by Sections 6 of the Consumer Product Safety Act, 15 U.S.C. 2055, the Contractor agrees that without prior written approval of the Contracting Officer it shall not: (a) release or disclose such information, (b) discuss or use such information for any private purpose, (c) share this information with any other party, or (d) submit an unsolicited proposal based on such information. These restrictions will remain in place unless such information is made available to the public by the Government.
- b. In addition, the Contractor agrees that to the extent it collects data on behalf of CPSC, or is given access to, proprietary data, data protected by the Privacy Act of 1974, or other confidential or privileged technical, business, financial, or personal identifying information during performance of this contract, that it shall not disclose such data. The Contractor shall keep the information secure, protect such data to prevent loss or dissemination, and treat such information in accordance with any restrictions imposed on such information.

#### **14. GOVERNMENT-FURNISHED SUPPLIES/EQUIPMENT**

The Government will furnish to the contractor, solely for use in connection with the contract, the materials set forth below:

1. Notice of Inspection Form, CPSC Form 296
2. The Commissioning Book
3. Electronic version of Recall Effectiveness Check Form
4. Quick Reference Guide for State Contractor - Initial log-on – State Contractor Application
5. Quick Reference Guide for State Contractor - Inspections – State Contractor Application
6. Public Voucher for Purchase and Services other than Personnel, SF-1034 (as requested by contractor)
7. Electronic version of the Recall Handbook - <http://www.cpsc.gov/PageFiles/106141/8002.pdf>
8. Electronic version of the Regulated Products Handbook - <http://www.cpsc.gov/Global/Business-and-Manufacturing/Business-Education/RegulatedProductsHandbook.pdf>

#### **15. INFORMATION TECHNOLOGY REQUIREMENTS**

##### **PURPOSE –STATEMENT OF REQUIREMENTS**

The requirement for network access by State Contractors to the U.S. Consumer Product Safety Commission's production network is for the specific purpose of electronically uploading file deliverables pursuant to a contract awarded by CPSC to the State. The extent of access is to allow State Contractors to electronically submit reports directly via the CPSC system. State Contractors provide CPSC with reports and data in accordance with the requirements set forth in the Statement of Work for each contract awarded.

##### **SECURITY CONSIDERATIONS**

Proper protection of sensitive agency information is essential to the interests of the US CPSC. These interests include maintaining public confidence, trade secret protection, and preservation of personal privacy. As indicated in this agreement, safeguards must be implemented to prevent unauthorized disclosure of sensitive agency information and Personally Identifiable Information (PII).

This agreement prohibits any unauthorized data transfer between State Contractors and CPSC or any extraction, copying, examination, or broadcasting of any CPSC data for which the State Contractor is not specifically permitted to access.

This agreement prohibits any extraction, copying, examination or broadcasting of any security-related information maintained by CPSC systems, to include (but not limited to), system passwords, user account information, network architecture, internal addresses, device configuration information, configuration files, protocols, ports, system names, or operating system information.

State Contractor employees must only access CPSC information systems with an external computer that is running anti-malware software with updated malware signatures/definitions.

##### **APPLICATION/DATA ACCESS**

State Contractors employees are prohibited from accessing any CPSC application or data that is not associated with the State Contractor system.

##### **DATA SENSITIVITY**

The CPSC data that is transmitted, stored, or processed by the State Contractor system must not contain PII, confidential, or other sensitive data that is owned and controlled by CPSC.

##### **SECURE ENVIRONMENT**

This agreement does not address physical access to CPSC systems.

##### **INCIDENT REPORTING**

If sensitive information is inappropriately disclosed, or is believed to have been inappropriately disclosed, the incident must be reported immediately to the CPSC Information Systems Security Officer (ISSO). CPSC will determine whether the disclosure, or suspected disclosure, is to be reported to third parties such as US-CERT, criminal justice organizations, and others as appropriate.

## **AUTHORITY**

Noncompliance with CPSC security policies, standards, and procedures explained herein may result in the immediate termination of this agreement.

## **16. SECURITY AND PRIVACY**

### **(a) Agency rules of conduct that the Contractor and the Contractor's employees shall be required to follow:**

In performing its duties related to management, operation, and/or access of systems containing sensitive PII under this contract, the Contractor, its employees and subcontractors shall comply with all applicable security requirements and rules of conduct as specified by the following:

1. System access granted under this contract is only for work required to perform official duties specified in the contract. The performance of any unrelated and/or unauthorized activity is prohibited.
2. Access to Government information systems (where applicable) will only be for the period stated in the contract. Thereafter, all accounts, passwords, and access associated with the contract will be terminated.
3. Disclosure of any system account information or system passwords to any unauthorized third-party is prohibited.
4. Exhibiting or divulging the content of any record or report to any person except in the performance of official duties specified in the contract is prohibited.
5. Using any data accessed with a Government system account for unauthorized purposes is prohibited.
6. No official record, report, database, or copy thereof, may be removed from Government premises or Government systems without prior written permission.
7. Contractor employees are prohibited from modifying, altering, or otherwise changing any Government system component or configuration except in the performance of official duties specified in the contract. Contractor employees are prohibited from issuing any system command or running any software, scripts, or programs on Government systems without prior authorization.
8. Contractor employees must not disclose sensitive or personal privacy-related information to any unauthorized third-party.
9. Contractor must notify the Government Contracting Officer immediately upon the termination of any Contractor or subcontractor employee so that system accounts, remote access, or other forms of system access can be terminated.
10. The use of Contractor-owned laptops or other portable media storage devices to process, transmit, or store sensitive PII is prohibited under this contract [unless the Contractor is authorized to access Government systems through the agency's virtual desktop infrastructure environment].
11. The Contractor must notify the Government Contracting Officer and the agency's Information Systems Security Officer (ISSO) immediately upon the discovery—or suspected discovery—of any type of security incident, malicious activity, or data breach affecting or that might potentially affect the Government's network or specific systems.

### **(b) A list of the anticipated threats and hazards that the Contractor must guard against.**

The Contractor must use reasonable measures to guard against the following threats and hazards:

1. Unauthorized disclosure or use of sensitive system information—including system architecture, system configuration, system accounts, and system passwords.
2. Unauthorized disclosure or use of the contents of any information obtained from Government systems—including system records, system reports, or databases.
3. Unauthorized modification or alteration of any Government system component or configuration
4. Unauthorized circumvention, avoidance, or deception of any Government security system, measure, or control.
5. Unauthorized installation and/or use of hardware, software, firmware, portable media storage, or mobile devices on Government systems.
6. Unauthorized use of Government systems—including hardware, software, system accounts, Internet access, and email accounts—for activity which is not required to perform official duties under this contract.

**(c) A description of the safeguards that the Contractor must specifically provide.**

1. The Contractor shall limit access to any information related to this contract to those employees and subcontractors who require the information in order to perform their official duties under this contract.
2. The Contractor, Contractor employees, and subcontractors must physically secure PII when not in use and/or under the control of an authorized individual, and when in transit to prevent unauthorized access or loss.
3. When PII is no longer needed or required to be retained under applicable Government records retention policies, it must be destroyed through means that will make the PII irretrievable.
4. The Contractor shall only use PII obtained under the contract for purposes of the contract, and shall not collect or use such information for any other purpose without the prior written approval of the Contracting Officer.
5. At expiration or termination of this contract, the Contractor shall turn over to the Government, all PII obtained under the contract that is in its possession.
6. In the event of any actual or suspected breach of PII, the Contractor shall immediately report the breach to the Contracting Officer, the Contracting Officer's Technical Representative (COTR), and the agency's Information Systems Security Officer (ISSO).
7. In the event that a PII breach occurs as a result of the violation of a term of this contract by the Contractor or its employees, the Contractor shall, as directed by the Contracting Officer and at no cost to the Government, take timely action to correct or mitigate the violation, which may include providing notification and/or other identity protection services to affected persons for a period of at least 18 months from discovery of the breach. If the Government elects to provide and/or procure notification or identity protection services in response to a breach, the Contractor shall be responsible for reimbursing the Government for those expenses. The Contractor shall incorporate the substance of this clause, its terms and requirements in all subcontracts under this contract, and require written subcontractor acknowledgement of same. Violation by a subcontractor of any provision set forth in this clause will be attributed to the Contractor.

**(d) Requirements for a program of Government inspection during performance of the contract that will ensure the continued efficacy and efficiency of safeguards and the discovery and countering of new threats and hazards.**

Work to be performed under this contract requires the design, development, operation, or disposal of a Federally-controlled information system containing sensitive personally identifiable information or handling sensitive personally identifiable information. To the extent required to carry out a program of inspection to safeguard against threats and hazards to the security, integrity, and confidentiality of personally identifiable information, the Contractor shall permit the Government access to, and information regarding, the Contractor's facilities, installations, technical capabilities, operations, documentation, records, and databases, when requested by the Government, as part of its responsibility to ensure compliance with privacy and security requirements. The Contractor shall otherwise cooperate with the Government in assuring compliance with such requirements. Government access shall include independent validation testing of controls, system penetration testing by the Government, Federal Information Security Management Act data reviews, and access by agency Inspectors General for its reviews.

**Definitions.**

"Personally Identifiable Information (PII)" means information that can be used to distinguish or trace a person's identity, such as his or her name, social security number, or biometric records, that alone, or when combined with other personal or identifying information which is linked or linkable to a specific person, such as date and place of birth, or mother's maiden name.

"Breach" means the loss of control, compromise, unauthorized disclosure, unauthorized acquisition, unauthorized access, or any similar situation where persons other than authorized users, and for other than authorized purpose, have access or potential access to Personally Identifiable Information, whether physical or electronic.

**17. Clauses**

## 52.213-4 Terms and Conditions-Simplified Acquisitions (Other Than Commercial Items).

(OCT 2019)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses that are incorporated by reference:

(1) The clauses listed below implement provisions of law or Executive order:

(i) [52.203-19](#), Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (*Jan 2017*) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(ii) [52.204-23](#), Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).

(iii) [52.204-25](#), Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (Aug 2019) (Section 889(a)(1)(A) of Pub. L. 115-232).

(iv) [52.222-3](#), Convict Labor (*Jun 2003*) (E.O.11755).

(v) [52.222-21](#), Prohibition of Segregated Facilities (*Apr 2015*).

(vi) [52.222-26](#), Equal Opportunity (*Sept 2016*) (E.O.11246).

(vii) [52.225-13](#), Restrictions on Certain Foreign Purchases (*Jun 2008*) (E.O.s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

(viii) [52.233-3](#), Protest After Award (*Aug 1996*) ([31 U.S.C.3553](#)).

(ix) [52.233-4](#), Applicable Law for Breach of Contract Claim (*Oct 2004*) (Pub.L.108-77, 108-78 ([19 U.S.C. 3805 note](#))).

(2) Listed below are additional clauses that apply:

(i) [52.232-1](#), Payments (*Apr 1984*).

(ii) [52.232-8](#), Discounts for Prompt Payment (*Feb 2002*).

(iii) [52.232-11](#), Extras (*Apr 1984*).

(iv) [52.232-25](#), Prompt Payment (*Jan 2017*).

(v) [52.232-39](#), Unenforceability of Unauthorized Obligations (*Jun 2013*).

(vi) [52.232-40](#), Providing Accelerated Payments to Small Business Subcontractors (*Dec 2013*)

(vii) [52.233-1](#), Disputes (*May*2014).

(viii) [52.244-6](#), Subcontracts for Commercial Items (*Aug* 2019).

(ix) [52.253-1](#), Computer Generated Forms (*Jan* 1991).

(b) The Contractor shall comply with the following FAR clauses, incorporated by reference, unless the circumstances do not apply:

(1) The clauses listed below implement provisions of law or Executive order:

(i) [52.204-10](#), Reporting Executive Compensation and First-Tier Subcontract Awards (*Oct 2018*)(Pub. L. 109-282) ([31 U.S.C. 6101 note](#)) (Applies to contracts valued at \$30,000 or more).

(ii) [52.222-19](#), Child Labor-Cooperation with Authorities and Remedies (*Oct* 2019) (E.O.13126) (Applies to contracts for supplies exceeding the micro-purchase threshold.)

(iii) [52.222-20](#), Contracts for Materials, Supplies, Articles, and Equipment Exceeding \$15,000 (*May* 2014) ([41 U.S.C.chapter 65](#)) (Applies to supply contracts over \$15,000 in the United States, Puerto Rico, or the U.S. Virgin Islands).

(iv) [52.222-35](#), Equal Opportunity for Veterans (*Oct* 2015) ([38 U.S.C.4212](#)) (applies to contracts of \$150,000 or more).

(v) [52.222-36](#), Equal Employment for Workers with Disabilities (*Jul* 2014) ([29 U.S.C.793](#)) (Applies to contracts over \$15,000, unless the work is to be performed outside the United States by employees recruited outside the United States.) (For purposes of this clause, "United States" includes the 50 States, the District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, and Wake Island.)

(vi) [52.222-37](#), Employment Reports on Veterans (*Feb* 2016) ([38 U.S.C.4212](#)) (Applies to contracts of \$150,000 or more).

(vii) [52.222-41](#), Service Contract Labor Standards (*Aug* 2018) ([41 U.S.C.chapter 67](#)) (Applies to service contracts over \$2,500 that are subject to the Service Contract Labor Standards statute and will be performed in the United States, District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, Johnston Island, Wake Island, or the outer Continental Shelf).

(viii)

(A) [52.222-50](#), Combating Trafficking in Persons (*Jan* 2019) ([22 U.S.C. chapter 78](#) and E.O 13627) (Applies to all solicitations and contracts).

(B) Alternate I (*Mar* 2015) (Applies if the Contracting Officer has filled in the following information with regard to applicable directives or notices: Document title(s), source for obtaining document(s), and contract performance location outside the United States to which the document applies).

(ix) [52.222-55](#), Minimum Wages Under Executive Order 13658 (*Dec* 2015) (Applies when [52.222-6](#) or [52.222-41](#) are in the contract and performance in whole or in part is in the United States (the 50 States and the District of Columbia)).

(x) [52.222-62](#), Paid Sick Leave Under Executive Order 13706 (*Jan* 2017) (E.O. 13706) (Applies when [52.222-6](#) or [52.222-41](#) are in the contract and performance in whole or in part is in the United States (the 50 States and the District of

Columbia.))

(xi) [52.223-5](#), Pollution Prevention and Right-to-Know Information (*May*2011) (E.O. 13423) (Applies to services performed on Federal facilities).

(xii) [52.223-11](#), Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (*Jun 2016*) (E.O. 13693)(applies to contracts for products as prescribed at FAR [23.804](#)(a)(1)).

(xiii) [52.223-12](#), Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (*Jun*2016) (E.O. 13693) (Applies to maintenance, service, repair, or disposal of refrigeration equipment and air conditioners).

(xiv) [52.223-15](#), Energy Efficiency in Energy-Consuming Products (*Dec 2007*) ([42 U.S.C. 8259b](#)) (Unless exempt pursuant to [23.204](#), applies to contracts when energy-consuming products listed in the ENERGY STAR® Program or Federal Energy Management Program (FEMP)) will be-

(A) Delivered;

(B) Acquired by the Contractor for use in performing services at a Federally-controlled facility;

(C) Furnished by the Contractor for use by the Government; or

(D) Specified in the design of a building or work, or incorporated during its construction, renovation, or maintenance).

(xv) [52.223-20](#), Aerosols (*Jun 2016*) (E.O. 13693) (Applies to contracts for products that may contain high global warming potential hydrofluorocarbons as a propellant or as a solvent; or contracts for maintenance or repair of electronic or mechanical devices).

(xvi) [52.223-21](#), Foams (*Jun 2016*) (E.O. 13693) (Applies to contracts for products that may contain high global warming potential hydrofluorocarbons or refrigerant blends containing hydrofluorocarbons as a foam blowing agent; or contracts for construction of buildings or facilities).

(xvii) [52.225-1](#), Buy American-Supplies (*May*2014) ([41 U.S.C.chapter 67](#)) (Applies to contracts for supplies, and to contracts for services involving the furnishing of supplies, for use in the United States or its outlying areas, if the value of the supply contract or supply portion of a service contract exceeds the micro-purchase threshold and the acquisition-

(A) Is set aside for small business concerns; or

(B) Cannot be set aside for small business concerns (see [19.502-2](#)), and does not exceed \$25,000).

(xviii) [52.226-6](#), Promoting Excess Food Donation to Nonprofit Organizations (*May 2014*) ([42 U.S.C. 1792](#)) (Applies to contracts greater than \$25,000 that provide for the provision, the service, or the sale of food in the United States).

(xix) [52.232-33](#), Payment by Electronic Funds Transfer-System for Award Management (*Oct 2013*)(Applies when the payment will be made by electronic funds transfer (EFT) and the payment office uses the System for Award Management (SAM) as its source of EFT information).

(xx) [52.232-34](#), Payment by Electronic Funds Transfer-Other than System for Award Management (*Jul 2013*) (Applies

when the payment will be made by EFT and the payment office does not use the SAM database as its source of EFT information).

(xxi) [52.247-64](#), Preference for Privately Owned U.S.-Flag Commercial Vessels (*Feb 2006*) ([46 U.S.C.App.1241](#)) (Applies to supplies transported by ocean vessels (except for the types of subcontracts listed at [47.504\(d\)](#))).

(2) Listed below are additional clauses that may apply:

(i) [52.204-21](#), Basic Safeguarding of Covered Contractor Information Systems (*Jun 2016*) (Applies to contracts when the contractor or a subcontractor at any tier may have Federal contract information residing in or transiting through its information system.

(ii) [52.209-6](#), Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (*Oct 2015*) (Applies to contracts over \$35,000).

(iii) [52.211-17](#), Delivery of Excess Quantities (*Sept 1989*) (Applies to fixed-price supplies).

(iv) [52.247-29](#), F.o.b. Origin (*Feb 2006*) (Applies to supplies if delivery is f.o.b. origin).

(v) [52.247-34](#), F.o.b. Destination (*Nov 1991*) (Applies to supplies if delivery is f.o.b. destination).

(c) FAR [52.252-2](#), *Clauses Incorporated by Reference* (*Feb 1998*). This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

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[Insert one or more Internet addresses]

(d) *Inspection/Acceptance*. The Contractor shall tender for acceptance only those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or reperformance of nonconforming services at no increase in contract price. The Government must exercise its postacceptance rights-

(1) Within a reasonable period of time after the defect was discovered or should have been discovered; and

(2) Before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.

(e) *Excusable delays*. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence, such as acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement of any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch, and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

(f) *Termination for the Government's convenience*. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall

immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage of the work performed prior to the notice of termination, plus reasonable charges that the Contractor can demonstrate to the satisfaction of the Government, using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred that reasonably could have been avoided.

(g) *Termination for cause.* The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.

(h) *Warranty.* The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

(End of clause)

#### **52.239-1 Privacy or Security Safeguards.**

##### PRIVACY OR SECURITY SAFEGUARDS (AUG 1996)

(a) The Contractor shall not publish or disclose in any manner, without the Contracting Officer's written consent, the details of any safeguards either designed or developed by the Contractor under this contract or otherwise provided by the Government.

(b) To the extent required to carry out a program of inspection to safeguard against threats and hazards to the security, integrity, and confidentiality of Government data, the Contractor shall afford the Government access to the Contractor's facilities, installations, technical capabilities, operations, documentation, records, and databases.

(c) If new or unanticipated threats or hazards are discovered by either the Government or the Contractor, or if existing safeguards have ceased to function, the discoverer shall immediately bring the situation to the attention of the other party.

(End of clause)

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:** Tennessee Department of Commerce and Insurance      **Project Director's Name:** Thad Dorris  
**Agency Address:** 500 James Robertson Parkway Nashville, Tennessee 37243      **Project Director's Phone:** (615) 532-8328  
**Grant Project Title:** Lethality Assessment Program Coordinator Grant  
**Grant Start Date:** July 1, 2018      **Grant End Date:** June 30, 2023  
**Grant Duration:** Five (5) years      **Grant Amount:** \$472,103.00

**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).
  
2. 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>.
  
3. 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);

**CERTIFICATION OF REGULATIONS COMPLIANCE**

- 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)

4. 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, Part D, 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:** Maliaka Bass                      **Title:** Deputy General Counsel                      **Phone:** (615) 741-9594  
**Address:** 500 James Robertson Parkway                      **City & State:** Nashville, Tennessee                      **Zip Code:** 37243

"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:** Brian Grisham  
**Certifying Designee's Title:** Director, Tennessee Law Enforcement Training Academy  
*Please complete all certifications, print them, and then sign & date each certification*

  
 \_\_\_\_\_  
 Authorized Signature of the Applicant Agency:

04/09/2018                      *JTB*  
 \_\_\_\_\_  
 Date:



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
WASHINGTON, DC 20410-8000

OFFICE OF HOUSING

MAR 08 2017

MEMORANDUM FOR: All State Administrative Agencies (SAAs)  
FROM: Pamela Beck Danner, Administrator   
Office of Manufactured Housing Programs  
SUBJECT: One Year Extension of SAA Cooperative Agreements

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The Department of Housing and Urban Development (HUD) is pleased that your agency will continue to work with the Office of Manufactured Housing Programs as you continue to serve as a State Administrative Agency (SAA).

The role of your state as an SAA is confirmed on a regular basis as the Department and the state execute a Cooperative Agreement. This process was established over fifteen years ago as a method to record the Department's commitment to carry out its regulatory responsibility to provide each SAA the appropriate fee payment each month and the commitment of each SAA to use these funds to carry out its SAA responsibilities under HUD's regulations in 24 Code of Federal Regulations Part 3282.

As you may know, HUD is in the process of finalizing the proposed rule for the minimum payments to states. This proposed rule would revise the minimum payments to states approved as State Administrative Agencies (SAAs) under the National Manufactured Housing Construction and Safety Standards Act of 1974 in order to provide for a more equitable guarantee of minimum funding from HUD's appropriation for this program. This rule bases the minimum payments to states upon their participation in the production or siting of new manufactured homes, including for new manufactured homes both produced and sited in the same state.

In an effort to continue this process, we are extending your current cooperative agreement an additional year from the date of your original letter.

If you have any questions, please contact Patricia McDuffie by telephone at: (202) 402-5607 or via email to [Patricia.A.McDuffie@hud.gov](mailto:Patricia.A.McDuffie@hud.gov).

**Assistance Award/Amendment**

**U.S. Department of Housing  
and Urban Development  
Office of Administration**

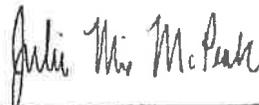
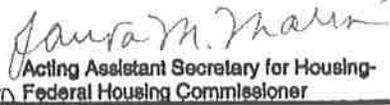
1. Assistance Instrument <input checked="" type="checkbox"/> Cooperative Agreement <input type="checkbox"/> Grant		2. Type of Action <input checked="" type="checkbox"/> Award <input type="checkbox"/> Amendment	
3. Instrument Number DU100K900018709	4. Amendment Number	5. Effective Date of this Action	6. Control Number
7. Name and Address of Recipient Department of Commerce & Insurance Tennessee State Fire Marshal's Office Manufactured Housing Section 500 James Robertson Parkway Nashville, TN 37243-1162		8. HUD Administering Office Office of Manufactured Housing Programs 451 7 <sup>th</sup> Street S.W., Room 9168 Washington, D.C. 20410	
10. Recipient Project Manager Charles M. Chambers		8a. Name of Administrator Pamela Beck Danner	8b. Telephone Number 202-708-8423
11. Assistance Arrangement <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Cost Sharing <input type="checkbox"/> Fixed Price		12. Payment Method <input checked="" type="checkbox"/> Treasury Check Reimbursement <input type="checkbox"/> Advance Check <input type="checkbox"/> Automated Clearinghouse	
13. HUD Payment Office HUD -CFO Accounting Center, 6AF 801 Cherry Street, Unit #45, Ste. 2500 Fort Worth, TX 76102		9. HUD Government Technical Representative SAA Liaison	
14. Assistance Amount		15. HUD Accounting and Appropriation Data	
Previous HUD Amount	\$1,356,520.00	15a. Appropriation Number 88X-8119	15b. Reservation number THS-15-001
HUD Amount this action	\$542,608.00	Amount Previously Obligated	\$1,356,520.00
Total HUD Amount	\$	Obligation by this action	\$542,608.00
Recipient Amount	\$	Total Obligation	\$1,899,128.00
Total Instrument Amount	\$1,899,128.00		

16. Description  
**THE SAME INSTRUMENT NUMBER IS BEING USED FOR THIS NEW 2-YEAR COOPERATIVE AGREEMENT.**

This cooperative agreement is for performing services in connection with the National Manufactured Home Construction and Safety Standards Act of 1974.

This cooperative agreement replaces your previous agreement. The effective date of this agreement is the date it is signed by the Acting Assistant Secretary for Housing-Federal Housing Commissioner. This agreement is for a two-year period.

Your payments will be made in accordance with the requirements in the Manufactured Housing Act and the implementing regulations, 24 C.F.R. Part 3282.307(b)(1) and (2).

17. <input type="checkbox"/> Recipient is required to sign and return two (2) copies of this document to the HUD Administering Office		18. <input type="checkbox"/> Recipient is not required to sign this document.	
19. Recipient (By Name)		20. HUD (By Name) Biniam Gebre	
Signature & Title 	Date (mm/dd/yyyy) 12/17/14	Signature & Title  Acting Assistant Secretary for Housing- Federal Housing Commissioner	Date (mm/dd/yyyy) 2/9/15



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
WASHINGTON, DC 20410-8000

ASSISTANT SECRETARY FOR HOUSING-  
FEDERAL HOUSING COMMISSIONER

NOV 18 2009

Ms. Darlene Warren, Director of Manufactured Housing  
Department of Commerce & Insurance  
State Fire Marshal's Office  
State of Tennessee  
500 James Robertson Parkway, 3<sup>rd</sup> Fl.  
Nashville, TN 37243-1162

Dear Ms. Warren:

Thank you for returning your signed HUD-1044 Forms to the Department. HUD is pleased your agency will continue to work with the Federal Manufactured Housing Program serving as the State Administrative Agency for Tennessee.

The Department has enclosed an original copy of the HUD-1044 Form signed by your agent, and the Assistant Secretary of Housing, David Stevens. This renews the cooperative agreement effective for five years beginning October 1, 2009. Please retain this copy for your files. Prior to the expiration of this agreement, the Department will discuss new terms with you.

Should you have any questions, please contact Ms. Patricia A. McDuffie of the Office of Manufactured Housing Programs at (202) 708-6423, extension 5607.

Sincerely,

for William W. Matchneer III  
Associate Deputy Assistant Secretary  
for Regulatory Affairs and Manufactured Housing

Enclosure

10/2009 - 10/2010 1  
10/2010 - 10/2011 2  
10/2011 - 10/2012 3  
10/2012 - 10/2013 4  
10/2013 - 10/2014 5 Renew -

[www.hud.gov](http://www.hud.gov)

[espanol.hud.gov](http://espanol.hud.gov)



OCT 14 2009

# Assistance Award/Amendment

U.S. Department of Housing  
and Urban Development  
Office of Administration

1. Assistance Instrument <input checked="" type="checkbox"/> Cooperative Agreement <input type="checkbox"/> Grant		2. Type of Action <input checked="" type="checkbox"/> Award <input type="checkbox"/> Amendment	
3. Instrument Number DU100K900016709	4. Amendment Number	6. Control Number	
7. Name and Address of Recipient Department of Commerce & Insurance State Fire Marshal's Office State of Tennessee 500 James Robertson Parkway, Third Floor Nashville, TN 37243-1162		8. HUD Administering Office Office of Manufactured Housing Programs 451 7 <sup>th</sup> Street S.W., Room 9164 Washington, D.C. 20410	
10. Recipient Project Manager Darlene Warren		8a. Name of Administrator William W. Matchneer III	8b. Telephone Number 202-708-6401
11. Assistance Arrangement <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Cost Sharing <input type="checkbox"/> Fixed Price		12. Payment Method <input checked="" type="checkbox"/> Treasury Check Reimbursement <input type="checkbox"/> Advance Check <input type="checkbox"/> Automated Clearinghouse	
14. Assistance Amount		13. HUD Payment Office HUD - Texas State Office 25 Floor Mail Room 801 Cherry Street Fort Worth TX 76102-6803	
Previous HUD Amount	\$ 536,400.00	15. HUD Accounting and Appropriation Data	
HUD Amount this action	\$ 536,000.00	15a. Appropriation Number 86X-8119	15b. Reservation number THS-09-001
Total HUD Amount	\$	Amount Previously Obligated	\$ 536,400.00
Recipient Amount	\$	Obligation by this action	\$ 536,000.00
Total Instrument Amount	\$ 536,000.00	Total Obligation	\$ 536,000.00

16. Description  
**THE SAME ASSISTANCE AWARD NUMBER IS BEING USED FOR THIS NEW 5-YEAR COOPERATIVE AGREEMENT.**

This cooperative agreement is for performing services in connection with the National Manufactured Home Construction and Safety Standards Act of 1974.

This cooperative agreement replaces your previous agreement. The effective date of this agreement is the date it is signed by the Assistant Secretary for Housing unless a different date is shown in Block 5 above, in which case the date in Block 5 controls. This agreement is for a five-year period.

*11-6-2009 to 2014*

Your payments will be made in accordance with the requirements in the Manufactured Housing Act and the implementing regulations, 24 C.F.R. Part 3282.307(b)(1) and (2).

17. <input type="checkbox"/> Recipient is required to sign and return two (2) copies of this document to the HUD Administering Office		18. <input type="checkbox"/> Recipient is not required to sign this document.	
19. Recipient (By Name)		20. HUD (By Name)	
Signature & Title <i>Leslie A. Newman</i> Leslie A. Newman, Commissioner Department of Commerce & Insurance	Date (mm/dd/yyyy) <i>10/06/2009</i>	Signature & Title <i>David H. Stevens</i> David H. Stevens Assistant Secretary for Housing	Date (mm/dd/yyyy) <i>11/6/09</i>

## COOPERATIVE AGREEMENT

### A-1 BACKGROUND AND PURPOSE

Under the National Manufactured Housing Construction and Safety Standards Act as amended, HUD is responsible for establishing and enforcing the Federal Manufactured Home Construction and Safety Standards (the Standards) and the Manufactured Home Procedural and Enforcement Regulations (the Regulations). Under Section 623 of the Act, 42 U.S.C. §5422, any state which desires to assume the responsibility for enforcement of the Federal Regulations and Standards is to submit, to HUD, a State Plan for approval. The State Plan must meet the requirements of the Act, Section 623, and the Regulations, 24 CFR §3282.302. Pursuant to Section 623 of the Act, the Secretary must make a continuing evaluation of the manner in which each state carries out its State Plan. The state must carry out all provisions identified in its State Plan. As permitted by the Regulations, nothing shall prevent the approved states from assessing and collecting an additional fee, independent from the terms of this agreement, if such fees are necessary to allow the state to meet its obligation as required by this agreement and the State Plan. (Reference §3282.302(b)(12) and §3282.303).

The two-fold purpose of this Cooperative Agreement is:

- a. To delineate the specifics of HUD's involvement and to transfer to the SAA a portion of the fees collected by the Secretary for carrying out the inspection and inspection-related activities for enforcement of the Federal standards in the state; and,
- b. To assure the SAA's compliance with the general performance requirements under 24 CFR §3282.405.

### A-2 DEFINITION OF TERMS

Except to the extent modified or supplemented by this Cooperative Agreement, any term defined in the Act, the Manufactured Home Construction and Safety Standards, 24 CFR Part 3280, the Manufactured Home Procedural and Enforcement Regulations, 24 CFR Part 3282, shall have the same meaning when used herein.

Throughout this Cooperative Agreement, the term State Administrative Agency (SAA) means states that are conditionally approved or fully approved. 24 CFR §3282.302.

The term "Cooperating Party (CP)" is used interchangeably with "Recipient." In this instance, the CP or recipient is the State Administrative Agency (SAA) responsible for performing this Agreement.

The term "Assistant Secretary for Housing" is the official authorized by the Department of Housing and Urban Development (HUD) to execute and/or administer this agreement.

The term "Administrator" means the HUD individual who is responsible for the technical administration of the agreement, the evaluation of performance under the agreement, the acceptance of technical reports or projects and other such specific responsibilities as may be stipulated in the agreement.

The term HUD "Government Technical Representative (GTR)" means the individual designated to provide technical review, advice, and assistance to aid the Administrator in the technical direction and evaluation of performance of this Agreement.

The term "HUD" means Department of Housing and Urban Development.

The term "Act" means the National Manufactured Housing Construction and Safety Standards Act of 1974, as amended, 42 U.S.C. §5401, et.seq.

#### **A-3 SCOPE OF WORK**

The SAA shall provide the necessary personnel, materials, services, equipment, facilities (except as otherwise specified herein), and otherwise do all things necessary for or incidental to the performance of the work set forth in the State Plan for the fixed amount per manufactured home section produced or shipped into the State as set forth herein.

#### **A-4 PERIOD OF PERFORMANCE**

The SAA shall provide all services hereunder for five years beginning on the date this Cooperative Agreement is executed (Block 20 of the HUD Form-1044).

This Agreement will be terminated if HUD's approval of the SAA is withdrawn or terminated by HUD for any reason. Withdrawal and termination of state approval will be accomplished in accordance with the Procedural and Enforcement Regulations, 24 CFR §3282.306.

The SAA has the right at anytime, with or without cause, to discontinue participation in this Agreement, provided that it gives HUD 90 days notice of its intent to withdraw. (See 24 CFR §3282.302(14)(d).

#### **A-5 AMENDMENTS**

This Agreement may be modified at any time by a written amendment. Amendments that reflect the rights and obligations of either party shall be executed by both HUD and the SAA.

Amendments may be made for any number of reasons including, for example, changes in the Program Rule, or as a result of new legislation. Examples of the latter are the Drug-Free Workplace and Byrd amendments (lobbying) provisions enacted. Where amendments are mandated by law, rule, or other requirements not in the discretion of HUD to waive, the SAA agrees to accept amendments implementing such changes. If the SAA cannot accept the changes, the SAA may elect to terminate this Agreement. Failure to agree to such changes is not a dispute within the meaning of the Disputes clause of this Agreement.

**A-6 PERFORMANCE AND CONDUCT OF WORK**

During the effective period of this Agreement, the GTR identified in Block 9 of the HUD Form-1044 shall be responsible for reviewing the technical effort of the SAA, unless the SAA is notified in writing by the Administrator.

Only the Assistant Secretary for Housing has the authority to authorize deviations from the Agreement, including deviations from your State Plan.

**A-7 USE OF FUNDS**

These funds shall be dedicated for the manufactured housing program as outlined under 24 CFR §3282.302.

**A-8 INSTRUMENT AMOUNT, PAYMENT AND SUBMISSION OF INVOICES**

HUD agrees to provide the SAA a portion of the fees collected from the manufacturers under the Act and subject to the terms and conditions of the regulations and this Agreement. Reference 24 CFR §3282.307.

Payments to the SAA shall be made monthly based on shipment and production documentation provided to HUD by HUD's monitoring contractor.

These payments shall be made to the financial institution designated by the SAA. Please provide the address of your financial institution below:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The SAA also agrees to provide HUD's Office of Finance and Accounting with any additional information that may be necessary to achieve the transfer of funds (electronic payment information, bank account number, etc.).

Comment [MLH1]:

**A-9 RELATIONSHIP TO PREVIOUS AWARD**

This Agreement will retain the agreement number delineated in the previous agreement. All

work done by the SAA shall be in accordance with this new Agreement.

#### **A-10 HUD'S INVOLVEMENT**

HUD shall be involved in all aspects of the work to be carried out as a result of this Agreement. HUD or its contract agent, as necessary and appropriate, shall carry out HUD's responsibilities under this Agreement. To the extent that staff and travel resources are available, HUD staff will participate in Cooperative Monitoring Assessments (CMAs) and SAA workshops.

Section 609 of the Act, 42 U.S.C. §5408, authorizes HUD to advise, assist, and cooperate with state agencies in the planning and development of methods for inspecting and testing, to determine compliance with the manufactured home standards. The entire manufactured housing program is structured as a joint Federal/State Partnership. To the extent that the purpose and intent of the Act can be more efficiently and effectively accomplished by all SAAs jointly, and thus bring a higher degree of uniformity to the purpose and process of SAA activities nationally, HUD encourages a partnership among all states through the Council of State Administrative Agencies (COSAA).

#### **A-11 COLLECTION OF DATA**

Collection of data from ten or more respondents, and sponsored by HUD, shall be subject to the Federal Reports Act (44 U.S.C. §3509) and to the review of data collection instruments, under the provisions of OMB Circular A-40. However, if a survey instrument is proposed, its survey questions and use are subject to OMB review and approval. Such review and approval must be obtained prior to the use of the survey instrument. Also, a time element is involved here, which may considerably lengthen the time required for completion of the project proposed. Careful considerations should be given to any proposal, which requires the use of a survey.

#### **A-12 DISPUTES**

During performance of the Cooperative Agreement, disagreements may arise between the SAA and the Administrator on various issues under this Agreement. If a dispute concerning a question of fact arises, the Administrator shall prepare a final decision, taking into account all facts and documentation presented. This decision shall be provided to the SAA in writing. The SAA may appeal the decision within 30 days to the Assistant Secretary for Housing.

#### **A-13 DRUG-FREE WORKPLACE**

Requirements for the Drug-free Workplace Act of 1988 are found at 48 CFR Subpart 9.4, 23.5, and 52.2.

**A-14 LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS (OVER \$100,000)**

1. Definitions. As used in this clause:

"Agency," as defined in 5 U.S.C. 552(f), includes Federal executive departments and agencies as well as independent regulatory commissions and Government corporations, as defined in 31 U.S.C. 9101(1).

2. Prohibition

Section 1352 of Title 31, U.S.C. provides, in part, that no appropriated funds may be expended by the recipient of a Federal contract, grant, loan, or cooperative agreement to pay 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 any of the following covered Federal actions: the awarding of a Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

3. Cost Allowable

Nothing in this clause is to be interpreted to make allowable or reasonable any costs, which would be unallowable or unreasonable in accordance with Part 31 of the Federal Acquisition Regulation (FAR), or OMB Circular dealing with cost allowable for recipients of assistance agreements. Conversely, costs made specifically unallowable by the requirements in this clause will not be made allowable under any of the provisions of FAR Part 31 or the relevant OMB Circulars.

**A-15 ORDER OF PRECEDENCE**

In the event of any inconsistency among any provisions of this Cooperative Agreement, the following order of precedence shall apply:

1. The Act
2. 24 CFR 3282
3. The State Plan as approved.

**A-16 UNIFORM ADMINISTRATIVE REQUIREMENTS FOR COOPERATIVE AGREEMENTS TO STATE AND LOCAL GOVERNMENTS**

The following provisions of 24 CFR Part 85, "Uniform Administrative Requirements for a Cooperative Agreement with State and Local Governments," are incorporated by reference. (Attachment – 24 CFR Part 85)

**End of Agreement**

**HUD, OFFICE OF MANUFACTURED HOUSING PROGRAMS  
STATE ADMINISTRATIVE AGENCY (SAA) COOPERATIVE AGREEMENT**

**Part I: State Administrative Agency (SAA) Information**

1. **Name and Address of the SAA Recipient and Cooperating Party under this Agreement:**  
Tennessee Manufactured Housing Section  
State Fire Marshal's Office  
Department of Commerce & Insurance  
500 James Robertson Parkway  
Nashville, TN 37243  
Point of Contact: James (Jim) Hightower, Director
  
2. **Federal Award Identification Number (FAIN):** ~~DU100K900016680~~ DU100K900016709  
HUD *Jm* SAA *JH*

**Part II: HUD Accounting & Appropriation Data of this Cooperative Agreement (Agreement)**

1. **Payment Method:** Treasury Check Reimbursement
  
2. **Appropriation Number:** 86X8119
  
3. **Period of Performance:** Three years from the date of HUD's execution of this Agreement
  
4. **Effective Date:** Date of HUD's execution of this Agreement
  
5. **HUD Payment Office:**  
HUD- CFO Accounting Center, 6AF  
801 Cherry Street, #45, Ste. 2500  
Fort Worth, TX 76102-6803
  
6. **Payment Description:** Payments will be made in accordance with the requirements in the National Manufactured Housing Construction and Safety Standards Act of 1974, as amended (42 USC §5401, *et seq*) (the Act) and the regulations set forth in 24 CFR Part 3282.307(b). Obligation and payment amounts will be recorded against this Agreement's Federal Award Identification Number (FAIN) using the monthly voucher (SF1034). Actual payment obligations occur monthly and fluctuate based on manufacturer reported production and shipment locations. *Obligations and payments are subject to the availability of funds.*

**Part III: HUD Administering Office**

1. **HUD Office:**  
Office of Manufactured Housing Programs  
451 7<sup>th</sup> Street, SW Room 9168  
Washington, D.C. 20410
  
2. **Administering Officer:** Teresa B. Payne, PH: 202-402-5365

### 3. Government Technical Representative: SAA Liaison

#### **Part IV: Description of Services / Terms & Conditions**

##### **A-1 BACKGROUND AND PURPOSE**

In accordance with the Act, this Agreement is being executed for states that have agreed to perform certain responsibilities in connection with the Act, the Manufactured Home Procedural and Enforcement Regulations (24 CFR Part 3282) (the MHPE Regulations), and the Manufactured Housing Program Fee (24 CFR Part 3284) (the MHPF Regulations).

This Agreement replaces the previous agreement. The Effective Date and Period of Performance for this Agreement are set forth in Part II above. As revised in HUD's final rule published November 12, 2020 (85 FR 71831), HUD shall distribute the monitoring fee in accordance with 24 CFR 3282.307 and pay the minimum payment to states under 24 CFR 3284.10, both subject to the availability of appropriations.

Under the Act, HUD is responsible for establishing and enforcing the Federal Manufactured Home Construction and Safety Standards (the Standards) and the MHPE Regulations. Under Section 623 of the Act, 42 USC §5422, any state which desires to assume the responsibility for enforcement of the MHPE Regulations and Standards is to submit, to HUD, a State Plan for approval. The State Plan must meet the requirements of the Act, Section 623, and the Regulations, 24 CFR 3282.302. Pursuant to Section 623 of the Act, HUD must make a continuing evaluation of the manner in which each state carries out its State Plan. The state must carry out all provisions identified in its State Plan. The state is provided payments in accordance with the MHPF Regulations to offset the costs of its enforcement actions and is subject to adequate appropriations. As permitted by the MHPE Regulations, nothing shall prevent the approved states from assessing and collecting an additional fee, independent from the terms of this Agreement if such fees are necessary to allow the state to meet its obligation as required by this Agreement and the State Plan. (See 24 CFR 3282.302(b)(12) and 3282.303).

The two-fold purpose of this Cooperative Agreement is:

- a. To delineate the specifics of HUD's involvement and to transfer to the SAA a portion of the fees collected by HUD for carrying out the inspection and inspection-related activities for enforcement of the Standards in the state; and,
- b. To assure the SAA's compliance with the general performance requirements under 24 CFR 3282.305.

##### **A-2 DEFINITION OF TERMS**

Except to the extent modified or supplemented by this Agreement, any term defined in the Act, the Standards, the MHPE Regulations, the MHPF Regulations, or any other applicable Federal statute or regulation shall have the same meaning when used herein.

"Act" means the National Manufactured Housing Construction and Safety Standards Act of 1974, as amended, 42 USC §5401, *et seq.*

"Administrator" means the HUD individual who is responsible for the technical administration of the Agreement, the evaluation of performance under the Agreement, the acceptance of technical reports or projects, and other such specific responsibilities as may be stipulated in the Agreement.

"Cooperative Agreement (Agreement)" or "Agreement" means this agreement entered into by HUD and the SAA to effectuate the approved State Plan and provide appropriate documentation to support payment to the SAA.

"Government Technical Representative (GTR)" means the individual designated to provide technical review, advice, and assistance to aid the Administrator in the technical direction and evaluation of performance of this Agreement.

"HUD" means collectively the Department of Housing and Urban Development, the Secretary of Housing and Urban Development, or an official of the Department delegated the authority of the Secretary with respect to title VI of Pub. L. 93-383.

"MHPE Regulations" means the regulations collectively known as Manufactured Home Procedural and Enforcement regulations at 24 CFR Part 3282.

"MHPF Regulations" means the regulations collectively known as Manufactured Housing Program Fee regulations at 24 CFR Part 3284.

"State Administrative Agency (SAA)" means that certain state agency identified in Part I as the recipient and cooperating party under this Agreement.

### **A-3 SCOPE OF WORK**

The SAA shall provide the necessary personnel, materials, services, equipment, facilities (except as otherwise specified herein), and otherwise do all things necessary for or incidental to the performance of the work set forth in the State Plan for the fixed amount per manufactured home section produced or shipped into the State as set forth herein.

### **A-4 PERIOD OF PERFORMANCE**

The SAA shall provide all services hereunder for three years beginning on the Effective Date of this Agreement.

The SAA must be conditionally approved or fully approved in accordance with 24 CFR 3282.302 for the entire Period of Performance of this Agreement. This Agreement will be terminated if HUD's approval of the SAA is withdrawn by the SAA or terminated by HUD for any reason. Withdrawal and termination of state approval will be accomplished in accordance with the MHPE Regulations, including but not limited to 24 CFR 3282.306.

The SAA has the right at any time, with or without cause, to discontinue participation in this Agreement, provided that it gives HUD a 90-day notice of its intent to withdraw in accordance with 24 CFR 3282.302(14)(d).

**A-5 AMENDMENTS**

This Agreement may be modified at any time by a written amendment. Amendments that reflect the rights and obligations of either party shall be executed by both HUD and the SAA. Amendments may be made for any number of reasons including, for example, changes in the Act or new legislation, Standards, MHPE Regulations, or MHPF Regulations. Such amendments to Act or new legislation include but are not limited to the Drug-Free Workplace and Byrd amendments (lobbying) provisions enacted. Where amendments are mandated by law, rule, or other requirements not in the discretion of HUD to waive, the SAA agrees to accept amendments implementing such changes. If the SAA cannot accept the changes, the SAA may elect to terminate this Agreement. Failure to agree to such changes is not a dispute within the meaning of the Disputes clause of this Agreement.

**A-6 PERFORMANCE AND CONDUCT OF WORK**

During the effective period of this Agreement, the GTR shall be responsible for reviewing the technical effort of the SAA, unless the SAA is notified in writing by the Administrator.

Only HUD has the authority to authorize deviations from the Agreement, including deviations from the SAA’s State Plan. HUD must provide written authorization to the SAA for any approved deviations.

**A-7 USE OF FUNDS**

These funds provided to the SAA shall be dedicated for the state’s manufactured housing program as outlined in its State Plan under 24 CFR 3282.302.

**A-8 INSTRUMENT AMOUNT, PAYMENT AND SUBMISSION OF INVOICES**

HUD agrees to provide the SAA a portion of the fees collected from the manufacturers under the Act subject to the terms and conditions of applicable authority and this Agreement.

Payments to the SAA shall be made monthly as set forth in this Agreement based on production and shipments documentation provided to HUD by the Administrator (based on production and shipment reports from home manufacturers).

These payments shall be made to the financial institution designated by the SAA. Please provide the address of your financial institution below:

First Tennessee National Bank Association  


---

Main Office  


---

511 Union Street  


---

Nashville, TN 37219  


---

The SAA also agrees to provide the appropriate HUD office with any additional information that may be necessary to achieve the transfer of funds (electronic payment information, bank account, etc.).

**A-9 RELATIONSHIP TO PREVIOUS AWARD**

This Agreement will retain the Federal Award Identification Number delineated in any previous agreement between HUD and the SAA. All work done by the SAA shall be in accordance with this new Agreement.

**A-10 HUD'S INVOLVEMENT**

HUD shall be involved in all aspects of the work to be carried out as a result of this Agreement. HUD or its contract agent, as necessary and appropriate, shall carry out HUD's responsibilities under this Agreement. To the extent that staff and travel resources are available, HUD staff will participate in State Monitoring Assessments (SMAs) and SAA meetings and workshops.

Section 609 of the Act, 42 USC §5408, authorizes HUD to advise, assist, and cooperate with state agencies in the planning and development of methods for inspecting and testing, to determine compliance with the manufactured home standards.

**A-11 COLLECTION OF INFORMATION**

Collection of information from ten or more respondents, and sponsored by HUD, shall be subject to the Paperwork Reduction Act (44 U.S.C. §3501, *et seq.*) and to the review of each collection of information, under the provisions of the applicable Office of Management & Budget regulations at 5 CFR Part 1320. For example, if a survey instrument is proposed, its survey questions and use are subject to OMB review and approval. Such review and approval must be obtained prior to the use of the survey instrument. Also, a time element is involved here, which may considerably lengthen the time required for completion of the project proposed. Careful considerations should be given to any proposal, which requires the use of a survey or any other new form or collection of information.

**A-12 DISPUTES**

During performance of the Agreement, disagreements may arise between the SAA and the Administrator or HUD on various issues under this Agreement. If a dispute concerning a question of fact arises, the Administrator shall prepare a final decision, taking into account all facts and documentation presented. This decision shall be provided to the SAA in writing. The SAA may appeal the decision no later than 30 days after the SAA's receipt of HUD's written notice of its decision.

**A-13 DRUG-FREE WORKPLACE**

Requirements under the Drug-Free Workplace Act of 1988 are applicable to the activities under this Agreement as set forth in 2 CFR Part 182.

**A-14 LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS (OVER \$100,000)**

Definitions. As used in this clause:

1. Agency as defined in 5 USC §552(f) includes Federal executive departments and agencies as well as independent regulatory commissions and Government corporations, as defined in 31 USC §9101(1).

2. **Prohibition**

The statute at 31 USC §1352 provides, in part, that no appropriated funds may be expended by the recipient of a Federal contract, grant, loan, or cooperative agreement to pay 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 any of the following covered Federal actions: the awarding of a Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

3. **Cost Allowance**

Nothing in this clause is to be interpreted to make allowable or reasonable any costs, which would be unallowable or unreasonable in accordance with Part 31 of the Federal Acquisition Regulation (FAR), or OMB Circular dealing with cost allowable for recipients of assistance agreements. Conversely, costs made specifically unallowable by the requirements in this clause will not be made allowable under any of the provisions of FAR Part 31 or the relevant OMB Circulars.

**A-15 ORDER OF PRECEDENCE**

In the event of any inconsistency among any provisions of this Agreement, the following order of precedence shall apply:

1. The Act
2. 24 CFR Part 3282
3. 24 CFR Part 3284
4. The State Plan, as approved.

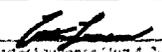
**A-16 UNIFORM ADMINISTRATIVE REQUIREMENTS FOR COOPERATIVE AGREEMENTS TO STATE AND LOCAL GOVERNMENTS**

The provisions of the Federal Grant and Cooperative Agreement Act, 31 USC §6301-08, and the Uniform Administrative Requirements, Cost Principles & Audit Requirements for Federal Awards, 2 CFR Part 200 are incorporated by reference.

Part V: Approvals & Signatures

A. **State Recipient**

Recipient (By Name): Carter Lawrence

Signature:   
Carter Lawrence (Jun 4, 2021 09:39 CDT)

**Title:** Commissioner, Department of Commerce and Insurance  
**Date:** Jun 4, 2021

**B. HUD**

**HUD (By Name):** Lopa P. Kolluri  
**Signature:** Janet Golrick  
Digitally signed by Janet Golrick  
DN: CN = Janet Golrick, email =  
Janet.M.Golrick@hud.com, C = AD  
Date: 2021.06.01 09:57:54 -0400  
**Title:** Principal Deputy Assistant Secretary  
Office of Housing - Federal Housing Administration  
**Date:** \_\_\_\_\_

End of Agreement

Revised April 2021



**INTERAGENCY AGREEMENT AMENDMENT COVER SHEET**  
 (Interagency Agreement between state agencies, including the University of Tennessee or Board of Regents colleges and universities)

<b>Agency Tracking #</b> 31865-00083	<b>Edison ID</b> 58123	<b>Contract #</b>	<b>Amendment #</b> 02		
<b>Contractor Legal Entity Name</b> Department of Commerce and Insurance			<b>Edison Vendor ID</b> 0000000051		
<b>Amendment Purpose &amp; Effect(s)</b> Extend Term and Add Funding for FY22					
<b>Amendment Changes Contract End Date:</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<b>End Date:</b> June 30, 2022			
<b>TOTAL Contract Amount INCREASE or DECREASE per this Amendment</b> (zero if N/A):			<b>\$2,671,600.00</b>		
<b>Funding —</b>					
<b>FY</b>	<b>State</b>	<b>Federal</b>	<b>Interdepartmental</b>	<b>Other</b>	<b>TOTAL Contract Amount</b>
2019	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2020	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2021	\$1,285,050.00	\$1,285,050.00			\$2,570,100.00
2022	\$1,335,800.00	\$1,335,800.00			\$2,671,600.00
<b>TOTAL:</b>	<b>\$5,190,950.00</b>	<b>\$5,190,950.00</b>			<b>\$10,381,900.00</b>
<b>Budget Officer Confirmation:</b> There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.  <div style="font-size: 24px; font-family: cursive; margin-top: 20px;"><i>Zane Seals</i></div>			<i>CPO USE</i>		
<b>Speed Chart</b> (optional)		<b>Account Code</b> (optional)			

**AMENDMENT #2  
TO AGREEMENT #58123  
BETWEEN THE STATE OF TENNESSEE  
DEPARTMENT OF FINANCE AND ADMINISTRATION  
DIVISION OF TENNCARE  
AND  
DEPARTMENT OF COMMERCE AND INSURANCE**

This Amendment is made and entered by and between the State of Tennessee, Department of Finance and Administration, Division of TennCare, hereinafter referred to as the "State" and Department of Commerce and Insurance, hereinafter referred to as the "Contractor." For good and valuable consideration, the sufficiency of which is hereby acknowledged, it is mutually understood and agreed by and between said, undersigned contracting parties that the subject contract is hereby amended as follows:

1. Agreement Section B.1 is deleted in its entirety and replaced with the following:
  - B.1. This Agreement shall be effective on July 1, 2018 ("Effective Date") and extend for a period of forty-eight (48) months after the Effective Date ("Term"). The Procuring State Agency shall have no obligation for goods or services provided by the Contractor prior to the Effective Date.
  
2. Agreement Section C.1 is deleted in its entirety and replaced with the following:
  - C.1. **Maximum Liability.** In no event shall the maximum liability of the Procuring State Agency under this Agreement exceed Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2019, Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2020, Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,570,100.00) for FY 2021, and Two Million Five Hundred Seventy Thousand One Hundred Dollars (\$2,671,600.00) for FY 2022 with a total maximum liability of Ten Million Two Hundred Eighty Thousand Four Hundred Dollars (\$10,381,900.00). The compensation provided in Section C.3 shall constitute the entire compensation due the Contracting State Agency for the goods delivered and accepted or for services performed and all of the Contracting State Agency's obligations hereunder regardless of the difficulty, materials or equipment required. The payment compensation includes, but is not limited to, all applicable taxes, fees, overheads, and all other direct and indirect costs incurred or to be incurred by the Contracting State Agency.

Required Approvals. The State is not bound by this Amendment until it is signed by the contract parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this contract, said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).

Amendment Effective Date. The revisions set forth herein shall be effective once all required approvals are obtained. All other terms and conditions of this Grant Contract not expressly amended herein shall remain in full force and effect.

**IN WITNESS WHEREOF,**

**DEPARTMENT OF COMMERCE AND INSURANCE**

  
Carter Lawrence (Apr 20, 2021 12:43 CDT)

Apr 20, 2021

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**SIGNATURE**  
Commissioner

---

**DATE**

**PRINTED NAME AND TITLE OF SIGNATORY (above)**

**DEPARTMENT OF FINANCE AND ADMINISTRATION  
DIVISION OF TENNCARE:**

**Butch Eley**  Digitally signed by Butch Eley  
Date: 2021.04.21 13:18:42 -05'00'

---

**BUTCH ELEY, COMMISSIONER**

**DATE**

Signature Date:  
07/13/2021  
Signatory Authority Title:  
Jeff Elliott

I, Jeff Elliott, or my designee am hereby providing my signature for this application as of **07/13/2021**

## SF-LLL

### Disclosure of Lobbying Activities

OMB Number  
0348-0046  
Expiration Date  
12/31/2013

Burden Statement

Status Not Applicable

Form Not Applicable to Application  
Yes

## SF-424B

### Assurances for Non-Construction Programs

OMB Number  
4040-0007  
Expiration Date  
06/30/2014

Burden Statement

Status Signed  
Date Signed 07/13/2021

Public reporting burden for this collection of Information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of Information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

#### NOTE:

Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. 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 cost) to ensure proper planning, management and completion of the project described in this application.
2. 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.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §54728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. 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) §§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; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. 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.
8. Will comply, as applicable, with 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.

9. Will comply, as applicable, with the provisions of the Davis- Bacon Act (40 U.S.C. §§276a to 276a-7), 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 subagreements.

10. 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 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.

11. 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).

12. 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.

13. 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 (16 U.S.C. §§469a-1 et seq.).

14. 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.

15. 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.

16. 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.

17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."

18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

Applicant's Organization:  
Tennessee Fire Service and Code Enforcement Academy  
Signing Authority Name:  
Cheryle Hunt  
Signature Date:  
07/13/2021  
Signatory Authority Title:  
Jeff Elliott, Executive

I, **Jeff Elliott**, or my designee am hereby providing my signature for this application as of **07/13/2021**

## System for Award Management (SAM.gov) profile

Please identify your organization to be associated with this application.

All organization information in this section will come from the System for Award Management (SAM) profile for that organization.

### TENNESSEE DEPARTMENT OF COMMERCE AND INSURANCE

Information current from SAM.gov as of:	<b>08/06/2023</b>
UEI-EFT:	<b>E6XCAJEZYL54</b>
DUNS (includes DUNS+4):	<b>148976413</b>
Employer Identification Number (EIN):	<b>626001445</b>
Organization legal name:	<b>TENNESSEE DEPARTMENT OF COMMERCE AND INSURANCE</b>
Organization (doing business as) name:	
Mailing address:	<b>500 JAMES ROBERTSON PKWY, 11TH FL NASHVILLE, TN 37243-1204</b>
Physical address:	<b>500 JAMES ROBERTSON PKWY NASHVILLE, TN 37243-1204</b>
Is your organization delinquent on any federal debt?	<b>N</b>
SAM.gov registration status:	<b>Active as of 10/12/2022</b>

We have reviewed our bank account information on our SAM.gov profile to ensure it is up to date

## Applicant information

Applicant name **Tennessee Department of Commerce and Insurance**

## Main address of location impacted by this grant

Main address 1	500 James Robertson Pkwy., 11th Floor
Main address 2	
City	Nashville
State/territory	TN
Zip code	37243
Zip extension	1204

## Grant request details

**Grand total: \$20,000.00**

### Program area: Non construction

▶ <b>Activity: Project Grant budget detail</b>	<b>\$20,000.00</b>
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Additional comments

The grant will be used to support and deliver qualified National Fire Academy courses to the state's fire service through on-campus and field programs. The courses that are approved to be delivered under the grant will be taught by qualified instructional faculty of the Tennessee Fire Service and Codes Enforcement Academy. The instructional faculty will be supervised and evaluated by academy Fire Service Supervisors and senior

instructional personnel to assure courses are conducted as scheduled and designed.

## Budget summary

### Overall budget summary

Object class categories	Total
Personnel	\$12,802.00
Fringe benefits	\$2,113.00
Travel	\$3,977.00
Equipment	\$0.00
Supplies	\$1,108.00
Contractual	\$0.00
Construction	\$0.00
Other	\$0.00
<b>Total direct charges</b>	<b>\$20,000.00</b>
Indirect charges	\$0.00
<b>TOTAL</b>	<b>\$20,000.00</b>
<b>Non-federal resources</b>	
Applicant	\$0.00

<b>Object class categories</b>	<b>Total</b>
State	\$0.00
Other sources	\$0.00
Remarks	
<b>Total Federal and Non-federal resources</b>	
Federal resources	\$20,000.00
Non-federal resources	\$0.00
<b>TOTAL</b>	<b>\$20,000.00</b>
Program income	\$0.00
Total applicant management costs (optional) <i>(Maximum allowable management cost: \$1,000.00)</i>	\$0.00

## Contact information

Did any individual or organization assist with the development, preparation, or review of the application to include drafting or writing the narrative and budget, whether that person, entity, or agent is compensated or not and whether the assistance took place prior to submitting the application?

**No**

### Secondary point of contact

Please provide a secondary point of contact for this grant.

The Authorized Organization Representative (AOR) who submits the application will be identified as the primary point of contact for the grant. Please provide one secondary point of contact for this grant below. The secondary contact can be members of the fire department or organizations applying for the grant that will see the grant through completion, are familiar with the grant application, and have the authority to make decisions on and to act upon this grant application. The secondary point of contact can also be an individual who assisted with the development, preparation, or review of the application.

<p><b>MR Jason Sparks</b> Fire Director</p> <p><a href="mailto:jason.sparks@tn.gov">jason.sparks@tn.gov</a></p>	<p><b>Primary phone</b> 9312944159 Work</p> <p><b>Fax</b> 9312944121</p>	<p><b>Additional phones</b> 4233413101 Mobile</p> <p>9312944111</p>
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**Please attach your Budget narrative or equivalent document:**

Filename	Date uploaded	Uploaded by	Label	Description	Action
<a href="#">grant FY23budgetdetail.doc</a>	06/20/2023	cheryle.hunt@tn.gov	Budget narrative	Budget Detail	

**Please attach your Work plan or equivalent document:**

Filename	Date uploaded	Uploaded by	Label	Description	Action
<a href="#">Grant Workplan Narrative23.doc</a>	06/20/2023	cheryle.hunt@tn.gov	Work plan	Workplan Narrative	

Please attach your Additional attachment (General attachments) or equivalent document (optional):

Filename	Date uploaded	Uploaded by	Label	Description	Action

## Assurance and certifications

 **Signed by AOR:**  
Cheryle Hunt on 07/05/2023

OMB number: 4040-0007, Expiration date: 02/28/2025 [View burden statement](#)

### SF-424B: Assurances - Non-Construction Programs

OMB Number: 4040-0007  
Expiration Date: 02/28/2025

Certain of these assurances may not be applicable to your project or program. If you have any questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

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1. 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 cost) to ensure proper planning, management and completion of the project described in this application.
2. 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.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. 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 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
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8. Will comply, as applicable, with 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.
9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), 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 subagreements.
10. 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 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.

11. 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).
12. 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.
13. 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 (16 U.S.C. §§469a-1 et seq.).
14. 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.
15. 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.
16. 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.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.
19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

## **Notice of funding opportunity**

I certify that the applicant organization has consulted the appropriate Notice of Funding Opportunity and that all requested activities are programmatically allowable, technically feasible, and can be completed within the award's Period of Performance (POP).

## **Accuracy of application**

I certify that I represent the organization applying for this grant and have reviewed and confirmed the accuracy of all application information submitted. Regardless of intent, the submission of information that is false or misleading may result in actions by FEMA that include, but are not limited to: the submitted application not being considered for award, enforcement actions taken against an existing award pending investigation or review, or referral to the DHS Office of Inspector General.

## **Authorized Organizational Representative for the grant**

By signing this application, I certify that I understand that inputting my password below signifies that I am the identified Authorized Organization Representative for this grant. Further, I understand that this electronic signature shall bind the organization as if the application were physically signed and filed.

## **Authorization to submit application on behalf of applicant organization**

By signing this application, I certify that I am either an employee or official of the applicant organization and am authorized to submit this application on behalf of my organization; or, if I am not an employee or official of the applicant organization, I certify that the applicant organization is aware I am submitting this application on its behalf, that I have written authorization from the applicant organization to submit this application on their behalf, and that I have provided contact information for an employee or official of the applicant organization in addition to my contact information.

# Appendix E

Report of Department Staff and Members of  
Governor Appointed Regulatory Boards and  
Commissions Who Received Meeting Per  
Diems

## Boards and Commissions

### Commerce & Insurance

<b>Fire Fighting Commission</b>		
<b>Race</b>	<b>Total # 9</b>	<b>100%</b>
Black		
White	9	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

<b>Accountancy</b>		
<b>Race</b>	<b>Total # 11</b>	<b>100%</b>
Black	1	9
White	10	91
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

<b>Architects &amp; Engineers</b>		
<b>Race</b>	<b>Total # 12</b>	<b>100%</b>
Black	1	8
White	10	84
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other	1	8

<b>Real Estate Appraisers Commission</b>		
<b>Race</b>	<b>Total # 7</b>	<b>100%</b>
Black		
White	7	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

**Cosmetology & Barber Examiners Board**

Race	Total # 11	100%
Black	2	18
White	9	82
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

**Contractors Board**

Race	Total # 8	100%
Black	1	12.5
White	7	87.5
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

**Motor Vehicle Commission**

Race	Total # 14	100%
Black	3	21
White	11	79
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

**Real Estate Commission**

Race	Total # 8	100%
Black		
White	7	87.5
Asian		
Hispanic	1	12.5
Native American/Indian		
Pacific Islander		
Other		

**Funeral Directors & Embalmers Board**

Race	Total # 7	100%
Black	2	29
White	5	71
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Land Surveyors Board		
Race	Total # 4	100%
Black		
White	4	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Auctioneers Board		
Race	Total # 5	100%
Black		
White	5	100
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Collection Services Board		
Race	Total # 5	100%
Black	1	20
White	4	80
Asian		
Hispanic		
Native American/Indian		
Pacific Islander		
Other		

Employee ID	Position Job Title	Service Status	Employee Ethnic Group
617934	ASSISTANT COUNSEL	Executive	A
151882	INSURANCE FINANCIAL ANALYST	Preferred	A
580416	INSURANCE FINANCIAL ANALYST	Preferred	A
113706	FINANCIAL ANALYSIS ASST DIR	Preferred	A
154939	SECRETARY	Preferred	A
550853	EXECUTIVE ADMIN ASSISTANT 3	Executive	B
146092	DEPUTY GENERAL COUNSEL	Executive	B
551178	ASSOCIATE COUNSEL	Executive	B
617030	ASSOCIATE COUNSEL	Executive	B
113763	LEGAL ASSISTANT 2	Executive	B
480090	ASSOCIATE COUNSEL	Executive	B
620295	ASSOCIATE COUNSEL	Executive	B
117894	INSUR INVESTIGATION DIRECTOR	Executive	B
109004	TENNCARE EXAMINER	Executive	B
158291	TENNCARE EXAMINER	Executive	B
158505	TENNCARE EXAMINATION MANAGER	Executive	B
140512	TENNCARE EXAMINER	Executive	B
597132	FIRE SERVICE INSTRUCTOR 1	Executive	B
139870	EXECUTIVE ADMIN ASSISTANT 1	Executive	B
147927	C&I POLICY ADVISOR	Executive	B
470915	REG BOARD ADMIN ASST 2	Executive	B
622219	ASSOCIATE COUNSEL	Executive	B
612621	LEGAL ASSISTANT 2	Executive	B
445815	LEGAL ASSISTANT	Executive	B
513642	ASSOCIATE COUNSEL	Executive	B
339910	COMMISSION MEMBER	Executive	B
128191	COMMISSION MEMBER	Executive	B
627989	COMMISSION MEMBER	Executive	B
455986	BOARD MEMBER	Executive	B
514093	BOARD MEMBER	Executive	B
438335	BOARD MEMBER	Executive	B
597620	BOARD MEMBER	Executive	B
590492	BOARD MEMBER	Executive	B
628095	BOARD MEMBER	Executive	B
557720	BOARD MEMBER	Executive	B
382857	BOARD MEMBER	Executive	B
506050	ATHLETIC COMMISSION INSPECTOR	Executive	B
580954	ATHLETIC COMMISSION INSPECTOR	Executive	B
505859	ATHLETIC COMMISSION INSPECTOR	Executive	B
538158	ATHLETIC COMMISSION INSPECTOR	Executive	B
512209	ATHLETIC COMMISSION INSPECTOR	Executive	B
589227	ATHLETIC COMMISSION INSPECTOR	Executive	B
535412	ATHLETIC COMMISSION INSPECTOR	Executive	B
580967	ATHLETIC COMMISSION INSPECTOR	Executive	B
112196	REG BOARD ADMIN ASST 3	Executive	B
121896	POST INVESTIGATOR	Executive	B

517446 HR ANALYST 3	Preferred	B
471131 HR ANALYST 3	Preferred	B
137252 MAIL TECHNICIAN 1	Preferred	B
528476 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
548275 CUSTOMER SERVICE CENTER REP 3	Preferred	B
428805 CUSTOMER SERVICE CENTER MGR 2	Preferred	B
556314 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
628191 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
180824 ADMIN SERVICES ASSISTANT 4	Preferred	B
428485 C&I REVENUE PROCESSING SPEC 2	Preferred	B
598026 C&I REVENUE PROCESSING SPEC 2	Preferred	B
533464 CUSTOMER SERVICE CENTER REP 3	Preferred	B
625087 ADMIN SERVICES ASSISTANT 3	Preferred	B
432165 ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	B
443884 ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	B
523590 ADMIN SERVICES ASSISTANT 2*	Preferred	B
539335 ADMIN SERVICES ASSISTANT 2*	Preferred	B
130402 ADMIN SERVICES ASSISTANT 4	Preferred	B
480762 ADMIN SERVICES ASSISTANT 2*	Preferred	B
157100 INSURANCE EXAMINATION A DIR	Preferred	B
157196 ADMIN SERVICES ASSISTANT 2*	Preferred	B
515535 INSURANCE EXAMINER 3	Preferred	B
117209 INSURANCE EXAMINER 3	Preferred	B
132554 INSURANCE EXAMINER 3	Preferred	B
106820 INSURANCE FINANCIAL ANALYST	Preferred	B
556688 ACCOUNTANT 2*	Preferred	B
554737 ADMIN SERVICES ASSISTANT 2*	Preferred	B
449738 CONSUMER INSURANCE INV 1	Preferred	B
538481 CONSUMER INSURANCE INV 1	Preferred	B
149174 ADMIN SERVICES ASSISTANT 3	Preferred	B
619074 CONSUMER INSURANCE INV 1	Preferred	B
535736 CONSUMER INSURANCE INV 1	Preferred	B
585716 CAPTIVE INSURANCE SPEC 1**	Preferred	B
535668 ADMIN SERVICES ASSISTANT 3	Preferred	B
409916 CAPTIVE INSURANCE SPEC 3	Preferred	B
560569 FIRE & BUILDING CODE INSPEC 2*	Preferred	B
391620 ADMIN ASSISTANT 1	Preferred	B
517113 ADMIN SERVICES ASSISTANT 2*	Preferred	B
504833 ADMIN SERVICES ASSISTANT 2*	Preferred	B
131605 MFD HOME INSPECTOR ADV	Preferred	B
532599 ADMIN SERVICES ASSISTANT 2*	Preferred	B
590908 ADMIN SERVICES ASSISTANT 2*	Preferred	B
405652 FINANCIAL SERVICES INVESTIG 3	Preferred	B
548870 SECURITIES EXAMINER 3	Preferred	B
596141 FIRE SERVICE INSTRUCTOR 2	Preferred	B
525916 REG BOARD INVESTIGATOR	Preferred	B
136245 REG BOARD INVESTIGATOR	Preferred	B

596140	REG BOARD INVESTIGATOR	Preferred	B
390254	REG BOARD ADMIN ASST 2	Preferred	B
435189	REG BOARD ADMIN ASST 2	Preferred	B
485107	REG BOARD ADMIN ASST 2	Preferred	B
599316	AUDITOR 2*	Preferred	B
148628	REG BOARD ADMIN ASST 2	Preferred	B
136697	REG BOARD ADMIN ASST 2	Preferred	B
520209	REG BOARD ADMIN ASST 2	Preferred	B
513392	REG BOARD ADMIN ASST 2	Preferred	B
515788	REG BOARD ADMIN ASST 2	Preferred	B
113826	REG BOARD ADMIN ASST 2	Preferred	B
467569	REG BOARD ADMIN ASST 3	Preferred	B
377661	REG BOARD ADMIN MANAGER	Preferred	B
593264	REG BOARD ADMIN ASST 2	Preferred	B
485060	REG BOARD ADMIN ASST 2	Preferred	B
547799	REG BOARD ADMIN ASST 2	Preferred	B
371480	REG BOARD ADMIN ASST 2	Preferred	B
490598	REG BOARD ADMIN ASST 2	Preferred	B
495462	REG BOARD ADMIN ASST 2	Preferred	B
594816	FOOD SERVICE WORKER	Preferred	B
596258	COOK 1	Preferred	B
459560	COOK 2	Preferred	B
131106	FOOD SERVICE WORKER	Preferred	B
358853	FOOD SERVICE SUPERVISOR 2	Preferred	B
136410	COOK 2	Preferred	B
619559	COOK 1	Preferred	B
513918	FOOD SERVICE WORKER	Preferred	B
108000	ADMIN SERVICES ASSISTANT 2*	Preferred	B
152320	ADMIN SERVICES ASSISTANT 3	Preferred	B
539949	FIRE SERVICE INSTRUCTOR 1	Executive	H/L
379859	REG BOARDS CENTRAL PROGRAM DIR	Executive	H/L
530529	COMMISSION MEMBER	Executive	H/L
565395	LAW ENF TRNG ACADEMY ASST DIR	Executive	H/L
163443	HR ANALYST 3	Preferred	H/L
592903	CUSTOMER SERVICE CENTER REP 2*	Preferred	H/L
614285	ADMIN SERVICES ASSISTANT 2*	Preferred	H/L
544914	ADMIN SERVICES ASSISTANT 3	Preferred	H/L
592052	FIRE & BUILDING CODE INSPEC 2*	Preferred	H/L
492917	SECURITIES EXAMINER 2*	Preferred	H/L
593317	SECURITIES EXAMINER 3	Preferred	H/L
426197	ADMIN SERVICES MANAGER	Preferred	NA
604618	ASSOCIATE COUNSEL	Executive	O
449082	REG BOARD FIELD REP 1	Preferred	O
416635	SECURITIES DIRECTOR	Executive	TWO
613832	CUSTOMER SERVICE CENTER REP 2*	Preferred	TWO
543644	CUSTOMER SERVICE CENTER REP 2*	Preferred	TWO
614233	FIRE & BUILDING CODE INSPEC 1*	Preferred	TWO

613934	ADMIN SERVICES ASSISTANT 3	Preferred	TWO
623650	MFD HOME INSPECTOR MANAGER	Preferred	TWO
611956	FINANCIAL SERVICES INVESTG 2*	Preferred	TWO
611610	REG BOARD INVESTIGATOR	Preferred	TWO
100831	REG BOARD ADMIN ASST 2	Preferred	TWO
604724	BOARD MEMBER	Executive	U
	EXECUTIVE ADMIN ASSISTANT 2	Executive	V
	C&I MARKETING & COMM MEDIA SPC	Executive	V
	ASSOCIATE COUNSEL	Executive	V
	STRATEGIC DEVELOPMENT DIR	Executive	V
	C&I SENIOR POLICY ADVISOR	Executive	V
	AGENT LICENSING/CE DIRECTOR	Executive	V
	EXECUTIVE ADMIN ASSISTANT 2	Executive	V
	FIRE PREV GRANT & CONTRACT DIR	Executive	V
	TENNCARE EXAMINER	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	ADMIN SERVICES MANAGER	Executive	V
	REG BOARD ACCOUNTING DIRECTOR	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	REG BOARD EXECUTIVE DIRECTOR	Executive	V
	ATHLETIC COMMISSION INSPECTOR	Executive	V
	ATHLETIC COMMISSION INSPECTOR	Executive	V
	REG BOARD EXECUTIVE DIRECTOR	Executive	V
	LAW ENF TRNG ACADEMY ASST DIR	Executive	V
	ADMIN SERVICES ASSISTANT 2*	Preferred	V
	CUSTOMER SERVICE CENTER REP 2*	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	V
	ADMIN SERVICES ASSISTANT 2*	Preferred	V

INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE EXAMINER 2*	Preferred	V
ADMIN SERVICES ASSISTANT 4	Preferred	V
INSURANCE EXAM IN-CHARGE-CFE	Preferred	V
INSURANCE EXAMINER-CPA	Preferred	V
INSURANCE EXAMINER-CPA	Preferred	V
INSURANCE EXAMINER-CFE	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST	Preferred	V
INSURANCE FINANCIAL ANALYST	Preferred	V
CONSUMER INSURANCE INV 1	Preferred	V
CONSUMER INSURANCE INV 1	Preferred	V
CAPTIVE INSURANCE SPEC 2*	Preferred	V
CAPTIVE INSURANCE SPEC 2*	Preferred	V
ADMIN SERVICES ASSISTANT 3	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSP SUPV	Preferred	V
ELECTRICAL INSPECTOR INT	Preferred	V
MFD HOME INSPECTOR INT*	Preferred	V
MFD HOME INSPECTOR INT*	Preferred	V
FFC ACCREDITATION MANAGER	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
FINANCIAL SERVICES INVESTG 2*	Preferred	V
FINANCIAL SERVICES INVESTG 2*	Preferred	V
SECURITIES EXAMINER 2*	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
FACILITIES SUPERVISOR	Preferred	V
BUILDING MAINTENANCE WORKER 3	Preferred	V
FIRE SERVICE INSTRUCTOR SUPV	Preferred	V
CODES ENFORCEMENT INSTRUCTOR 2	Preferred	V
REG BOARD ADMIN ASST 2	Preferred	V
C&I REG BOARDS ANALYST	Preferred	V
AUDITOR 2*	Preferred	V
REG BOARD INVESTIGATOR	Preferred	V
REG BOARD INVESTIGATOR	Preferred	V
REG BOARD ADMIN ASST 2	Preferred	V
REG BOARD ADMIN MANAGER	Preferred	V
REG BOARD FIELD REP 2	Preferred	V
REG BOARD ADMIN ASST 3	Preferred	V
LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	V
FOOD SERVICE WORKER	Preferred	V

136294 ASSISTANT COMMISSIONER 2	Executive	W
373164 COMMISSIONER 1	Executive	W
356786 ASSISTANT COMMISSIONER 1	Executive	W
134976 EXECUTIVE ADMIN ASSISTANT 3	Executive	W
142217 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
543765 DEPUTY COMMISSIONER 1	Executive	W
119446 C&I POLICY DEV DIRECTOR	Executive	W
532738 EXECUTIVE ADMIN ASSISTANT 3	Executive	W
442163 C&I MARKETING & COMM ADMIN	Executive	W
101044 AUDIT DIRECTOR 2	Executive	W
607369 ASSISTANT COUNSEL	Executive	W
495225 SENIOR ASSOCIATE COUNSEL	Executive	W
590933 ASSOCIATE COUNSEL	Executive	W
109950 GENERAL COUNSEL 4	Executive	W
374936 LEGAL ASSISTANT 2	Executive	W
455482 SENIOR ASSOCIATE COUNSEL	Executive	W
162885 ADMIN SERVICES ASSISTANT 4	Executive	W
599224 LEGAL ASSISTANT	Executive	W
147664 ASSOCIATE COUNSEL	Executive	W
446306 SENIOR ASSOCIATE COUNSEL	Executive	W
603349 ASSOCIATE COUNSEL	Executive	W
469459 ASSOCIATE COUNSEL	Executive	W
470602 ADMIN SERVICES ASSISTANT 3	Executive	W
528229 ASSISTANT COUNSEL	Executive	W
621527 ASSOCIATE COUNSEL	Executive	W
590244 ASSOCIATE COUNSEL	Executive	W
143225 ASSOCIATE COUNSEL	Executive	W
140963 HR DIRECTOR 3	Executive	W
593226 ACCOUNTANT 3	Executive	W
121550 ADMIN SERVICES ASSISTANT 4	Executive	W
120623 FISCAL DIRECTOR 1	Executive	W
498704 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
131885 DEPUTY GENERAL COUNSEL	Executive	W
381229 ASSISTANT COMMISSIONER 2	Executive	W
138752 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
380763 C&I SENIOR POLICY ADVISOR	Executive	W
533920 INS BUSINESS PROCESS IMP DIR	Executive	W
530790 ADMIN SERVICES ASSISTANT 4	Executive	W
556318 C&I BUSINESS DEVELOPMENT DIR	Executive	W
125925 INSURANCE ANALYSIS DIRECTOR	Executive	W
583197 ACTUARIAL & COMPLIANCE DIR	Executive	W
619624 PBM ENFORCEMENT DIRECTOR	Executive	W
427555 INSURANCE EXAMINATION DIR	Executive	W
619788 CAPTIVE INSURANCE PROGRAM DIR	Executive	W
139578 ASSISTANT COMMISSIONER 2	Executive	W
357303 C&I SENIOR POLICY ADVISOR	Executive	W
596098 FIRE PREV BUS PROC IMP DIR	Executive	W

618213 ADMIN SERVICES ASSISTANT 4	Executive	W
244595 FIRE PREV EDUC & OUTREACH DIR	Executive	W
402156 FIRE PREV GEOSPATIAL ANALYST	Executive	W
571851 ADMIN SERVICES ASSISTANT 4	Executive	W
490970 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
619538 ADMIN SERVICES ASSISTANT 4	Executive	W
103115 FIRE PREV CODES ENFORCE DIR	Executive	W
588629 FIRE PREV INSP PER LIC DIR	Executive	W
104729 MFD HOME INSPECTOR MANAGER	Executive	W
131417 MFD & MODULAR HOUSING DIRECTOR	Executive	W
621765 REG BOARD EXECUTIVE DIRECTOR	Executive	W
118875 TENNCARE EXAMINER	Executive	W
132050 ASSISTANT COMMISSIONER 2	Executive	W
446570 TENNCARE EXAMINER	Executive	W
441404 ADMIN ASSISTANT 3	Executive	W
110253 TENNCARE EXAMINATION DIRECTOR	Executive	W
161580 ADMIN SERVICES ASSISTANT 4	Executive	W
112632 TENNCARE EXAMINER	Executive	W
128846 TENNCARE EXAMINATION MANAGER	Executive	W
432408 TENNCARE EXAMINER	Executive	W
455072 ASSISTANT COMMISSIONER 2	Executive	W
564893 INVESTOR EDUCATION DIRECTOR	Executive	W
543111 SECURITIES DIRECTOR	Executive	W
432418 ADMIN SERVICES ASSISTANT 4	Executive	W
414896 FIRE PREV BUS PROC IMP DIR	Executive	W
112665 FIRE & CODES ACADEMY EXEC DIR	Executive	W
507792 FIRE SERVICE INSTRUCTOR 1	Executive	W
434418 FIRE SERVICE INSTRUCTOR 1	Executive	W
484643 FIRE SERVICE INSTRUCTOR 1	Executive	W
513568 FIRE SERVICE INSTRUCTOR 1	Executive	W
111585 FIRE SERVICE INSTRUCTOR 1	Executive	W
125467 FIRE SERVICE INSTRUCTOR 1	Executive	W
356269 FIRE SERVICE INSTRUCTOR 1	Executive	W
484663 FIRE SERVICE INSTRUCTOR 1	Executive	W
507599 FIRE SERVICE INSTRUCTOR 1	Executive	W
527303 FIRE SERVICE INSTRUCTOR 1	Executive	W
101652 FIRE SERVICE INSTRUCTOR 1	Executive	W
150583 FIRE SERVICE INSTRUCTOR 1	Executive	W
621407 FIRE SERVICE INSTRUCTOR 1	Executive	W
484672 FIRE SERVICE INSTRUCTOR 1	Executive	W
465562 FIRE SERVICE INSTRUCTOR 1	Executive	W
553726 FIRE SERVICE INSTRUCTOR 1	Executive	W
621404 FIRE SERVICE INSTRUCTOR 1	Executive	W
428749 FIRE SERVICE INSTRUCTOR 1	Executive	W
523864 FIRE SERVICE INSTRUCTOR 1	Executive	W
475816 FIRE SERVICE INSTRUCTOR 1	Executive	W
144058 FIRE SERVICE INSTRUCTOR 1	Executive	W

263193	FIRE SERVICE INSTRUCTOR 1	Executive	W
153464	FIRE SERVICE INSTRUCTOR 1	Executive	W
523937	FIRE SERVICE INSTRUCTOR 1	Executive	W
135602	FIRE SERVICE INSTRUCTOR 1	Executive	W
115329	FIRE SERVICE INSTRUCTOR 1	Executive	W
468411	FIRE SERVICE INSTRUCTOR 1	Executive	W
452912	FIRE SERVICE INSTRUCTOR 1	Executive	W
429087	FIRE SERVICE INSTRUCTOR 1	Executive	W
163417	FIRE SERVICE INSTRUCTOR 1	Executive	W
448424	FIRE SERVICE INSTRUCTOR 1	Executive	W
114834	FIRE SERVICE INSTRUCTOR 1	Executive	W
143460	FIRE SERVICE INSTRUCTOR 1	Executive	W
533166	FIRE SERVICE INSTRUCTOR 1	Executive	W
141095	FIRE SERVICE INSTRUCTOR 1	Executive	W
527300	FIRE SERVICE INSTRUCTOR 1	Executive	W
597120	FIRE SERVICE INSTRUCTOR 1	Executive	W
107239	FIRE SERVICE INSTRUCTOR 1	Executive	W
114430	FIRE SERVICE INSTRUCTOR 1	Executive	W
124728	FIRE SERVICE INSTRUCTOR 1	Executive	W
533171	FIRE SERVICE INSTRUCTOR 1	Executive	W
527268	FIRE SERVICE INSTRUCTOR 1	Executive	W
126336	FIRE SERVICE INSTRUCTOR 1	Executive	W
621401	FIRE SERVICE INSTRUCTOR 1	Executive	W
611945	FIRE SERVICE INSTRUCTOR 1	Executive	W
553739	FIRE SERVICE INSTRUCTOR 1	Executive	W
452959	FIRE SERVICE INSTRUCTOR 1	Executive	W
156972	FIRE SERVICE INSTRUCTOR 1	Executive	W
597133	FIRE SERVICE INSTRUCTOR 1	Executive	W
486520	FIRE SERVICE INSTRUCTOR 1	Executive	W
611940	FIRE SERVICE INSTRUCTOR 1	Executive	W
145340	FIRE SERVICE INSTRUCTOR 1	Executive	W
468416	FIRE SERVICE INSTRUCTOR 1	Executive	W
549944	FIRE SERVICE INSTRUCTOR 1	Executive	W
575753	FIRE SERVICE INSTRUCTOR 1	Executive	W
427300	FIRE SERVICE INSTRUCTOR 1	Executive	W
588271	FIRE SERVICE INSTRUCTOR 1	Executive	W
448481	FIRE SERVICE INSTRUCTOR 1	Executive	W
551987	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
395111	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
624511	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
468348	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
154832	FISCAL DIRECTOR 1	Executive	W
388468	TECB E-911 TECHNOLOGY CONS	Executive	W
452793	TECB ASST DIR/LEGAL COUNSEL	Executive	W
570300	TECB TRAINING COORDINATOR	Executive	W
341939	EMER COM BOARD EXEC DIRECTOR	Executive	W
158914	REG BOARD EXECUTIVE DIRECTOR	Executive	W

432422	REG BOARD EXECUTIVE DIRECTOR	Executive	W
379839	DEPUTY COMMISSIONER 1	Executive	W
548024	EXECUTIVE ADMIN ASSISTANT 1	Executive	W
427824	C&I BUSINESS PROCESS IMP DIR	Executive	W
530999	ASSISTANT COMMISSIONER 2	Executive	W
120184	REG BOARD ADMIN DIRECTOR 2	Executive	W
357586	LEGISLATIVE DIRECTOR	Executive	W
582286	ASSOCIATE COUNSEL	Executive	W
618438	ADMIN SERVICES ASSISTANT 3	Executive	W
551138	LEGAL ASSISTANT	Executive	W
163252	ASSOCIATE COUNSEL	Executive	W
536914	ASSOCIATE COUNSEL	Executive	W
469468	SENIOR ASSOCIATE COUNSEL	Executive	W
353053	SENIOR ASSOCIATE COUNSEL	Executive	W
344209	DEPUTY GENERAL COUNSEL	Executive	W
563795	ASSOCIATE COUNSEL	Executive	W
159642	ASSOCIATE COUNSEL	Executive	W
623194	ASSOCIATE COUNSEL	Executive	W
115472	LEGAL ASSISTANT 2	Executive	W
445763	SENIOR ASSOCIATE COUNSEL	Executive	W
350215	LEGAL ASSISTANT 2	Executive	W
496447	LEGAL ASSISTANT	Executive	W
628541	ASSOCIATE COUNSEL	Executive	W
336368	ASSOCIATE COUNSEL	Executive	W
494574	ASSOCIATE COUNSEL	Executive	W
555534	ASSOCIATE COUNSEL	Executive	W
472516	EXECUTIVE ADMIN ASSISTANT 2	Executive	W
101519	LEGAL ASSISTANT 2	Executive	W
287556	REG BOARD EXECUTIVE DIRECTOR	Executive	W
456151	REG BOARD EXECUTIVE DIRECTOR	Executive	W
619274	ACCOUNTANCY BOARD INVESTIGATOR	Executive	W
126118	REG BOARD EXECUTIVE DIRECTOR	Executive	W
530507	COMMISSION MEMBER	Executive	W
622961	COMMISSION MEMBER	Executive	W
600034	COMMISSION MEMBER	Executive	W
622966	COMMISSION MEMBER	Executive	W
613112	COMMISSION MEMBER	Executive	W
191515	COMMISSION MEMBER	Executive	W
612492	COMMISSION MEMBER	Executive	W
420469	CONTRACTOR INSPECTOR	Executive	W
125638	REG BOARD EXECUTIVE DIRECTOR	Executive	W
527795	CONTRACTOR INSPECTOR	Executive	W
504282	CONTRACTOR INSPECTOR	Executive	W
612069	COMMISSION MEMBER	Executive	W
590184	COMMISSION MEMBER	Executive	W
441397	COMMISSION MEMBER	Executive	W
486062	COMMISSION MEMBER	Executive	W

158274	REG BOARD EXECUTIVE DIRECTOR	Executive	W
589045	COMMISSION MEMBER	Executive	W
487243	COMMISSION MEMBER	Executive	W
442983	COMMISSION MEMBER	Executive	W
364080	COMMISSION MEMBER	Executive	W
341961	COMMISSION MEMBER	Executive	W
588691	COMMISSION MEMBER	Executive	W
544202	COMMISSION MEMBER	Executive	W
548556	COMMISSION MEMBER	Executive	W
428015	COMMISSION MEMBER	Executive	W
555022	COMMISSION MEMBER	Executive	W
523238	COMMISSION MEMBER	Executive	W
558359	COMMISSION MEMBER	Executive	W
548573	COMMISSION MEMBER	Executive	W
601473	COMMISSION MEMBER	Executive	W
245006	BOARD MEMBER	Executive	W
406352	BOARD MEMBER	Executive	W
526109	BOARD MEMBER	Executive	W
475808	BOARD MEMBER	Executive	W
587344	BOARD MEMBER	Executive	W
448999	BOARD MEMBER	Executive	W
441416	BOARD MEMBER	Executive	W
131099	BOARD MEMBER	Executive	W
623119	BOARD MEMBER	Executive	W
507381	BOARD MEMBER	Executive	W
455995	BOARD MEMBER	Executive	W
587964	BOARD MEMBER	Executive	W
628368	BOARD MEMBER	Executive	W
544093	BOARD MEMBER	Executive	W
475262	BOARD MEMBER	Executive	W
441314	BOARD MEMBER	Executive	W
480080	BOARD MEMBER	Executive	W
586847	BOARD MEMBER	Executive	W
564051	BOARD MEMBER	Executive	W
149818	BOARD MEMBER	Executive	W
628527	BOARD MEMBER	Executive	W
406877	BOARD MEMBER	Executive	W
568572	BOARD MEMBER	Executive	W
620299	BOARD MEMBER	Executive	W
481588	BOARD MEMBER	Executive	W
275124	BOARD MEMBER	Executive	W
620302	BOARD MEMBER	Executive	W
611355	BOARD MEMBER	Executive	W
356476	BOARD MEMBER	Executive	W
428049	BOARD MEMBER	Executive	W
438422	BOARD MEMBER	Executive	W
434697	BOARD MEMBER	Executive	W

620724 BOARD MEMBER	Executive	W
409651 BOARD MEMBER	Executive	W
441303 BOARD MEMBER	Executive	W
421415 BOARD MEMBER	Executive	W
574005 BOARD MEMBER	Executive	W
612485 BOARD MEMBER	Executive	W
343856 BOARD MEMBER	Executive	W
452491 BOARD MEMBER	Executive	W
526400 BOARD MEMBER	Executive	W
140762 BOARD MEMBER	Executive	W
124154 BOARD MEMBER	Executive	W
338942 BOARD MEMBER	Executive	W
336349 BOARD MEMBER	Executive	W
142053 BOARD MEMBER	Executive	W
592610 BOARD MEMBER	Executive	W
553012 BOARD MEMBER	Executive	W
488325 BOARD MEMBER	Executive	W
555052 BOARD MEMBER	Executive	W
117246 BOARD MEMBER	Executive	W
560155 BOARD MEMBER	Executive	W
581022 BOARD MEMBER	Executive	W
421355 BOARD MEMBER	Executive	W
553005 BOARD MEMBER	Executive	W
390791 BOARD MEMBER	Executive	W
588357 BOARD MEMBER	Executive	W
562359 BOARD MEMBER	Executive	W
591149 BOARD MEMBER	Executive	W
599459 BOARD MEMBER	Executive	W
567762 BOARD MEMBER	Executive	W
388597 BOARD MEMBER	Executive	W
593089 BOARD MEMBER	Executive	W
128061 REG BOARD ADMIN DIRECTOR 1	Executive	W
620512 ATHLETIC COMMISSION INSPECTOR	Executive	W
467736 ATHLETIC COMMISSION INSPECTOR	Executive	W
161173 ATHLETIC COMMISSION INSPECTOR	Executive	W
580962 ATHLETIC COMMISSION INSPECTOR	Executive	W
580959 ATHLETIC COMMISSION INSPECTOR	Executive	W
502432 ATHLETIC COMMISSION INSPECTOR	Executive	W
122760 REG BOARD EXECUTIVE DIRECTOR	Executive	W
360314 LAW ENF TRNG ACADEMY DIR	Executive	W
618571 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
628238 LAW ENF TRNG INSTRUCTOR SUPV 1	Executive	W
139663 LAW ENF TRNG INSTRUCTOR	Executive	W
140904 LAW ENF TRNG INSTRUCTOR	Executive	W
134561 POST INVESTIGATOR	Executive	W
546830 AUDITOR 3	Preferred	W
541316 AUDITOR 3	Preferred	W

411781	AUDITOR 4	Preferred	W
576884	ADMIN SERVICES ASSISTANT 2*	Preferred	W
624563	HR ANALYST 2*	Preferred	W
113186	HR MANAGER 1	Preferred	W
532264	HR ANALYST 3	Preferred	W
111865	HR MANAGER 2	Preferred	W
534519	REG BOARD ADMIN ASST 2	Preferred	W
502228	ADMIN SERVICES MANAGER	Preferred	W
512953	PROCUREMENT OFFICER 1	Preferred	W
478369	PROCUREMENT OFFICER 2	Preferred	W
146523	PROCUREMENT OFFICER 2	Preferred	W
556138	ACCOUNT CLERK	Preferred	W
142276	PROCUREMENT OFFICER 1	Preferred	W
432939	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
628184	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
627084	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
522518	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
583474	CUSTOMER SERVICE CENTER REP 3	Preferred	W
425646	CUSTOMER SERVICE CENTER REP 3	Preferred	W
536228	CUSTOMER SERVICE CENTER MGR 1	Preferred	W
628187	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
524185	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
498241	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
413316	CUSTOMER SERVICE CENTER REP 3	Preferred	W
356661	C&I REVENUE PROCESSING SPEC 2	Preferred	W
157471	C&I REVENUE PROCESSING SPEC 2	Preferred	W
475843	C&I REVENUE PROCESSING SPEC 2	Preferred	W
509835	CUSTOMER SERVICE CENTER REP 3	Preferred	W
483555	CUSTOMER SERVICE CENTER MGR 2	Preferred	W
466513	CUSTOMER SERVICE CENTER REP 3	Preferred	W
157457	INSURANCE EXAMINER 3	Preferred	W
372537	ADMIN SERVICES ASSISTANT 3	Preferred	W
546766	ACTUARIAL&COMPLIANCE OFFICER	Preferred	W
539400	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
158263	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
107614	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
521887	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
125557	ADMIN SECRETARY	Preferred	W
108881	ACTUARIAL&COMPLIANCE OFFICER	Preferred	W
515380	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
454032	ADMIN SERVICES ASSISTANT 2*	Preferred	W
547486	ADMIN SERVICES ASSISTANT 2*	Preferred	W
140841	ADMIN SERVICES ASSISTANT 2*	Preferred	W
144390	ADMIN SERVICES ASSISTANT 3	Preferred	W
566639	ADMIN SERVICES ASSISTANT 2*	Preferred	W
348613	ADMIN SERVICES ASSISTANT 2*	Preferred	W
471302	CONSUMER INSURANCE INV 1	Preferred	W

107757	INSURANCE EXAM IN-CHARGE-CPA	Preferred	W
624711	ADMIN SERVICES ASSISTANT 4	Preferred	W
573922	INSURANCE EXAMINER 2*	Preferred	W
153779	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
626530	INSURANCE EXAMINER 1*	Preferred	W
509877	INSURANCE EXAMINER 3	Preferred	W
515538	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
127316	INSURANCE EXAMINER 3	Preferred	W
506573	INSURANCE EXAMINER 3	Preferred	W
125433	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
159253	INSURANCE EXAMINER 3	Preferred	W
446048	INSURANCE EXAM IN-CHARGE-CPA	Preferred	W
139198	INSURANCE FINANCIAL ANALYST	Preferred	W
413924	INSURANCE FINANCIAL MANAGER	Preferred	W
587165	ADMIN SECRETARY	Preferred	W
413890	INSURANCE EXAMINER 2*	Preferred	W
604248	INSURANCE FINANCIAL ANALYST	Preferred	W
162741	INSURANCE EXAMINER 2*	Preferred	W
113155	ADMIN SERVICES ASSISTANT 3	Preferred	W
102753	INSURANCE FINANCIAL MANAGER	Preferred	W
515592	ACCOUNTING TECHNICIAN 1	Preferred	W
113704	INSURANCE EXAMINER 3	Preferred	W
515300	CONSUMER INSURANCE SVCS MGR	Preferred	W
506782	CONSUMER INSURANCE INV 1	Preferred	W
598142	CONSUMER INSURANCE INV 1	Preferred	W
547719	ADMIN SERVICES ASSISTANT 2*	Preferred	W
602459	CONSUMER INSURANCE INV 1	Preferred	W
477487	CAPTIVE INSURANCE AD	Preferred	W
400406	CAPTIVE INSURANCE SPEC 1**	Preferred	W
343997	CAPTIVE INSURANCE SPEC 2*	Preferred	W
370309	CAPTIVE INSURANCE SPEC 3	Preferred	W
109998	CAPTIVE INSURANCE SPEC 1**	Preferred	W
509846	ADMIN SERVICES ASSISTANT 4	Preferred	W
420054	CAPTIVE INSURANCE AD	Preferred	W
396582	CAPTIVE INSURANCE SPEC 1**	Preferred	W
517827	CAPTIVE INSURANCE SPEC 2*	Preferred	W
618531	ADMIN SERVICES ASSISTANT 2*	Preferred	W
615511	ADMIN SERVICES ASSISTANT 4	Preferred	W
598006	ADMIN SERVICES ASSISTANT 4	Preferred	W
615761	ADMIN SERVICES ASSISTANT 2*	Preferred	W
552775	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
472019	PLANS EXAMINER MANAGER	Preferred	W
110750	PLANS EXAMINER 2	Preferred	W
511283	PLANS EXAMINER 2	Preferred	W
113647	PLANS EXAMINER 2	Preferred	W
560386	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
425032	FIRE & BUILDING CODE INSPEC 3	Preferred	W

393341 PLANS EXAMINER 2	Preferred	W
528594 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
544579 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
449081 FIRE & BUILDING CODE INSPEC 3	Preferred	W
623688 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
428212 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
362449 PLANS EXAMINER 2	Preferred	W
100125 PLANS EXAMINER 2	Preferred	W
526984 FIRE & BUILDING CODE INSP SUPV	Preferred	W
116708 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
383423 ADMIN SECRETARY	Preferred	W
398200 PLANS EXAMINER 2	Preferred	W
111598 FIRE & BUILDING CODE INSP SUPV	Preferred	W
113840 PLANS EXAMINER 2	Preferred	W
492954 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
571581 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
103123 PLANS EXAMINER 2	Preferred	W
466991 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
356715 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
618516 FIRE & BUILDING CODE INSPEC 3	Preferred	W
612425 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
335061 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
116369 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
496345 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
106010 PLANS EXAMINER SUPERVISOR	Preferred	W
396602 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
477416 FIRE & BUILDING CODE INSPEC 3	Preferred	W
599327 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
132781 PLANS EXAMINER SUPERVISOR	Preferred	W
582299 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
403682 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
163741 PLANS EXAMINER 2	Preferred	W
623692 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
557710 PLANS EXAMINER 2	Preferred	W
418361 FIRE & BUILDING CODE INSP SUPV	Preferred	W
623702 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
159014 FIRE & BUILDING CODE INSP SUPV	Preferred	W
148906 FIRE & BUILDING CODE INSP MGR	Preferred	W
526225 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
135609 PLANS EXAMINER 2	Preferred	W
428708 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
160961 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
477418 FIRE & BUILDING CODE INSPEC 3	Preferred	W
113530 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
535116 PLANS EXAMINER 2	Preferred	W
154712 PLANS EXAMINER 2	Preferred	W
477410 FIRE & BUILDING CODE INSP SUPV	Preferred	W

201867	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
143348	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
557700	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
491013	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
150431	ADMIN SERVICES ASSISTANT 3	Preferred	W
533725	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
604192	ADMIN SERVICES ASSISTANT 2*	Preferred	W
447641	ELECTRICAL INSPECTOR ADV	Preferred	W
483258	ELECTRICAL INSPECTOR EXP	Preferred	W
445206	FIRE & BUILDING CODE INSP MGR	Preferred	W
136772	ADMIN SERVICES ASSISTANT 2*	Preferred	W
565386	ELECTRICAL INSPECTOR INT	Preferred	W
590993	ELECTRICAL INSPECTOR INT	Preferred	W
124653	ADMIN SERVICES ASSISTANT 3	Preferred	W
509718	ELECTRICAL INSPECTOR INT	Preferred	W
624944	ELECTRICAL INSPECTOR ASOC	Preferred	W
509741	ELECTRICAL INSPECTOR ADV	Preferred	W
473254	ELECTRICAL INSPECTOR ASOC	Preferred	W
100217	ADMIN SERVICES ASSISTANT 2*	Preferred	W
509824	ELECTRICAL INSPECTOR ADV	Preferred	W
518321	ELECTRICAL INSPECTOR INT	Preferred	W
598271	ELECTRICAL INSPECTOR INT	Preferred	W
160944	ELECTRICAL INSPECTOR EXP	Preferred	W
528762	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
425730	ADMIN SERVICES ASSISTANT 2*	Preferred	W
622558	ADMIN SERVICES ASSISTANT 2*	Preferred	W
430827	MFD HOME INSPECTOR INT*	Preferred	W
110422	MFD HOME INSPECTOR CONSULTANT	Preferred	W
518354	ADMIN SERVICES ASSISTANT 4	Preferred	W
110429	PLANS EXAMINER 2	Preferred	W
624803	MFD HOME INSPECTOR ASC*	Preferred	W
451827	ADMIN SERVICES ASSISTANT 3	Preferred	W
567322	MFD HOME INSPECTOR INT*	Preferred	W
588770	MFD HOME INSPECTOR MANAGER	Preferred	W
586685	ADMIN SERVICES ASSISTANT 2*	Preferred	W
119691	MFD HOME INSPECTOR INT*	Preferred	W
624827	MFD HOME INSPECTOR ASC*	Preferred	W
117721	MFD HOME INSPECTOR CONSULTANT	Preferred	W
603549	ADMIN SERVICES ASSISTANT 3	Preferred	W
603553	ADMIN SERVICES ASSISTANT 2*	Preferred	W
119781	MFD HOME INSPECTOR INT*	Preferred	W
623653	MFD HOME INSPECTOR INT*	Preferred	W
569497	MFD HOME INSPECTOR INT*	Preferred	W
131672	MFD HOME INSPECTOR ADV	Preferred	W
111076	MFD HOME INSPECTOR INT*	Preferred	W
454747	MFD HOME INSPECTOR INT*	Preferred	W
147914	ADMIN SERVICES ASSISTANT 3	Preferred	W

589896 ADMIN SERVICES ASSISTANT 2*	Preferred	W
384443 FIRE FIGHTING COMMISSION COOR	Preferred	W
448061 FIRE FIGHTING COMMISSION COOR	Preferred	W
623649 FIRE FIGHTING COMMISSION COOR	Preferred	W
539683 ADMIN SERVICES ASSISTANT 2*	Preferred	W
604315 FINANCIAL SERVICES INVESTIG 3	Preferred	W
522370 SECURITIES EXAMINER 3	Preferred	W
618443 FINANCIAL SERVICES INVESTIG 3	Preferred	W
473618 SECURITIES EXAMINER 3	Preferred	W
551972 ADMIN SERVICES ASSISTANT 3	Preferred	W
527935 SECURITIES EXAMINER 3	Preferred	W
598015 FINANCIAL SERVICES INVESTG 2*	Preferred	W
375748 FINANCIAL SERVICES INVESTIG 3	Preferred	W
130628 SECURITIES EXAMINER 3	Preferred	W
337000 FINANCIAL SERVICES INVESTG 2*	Preferred	W
584682 FINANCIAL SERVICES INVESTG 2*	Preferred	W
599761 SECURITIES EXAMINER 2*	Preferred	W
563446 ADMIN ASSISTANT 2	Preferred	W
153913 SECURITIES EXAMINER 3	Preferred	W
135930 ACCOUNTING TECHNICIAN 2	Preferred	W
126708 ADMIN SERVICES ASSISTANT 3	Preferred	W
434845 ADMIN SERVICES ASSISTANT 3	Preferred	W
547216 ADMIN SERVICES ASSISTANT 3	Preferred	W
494844 ADMIN SERVICES MANAGER	Preferred	W
598029 BUILDING MAINTENANCE WORKER 3	Preferred	W
117695 FACILITIES MANAGER 2	Preferred	W
448785 FIRE SERVICE INSTRUCTOR 2	Preferred	W
155203 ADMIN SERVICES ASSISTANT 2*	Preferred	W
571430 FIRE SERVICE INSTRUCTOR 2	Preferred	W
561284 FIRE SERVICE INSTRUCTOR 2	Preferred	W
368349 FIRE SERVICE PROGRAM DIRECTOR	Preferred	W
452910 FIRE SERVICE INSTRUCTOR SUPV	Preferred	W
434855 CODES ENFORCEMENT INSTRUCTOR S	Preferred	W
409876 ADMIN SERVICES ASSISTANT 3	Preferred	W
105153 ADMIN SERVICES ASSISTANT 3	Preferred	W
147346 AUDITOR 4	Preferred	W
538180 REG BOARD ADMIN ASST 2	Preferred	W
514055 REG BOARD INVESTIGATOR	Preferred	W
588764 REG BOARD INVESTIGATOR	Preferred	W
622222 REG BOARD INVESTIGATOR	Preferred	W
424368 REG BOARD INVESTIGATOR	Preferred	W
505612 REG BOARD INVESTIGATOR	Preferred	W
548129 REG BOARD INVESTIGATOR	Preferred	W
111765 REG BOARD INVESTIGATOR	Preferred	W
161611 REG BOARD INVESTIGATOR	Preferred	W
448556 REG BOARD INVESTIGATOR	Preferred	W
404586 REG BOARD INVESTIGATOR	Preferred	W

340426	REG BOARD INVESTIGATOR	Preferred	W
404570	REG BOARD INVESTIGATOR	Preferred	W
154099	REG BOARD INVESTIGATOR	Preferred	W
597171	REG BOARD ADMIN ASST 2	Preferred	W
622342	REG BOARD INVESTIGATOR	Preferred	W
139575	REG BOARD INVESTIGATOR	Preferred	W
598942	REG BOARD INVESTIGATOR	Preferred	W
100182	REG BOARD ADMIN ASST 3	Preferred	W
125488	REG BOARD INVESTIGATOR	Preferred	W
145802	REG BOARD INVESTIGATOR	Preferred	W
424079	REG BOARD ADMIN ASST 3	Preferred	W
389966	REG BOARD ADMIN MANAGER	Preferred	W
484105	REG BOARD ADMIN ASST 2	Preferred	W
443500	REG BOARD ADMIN ASST 2	Preferred	W
622088	REG BOARD ADMIN ASST 2	Preferred	W
543415	REG BOARD ADMIN ASST 3	Preferred	W
146233	REG BOARD ADMIN ASST 2	Preferred	W
614982	REG BOARD ADMIN ASST 2	Preferred	W
519378	REG BOARD ADMIN ASST 2	Preferred	W
536243	REG BOARD ADMIN ASST 2	Preferred	W
498634	REG BOARD ADMIN ASST 3	Preferred	W
498942	REG BOARD ADMIN ASST 2	Preferred	W
123417	REG BOARD ADMIN ASST 2	Preferred	W
556319	REG BOARD ADMIN ASST 2	Preferred	W
400750	REG BOARD ADMIN ASST 2	Preferred	W
112271	REG BOARD ADMIN DIRECTOR 1	Preferred	W
385691	AUDITOR 3	Preferred	W
489052	REG BOARD ADMIN ASST 2	Preferred	W
370076	AUDITOR 3	Preferred	W
102799	REG BOARD ADMIN ASST 3	Preferred	W
492358	REG BOARD ADMIN MANAGER	Preferred	W
159899	REG BOARD ADMIN ASST 2	Preferred	W
139271	REG BOARD ADMIN ASST 3	Preferred	W
453873	REG BOARD ADMIN ASST 2	Preferred	W
476406	REG BOARD ADMIN ASST 2	Preferred	W
119363	REG BOARD ADMIN MANAGER	Preferred	W
430998	REG BOARD ADMIN ASST 2	Preferred	W
569760	REG BOARD ADMIN ASST 2	Preferred	W
523576	REG BOARD ADMIN ASST 2	Preferred	W
517592	REG BOARD ADMIN ASST 2	Preferred	W
363400	REG BOARD ADMIN MANAGER	Preferred	W
105541	REG BOARD INVESTIGATOR	Preferred	W
104853	REG BOARD ADMIN ASST 2	Preferred	W
127531	REG BOARD FIELD REP 2	Preferred	W
534083	REG BOARD FIELD REP 2	Preferred	W
519159	REG BOARD ADMIN MANAGER	Preferred	W
522513	REG BOARD ADMIN ASST 2	Preferred	W

432419 AUDITOR 3	Preferred	W
454594 AUDITOR 3	Preferred	W
156702 AUDITOR 3	Preferred	W
151985 REG BOARD ADMIN MANAGER	Preferred	W
622852 REG BOARD ADMIN ASST 2	Preferred	W
593935 REG BOARD ADMIN ASST 2	Preferred	W
399426 REG BOARD ADMIN ASST 2	Preferred	W
141501 REG BOARD ADMIN ASST 2	Preferred	W
497122 REG BOARD ADMIN ASST 3	Preferred	W
517933 REG BOARD ADMIN ASST 2	Preferred	W
578148 REG BOARD ADMIN ASST 2	Preferred	W
583478 REG BOARD ADMIN ASST 2	Preferred	W
603774 REG BOARD ADMIN ASST 2	Preferred	W
140159 REG BOARD ADMIN ASST 2	Preferred	W
624200 ADMIN SERVICES ASSISTANT 3	Preferred	W
125718 ADMIN SERVICES ASSISTANT 3	Preferred	W
130632 ADMIN SERVICES ASSISTANT 2*	Preferred	W
523000 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
523488 LAW ENF TRNG INSTRUCTOR	Preferred	W
293439 LAW ENF TRNG INSTRUCTOR	Preferred	W
591191 LAW ENF TRNG INSTRUCTOR	Preferred	W
362577 LAW ENF TRNG INSTRUCTOR	Preferred	W
404784 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
310494 LAW ENF TRNG INSTRUCTOR SUPV 2	Preferred	W
477516 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
359105 LAW ENF TRNG INSTRUCTOR SUPV 2	Preferred	W
527629 LAW ENF TRNG INSTRUCTOR	Preferred	W
569364 LAW ENF TRNG INSTRUCTOR	Preferred	W
506499 LAW ENF TRNG INSTRUCTOR	Preferred	W
618339 LAW ENF TRNG INSTRUCTOR	Preferred	W
597093 LAW ENF TRNG INSTRUCTOR	Preferred	W
517357 LAW ENF TRNG INSTRUCTOR	Preferred	W
357168 LAW ENF TRNG INSTRUCTOR	Preferred	W
448582 LAW ENF TRNG INSTRUCTOR	Preferred	W
522992 LAW ENF TRNG INSTRUCTOR	Preferred	W
544033 ADMIN SERVICES ASSISTANT 3	Preferred	W
440837 ADMIN SERVICES ASSISTANT 3	Preferred	W
623626 ADMIN SERVICES ASSISTANT 2*	Preferred	W
259537 LAW ENF TRNG INSTRUCTOR	Preferred	W

Employee ID	Position Job Title	Service Status	Employee Ethnic Group
617934	ASSISTANT COUNSEL	Executive	A
151882	INSURANCE FINANCIAL ANALYST	Preferred	A
580416	INSURANCE FINANCIAL ANALYST	Preferred	A
113706	FINANCIAL ANALYSIS ASST DIR	Preferred	A
154939	SECRETARY	Preferred	A
550853	EXECUTIVE ADMIN ASSISTANT 3	Executive	B
146092	DEPUTY GENERAL COUNSEL	Executive	B
551178	ASSOCIATE COUNSEL	Executive	B
617030	ASSOCIATE COUNSEL	Executive	B
113763	LEGAL ASSISTANT 2	Executive	B
480090	ASSOCIATE COUNSEL	Executive	B
620295	ASSOCIATE COUNSEL	Executive	B
117894	INSUR INVESTIGATION DIRECTOR	Executive	B
109004	TENNCARE EXAMINER	Executive	B
158291	TENNCARE EXAMINER	Executive	B
158505	TENNCARE EXAMINATION MANAGER	Executive	B
140512	TENNCARE EXAMINER	Executive	B
597132	FIRE SERVICE INSTRUCTOR 1	Executive	B
139870	EXECUTIVE ADMIN ASSISTANT 1	Executive	B
147927	C&I POLICY ADVISOR	Executive	B
470915	REG BOARD ADMIN ASST 2	Executive	B
622219	ASSOCIATE COUNSEL	Executive	B
612621	LEGAL ASSISTANT 2	Executive	B
445815	LEGAL ASSISTANT	Executive	B
513642	ASSOCIATE COUNSEL	Executive	B
339910	COMMISSION MEMBER	Executive	B
128191	COMMISSION MEMBER	Executive	B
627989	COMMISSION MEMBER	Executive	B
455986	BOARD MEMBER	Executive	B
514093	BOARD MEMBER	Executive	B
438335	BOARD MEMBER	Executive	B
597620	BOARD MEMBER	Executive	B
590492	BOARD MEMBER	Executive	B
628095	BOARD MEMBER	Executive	B
557720	BOARD MEMBER	Executive	B
382857	BOARD MEMBER	Executive	B
506050	ATHLETIC COMMISSION INSPECTOR	Executive	B
580954	ATHLETIC COMMISSION INSPECTOR	Executive	B
505859	ATHLETIC COMMISSION INSPECTOR	Executive	B
538158	ATHLETIC COMMISSION INSPECTOR	Executive	B
512209	ATHLETIC COMMISSION INSPECTOR	Executive	B
589227	ATHLETIC COMMISSION INSPECTOR	Executive	B
535412	ATHLETIC COMMISSION INSPECTOR	Executive	B
580967	ATHLETIC COMMISSION INSPECTOR	Executive	B
112196	REG BOARD ADMIN ASST 3	Executive	B
121896	POST INVESTIGATOR	Executive	B

517446 HR ANALYST 3	Preferred	B
471131 HR ANALYST 3	Preferred	B
137252 MAIL TECHNICIAN 1	Preferred	B
528476 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
548275 CUSTOMER SERVICE CENTER REP 3	Preferred	B
428805 CUSTOMER SERVICE CENTER MGR 2	Preferred	B
556314 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
628191 CUSTOMER SERVICE CENTER REP 2*	Preferred	B
180824 ADMIN SERVICES ASSISTANT 4	Preferred	B
428485 C&I REVENUE PROCESSING SPEC 2	Preferred	B
598026 C&I REVENUE PROCESSING SPEC 2	Preferred	B
533464 CUSTOMER SERVICE CENTER REP 3	Preferred	B
625087 ADMIN SERVICES ASSISTANT 3	Preferred	B
432165 ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	B
443884 ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	B
523590 ADMIN SERVICES ASSISTANT 2*	Preferred	B
539335 ADMIN SERVICES ASSISTANT 2*	Preferred	B
130402 ADMIN SERVICES ASSISTANT 4	Preferred	B
480762 ADMIN SERVICES ASSISTANT 2*	Preferred	B
157100 INSURANCE EXAMINATION A DIR	Preferred	B
157196 ADMIN SERVICES ASSISTANT 2*	Preferred	B
515535 INSURANCE EXAMINER 3	Preferred	B
117209 INSURANCE EXAMINER 3	Preferred	B
132554 INSURANCE EXAMINER 3	Preferred	B
106820 INSURANCE FINANCIAL ANALYST	Preferred	B
556688 ACCOUNTANT 2*	Preferred	B
554737 ADMIN SERVICES ASSISTANT 2*	Preferred	B
449738 CONSUMER INSURANCE INV 1	Preferred	B
538481 CONSUMER INSURANCE INV 1	Preferred	B
149174 ADMIN SERVICES ASSISTANT 3	Preferred	B
619074 CONSUMER INSURANCE INV 1	Preferred	B
535736 CONSUMER INSURANCE INV 1	Preferred	B
585716 CAPTIVE INSURANCE SPEC 1**	Preferred	B
535668 ADMIN SERVICES ASSISTANT 3	Preferred	B
409916 CAPTIVE INSURANCE SPEC 3	Preferred	B
560569 FIRE & BUILDING CODE INSPEC 2*	Preferred	B
391620 ADMIN ASSISTANT 1	Preferred	B
517113 ADMIN SERVICES ASSISTANT 2*	Preferred	B
504833 ADMIN SERVICES ASSISTANT 2*	Preferred	B
131605 MFD HOME INSPECTOR ADV	Preferred	B
532599 ADMIN SERVICES ASSISTANT 2*	Preferred	B
590908 ADMIN SERVICES ASSISTANT 2*	Preferred	B
405652 FINANCIAL SERVICES INVESTIG 3	Preferred	B
548870 SECURITIES EXAMINER 3	Preferred	B
596141 FIRE SERVICE INSTRUCTOR 2	Preferred	B
525916 REG BOARD INVESTIGATOR	Preferred	B
136245 REG BOARD INVESTIGATOR	Preferred	B

596140	REG BOARD INVESTIGATOR	Preferred	B
390254	REG BOARD ADMIN ASST 2	Preferred	B
435189	REG BOARD ADMIN ASST 2	Preferred	B
485107	REG BOARD ADMIN ASST 2	Preferred	B
599316	AUDITOR 2*	Preferred	B
148628	REG BOARD ADMIN ASST 2	Preferred	B
136697	REG BOARD ADMIN ASST 2	Preferred	B
520209	REG BOARD ADMIN ASST 2	Preferred	B
513392	REG BOARD ADMIN ASST 2	Preferred	B
515788	REG BOARD ADMIN ASST 2	Preferred	B
113826	REG BOARD ADMIN ASST 2	Preferred	B
467569	REG BOARD ADMIN ASST 3	Preferred	B
377661	REG BOARD ADMIN MANAGER	Preferred	B
593264	REG BOARD ADMIN ASST 2	Preferred	B
485060	REG BOARD ADMIN ASST 2	Preferred	B
547799	REG BOARD ADMIN ASST 2	Preferred	B
371480	REG BOARD ADMIN ASST 2	Preferred	B
490598	REG BOARD ADMIN ASST 2	Preferred	B
495462	REG BOARD ADMIN ASST 2	Preferred	B
594816	FOOD SERVICE WORKER	Preferred	B
596258	COOK 1	Preferred	B
459560	COOK 2	Preferred	B
131106	FOOD SERVICE WORKER	Preferred	B
358853	FOOD SERVICE SUPERVISOR 2	Preferred	B
136410	COOK 2	Preferred	B
619559	COOK 1	Preferred	B
513918	FOOD SERVICE WORKER	Preferred	B
108000	ADMIN SERVICES ASSISTANT 2*	Preferred	B
152320	ADMIN SERVICES ASSISTANT 3	Preferred	B
539949	FIRE SERVICE INSTRUCTOR 1	Executive	H/L
379859	REG BOARDS CENTRAL PROGRAM DIR	Executive	H/L
530529	COMMISSION MEMBER	Executive	H/L
565395	LAW ENF TRNG ACADEMY ASST DIR	Executive	H/L
163443	HR ANALYST 3	Preferred	H/L
592903	CUSTOMER SERVICE CENTER REP 2*	Preferred	H/L
614285	ADMIN SERVICES ASSISTANT 2*	Preferred	H/L
544914	ADMIN SERVICES ASSISTANT 3	Preferred	H/L
592052	FIRE & BUILDING CODE INSPEC 2*	Preferred	H/L
492917	SECURITIES EXAMINER 2*	Preferred	H/L
593317	SECURITIES EXAMINER 3	Preferred	H/L
426197	ADMIN SERVICES MANAGER	Preferred	NA
604618	ASSOCIATE COUNSEL	Executive	O
449082	REG BOARD FIELD REP 1	Preferred	O
416635	SECURITIES DIRECTOR	Executive	TWO
613832	CUSTOMER SERVICE CENTER REP 2*	Preferred	TWO
543644	CUSTOMER SERVICE CENTER REP 2*	Preferred	TWO
614233	FIRE & BUILDING CODE INSPEC 1*	Preferred	TWO

613934	ADMIN SERVICES ASSISTANT 3	Preferred	TWO
623650	MFD HOME INSPECTOR MANAGER	Preferred	TWO
611956	FINANCIAL SERVICES INVESTG 2*	Preferred	TWO
611610	REG BOARD INVESTIGATOR	Preferred	TWO
100831	REG BOARD ADMIN ASST 2	Preferred	TWO
604724	BOARD MEMBER	Executive	U
	EXECUTIVE ADMIN ASSISTANT 2	Executive	V
	C&I MARKETING & COMM MEDIA SPC	Executive	V
	ASSOCIATE COUNSEL	Executive	V
	STRATEGIC DEVELOPMENT DIR	Executive	V
	C&I SENIOR POLICY ADVISOR	Executive	V
	AGENT LICENSING/CE DIRECTOR	Executive	V
	EXECUTIVE ADMIN ASSISTANT 2	Executive	V
	FIRE PREV GRANT & CONTRACT DIR	Executive	V
	TENNCARE EXAMINER	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	FIRE SERVICE INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	CODES ENFORCEMENT INSTRUCTOR 1	Executive	V
	ADMIN SERVICES MANAGER	Executive	V
	REG BOARD ACCOUNTING DIRECTOR	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	COMMISSION MEMBER	Executive	V
	REG BOARD EXECUTIVE DIRECTOR	Executive	V
	ATHLETIC COMMISSION INSPECTOR	Executive	V
	ATHLETIC COMMISSION INSPECTOR	Executive	V
	REG BOARD EXECUTIVE DIRECTOR	Executive	V
	LAW ENF TRNG ACADEMY ASST DIR	Executive	V
	ADMIN SERVICES ASSISTANT 2*	Preferred	V
	CUSTOMER SERVICE CENTER REP 2*	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	C&I REVENUE PROCESSING SPEC 2	Preferred	V
	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	V
	ADMIN SERVICES ASSISTANT 2*	Preferred	V

INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE EXAMINER 2*	Preferred	V
ADMIN SERVICES ASSISTANT 4	Preferred	V
INSURANCE EXAM IN-CHARGE-CFE	Preferred	V
INSURANCE EXAMINER-CPA	Preferred	V
INSURANCE EXAMINER-CPA	Preferred	V
INSURANCE EXAMINER-CFE	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST SR	Preferred	V
INSURANCE FINANCIAL ANALYST	Preferred	V
INSURANCE FINANCIAL ANALYST	Preferred	V
CONSUMER INSURANCE INV 1	Preferred	V
CONSUMER INSURANCE INV 1	Preferred	V
CAPTIVE INSURANCE SPEC 2*	Preferred	V
CAPTIVE INSURANCE SPEC 2*	Preferred	V
ADMIN SERVICES ASSISTANT 3	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSPEC 2*	Preferred	V
FIRE & BUILDING CODE INSP SUPV	Preferred	V
ELECTRICAL INSPECTOR INT	Preferred	V
MFD HOME INSPECTOR INT*	Preferred	V
MFD HOME INSPECTOR INT*	Preferred	V
FFC ACCREDITATION MANAGER	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
FINANCIAL SERVICES INVESTG 2*	Preferred	V
FINANCIAL SERVICES INVESTG 2*	Preferred	V
SECURITIES EXAMINER 2*	Preferred	V
ADMIN SERVICES ASSISTANT 2*	Preferred	V
FACILITIES SUPERVISOR	Preferred	V
BUILDING MAINTENANCE WORKER 3	Preferred	V
FIRE SERVICE INSTRUCTOR SUPV	Preferred	V
CODES ENFORCEMENT INSTRUCTOR 2	Preferred	V
REG BOARD ADMIN ASST 2	Preferred	V
C&I REG BOARDS ANALYST	Preferred	V
AUDITOR 2*	Preferred	V
REG BOARD INVESTIGATOR	Preferred	V
REG BOARD INVESTIGATOR	Preferred	V
REG BOARD ADMIN ASST 2	Preferred	V
REG BOARD ADMIN MANAGER	Preferred	V
REG BOARD FIELD REP 2	Preferred	V
REG BOARD ADMIN ASST 3	Preferred	V
LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	V
FOOD SERVICE WORKER	Preferred	V

136294 ASSISTANT COMMISSIONER 2	Executive	W
373164 COMMISSIONER 1	Executive	W
356786 ASSISTANT COMMISSIONER 1	Executive	W
134976 EXECUTIVE ADMIN ASSISTANT 3	Executive	W
142217 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
543765 DEPUTY COMMISSIONER 1	Executive	W
119446 C&I POLICY DEV DIRECTOR	Executive	W
532738 EXECUTIVE ADMIN ASSISTANT 3	Executive	W
442163 C&I MARKETING & COMM ADMIN	Executive	W
101044 AUDIT DIRECTOR 2	Executive	W
607369 ASSISTANT COUNSEL	Executive	W
495225 SENIOR ASSOCIATE COUNSEL	Executive	W
590933 ASSOCIATE COUNSEL	Executive	W
109950 GENERAL COUNSEL 4	Executive	W
374936 LEGAL ASSISTANT 2	Executive	W
455482 SENIOR ASSOCIATE COUNSEL	Executive	W
162885 ADMIN SERVICES ASSISTANT 4	Executive	W
599224 LEGAL ASSISTANT	Executive	W
147664 ASSOCIATE COUNSEL	Executive	W
446306 SENIOR ASSOCIATE COUNSEL	Executive	W
603349 ASSOCIATE COUNSEL	Executive	W
469459 ASSOCIATE COUNSEL	Executive	W
470602 ADMIN SERVICES ASSISTANT 3	Executive	W
528229 ASSISTANT COUNSEL	Executive	W
621527 ASSOCIATE COUNSEL	Executive	W
590244 ASSOCIATE COUNSEL	Executive	W
143225 ASSOCIATE COUNSEL	Executive	W
140963 HR DIRECTOR 3	Executive	W
593226 ACCOUNTANT 3	Executive	W
121550 ADMIN SERVICES ASSISTANT 4	Executive	W
120623 FISCAL DIRECTOR 1	Executive	W
498704 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
131885 DEPUTY GENERAL COUNSEL	Executive	W
381229 ASSISTANT COMMISSIONER 2	Executive	W
138752 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
380763 C&I SENIOR POLICY ADVISOR	Executive	W
533920 INS BUSINESS PROCESS IMP DIR	Executive	W
530790 ADMIN SERVICES ASSISTANT 4	Executive	W
556318 C&I BUSINESS DEVELOPMENT DIR	Executive	W
125925 INSURANCE ANALYSIS DIRECTOR	Executive	W
583197 ACTUARIAL & COMPLIANCE DIR	Executive	W
619624 PBM ENFORCEMENT DIRECTOR	Executive	W
427555 INSURANCE EXAMINATION DIR	Executive	W
619788 CAPTIVE INSURANCE PROGRAM DIR	Executive	W
139578 ASSISTANT COMMISSIONER 2	Executive	W
357303 C&I SENIOR POLICY ADVISOR	Executive	W
596098 FIRE PREV BUS PROC IMP DIR	Executive	W

618213 ADMIN SERVICES ASSISTANT 4	Executive	W
244595 FIRE PREV EDUC & OUTREACH DIR	Executive	W
402156 FIRE PREV GEOSPATIAL ANALYST	Executive	W
571851 ADMIN SERVICES ASSISTANT 4	Executive	W
490970 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
619538 ADMIN SERVICES ASSISTANT 4	Executive	W
103115 FIRE PREV CODES ENFORCE DIR	Executive	W
588629 FIRE PREV INSP PER LIC DIR	Executive	W
104729 MFD HOME INSPECTOR MANAGER	Executive	W
131417 MFD & MODULAR HOUSING DIRECTOR	Executive	W
621765 REG BOARD EXECUTIVE DIRECTOR	Executive	W
118875 TENNCARE EXAMINER	Executive	W
132050 ASSISTANT COMMISSIONER 2	Executive	W
446570 TENNCARE EXAMINER	Executive	W
441404 ADMIN ASSISTANT 3	Executive	W
110253 TENNCARE EXAMINATION DIRECTOR	Executive	W
161580 ADMIN SERVICES ASSISTANT 4	Executive	W
112632 TENNCARE EXAMINER	Executive	W
128846 TENNCARE EXAMINATION MANAGER	Executive	W
432408 TENNCARE EXAMINER	Executive	W
455072 ASSISTANT COMMISSIONER 2	Executive	W
564893 INVESTOR EDUCATION DIRECTOR	Executive	W
543111 SECURITIES DIRECTOR	Executive	W
432418 ADMIN SERVICES ASSISTANT 4	Executive	W
414896 FIRE PREV BUS PROC IMP DIR	Executive	W
112665 FIRE & CODES ACADEMY EXEC DIR	Executive	W
507792 FIRE SERVICE INSTRUCTOR 1	Executive	W
434418 FIRE SERVICE INSTRUCTOR 1	Executive	W
484643 FIRE SERVICE INSTRUCTOR 1	Executive	W
513568 FIRE SERVICE INSTRUCTOR 1	Executive	W
111585 FIRE SERVICE INSTRUCTOR 1	Executive	W
125467 FIRE SERVICE INSTRUCTOR 1	Executive	W
356269 FIRE SERVICE INSTRUCTOR 1	Executive	W
484663 FIRE SERVICE INSTRUCTOR 1	Executive	W
507599 FIRE SERVICE INSTRUCTOR 1	Executive	W
527303 FIRE SERVICE INSTRUCTOR 1	Executive	W
101652 FIRE SERVICE INSTRUCTOR 1	Executive	W
150583 FIRE SERVICE INSTRUCTOR 1	Executive	W
621407 FIRE SERVICE INSTRUCTOR 1	Executive	W
484672 FIRE SERVICE INSTRUCTOR 1	Executive	W
465562 FIRE SERVICE INSTRUCTOR 1	Executive	W
553726 FIRE SERVICE INSTRUCTOR 1	Executive	W
621404 FIRE SERVICE INSTRUCTOR 1	Executive	W
428749 FIRE SERVICE INSTRUCTOR 1	Executive	W
523864 FIRE SERVICE INSTRUCTOR 1	Executive	W
475816 FIRE SERVICE INSTRUCTOR 1	Executive	W
144058 FIRE SERVICE INSTRUCTOR 1	Executive	W

263193	FIRE SERVICE INSTRUCTOR 1	Executive	W
153464	FIRE SERVICE INSTRUCTOR 1	Executive	W
523937	FIRE SERVICE INSTRUCTOR 1	Executive	W
135602	FIRE SERVICE INSTRUCTOR 1	Executive	W
115329	FIRE SERVICE INSTRUCTOR 1	Executive	W
468411	FIRE SERVICE INSTRUCTOR 1	Executive	W
452912	FIRE SERVICE INSTRUCTOR 1	Executive	W
429087	FIRE SERVICE INSTRUCTOR 1	Executive	W
163417	FIRE SERVICE INSTRUCTOR 1	Executive	W
448424	FIRE SERVICE INSTRUCTOR 1	Executive	W
114834	FIRE SERVICE INSTRUCTOR 1	Executive	W
143460	FIRE SERVICE INSTRUCTOR 1	Executive	W
533166	FIRE SERVICE INSTRUCTOR 1	Executive	W
141095	FIRE SERVICE INSTRUCTOR 1	Executive	W
527300	FIRE SERVICE INSTRUCTOR 1	Executive	W
597120	FIRE SERVICE INSTRUCTOR 1	Executive	W
107239	FIRE SERVICE INSTRUCTOR 1	Executive	W
114430	FIRE SERVICE INSTRUCTOR 1	Executive	W
124728	FIRE SERVICE INSTRUCTOR 1	Executive	W
533171	FIRE SERVICE INSTRUCTOR 1	Executive	W
527268	FIRE SERVICE INSTRUCTOR 1	Executive	W
126336	FIRE SERVICE INSTRUCTOR 1	Executive	W
621401	FIRE SERVICE INSTRUCTOR 1	Executive	W
611945	FIRE SERVICE INSTRUCTOR 1	Executive	W
553739	FIRE SERVICE INSTRUCTOR 1	Executive	W
452959	FIRE SERVICE INSTRUCTOR 1	Executive	W
156972	FIRE SERVICE INSTRUCTOR 1	Executive	W
597133	FIRE SERVICE INSTRUCTOR 1	Executive	W
486520	FIRE SERVICE INSTRUCTOR 1	Executive	W
611940	FIRE SERVICE INSTRUCTOR 1	Executive	W
145340	FIRE SERVICE INSTRUCTOR 1	Executive	W
468416	FIRE SERVICE INSTRUCTOR 1	Executive	W
549944	FIRE SERVICE INSTRUCTOR 1	Executive	W
575753	FIRE SERVICE INSTRUCTOR 1	Executive	W
427300	FIRE SERVICE INSTRUCTOR 1	Executive	W
588271	FIRE SERVICE INSTRUCTOR 1	Executive	W
448481	FIRE SERVICE INSTRUCTOR 1	Executive	W
551987	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
395111	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
624511	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
468348	CODES ENFORCEMENT INSTRUCTOR 1	Executive	W
154832	FISCAL DIRECTOR 1	Executive	W
388468	TECB E-911 TECHNOLOGY CONS	Executive	W
452793	TECB ASST DIR/LEGAL COUNSEL	Executive	W
570300	TECB TRAINING COORDINATOR	Executive	W
341939	EMER COM BOARD EXEC DIRECTOR	Executive	W
158914	REG BOARD EXECUTIVE DIRECTOR	Executive	W

432422	REG BOARD EXECUTIVE DIRECTOR	Executive	W
379839	DEPUTY COMMISSIONER 1	Executive	W
548024	EXECUTIVE ADMIN ASSISTANT 1	Executive	W
427824	C&I BUSINESS PROCESS IMP DIR	Executive	W
530999	ASSISTANT COMMISSIONER 2	Executive	W
120184	REG BOARD ADMIN DIRECTOR 2	Executive	W
357586	LEGISLATIVE DIRECTOR	Executive	W
582286	ASSOCIATE COUNSEL	Executive	W
618438	ADMIN SERVICES ASSISTANT 3	Executive	W
551138	LEGAL ASSISTANT	Executive	W
163252	ASSOCIATE COUNSEL	Executive	W
536914	ASSOCIATE COUNSEL	Executive	W
469468	SENIOR ASSOCIATE COUNSEL	Executive	W
353053	SENIOR ASSOCIATE COUNSEL	Executive	W
344209	DEPUTY GENERAL COUNSEL	Executive	W
563795	ASSOCIATE COUNSEL	Executive	W
159642	ASSOCIATE COUNSEL	Executive	W
623194	ASSOCIATE COUNSEL	Executive	W
115472	LEGAL ASSISTANT 2	Executive	W
445763	SENIOR ASSOCIATE COUNSEL	Executive	W
350215	LEGAL ASSISTANT 2	Executive	W
496447	LEGAL ASSISTANT	Executive	W
628541	ASSOCIATE COUNSEL	Executive	W
336368	ASSOCIATE COUNSEL	Executive	W
494574	ASSOCIATE COUNSEL	Executive	W
555534	ASSOCIATE COUNSEL	Executive	W
472516	EXECUTIVE ADMIN ASSISTANT 2	Executive	W
101519	LEGAL ASSISTANT 2	Executive	W
287556	REG BOARD EXECUTIVE DIRECTOR	Executive	W
456151	REG BOARD EXECUTIVE DIRECTOR	Executive	W
619274	ACCOUNTANCY BOARD INVESTIGATOR	Executive	W
126118	REG BOARD EXECUTIVE DIRECTOR	Executive	W
530507	COMMISSION MEMBER	Executive	W
622961	COMMISSION MEMBER	Executive	W
600034	COMMISSION MEMBER	Executive	W
622966	COMMISSION MEMBER	Executive	W
613112	COMMISSION MEMBER	Executive	W
191515	COMMISSION MEMBER	Executive	W
612492	COMMISSION MEMBER	Executive	W
420469	CONTRACTOR INSPECTOR	Executive	W
125638	REG BOARD EXECUTIVE DIRECTOR	Executive	W
527795	CONTRACTOR INSPECTOR	Executive	W
504282	CONTRACTOR INSPECTOR	Executive	W
612069	COMMISSION MEMBER	Executive	W
590184	COMMISSION MEMBER	Executive	W
441397	COMMISSION MEMBER	Executive	W
486062	COMMISSION MEMBER	Executive	W

158274	REG BOARD EXECUTIVE DIRECTOR	Executive	W
589045	COMMISSION MEMBER	Executive	W
487243	COMMISSION MEMBER	Executive	W
442983	COMMISSION MEMBER	Executive	W
364080	COMMISSION MEMBER	Executive	W
341961	COMMISSION MEMBER	Executive	W
588691	COMMISSION MEMBER	Executive	W
544202	COMMISSION MEMBER	Executive	W
548556	COMMISSION MEMBER	Executive	W
428015	COMMISSION MEMBER	Executive	W
555022	COMMISSION MEMBER	Executive	W
523238	COMMISSION MEMBER	Executive	W
558359	COMMISSION MEMBER	Executive	W
548573	COMMISSION MEMBER	Executive	W
601473	COMMISSION MEMBER	Executive	W
245006	BOARD MEMBER	Executive	W
406352	BOARD MEMBER	Executive	W
526109	BOARD MEMBER	Executive	W
475808	BOARD MEMBER	Executive	W
587344	BOARD MEMBER	Executive	W
448999	BOARD MEMBER	Executive	W
441416	BOARD MEMBER	Executive	W
131099	BOARD MEMBER	Executive	W
623119	BOARD MEMBER	Executive	W
507381	BOARD MEMBER	Executive	W
455995	BOARD MEMBER	Executive	W
587964	BOARD MEMBER	Executive	W
628368	BOARD MEMBER	Executive	W
544093	BOARD MEMBER	Executive	W
475262	BOARD MEMBER	Executive	W
441314	BOARD MEMBER	Executive	W
480080	BOARD MEMBER	Executive	W
586847	BOARD MEMBER	Executive	W
564051	BOARD MEMBER	Executive	W
149818	BOARD MEMBER	Executive	W
628527	BOARD MEMBER	Executive	W
406877	BOARD MEMBER	Executive	W
568572	BOARD MEMBER	Executive	W
620299	BOARD MEMBER	Executive	W
481588	BOARD MEMBER	Executive	W
275124	BOARD MEMBER	Executive	W
620302	BOARD MEMBER	Executive	W
611355	BOARD MEMBER	Executive	W
356476	BOARD MEMBER	Executive	W
428049	BOARD MEMBER	Executive	W
438422	BOARD MEMBER	Executive	W
434697	BOARD MEMBER	Executive	W

620724 BOARD MEMBER	Executive	W
409651 BOARD MEMBER	Executive	W
441303 BOARD MEMBER	Executive	W
421415 BOARD MEMBER	Executive	W
574005 BOARD MEMBER	Executive	W
612485 BOARD MEMBER	Executive	W
343856 BOARD MEMBER	Executive	W
452491 BOARD MEMBER	Executive	W
526400 BOARD MEMBER	Executive	W
140762 BOARD MEMBER	Executive	W
124154 BOARD MEMBER	Executive	W
338942 BOARD MEMBER	Executive	W
336349 BOARD MEMBER	Executive	W
142053 BOARD MEMBER	Executive	W
592610 BOARD MEMBER	Executive	W
553012 BOARD MEMBER	Executive	W
488325 BOARD MEMBER	Executive	W
555052 BOARD MEMBER	Executive	W
117246 BOARD MEMBER	Executive	W
560155 BOARD MEMBER	Executive	W
581022 BOARD MEMBER	Executive	W
421355 BOARD MEMBER	Executive	W
553005 BOARD MEMBER	Executive	W
390791 BOARD MEMBER	Executive	W
588357 BOARD MEMBER	Executive	W
562359 BOARD MEMBER	Executive	W
591149 BOARD MEMBER	Executive	W
599459 BOARD MEMBER	Executive	W
567762 BOARD MEMBER	Executive	W
388597 BOARD MEMBER	Executive	W
593089 BOARD MEMBER	Executive	W
128061 REG BOARD ADMIN DIRECTOR 1	Executive	W
620512 ATHLETIC COMMISSION INSPECTOR	Executive	W
467736 ATHLETIC COMMISSION INSPECTOR	Executive	W
161173 ATHLETIC COMMISSION INSPECTOR	Executive	W
580962 ATHLETIC COMMISSION INSPECTOR	Executive	W
580959 ATHLETIC COMMISSION INSPECTOR	Executive	W
502432 ATHLETIC COMMISSION INSPECTOR	Executive	W
122760 REG BOARD EXECUTIVE DIRECTOR	Executive	W
360314 LAW ENF TRNG ACADEMY DIR	Executive	W
618571 EXECUTIVE ADMIN ASSISTANT 1	Executive	W
628238 LAW ENF TRNG INSTRUCTOR SUPV 1	Executive	W
139663 LAW ENF TRNG INSTRUCTOR	Executive	W
140904 LAW ENF TRNG INSTRUCTOR	Executive	W
134561 POST INVESTIGATOR	Executive	W
546830 AUDITOR 3	Preferred	W
541316 AUDITOR 3	Preferred	W

411781	AUDITOR 4	Preferred	W
576884	ADMIN SERVICES ASSISTANT 2*	Preferred	W
624563	HR ANALYST 2*	Preferred	W
113186	HR MANAGER 1	Preferred	W
532264	HR ANALYST 3	Preferred	W
111865	HR MANAGER 2	Preferred	W
534519	REG BOARD ADMIN ASST 2	Preferred	W
502228	ADMIN SERVICES MANAGER	Preferred	W
512953	PROCUREMENT OFFICER 1	Preferred	W
478369	PROCUREMENT OFFICER 2	Preferred	W
146523	PROCUREMENT OFFICER 2	Preferred	W
556138	ACCOUNT CLERK	Preferred	W
142276	PROCUREMENT OFFICER 1	Preferred	W
432939	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
628184	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
627084	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
522518	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
583474	CUSTOMER SERVICE CENTER REP 3	Preferred	W
425646	CUSTOMER SERVICE CENTER REP 3	Preferred	W
536228	CUSTOMER SERVICE CENTER MGR 1	Preferred	W
628187	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
524185	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
498241	CUSTOMER SERVICE CENTER REP 2*	Preferred	W
413316	CUSTOMER SERVICE CENTER REP 3	Preferred	W
356661	C&I REVENUE PROCESSING SPEC 2	Preferred	W
157471	C&I REVENUE PROCESSING SPEC 2	Preferred	W
475843	C&I REVENUE PROCESSING SPEC 2	Preferred	W
509835	CUSTOMER SERVICE CENTER REP 3	Preferred	W
483555	CUSTOMER SERVICE CENTER MGR 2	Preferred	W
466513	CUSTOMER SERVICE CENTER REP 3	Preferred	W
157457	INSURANCE EXAMINER 3	Preferred	W
372537	ADMIN SERVICES ASSISTANT 3	Preferred	W
546766	ACTUARIAL&COMPLIANCE OFFICER	Preferred	W
539400	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
158263	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
107614	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
521887	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
125557	ADMIN SECRETARY	Preferred	W
108881	ACTUARIAL&COMPLIANCE OFFICER	Preferred	W
515380	ACTUARIAL&COMPLIANCE ANALYST 2	Preferred	W
454032	ADMIN SERVICES ASSISTANT 2*	Preferred	W
547486	ADMIN SERVICES ASSISTANT 2*	Preferred	W
140841	ADMIN SERVICES ASSISTANT 2*	Preferred	W
144390	ADMIN SERVICES ASSISTANT 3	Preferred	W
566639	ADMIN SERVICES ASSISTANT 2*	Preferred	W
348613	ADMIN SERVICES ASSISTANT 2*	Preferred	W
471302	CONSUMER INSURANCE INV 1	Preferred	W

107757	INSURANCE EXAM IN-CHARGE-CPA	Preferred	W
624711	ADMIN SERVICES ASSISTANT 4	Preferred	W
573922	INSURANCE EXAMINER 2*	Preferred	W
153779	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
626530	INSURANCE EXAMINER 1*	Preferred	W
509877	INSURANCE EXAMINER 3	Preferred	W
515538	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
127316	INSURANCE EXAMINER 3	Preferred	W
506573	INSURANCE EXAMINER 3	Preferred	W
125433	INSURANCE EXAM IN-CHARGE-CFE	Preferred	W
159253	INSURANCE EXAMINER 3	Preferred	W
446048	INSURANCE EXAM IN-CHARGE-CPA	Preferred	W
139198	INSURANCE FINANCIAL ANALYST	Preferred	W
413924	INSURANCE FINANCIAL MANAGER	Preferred	W
587165	ADMIN SECRETARY	Preferred	W
413890	INSURANCE EXAMINER 2*	Preferred	W
604248	INSURANCE FINANCIAL ANALYST	Preferred	W
162741	INSURANCE EXAMINER 2*	Preferred	W
113155	ADMIN SERVICES ASSISTANT 3	Preferred	W
102753	INSURANCE FINANCIAL MANAGER	Preferred	W
515592	ACCOUNTING TECHNICIAN 1	Preferred	W
113704	INSURANCE EXAMINER 3	Preferred	W
515300	CONSUMER INSURANCE SVCS MGR	Preferred	W
506782	CONSUMER INSURANCE INV 1	Preferred	W
598142	CONSUMER INSURANCE INV 1	Preferred	W
547719	ADMIN SERVICES ASSISTANT 2*	Preferred	W
602459	CONSUMER INSURANCE INV 1	Preferred	W
477487	CAPTIVE INSURANCE AD	Preferred	W
400406	CAPTIVE INSURANCE SPEC 1**	Preferred	W
343997	CAPTIVE INSURANCE SPEC 2*	Preferred	W
370309	CAPTIVE INSURANCE SPEC 3	Preferred	W
109998	CAPTIVE INSURANCE SPEC 1**	Preferred	W
509846	ADMIN SERVICES ASSISTANT 4	Preferred	W
420054	CAPTIVE INSURANCE AD	Preferred	W
396582	CAPTIVE INSURANCE SPEC 1**	Preferred	W
517827	CAPTIVE INSURANCE SPEC 2*	Preferred	W
618531	ADMIN SERVICES ASSISTANT 2*	Preferred	W
615511	ADMIN SERVICES ASSISTANT 4	Preferred	W
598006	ADMIN SERVICES ASSISTANT 4	Preferred	W
615761	ADMIN SERVICES ASSISTANT 2*	Preferred	W
552775	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
472019	PLANS EXAMINER MANAGER	Preferred	W
110750	PLANS EXAMINER 2	Preferred	W
511283	PLANS EXAMINER 2	Preferred	W
113647	PLANS EXAMINER 2	Preferred	W
560386	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
425032	FIRE & BUILDING CODE INSPEC 3	Preferred	W

393341 PLANS EXAMINER 2	Preferred	W
528594 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
544579 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
449081 FIRE & BUILDING CODE INSPEC 3	Preferred	W
623688 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
428212 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
362449 PLANS EXAMINER 2	Preferred	W
100125 PLANS EXAMINER 2	Preferred	W
526984 FIRE & BUILDING CODE INSP SUPV	Preferred	W
116708 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
383423 ADMIN SECRETARY	Preferred	W
398200 PLANS EXAMINER 2	Preferred	W
111598 FIRE & BUILDING CODE INSP SUPV	Preferred	W
113840 PLANS EXAMINER 2	Preferred	W
492954 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
571581 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
103123 PLANS EXAMINER 2	Preferred	W
466991 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
356715 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
618516 FIRE & BUILDING CODE INSPEC 3	Preferred	W
612425 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
335061 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
116369 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
496345 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
106010 PLANS EXAMINER SUPERVISOR	Preferred	W
396602 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
477416 FIRE & BUILDING CODE INSPEC 3	Preferred	W
599327 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
132781 PLANS EXAMINER SUPERVISOR	Preferred	W
582299 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
403682 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
163741 PLANS EXAMINER 2	Preferred	W
623692 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
557710 PLANS EXAMINER 2	Preferred	W
418361 FIRE & BUILDING CODE INSP SUPV	Preferred	W
623702 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
159014 FIRE & BUILDING CODE INSP SUPV	Preferred	W
148906 FIRE & BUILDING CODE INSP MGR	Preferred	W
526225 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
135609 PLANS EXAMINER 2	Preferred	W
428708 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
160961 FIRE & BUILDING CODE INSPEC 2*	Preferred	W
477418 FIRE & BUILDING CODE INSPEC 3	Preferred	W
113530 FIRE & BUILDING CODE INSPEC 1*	Preferred	W
535116 PLANS EXAMINER 2	Preferred	W
154712 PLANS EXAMINER 2	Preferred	W
477410 FIRE & BUILDING CODE INSP SUPV	Preferred	W

201867	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
143348	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
557700	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
491013	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
150431	ADMIN SERVICES ASSISTANT 3	Preferred	W
533725	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
604192	ADMIN SERVICES ASSISTANT 2*	Preferred	W
447641	ELECTRICAL INSPECTOR ADV	Preferred	W
483258	ELECTRICAL INSPECTOR EXP	Preferred	W
445206	FIRE & BUILDING CODE INSP MGR	Preferred	W
136772	ADMIN SERVICES ASSISTANT 2*	Preferred	W
565386	ELECTRICAL INSPECTOR INT	Preferred	W
590993	ELECTRICAL INSPECTOR INT	Preferred	W
124653	ADMIN SERVICES ASSISTANT 3	Preferred	W
509718	ELECTRICAL INSPECTOR INT	Preferred	W
624944	ELECTRICAL INSPECTOR ASOC	Preferred	W
509741	ELECTRICAL INSPECTOR ADV	Preferred	W
473254	ELECTRICAL INSPECTOR ASOC	Preferred	W
100217	ADMIN SERVICES ASSISTANT 2*	Preferred	W
509824	ELECTRICAL INSPECTOR ADV	Preferred	W
518321	ELECTRICAL INSPECTOR INT	Preferred	W
598271	ELECTRICAL INSPECTOR INT	Preferred	W
160944	ELECTRICAL INSPECTOR EXP	Preferred	W
528762	FIRE & BUILDING CODE INSPEC 2*	Preferred	W
425730	ADMIN SERVICES ASSISTANT 2*	Preferred	W
622558	ADMIN SERVICES ASSISTANT 2*	Preferred	W
430827	MFD HOME INSPECTOR INT*	Preferred	W
110422	MFD HOME INSPECTOR CONSULTANT	Preferred	W
518354	ADMIN SERVICES ASSISTANT 4	Preferred	W
110429	PLANS EXAMINER 2	Preferred	W
624803	MFD HOME INSPECTOR ASC*	Preferred	W
451827	ADMIN SERVICES ASSISTANT 3	Preferred	W
567322	MFD HOME INSPECTOR INT*	Preferred	W
588770	MFD HOME INSPECTOR MANAGER	Preferred	W
586685	ADMIN SERVICES ASSISTANT 2*	Preferred	W
119691	MFD HOME INSPECTOR INT*	Preferred	W
624827	MFD HOME INSPECTOR ASC*	Preferred	W
117721	MFD HOME INSPECTOR CONSULTANT	Preferred	W
603549	ADMIN SERVICES ASSISTANT 3	Preferred	W
603553	ADMIN SERVICES ASSISTANT 2*	Preferred	W
119781	MFD HOME INSPECTOR INT*	Preferred	W
623653	MFD HOME INSPECTOR INT*	Preferred	W
569497	MFD HOME INSPECTOR INT*	Preferred	W
131672	MFD HOME INSPECTOR ADV	Preferred	W
111076	MFD HOME INSPECTOR INT*	Preferred	W
454747	MFD HOME INSPECTOR INT*	Preferred	W
147914	ADMIN SERVICES ASSISTANT 3	Preferred	W

589896 ADMIN SERVICES ASSISTANT 2*	Preferred	W
384443 FIRE FIGHTING COMMISSION COOR	Preferred	W
448061 FIRE FIGHTING COMMISSION COOR	Preferred	W
623649 FIRE FIGHTING COMMISSION COOR	Preferred	W
539683 ADMIN SERVICES ASSISTANT 2*	Preferred	W
604315 FINANCIAL SERVICES INVESTIG 3	Preferred	W
522370 SECURITIES EXAMINER 3	Preferred	W
618443 FINANCIAL SERVICES INVESTIG 3	Preferred	W
473618 SECURITIES EXAMINER 3	Preferred	W
551972 ADMIN SERVICES ASSISTANT 3	Preferred	W
527935 SECURITIES EXAMINER 3	Preferred	W
598015 FINANCIAL SERVICES INVESTG 2*	Preferred	W
375748 FINANCIAL SERVICES INVESTIG 3	Preferred	W
130628 SECURITIES EXAMINER 3	Preferred	W
337000 FINANCIAL SERVICES INVESTG 2*	Preferred	W
584682 FINANCIAL SERVICES INVESTG 2*	Preferred	W
599761 SECURITIES EXAMINER 2*	Preferred	W
563446 ADMIN ASSISTANT 2	Preferred	W
153913 SECURITIES EXAMINER 3	Preferred	W
135930 ACCOUNTING TECHNICIAN 2	Preferred	W
126708 ADMIN SERVICES ASSISTANT 3	Preferred	W
434845 ADMIN SERVICES ASSISTANT 3	Preferred	W
547216 ADMIN SERVICES ASSISTANT 3	Preferred	W
494844 ADMIN SERVICES MANAGER	Preferred	W
598029 BUILDING MAINTENANCE WORKER 3	Preferred	W
117695 FACILITIES MANAGER 2	Preferred	W
448785 FIRE SERVICE INSTRUCTOR 2	Preferred	W
155203 ADMIN SERVICES ASSISTANT 2*	Preferred	W
571430 FIRE SERVICE INSTRUCTOR 2	Preferred	W
561284 FIRE SERVICE INSTRUCTOR 2	Preferred	W
368349 FIRE SERVICE PROGRAM DIRECTOR	Preferred	W
452910 FIRE SERVICE INSTRUCTOR SUPV	Preferred	W
434855 CODES ENFORCEMENT INSTRUCTOR S	Preferred	W
409876 ADMIN SERVICES ASSISTANT 3	Preferred	W
105153 ADMIN SERVICES ASSISTANT 3	Preferred	W
147346 AUDITOR 4	Preferred	W
538180 REG BOARD ADMIN ASST 2	Preferred	W
514055 REG BOARD INVESTIGATOR	Preferred	W
588764 REG BOARD INVESTIGATOR	Preferred	W
622222 REG BOARD INVESTIGATOR	Preferred	W
424368 REG BOARD INVESTIGATOR	Preferred	W
505612 REG BOARD INVESTIGATOR	Preferred	W
548129 REG BOARD INVESTIGATOR	Preferred	W
111765 REG BOARD INVESTIGATOR	Preferred	W
161611 REG BOARD INVESTIGATOR	Preferred	W
448556 REG BOARD INVESTIGATOR	Preferred	W
404586 REG BOARD INVESTIGATOR	Preferred	W

340426	REG BOARD INVESTIGATOR	Preferred	W
404570	REG BOARD INVESTIGATOR	Preferred	W
154099	REG BOARD INVESTIGATOR	Preferred	W
597171	REG BOARD ADMIN ASST 2	Preferred	W
622342	REG BOARD INVESTIGATOR	Preferred	W
139575	REG BOARD INVESTIGATOR	Preferred	W
598942	REG BOARD INVESTIGATOR	Preferred	W
100182	REG BOARD ADMIN ASST 3	Preferred	W
125488	REG BOARD INVESTIGATOR	Preferred	W
145802	REG BOARD INVESTIGATOR	Preferred	W
424079	REG BOARD ADMIN ASST 3	Preferred	W
389966	REG BOARD ADMIN MANAGER	Preferred	W
484105	REG BOARD ADMIN ASST 2	Preferred	W
443500	REG BOARD ADMIN ASST 2	Preferred	W
622088	REG BOARD ADMIN ASST 2	Preferred	W
543415	REG BOARD ADMIN ASST 3	Preferred	W
146233	REG BOARD ADMIN ASST 2	Preferred	W
614982	REG BOARD ADMIN ASST 2	Preferred	W
519378	REG BOARD ADMIN ASST 2	Preferred	W
536243	REG BOARD ADMIN ASST 2	Preferred	W
498634	REG BOARD ADMIN ASST 3	Preferred	W
498942	REG BOARD ADMIN ASST 2	Preferred	W
123417	REG BOARD ADMIN ASST 2	Preferred	W
556319	REG BOARD ADMIN ASST 2	Preferred	W
400750	REG BOARD ADMIN ASST 2	Preferred	W
112271	REG BOARD ADMIN DIRECTOR 1	Preferred	W
385691	AUDITOR 3	Preferred	W
489052	REG BOARD ADMIN ASST 2	Preferred	W
370076	AUDITOR 3	Preferred	W
102799	REG BOARD ADMIN ASST 3	Preferred	W
492358	REG BOARD ADMIN MANAGER	Preferred	W
159899	REG BOARD ADMIN ASST 2	Preferred	W
139271	REG BOARD ADMIN ASST 3	Preferred	W
453873	REG BOARD ADMIN ASST 2	Preferred	W
476406	REG BOARD ADMIN ASST 2	Preferred	W
119363	REG BOARD ADMIN MANAGER	Preferred	W
430998	REG BOARD ADMIN ASST 2	Preferred	W
569760	REG BOARD ADMIN ASST 2	Preferred	W
523576	REG BOARD ADMIN ASST 2	Preferred	W
517592	REG BOARD ADMIN ASST 2	Preferred	W
363400	REG BOARD ADMIN MANAGER	Preferred	W
105541	REG BOARD INVESTIGATOR	Preferred	W
104853	REG BOARD ADMIN ASST 2	Preferred	W
127531	REG BOARD FIELD REP 2	Preferred	W
534083	REG BOARD FIELD REP 2	Preferred	W
519159	REG BOARD ADMIN MANAGER	Preferred	W
522513	REG BOARD ADMIN ASST 2	Preferred	W

432419 AUDITOR 3	Preferred	W
454594 AUDITOR 3	Preferred	W
156702 AUDITOR 3	Preferred	W
151985 REG BOARD ADMIN MANAGER	Preferred	W
622852 REG BOARD ADMIN ASST 2	Preferred	W
593935 REG BOARD ADMIN ASST 2	Preferred	W
399426 REG BOARD ADMIN ASST 2	Preferred	W
141501 REG BOARD ADMIN ASST 2	Preferred	W
497122 REG BOARD ADMIN ASST 3	Preferred	W
517933 REG BOARD ADMIN ASST 2	Preferred	W
578148 REG BOARD ADMIN ASST 2	Preferred	W
583478 REG BOARD ADMIN ASST 2	Preferred	W
603774 REG BOARD ADMIN ASST 2	Preferred	W
140159 REG BOARD ADMIN ASST 2	Preferred	W
624200 ADMIN SERVICES ASSISTANT 3	Preferred	W
125718 ADMIN SERVICES ASSISTANT 3	Preferred	W
130632 ADMIN SERVICES ASSISTANT 2*	Preferred	W
523000 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
523488 LAW ENF TRNG INSTRUCTOR	Preferred	W
293439 LAW ENF TRNG INSTRUCTOR	Preferred	W
591191 LAW ENF TRNG INSTRUCTOR	Preferred	W
362577 LAW ENF TRNG INSTRUCTOR	Preferred	W
404784 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
310494 LAW ENF TRNG INSTRUCTOR SUPV 2	Preferred	W
477516 LAW ENF TRNG INSTRUCTOR SUPV 1	Preferred	W
359105 LAW ENF TRNG INSTRUCTOR SUPV 2	Preferred	W
527629 LAW ENF TRNG INSTRUCTOR	Preferred	W
569364 LAW ENF TRNG INSTRUCTOR	Preferred	W
506499 LAW ENF TRNG INSTRUCTOR	Preferred	W
618339 LAW ENF TRNG INSTRUCTOR	Preferred	W
597093 LAW ENF TRNG INSTRUCTOR	Preferred	W
517357 LAW ENF TRNG INSTRUCTOR	Preferred	W
357168 LAW ENF TRNG INSTRUCTOR	Preferred	W
448582 LAW ENF TRNG INSTRUCTOR	Preferred	W
522992 LAW ENF TRNG INSTRUCTOR	Preferred	W
544033 ADMIN SERVICES ASSISTANT 3	Preferred	W
440837 ADMIN SERVICES ASSISTANT 3	Preferred	W
623626 ADMIN SERVICES ASSISTANT 2*	Preferred	W
259537 LAW ENF TRNG INSTRUCTOR	Preferred	W

# Appendix F

TFACA Student Data and FFC Test Applicant  
Data

FY2023

Department of Commerce and Insurance

Fire Commission Test Applicant Data

6,615 Students Trained		
Race	Number of Students	%
African American	726	10.98
Asian	34	0.51
Caucasian	3024	45.71
Hispanic/Latina	147	2.22
Native American/Indian	8	0.12
Multi-Ethnic/Unknown	2628	39.73
Other	48	0.73
<b>Total</b>	<b>6,615</b>	<b>100</b>

TFACA Student Data

17,955 Students Trained		
Race	Number of Students	%
African American	296	1.65
Asian	22	.123
Caucasian	7,646	42.58
Hispanic/Latino	120	.67
Native American/Indian	25	0.14
Multi-Ethnic/Unknown	9,846	54.84
<b>Total</b>	<b>17,955</b>	<b>100</b>

# Appendix G

TLETA Student Data and P.O.S.T. Certification  
Applicant Data

FY2023

Department of Commerce and Insurance

Fire Commission Test Applicant Data

6,615 Students Trained		
Race	Number of Students	%
African American	726	10.98
Asian	34	0.51
Caucasian	3024	45.71
Hispanic/Latina	147	2.22
Native American/Indian	8	0.12
Multi-Ethnic/Unknown	2628	39.73
Other	48	0.73
<b>Total</b>	<b>6,615</b>	<b>100</b>

TFACA Student Data

17,955 Students Trained		
Race	Number of Students	%
African American	296	1.65
Asian	22	.123
Caucasian	7,646	42.58
Hispanic/Latino	120	.67
Native American/Indian	25	0.14
Multi-Ethnic/Unknown	9,846	54.84
<b>Total</b>	<b>17,955</b>	<b>100</b>

# Appendix H

LEP Encounters in FY2022

FY2023  
 Department of Commerce and Insurance  
 Limited English Proficiency Contacts

Insurance Division			
Language	In Person	Telephonically	In Writing
Spanish		96	
Arabic		3	
French			
Vietnamese		1	
Unknown			
Other		2	
<b>TOTALS</b>	<b>0</b>	<b>102</b>	<b>0</b>

TLETA			
Language	In Person	Telephonically	In Writing
Spanish	3	2	1
Arabic			
French			
Vietnamese			
Unknown			
Other		2	
<b>TOTALS</b>	<b>3</b>	<b>4</b>	<b>1</b>

Securities Division			
Language	In Person	Telephonically	In Writing
Spanish		1	
Arabic			
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>0</b>

Cosmetology and Barber			
Language	In Person	Telephonically	In Writing
Spanish	20	58	12
Arabic			

French			
Vietnamese	40	7	10
Unknown			
Other	5		
<b>TOTALS</b>	<b>65</b>	<b>65</b>	<b>22</b>

Motor Vehicle Commission			
Language	In Person	Telephonically	In Writing
Spanish		4	1
Arabic			
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>0</b>	<b>4</b>	<b>1</b>

Real Estate Commission			
Language	In Person	Telephonically	In Writing
Spanish			1
Arabic			
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>1</b>

Regulatory Boards- Administrative			
Language	In Person	Telephonically	In Writing
Spanish		1	
Arabic			
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>0</b>

Architects and Engineers			
Language	In Person	Telephonically	In Writing
Spanish		1	
Arabic			
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>0</b>

Board for Licensing Contractors			
Language	In Person	Telephonically	In Writing
Spanish		9	3
Arabic			
French			
Vietnamese			
Unknown			
Other		2	
<b>TOTALS</b>	<b>0</b>	<b>11</b>	<b>3</b>

Detection Services			
Language	In Person	Telephonically	In Writing
Spanish			
Arabic	6		
French			
Vietnamese			
Unknown			
Other			
<b>TOTALS</b>	<b>6</b>	<b>0</b>	<b>0</b>

<b>TOTALS</b>	<b>In Person</b>	<b>Telephonically</b>	<b>In Writing</b>
	<b>74</b>	<b>189</b>	<b>28</b>

<b>Employee Name</b>	<b>Phone Number/Division/Section</b>	<b>Languages Spoken</b>
Carter Lawrence	615-741-6007 – Commissioner of Commerce and Insurance	Spanish
Johora Donaldson	615-253-5718 - Administration Division - Human Resources Section	Spanish
Stefan Gerville-Reache	615-741-2768 – Fire Prevention Division - Codes Enforcement	French
Reza Kheshti	615-532-5839 – Fire Prevention Division – Codes Enforcement	Azerbaijani, Turkish, Farsi
Eddie Burchell	615-210-3807 – Emergency Communications Board	German
Umaraj Voleti	615-741-7190 – Fire Prevention Division – Codes Enforcement	Hindi, Telugu
Britta Becker	615-741-0123 – Insurance Division – Examinations Section	German
Charlotte Gentry	615-741-7520 – Insurance Division – Captives Section	German
Ashley Ligon	615-741-7514 – Insurance Division – Financial Analysis Section	French
Anissa Wattanaskolpant	615-741-7503 – Insurance Division – Financial Analysis Section	Thai
Hui Wattanaskolpant	615-253-2958 – Insurance Division – Financial Analysis Section	Thai
Jarasbot Kirsch	615-532-1352 – Insurance Division – Financial Analysis Section	Thai
Hanaa Manan	615 -532-9170– Regulatory Boards Division - Centralized Complaints	Arabic
Roxana Gumucio	615-532-7081 - Regulatory Boards Division - Cosmetology Board	Spanish
Mariana Bishay	615-253-4076 – Regulatory Boards Division – Contractors Board	Arabic

The Department currently has 15 employees who fluently speak 10 languages other than English - Spanish, French, Azerbaijani, Turkish, Farsi, Arabic, Telugu, Thai, German, and Hindi. Although these employees are not certified as interpreters, they are willing to assist their co-workers and beneficiaries when needed.

# Appendix I

Complaint Log for FY2022

**THIS CHART REFLECTS ONE COMPLAINT RECEIVED IN FY2022**

*Title VI Complaint Log FY2022*

<b>COMPLAINANT NAME</b>	<b>C&amp;I COMP #</b>	<b>HUMAN RIGHTS COMMISSION COMP #</b>	<b>DATE ENTERED</b>	<b>REC. BY</b>	<b>COMPLAINT TYPE</b>	<b>DISPOSITION</b>
Natasha Hinton	2022-001	6-22-0057	3/09/2022	MLB	Racial Discrimination	Closed- No Jurisdiction

**THIS CHART REFLECTS ZERO COMPLAINTS RECEIVED IN FY2023**

***Title VI Complaint Log FY2023***

<b>COMPLAINANT NAME</b>	<b>C&amp;I COMP #</b>	<b>HUMAN RIGHTS COMMISSION COMP #</b>	<b>DATE ENTERED</b>	<b>REC. BY</b>	<b>COMPLAINT TYPE</b>	<b>DISPOSITION</b>
Bro Brion Bey	2023-001	6-23-0297	6/14/2023	MLB	National Origin Discrimination	Pending

# Appendix J

## Title VI Complaint Form

**DEPARTMENT OF COMMERCE & INSURANCE  
TITLE VI COMPLAINT FORM**

**CIVIL RIGHTS COMPLIANCE COORDINATOR  
DEPARTMENT OF COMMERCE AND INSURANCE  
DAVY CROCKETT TOWER  
500 JAMES ROBERTSON PARKWAY  
NASHVILLE, TN 37243**

\_\_\_\_\_  
**COMPLAINANT'S NAME**

( ) \_\_\_\_\_  
**BUSINESS PHONE**

( ) \_\_\_\_\_  
**HOME PHONE**

\_\_\_\_\_  
**STREET ADDRESS**

\_\_\_\_\_  
**CITY**

\_\_\_\_\_  
**STATE**

\_\_\_\_\_  
**ZIP CODE**

\_\_\_\_\_  
**E-MAIL ADDRESS**

**ARE YOU FILING THIS COMPLAINT FOR SOMEONE ELSE? YES \_\_\_\_\_ NO \_\_\_\_\_**

**IF YES, AGAINST WHOM DO YOU BELIEVE THE DISCRIMINATION WAS DIRECTED?**

\_\_\_\_\_  
**FIRST NAME**

\_\_\_\_\_  
**LAST NAME**

**WHICH OF THE FOLLOWING BEST DESCRIBES THE REASON YOU BELIEVE THE  
DISCRIMINATION TOOK PLACE? WAS IT BECAUSE OF YOUR:**

**A. RACE/COLOR (SPECIFY)**

**B. NATIONAL ORIGIN (SPECIFY)**

**WHO DO YOU THINK DISCRIMINATED AGAINST YOU (OR SOMEONE ELSE)?**

\_\_\_\_\_  
**PERSON/AGENCY/ORGANIZATION**

\_\_\_\_\_  
**STREET ADDRESS**

\_\_\_\_\_  
**CITY**

\_\_\_\_\_  
**STATE**

\_\_\_\_\_  
**ZIP CODE**

( ) \_\_\_\_\_  
**PHONE**

**WHEN DO YOU BELIEVE THIS DISCRIMINATION TOOK PLACE?**

**LIST DATE(S) \_\_\_\_\_**

**DESCRIBE BRIEFLY WHAT HAPPENED. HOW AND WHY DO YOU BELIEVE YOU (OR SOMEONE ELSE) WERE DISCRIMINATED AGAINST? PLEASE BE AS SPECIFIC AS POSSIBLE. (ATTACH ADDITIONAL PAGES AS NEEDED)**

**HAVE YOU FILED THIS COMPLAINT WITH ANY OTHER FEDERAL, STATE OR LOCAL AGENCY: OR WITH ANY FEDERAL OR STATE COURT? YES \_\_\_\_\_ NO \_\_\_\_\_**

**IF YES, CHECK ALL THAT APPLY:**

**FEDERAL AGENCY** \_\_\_\_\_  
**FEDERAL COURT** \_\_\_\_\_  
**STATE AGENCY** \_\_\_\_\_  
**STATE COURT** \_\_\_\_\_  
**LOCAL AGENCY** \_\_\_\_\_

**HAVE YOU HIRED AN ATTORNEY? YES \_\_\_\_\_ NO \_\_\_\_\_**

**PLEASE PROVIDE INFORMATION ABOUT A CONTACT PERSON AT THE AGENCY/COURT WHERE THE COMPLAINT WAS FILED.**

\_\_\_\_\_  
**NAME**

\_\_\_\_\_  
**ADDRESS** ( )  
**PHONE**

\_\_\_\_\_  
**CITY** **STATE** **ZIP CODE**

**DO YOU INTEND TO FILE THIS COMPLAINT WITH ANOTHER AGENCY? YES \_\_\_\_\_ NO \_\_\_\_\_**

**IF YES, WHEN AND WHERE DO YOU PLAN TO FILE THE COMPLAINT?**

\_\_\_\_\_  
**AGENCY** **DATE**

\_\_\_\_\_  
**ADDRESS** ( )  
**PHONE**

\_\_\_\_\_  
**CITY** **STATE** **ZIP CODE**

HAS THIS COMPLAINT BEEN FILED WITH THIS AGENCY BEFORE? YES \_\_\_\_\_ NO \_\_\_\_\_

IF YES, WHEN? DATE: \_\_\_\_\_

HAVE YOU FILED OTHER COMPLAINTS WITH THIS AGENCY? YES \_\_\_\_\_ NO \_\_\_\_\_

IF YES, WHEN AND AGAINST WHOM DID YOU FILE?

NAME \_\_\_\_\_ DATE \_\_\_\_\_

ADDRESS \_\_\_\_\_ ( )  
PHONE \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

GIVE A BRIEF DESCRIPTION OF THE OTHER COMPLAINT. (ATTACH ADDITIONAL PAGES IF NEEDED)

WHAT IS THE STATUS OF THE OTHER COMPLAINT?

PLEASE SIGN AND DATE THIS COMPLAINT.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

# Appendix K

Title VI Trainees

Name	ID	Affiliation	School	Score	Submission Time
Aaron Jones	135602			14	7/9/2023 21:46
Aaron Smith	467569			13	7/12/2023 8:51
Aaron Williams		Deputy Electrical Inspector (DEI)		14	7/27/2023 21:32
Adam Calfee	614233			14	7/14/2023 14:23
Adam Wodzinski	619538			13	7/7/2023 12:30
Adam Yokley	522992			14	6/29/2023 23:55
Aerial Carter	622219			12	7/13/2023 15:06
Ahndrea North	599327			13	6/30/2023 14:36
AKWASI SARFO KANTANKA	626668			12	7/6/2023 13:52
Alan Clark	ALANS0605001			14	7/4/2023 16:08
Alex Corder	39661			13	6/30/2023 9:17
Alex Lewis	356786			12	7/7/2023 12:53
Alex Schmidt	CE39912			15	7/5/2023 9:46
Alexandria Griffey	39683			13	7/3/2023 10:10
Alfred Hancock	125925			15	7/3/2023 11:46
Alice Fulkerson	ce39658			14	7/10/2023 16:57
Allan Smith		Deputy Electrical Inspector (DEI)		15	7/27/2023 17:32
Allie Stevens	CE39999			13	7/12/2023 14:46
Allison Haralson	44973			15	7/13/2023 15:25
Allison May	420054			15	7/6/2023 9:51
Alton Hethcoat		Board/Commission Member		14	7/14/2023 13:21
Alton Merritt	527300			14	7/7/2023 9:35
Amanda Davis	539683			12	7/6/2023 14:21
Amanda Huebner-Lane	599224			13	7/12/2023 11:13
Amanda Johnson	152786			15	6/30/2023 12:47
AMANDA MAY	597171			13	7/5/2023 10:51
Amanda Peek	142276			15	7/13/2023 13:31
Amber Mckenzie	466513			14	7/13/2023 10:02
Amber Patterson	375748			15	7/11/2023 11:53
Amy Brown	515788			14	7/11/2023 7:52
Amy Jennings	CE39966			12	7/10/2023 8:36
Amy Jones	6622222			14	7/6/2023 12:15
Amy Tanksley		Board/Commission Member		13	7/1/2023 13:11
andra hamilton	596258			15	7/12/2023 9:10
Andre Neal	548275			14	7/11/2023 8:41
Andrea Crenshaw	39908			13	7/14/2023 16:05
andrelle hill	523590			13	7/21/2023 15:51
Andrew Ash	534519			13	7/13/2023 12:46
Andrew Soccodato	561284			13	6/30/2023 13:10
Andy Allen		Board/Commission Member		12	7/11/2023 9:10
Andy Smithson	486520			15	7/5/2023 11:33
Angela Dawson	132554			14	7/3/2023 11:29
Angela DiGianfelice		Board/Commission Member		12	7/6/2023 8:51
Angela Hayes	112196			12	6/30/2023 11:47
Angela Lay	146523			15	7/13/2023 17:16
Angela Nelson	533920			13	6/30/2023 10:55
Angela Oeser	144390			15	7/11/2023 8:00
Anissa Wattanaskolpant	113704			15	7/6/2023 9:49
Anita Charlton		Board/Commission Member		13	7/3/2023 14:01
Anita Prather	525916			14	7/10/2023 8:12
Ann Jones	113763			13	7/12/2023 11:50
Anna Matlock	513642			15	7/3/2023 14:00
anthony glandorf	353053			13	7/13/2023 11:42
Anthony Johnson	ANTHA0813001			14	7/10/2023 21:08
Anthony Zikovich		Board/Commission Member		13	7/3/2023 12:28
April Grisham	583474			13	7/14/2023 8:52

April Odom	416635		15	7/3/2023 14:51
Arnold Uselton	125433		14	7/5/2023 10:54
Ashley Etheridge	587165		14	7/13/2023 21:11
Ashley Smith	125488		12	6/30/2023 16:25
Ashley Trobaugh	614982		13	7/18/2023 10:31
Ashraf Elsayed		Board/Commission Member	12	7/1/2023 4:30
Ashton Bode	432422		15	7/19/2023 23:39
Barbara Augustine	454032		15	7/11/2023 8:51
Barbara Shank	105153		13	6/30/2023 10:10
Barry Melloan	449082		13	7/3/2023 10:55
Barry Whitson	119363		13	6/30/2023 7:32
Belinda Rivers	533464		13	7/7/2023 14:40
Benjamin Conrady	495225		12	7/3/2023 9:48
Benjamin Glover	452793		12	7/7/2023 9:13
Benjamin Grove		Board/Commission Member	12	7/5/2023 14:38
Benjamin Wexler	452910		13	6/29/2023 23:19
Betty Demonbreun	123417		15	7/3/2023 13:35
Bill Harrington		Deputy Electrical Inspector (DEI)	14	7/28/2023 12:32
Bill Huddleston	381229		12	7/13/2023 16:22
Blaine Roden		Deputy Electrical Inspector (DEI)	14	7/27/2023 20:50
Blake Lay		Board/Commission Member	13	7/5/2023 13:31
Bobby Cannon	356269		14	7/5/2023 16:36
Bobby Dunlap	25	Deputy Electrical Inspector (DEI)	13	7/28/2023 11:37
Bobby Tolman		Deputy Electrical Inspector (DEI)	12	7/27/2023 20:13
Brad Anders		Board/Commission Member	12	7/13/2023 8:43
Brad Floyd		Board/Commission Member	13	7/6/2023 10:38
Bradley Bailey	484643		13	7/7/2023 12:31
Bradley Glassell	ce40055		14	7/7/2023 9:30
Branden Strong	598271		14	7/13/2023 6:12
Brandon Butts	580959		15	7/10/2023 13:55
Brandon Key	40049		13	7/11/2023 9:12
Brandon Pettes		Board/Commission Member	13	7/5/2023 15:13
BRANDY KING	CE39622		13	7/7/2023 11:37
Brendan McCartt	ce39596		14	7/13/2023 11:17
Bret Fleming	544579		14	7/3/2023 13:10
Brett Mansfield		Board/Commission Member	14	9/13/2023 19:32
Brian Nicholson	448061		15	7/5/2023 9:25
Brian Ramsey	533171		15	7/9/2023 20:15
Britta Becker	573922		14	7/6/2023 9:27
Brittany Kerlee	434845		13	6/30/2023 9:22
Brittany Thompson	411781		14	7/6/2023 16:11
Brody Kane		Board/Commission Member	14	7/14/2023 14:54
Bruce Cantrelle	591191		15	7/13/2023 11:51
Bruce Moore	602459		14	7/13/2023 11:37
Bruce Schowengerdt	CE38626		14	7/12/2023 15:10
Bruce Shelton	ce39122		15	7/10/2023 6:28
Bryan Nash	597120		14	7/5/2023 17:20
Bryant Cummings	157100		13	6/30/2023 11:11
bryon west	111076		14	7/11/2023 10:58
Byron Smith	597133		14	7/3/2023 11:23
Caleb Wingo	491013		15	7/14/2023 18:55
Cameron Bowers	CE39939		13	6/30/2023 10:07
Camiron DeLoach	589896		12	7/3/2023 10:15
Candace Payne	432165		13	7/13/2023 15:30
Candice Dawkins	550853		14	7/3/2023 12:27
Canetta Sardon	619074		12	7/13/2023 16:17
Carey Kefauver	147664		14	6/28/2023 13:49

Carl Peas	107239		12	6/30/2023 10:33
Carl Robbins		Deputy Electrical Inspector (DEI)	14	7/27/2023 15:21
Carlos Coward	400406		13	7/12/2023 16:22
Carol McGlynn	350215		13	7/3/2023 10:38
Caroline Randolph	566639		14	7/6/2023 14:47
Carter Buckner	498942		13	7/12/2023 8:15
Carter Lawrence	ce38916		14	7/5/2023 11:44
Casia Phillips	623626		12	7/13/2023 15:12
Catherine Tabor	617934		12	7/3/2023 13:41
Cathy Simmons			14	7/13/2023 11:26
Charles Alexander	5390		14	7/14/2023 8:23
Charles Armstrong	434418		14	7/5/2023 10:39
Charles Elmore		Board/Commission Member	14	7/7/2023 21:45
Charles Riforgiate	624511		13	7/5/2023 8:36
Charles Swann	468348		14	7/9/2023 22:20
charles upton	569497		14	6/30/2023 8:45
Charles West		Board/Commission Member	14	7/18/2023 10:14
Charlotte Gentry	370309		12	7/13/2023 14:37
Chase Davis		Board/Commission Member	14	7/1/2023 16:39
Chase Lockwood	612425		14	7/7/2023 10:26
Chelsey Vorholt	432408		14	7/14/2023 9:26
Chelsie Lutton	494844		12	7/6/2023 10:06
Cheryl Barnes	604192		15	7/13/2023 14:18
cheryl JOHNSON	539335		12	7/6/2023 15:00
cheryl plemmons	100217		12	7/1/2023 15:40
Cheryl Walker	391620		13	7/10/2023 11:13
Cheryle Hunt	126708		12	6/30/2023 10:44
Chester Bishop	110422		13	7/3/2023 8:11
Chester Irvin	454594		14	7/19/2023 13:15
Chloe Sink	CHLO1206001		15	7/12/2023 14:26
Chris Bainbridge	103115		13	7/6/2023 15:07
Chris Perry	582299		13	7/14/2023 11:55
Christina Lovari	632264		15	7/14/2023 14:02
Christina McClure	543644		13	7/10/2023 7:01
Christine Marotteck	483555		12	7/7/2023 14:20
Christine Tyus	140512		13	6/30/2023 1:13
Christopher Chalk	110750		13	6/30/2023 7:37
Christopher Lea		Board/Commission Member	13	6/30/2023 9:29
Christopher White	454747		15	6/30/2023 8:34
Chuck Sutherland	CE39937		15	7/10/2023 8:09
Clay Watson		Board/Commission Member	14	7/21/2023 9:53
Clint Williams	143348		15	7/10/2023 11:32
Conrad Landis	547216		15	7/10/2023 13:44
Corey Garner	474612		13	7/10/2023 8:27
Courtney Smith	coura0616001		12	7/18/2023 9:15
Curtis Gwin		Board/Commission Member	14	7/6/2023 14:04
Curtis Sutton	341939		15	7/3/2023 8:51
Dan Hutchinson		Deputy Electrical Inspector (DEI)	14	7/27/2023 18:28
Dana Lee	498634		12	7/11/2023 16:06
Daniel Adams	507792		12	7/9/2023 0:19
Daniel Clements	477487		14	6/30/2023 8:38
Daniel Garrett	428212		15	6/30/2023 14:16
Daniel Hyne	CE39533		12	7/3/2023 14:32
Daniel Peck	132781		13	7/2/2023 17:08
Daniel Ziemba	danir0617001		14	7/6/2023 13:59
Danielle Dunn	585716		13	7/20/2023 9:16
Danny McGrew		Board/Commission Member	12	7/12/2023 19:40

Darrell Anthony Harris		Board/Commission Member	12	6/30/2023 6:08
Darth Davenport	471302		14	7/6/2023 12:12
Daryl Alexander	ce39347	Deputy Electrical Inspector (DEI)	13	7/27/2023 22:01
David Amick	151985		12	7/10/2023 18:51
David Bodkin	davic0730004		12	7/7/2023 10:14
David Crenshaw		Board/Commission Member	13	7/14/2023 15:52
David Crews		Board/Commission Member	13	7/3/2023 12:56
David Juergens	521887		13	7/13/2023 15:00
David Keatts		Deputy Electrical Inspector (DEI)	15	7/29/2023 7:59
David Manis		Deputy Electrical Inspector (DEI)	15	7/27/2023 16:08
David McElreath		Board/Commission Member	15	6/30/2023 11:11
David Savage	119781		14	6/30/2023 11:29
David Shannon	534083		12	7/5/2023 11:28
David Sloan	452959		13	7/10/2023 11:19
David Smith	135609		15	7/7/2023 15:10
David T Webb	613001		15	6/29/2023 20:07
David Vacca	ce385994		15	7/7/2023 23:31
David Wilder	448582		15	7/5/2023 12:25
David Windrow		Board/Commission Member	13	7/5/2023 16:08
davin rolle	513918		14	7/12/2023 11:46
Deadre Morkert	536228		13	6/30/2023 8:25
Debbie Melton		Board/Commission Member	12	7/6/2023 10:52
Deborah Smith	515592		12	6/30/2023 10:50
Dee Lafollette		Deputy Electrical Inspector (DEI)	15	7/27/2023 18:26
Dee Reynolds	CE39970		13	7/5/2023 16:39
Delta Lowe	148628		14	7/14/2023 7:33
Denisa Mann	142217		15	7/12/2023 9:30
Denise Lawrence	158274		12	7/5/2023 11:20
Denise Lewis	134976		15	7/14/2023 12:00
Dennis Gray		Deputy Electrical Inspector (DEI)	15	7/27/2023 15:10
Dennis Gregory	455482		15	7/4/2023 10:45
Dennis Hunsucker	263193		15	6/30/2023 10:06
DENNIS LAMMERS	523576		13	7/13/2023 12:25
Dennis Rhodes	163741		14	7/6/2023 13:18
DEPREY FLOURNOY	180824		15	6/30/2023 11:34
Derrick Mullins	396602		13	7/17/2023 7:13
derrick ridley	619559		15	7/12/2023 12:04
Devlyn Simon	548870		12	7/6/2023 8:32
Don Coleman	113186		15	7/14/2023 11:17
Don Lee	468411		13	7/1/2023 13:05
Don Lee	468411		13	9/6/2023 23:38
Donald Karnes	515538		14	7/6/2023 8:36
Donald McCormick	120184		14	6/30/2023 15:08
Doug Campbell	125467		13	7/5/2023 20:31
DOUG TURNBULL	64	Deputy Electrical Inspector (DEI)	15	7/27/2023 16:25
Douglas Manis		Deputy Electrical Inspector (DEI)	15	7/28/2023 14:45
Duke Speed	CE39984		13	7/13/2023 11:26
Dunn Crowder	626312		14	6/30/2023 9:48
dustin jarnigan	571581		15	7/18/2023 10:16
Dustin Rice	506573		14	7/5/2023 15:26
Dwight Farris		Board/Commission Member	12	7/10/2023 10:20
Dwight Williams	CE39029		15	7/10/2023 10:13
Ed Knight		Board/Commission Member	13	6/30/2023 17:44
Eddie Brewer	624563		15	7/13/2023 10:04
Eddie Burchell	388468		13	6/30/2023 11:24
Eddy Young		Deputy Electrical Inspector (DEI)	13	7/27/2023 16:00
Edith Owens	425730		15	7/6/2023 8:33

Edward Britt	514055		13	7/7/2023 14:32
Edward Brooks	552775		14	7/3/2023 10:03
Edward Cameron	39981	Deputy Electrical Inspector (DEI)	14	7/27/2023 19:10
Elaine Moore			13	7/7/2023 12:51
Eleni Speaker		Board/Commission Member	15	7/19/2023 8:58
Elizabeth Bowling	455072		13	7/3/2023 12:29
Elizabeth Carpenter	618438		12	6/30/2023 10:34
Elizabeth Schulenberg	CE39929		14	6/30/2023 8:51
Ellen Hackett	618443		14	7/6/2023 7:52
Ellen Little	427555		13	7/13/2023 21:08
Elliott Webb	CE40000		12	7/7/2023 16:23
Elvin White	128061		14	7/14/2023 13:10
Emad Alaweneh		Deputy Building Inspector (DBI)	14	7/27/2023 23:23
Emily Aplin	593226		15	7/6/2023 10:00
Eric Ramsey		Deputy Electrical Inspector (DEI)	15	7/27/2023 17:39
Eric Richards	CE40002		12	7/3/2023 9:24
Eric Thomas	113530		14	7/10/2023 15:32
Erica Smith	336368		13	7/10/2023 10:56
ERIN DAVIS	547486		15	7/3/2023 13:30
Erin Pruneda	498704		13	7/13/2023 13:40
Ernest Hunt	113840		14	7/13/2023 23:40
Ethan Gantte	ce40027		13	7/3/2023 6:48
Farrar Vaughan		Board/Commission Member	14	7/10/2023 12:01
Frances Nesbit	556138		15	7/6/2023 9:17
Francie Mello		Board/Commission Member	14	7/14/2023 14:11
Frank Wagster		Board/Commission Member	15	7/3/2023 15:43
Fred Berry		Board/Commission Member	15	7/13/2023 10:46
Fred McCay			15	7/3/2023 10:10
G. Gregory Gilbert		Board/Commission Member	15	7/10/2023 13:11
Garry Davidson	425032		15	7/7/2023 13:52
Gary Clark		Board/Commission Member	13	9/13/2023 21:05
Gary Farley	139578		13	6/29/2023 19:05
Gary Gregory		Deputy Electrical Inspector (DEI)	15	7/28/2023 13:36
Gary Hill	596140		13	7/2/2023 14:48
Gary Hutchinson	153464		15	7/2/2023 21:00
Gary Stanfill	527795		15	7/6/2023 9:10
Gavin Kelley			12	7/19/2023 7:32
Geoffrey Diaz		Board/Commission Member	12	6/30/2023 14:08
George Clark		Deputy Electrical Inspector (DEI)	15	7/28/2023 6:46
George McCaig	CE39906		14	7/6/2023 9:50
George Smith	CE03680		12	7/5/2023 9:07
Gerald Hayes		Board/Commission Member	14	7/10/2023 15:24
Gerald Thomas		Board/Commission Member	13	7/6/2023 14:10
Gerald Trimmer	201867		15	7/3/2023 14:06
Glenda Riggs	623692		14	7/5/2023 14:51
Glenn Kopchak	126118		12	6/30/2023 8:49
Graham Tudor	532738		14	7/10/2023 9:42
Greg Cothron	147865		14	7/14/2023 15:20
Gregory Hawkins	158505		14	7/7/2023 14:56
Gretchen Culver	509835		13	7/7/2023 13:32
Grover Mccoy	165	Deputy Electrical Inspector (DEI)	13	7/28/2023 12:48
Hadley Carter		Deputy Electrical Inspector (DEI)	15	7/28/2023 12:58
Hailey Ragsdale	CE39965		14	7/12/2023 15:14
Hanaa Manan	141501		13	7/11/2023 10:57
Hanley Hammond	157457		12	7/13/2023 13:47
Hannah Fulmer	522370		13	7/14/2023 7:33
Harley Revis		Deputy Electrical Inspector (DEI)	15	7/27/2023 19:49

Harvell Harrell	116708		15	7/14/2023 9:38
Heidi Overstreet	HEIDL0906001 -or- CE39941		12	6/30/2023 9:53
hencil walls	575753		14	7/7/2023 14:43
Holly Meyer	624200		14	7/5/2023 12:03
Hosam William	101519		14	6/30/2023 10:21
Hubert Owens		Board/Commission Member	14	7/9/2023 12:33
Hugh Cross	CE39310		15	6/30/2023 12:39
Hui Wattanaskolpant	113706		12	7/3/2023 9:39
Ian Leavy		Board/Commission Member	15	7/5/2023 10:31
IREN GREENE	137252		13	6/30/2023 11:32
Jack (Andy) Bonner Jr		Board/Commission Member	14	7/14/2023 13:32
Jack Tickle		Board/Commission Member	14	7/12/2023 7:54
Jackie Dillehay		Board/Commission Member	13	7/14/2023 11:44
Jackson Wickham	CE39576		12	7/19/2023 13:44
Jacob Pendergrass	CE39619	Deputy Electrical Inspector (DEI)	13	8/1/2023 14:18
Jacob Strait	590244		12	7/3/2023 9:37
Jacque Fortenberry	158263		15	7/14/2023 14:36
JAIME GONZALEZ	544914		12	6/30/2023 11:11
James Barnes	154832		14	7/5/2023 15:29
James Burns		Deputy Electrical Inspector (DEI)	14	7/28/2023 7:27
James Burns		Deputy Building Inspector (DBI)	14	7/28/2023 7:27
James Caughman		Board/Commission Member	13	8/5/2023 9:07
James Collins		Board/Commission Member	14	9/13/2023 18:12
James Dearing		Deputy Electrical Inspector (DEI)	15	7/27/2023 15:31
James Dye		Deputy Electrical Inspector (DEI)	14	7/27/2023 16:11
James Eubank	527629		15	7/11/2023 15:11
James Fountain	428749		15	7/10/2023 12:55
James Greg Maitland		Deputy Electrical Inspector (DEI)	15	7/27/2023 19:43
James Harper	453873		14	7/3/2023 10:00
James Hartbarger	136294		15	7/19/2023 11:16
James Hewgley		Deputy Electrical Inspector (DEI)	14	7/27/2023 17:44
James Hodgkin	451827		13	7/14/2023 7:06
James Mackus		Deputy Electrical Inspector (DEI)	12	7/28/2023 15:58
James McCarter		Deputy Electrical Inspector (DEI)	15	7/27/2023 15:37
James Olguin	100831		14	7/3/2023 13:36
James Pearce	127316		15	7/10/2023 9:08
James Peek		Deputy Electrical Inspector (DEI)	15	7/28/2023 7:21
James S. Bryan		Deputy Electrical Inspector (DEI)	15	7/28/2023 16:39
James Shelton	611945		15	7/3/2023 15:28
James Smith			13	7/12/2023 12:20
Jamie Steele	145340		15	7/11/2023 14:03
Ja'Nea Lawrence	528476		12	7/6/2023 15:41
Janet Booker-Davis	455986		13	7/6/2023 15:04
Janine Miller	492358		12	6/30/2023 8:46
Jarasbot Kirsch	151882		14	7/14/2023 12:56
Jarread Whitehead	588271		13	7/9/2023 22:45
Jason Carder		Board/Commission Member	13	7/5/2023 7:40
Jason Fults	523864		15	7/9/2023 18:49
Jason Gilliam	139271		12	6/30/2023 6:40
Jason Hill		Board/Commission Member	13	7/11/2023 13:23
Jason Hudson		Board/Commission Member	13	6/30/2023 9:00
Jason Leake	618516		15	7/3/2023 13:59
Jason M. Smith	428805		14	7/5/2023 15:52
Jason McGee	116369		13	6/30/2023 12:20
Jason Powell	124728		14	7/10/2023 14:25
JASON SCOTT		Deputy Electrical Inspector (DEI)	15	7/27/2023 15:40
Jason Sparks	368349		15	7/7/2023 12:22

Jason Street		Deputy Electrical Inspector (DEI)		13	7/27/2023 22:09
Jason Thompson	154712			12	6/30/2023 9:05
Jay Goldman	ce29100			14	7/13/2023 11:27
Jay Moore		Board/Commission Member		12	8/1/2023 20:38
Jay Westbrook	571851			12	7/5/2023 16:47
Jayne Morgan	425646			13	7/6/2023 7:53
Jazmine Walthall	535736			14	7/13/2023 9:43
Jeff Elliott	112665			14	7/3/2023 9:03
JEFF HOOPER				15	7/27/2023 21:09
Jeff Morris		Board/Commission Member		13	7/25/2023 13:51
Jeff Nalley		Board/Commission Member		13	7/5/2023 10:36
Jeff Warner	145802			14	7/6/2023 11:43
Jeffery Kelly	446570			12	7/3/2023 9:22
Jeffery Shadrick		Deputy Electrical Inspector (DEI)		15	7/27/2023 17:51
Jeffrey Cox		Deputy Building Inspector (DBI)		12	7/3/2023 13:08
Jeffrey Ellis	484672			12	7/9/2023 12:02
Jeffrey Gammon	449081			12	6/30/2023 7:47
Jeffrey Winfree	140159			15	7/3/2023 11:58
Jennaca Harris	427824			13	7/17/2023 9:14
Jennifer Curry	471131			13	7/6/2023 15:04
Jennifer Harmon	526984			15	6/30/2023 12:49
Jennifer Peck	ce39321			14	7/11/2023 9:51
Jennifer Ramcharan	530790			14	7/14/2023 13:30
Jennifer Ransom		Board/Commission Member		13	7/18/2023 23:30
Jennifer Schwendimann	570300			12	6/30/2023 10:10
Jennifer White		Board/Commission Member		12	7/19/2023 14:07
Jenny Taylor	143225			14	7/11/2023 14:40
Jeremy Chambers	147346			14	7/10/2023 14:02
Jeremy Channell	484663			15	7/6/2023 7:52
Jeremy Hubanks	398200			15	7/6/2023 7:24
Jeremy Martin	448424			13	7/2/2023 11:07
Jeremy Reich	517357			13	7/10/2023 10:30
Jeremy Tipton Tipton	477410			14	6/30/2023 10:40
Jerome Rood	126336			13	7/9/2023 19:54
Jerry Archer	Ce39334	Deputy Electrical Inspector (DEI)		14	7/27/2023 21:18
Jerry Biddle	136245			15	7/3/2023 14:20
Jerry Hunsucker	Ce39372	Deputy Electrical Inspector (DEI)		14	7/27/2023 16:03
jerry wilkerson		Deputy Electrical Inspector (DEI)		14	7/27/2023 15:21
Jesse Gentry	469468			12	7/12/2023 14:28
Jesse Holt	546830			13	7/7/2023 13:52
Jessica Fite	413890			13	7/3/2023 8:13
Jessica King				15	7/14/2023 10:31
Jessica Thomas	515380			13	6/30/2023 7:59
Jill Wilder	490970			14	7/5/2023 12:10
Jim Everhart	553726			15	7/1/2023 15:52
Jim Galvin		Board/Commission Member		13	7/5/2023 11:28
Jim Sullivan		Deputy Electrical Inspector (DEI)		14	7/27/2023 18:30
Jim Sullivan		Deputy Building Inspector (DBI)		14	7/27/2023 18:30
Jimmy Kesity	127531			14	7/11/2023 12:56
Jimmy Murray		Deputy Electrical Inspector (DEI)		15	7/28/2023 14:01
Jimmy Williams	ce10082			15	7/10/2023 8:03
JL Jacobs		Deputy Electrical Inspector (DEI)		15	7/27/2023 21:16
Joan Smith		Board/Commission Member		14	6/30/2023 11:15
joe Begley		Board/Commission Member		14	7/20/2023 18:40
Joe Malone	358853			15	7/12/2023 12:07
Joel Crofton	445206			13	7/13/2023 13:48
Joel Damons	110429			14	7/13/2023 14:35

Joey Henson	432419		12	7/7/2023 8:51
John Barker		Board/Commission Member	12	7/5/2023 16:54
John Byars	CE39638		15	7/7/2023 9:21
John Doyle	101652		13	6/30/2023 10:48
John Dunne	343997		15	7/3/2023 11:05
John Ferguson	528594		14	7/3/2023 8:46
John Griesbeck		Board/Commission Member	13	7/8/2023 11:08
John Ingle	523937		12	7/7/2023 20:53
John Jacobs		Deputy Electrical Inspector (DEI)	15	7/27/2023 21:10
John Kiely		Deputy Electrical Inspector (DEI)	13	7/27/2023 15:13
John Lines	CE39209		14	7/11/2023 10:01
JOHN MATTINGLY	110253		14	7/6/2023 9:02
John McClain	424368		15	7/3/2023 14:33
John Pleasant	CE39949		13	6/30/2023 10:55
john roberts		Board/Commission Member	13	7/6/2023 14:47
John Warden	153913		14	7/11/2023 16:26
John Williams	101044		15	7/7/2023 7:56
Johnny Lock	452912		15	7/7/2023 13:51
Johora Donaldson	163443		12	7/11/2023 11:24
Jon Lillard	112271		14	6/30/2023 15:01
Jon Moffett		Board/Commission Member	14	6/30/2023 11:36
Jonathan Riggs	ce39615		13	7/11/2023 12:42
JonPaul Lucius	335061		15	7/3/2023 8:57
Joseph Baker	528762		15	7/12/2023 17:23
Joseph Maeser	597093		13	7/18/2023 13:20
Joseph Roberson	527268		12	7/10/2023 8:29
Joseph Schmitt	557710		12	6/30/2023 7:52
Joseph Strong	160961		14	6/30/2023 7:13
Joseph Whitfield	535412		12	7/10/2023 17:55
Josh Sinard	553739		13	7/6/2023 20:41
Joshua Draper	626672		15	7/6/2023 12:28
Joshua Jackson	CE40029		12	6/30/2023 9:07
Jourdan Shelton	623653		15	6/30/2023 9:32
Joy Kirkland	547719		13	7/13/2023 13:11
Joyce Leigh Ferguson	131885		13	6/30/2023 14:32
Judith Tune	ce39928		12	7/17/2023 12:06
Judy McAllister		Board/Commission Member	15	7/5/2023 8:14
Justin Russell	492917		12	7/6/2023 9:46
Kaitlyn Swisher	CE39609		13	7/11/2023 16:39
Kaleb Tyree	549944		15	7/7/2023 12:59
Kara Evans	489052		14	7/13/2023 14:14
Karen Condon	389966		14	7/12/2023 12:56
Karen Martin	509846		15	7/14/2023 9:28
Karl Kramer		Board/Commission Member	15	7/14/2023 9:36
Katharine Cooper	ce39147		14	7/13/2023 10:58
Katherine Holliman	102799		13	7/12/2023 7:50
Kathy Greer	544033		12	7/13/2023 12:04
Kathy Tucker	601473		14	7/6/2023 10:37
Katie Long	522513		13	7/12/2023 15:08
Kayla Heggie	CE39883		14	7/13/2023 11:29
Keena Tillie	589227		15	7/1/2023 23:38
keith Elliott	571430		14	7/7/2023 8:27
Keith Whittington		Board/Commission Member	13	7/10/2023 13:55
Kelly Morgan	125718		15	7/7/2023 16:26
Ken Mansfield		Board/Commission Member	13	7/14/2023 5:59
Kenissa Rivers	ce39893		14	6/30/2023 13:28
Kenneth Broughton		Deputy Electrical Inspector (DEI)	12	7/28/2023 7:48

Kenneth Green		Deputy Electrical Inspector (DEI)		13	7/27/2023 18:14
Kenneth Marston	163417			15	7/7/2023 11:08
Kenneth McQueen	141095			12	7/1/2023 20:45
Kenneth Nelson		Deputy Building Inspector (DBI)		15	7/28/2023 7:02
Kenneth Wilee		Deputy Electrical Inspector (DEI)		14	7/28/2023 11:14
Kenneth Wilson	557700			15	7/2/2023 14:02
Kerry Kauffman	588770			13	6/29/2023 22:21
Kerry Little	154099			13	6/30/2023 16:31
kevin fulton	463400			15	7/11/2023 8:44
Kevin Krieb	618339			12	7/13/2023 19:49
Kevin Krumrey	356715			15	7/3/2023 15:49
Kevin Martin		Board/Commission Member		13	8/8/2023 10:35
Kevin Monroe		Board/Commission Member		14	7/10/2023 14:39
Kevin Walters	442163			15	7/6/2023 11:04
Kim Blaylock	446048			14	7/14/2023 10:36
Kim HInes	124653			13	7/13/2023 17:43
Kim Mangrum	441404			15	7/10/2023 20:51
Kimball Sterling		Board/Commission Member		14	7/15/2023 18:42
Kimberly Cooper	163252			13	6/30/2023 12:12
Kimberly Dismukes	158291			15	7/6/2023 12:12
KIMBERLY PARKS	495462			14	7/11/2023 10:26
Kimberly Whaley	120623			13	7/3/2023 16:57
Kimiya Sarayloo	39934			13	6/30/2023 11:37
Kip Luttrell	429087			12	7/4/2023 10:38
Kira Burnett	139198			15	7/6/2023 9:41
Kollyn marquis	465562			15	7/7/2023 14:23
Korey Cooper	404784			14	7/10/2023 13:54
Korian Neal		Board/Commission Member		14	7/14/2023 16:45
Kory Green		Board/Commission Member		14	7/3/2023 11:12
kristen aplin	158914			15	7/5/2023 13:25
Kristina Hill	404586			14	7/7/2023 11:52
Kristy Kelley	506499			12	7/5/2023 11:40
Kurt McMahan	533166			15	7/8/2023 5:37
Kurt Polasko	102753			13	7/6/2023 7:56
KYLE COBURN	CE40008			14	7/11/2023 10:18
Kyle Evans	615511			12	7/7/2023 14:06
Kyle Johnson	CE40022			13	6/30/2023 8:55
Kyle Vari		Deputy Electrical Inspector (DEI)		14	7/27/2023 21:43
Kyle Vari		Deputy Building Inspector (DBI)		14	7/27/2023 21:43
KYLEN FORBEY		Deputy Electrical Inspector (DEI)		12	7/27/2023 16:27
lakeshia largin	445815			12	7/13/2023 15:29
Lakita Taylor	152320			15	7/13/2023 9:32
Larry Craddock	483258			14	7/19/2023 13:28
Larry Miller		Deputy Electrical Inspector (DEI)		15	7/27/2023 21:15
LARRY SNODGRASS	131605			13	6/30/2023 9:19
Larry Stafford	428708			15	6/30/2023 14:30
LaShawnda Wells	CE40017			14	7/12/2023 13:11
Laura Costin	548024			15	6/30/2023 6:54
Laura Galbraith	ce39298			14	7/13/2023 15:54
Laura Martin	445763			13	6/30/2023 8:41
Laura Pecunes	443500			15	7/3/2023 10:08
Laurel Hunter	118875			14	7/6/2023 10:35
Lauren Ligon	372537			15	7/11/2023 7:50
Laurie Hadwyn		Board/Commission Member		13	8/1/2023 12:56
Laurie Sharp	434855			13	6/29/2023 23:19
Leann Blair	424079			13	7/14/2023 13:33
Linda Merriweather	117209			13	7/6/2023 8:32

Lisa Bohannon	377661		15	7/7/2023 15:07
Lisa Carter	618531		12	7/17/2023 11:52
lisa Crumpley		Deputy Building Inspector (DBI)	12	8/2/2023 13:24
Lisa Jordan	132050		14	7/6/2023 15:08
LISA WHITTAKER	348613		12	6/30/2023 7:31
Loretta Wheeler	498241		15	7/13/2023 8:02
LoriAnn Davis	413924		13	6/30/2023 8:37
LOVELLA SIGLER	100182		15	6/30/2023 8:18
Lovemore Gororo	551178		12	7/13/2023 14:37
Lowell Tillman		Deputy Electrical Inspector (DEI)	15	7/27/2023 17:06
Luis Garcia	CE39677		15	7/12/2023 9:53
Lynn McHenry		Deputy Electrical Inspector (DEI)	15	7/27/2023 17:08
Lynn McHenry		Deputy Building Inspector (DBI)	15	7/27/2023 17:08
M. Reza Kheshti	103123		14	6/30/2023 10:37
Madeline Johnson	156702		12	7/5/2023 8:05
Maliaka Bass	146092		15	6/29/2023 21:39
Marcus Frey	590993		13	7/14/2023 11:05
Maria Vasquez	593317		14	7/3/2023 14:24
Mariana Bishay	385691		15	7/11/2023 22:18
Marina Caro	506782		14	6/30/2023 10:52
Mark Abbott	615761		12	7/14/2023 10:27
Mark Boring	447641		15	7/18/2023 14:32
Mark Boyd	448785		14	6/30/2023 9:14
Mark Brodd			12	7/22/2023 18:11
Mark Faughn	107757		13	7/5/2023 11:38
Mark Green	344209		13	7/13/2023 12:51
Mark Hartman	109998		13	7/14/2023 8:41
Mark Munsey	119691		15	6/30/2023 8:59
Mark Rewalt	505612		15	7/6/2023 14:15
Mark Sells	623702		14	7/3/2023 12:23
Mark Sunderman		Board/Commission Member	13	7/13/2023 13:03
Mark Wiedeman	619788		15	7/6/2023 9:46
Mark Wills	134561		13	7/3/2023 20:15
Mark Yates	448481		15	7/7/2023 16:01
Marquisha Robertson	408762		15	7/7/2023 16:05
Marsha Bynum	159899		12	7/11/2023 7:48
Marvin Clanton	362577		14	7/18/2023 11:21
Mary Busby	502228		13	7/3/2023 9:20
MARY FREEMAN	107614		14	6/30/2023 7:43
Matthew Fenex	621404		15	7/2/2023 9:51
Matthew Mang		Deputy Electrical Inspector (DEI)	13	7/27/2023 15:17
Matthew Owens		Deputy Electrical Inspector (DEI)	14	7/27/2023 17:32
Matthew Owens		Deputy Building Inspector (DBI)	14	7/27/2023 17:32
Matthew Reddish		Board/Commission Member	13	6/30/2023 9:34
Megan Hodges	569760		13	7/14/2023 8:37
Megan Mosley	497122		14	6/30/2023 15:31
Melanie Doss		Board/Commission Member	12	9/13/2023 14:55
Melanie Jones	590908		14	6/30/2023 7:42
Melanie Musgrove	157471		15	7/3/2023 11:35
Melinda Winters	150431		15	6/30/2023 16:07
MELISSA HUTSON	404570		14	6/29/2023 21:59
Melissa Merritt	125557		13	6/30/2023 9:13
Michael Barber	CE39091		14	6/30/2023 12:52
Michael Blakely	448556		15	7/5/2023 16:09
Michael Cloyd		Deputy Electrical Inspector (DEI)	14	7/27/2023 17:54
Michael Driver	109950		15	6/30/2023 8:47
Michael Dunn	359105		15	7/5/2023 15:06

Michael Fox		Deputy Electrical Inspector (DEI)		15	7/27/2023 20:57
Michael Henry		Board/Commission Member		15	7/15/2023 12:27
Michael Jett		Board/Commission Member		13	7/14/2023 15:23
Michael Keith	115329			14	7/2/2023 20:52
Michael Landers	162741			13	6/30/2023 6:59
Michael Larkin		Board/Commission Member		12	6/30/2023 12:22
Michael Morelli	125638			15	6/30/2023 9:39
michael murphy		Board/Commission Member		14	7/3/2023 8:54
Michael Myers	477416			15	7/13/2023 11:53
michael taylor		Deputy Electrical Inspector (DEI)		15	7/28/2023 7:48
Michael Underhill	CE39477			13	7/12/2023 15:10
Michael Willoughby				13	7/3/2023 16:12
Michael Wright		Deputy Electrical Inspector (DEI)		14	7/21/2023 9:24
Michele Stone	543111			13	6/30/2023 13:46
Michelle Dennis	393341			13	7/3/2023 14:34
Michelle Douglas	136772			15	7/13/2023 11:47
Michelle Price	244595			14	7/7/2023 12:30
Mike Dearing	Ce39385	Deputy Electrical Inspector (DEI)		14	7/27/2023 18:46
Mike Gulley	100125			12	7/10/2023 12:02
Mike Myers	624827			12	7/5/2023 14:27
Mike Sansone	MikeJ0302001			14	7/9/2023 17:04
Mindy Walker	472516			13	6/30/2023 9:47
Mona Wynne	413316			13	7/6/2023 7:41
Monica Lemons		Board/Commission Member		13	7/11/2023 17:41
Monica Meeks	405652			13	7/3/2023 9:26
Monica West	524185			15	7/6/2023 7:28
Monty Kapavik	395111			12	7/7/2023 14:06
Morgan Hanna	617030			14	7/12/2023 17:49
Myka Jackson	Ce39465			12	7/10/2023 9:06
Nathan Duncan	621407			13	7/6/2023 12:00
Nathaniel Jackson	128191			15	7/15/2023 12:30
Neil Stauffer	494574			14	6/30/2023 9:13
Nelson Andrews		Board/Commission Member		13	7/6/2023 19:29
Nelson Pratt		Board/Commission Member		15	9/15/2023 0:45
Nichole Brown	155203			12	7/10/2023 9:40
Nneka LaBon	515535			14	7/10/2023 12:00
Nora Chlum	551138			12	6/30/2023 10:02
Pamela Church		Board/Commission Member		13	7/14/2023 17:59
Pamela Minton	121550			15	7/11/2023 14:47
Pamela Pavao	440837			15	7/3/2023 7:54
Pamela Stephens		Board/Commission Member		12	7/15/2023 10:45
Pamela Whitney	548129			14	7/7/2023 18:25
Patricia Huston	ce38806			15	7/12/2023 8:23
Patricia Newton	128846			15	7/7/2023 12:07
Patrick Adams	432939			12	7/12/2023 6:22
Patrick Looper	628238			11	8/11/2023 10:57
PAUL FISH	593935			12	7/10/2023 10:01
paul stine	539949			12	7/3/2023 7:50
PAUL TREMMEL	580962			12	7/4/2023 19:44
Payton Smith		Deputy Electrical Inspector (DEI)		14	7/27/2023 15:27
Phil Adams	159253			12	6/30/2023 9:18
phil duncan	oo150583			15	7/19/2023 19:39
Philip Allocco	CE40006			12	6/30/2023 10:30
Philip Cameron	472019			15	7/13/2023 11:20
Phillip Dix	527303			12	6/30/2023 9:37
phillip johnson	459560			15	7/12/2023 11:56
Phillip Kimbrough	466991			15	6/30/2023 11:25

Phyllis Bruce	517446		13	7/10/2023 14:46
Porscha Coffee	513392		14	7/12/2023 10:08
Preston Binegar	513568		14	7/8/2023 10:11
Preston Harris	383423		14	7/7/2023 8:28
Rachel Carden	564893		12	7/13/2023 12:52
RACHEL FOWLER	113826		14	7/11/2023 12:45
Rafael Bello	ce39523		12	7/14/2023 14:19
Rakeisha Elliott	485060		14	7/6/2023 16:23
Randall Hamilton	Rand0905001		13	7/12/2023 8:52
Randy Chase		Board/Commission Member	14	7/10/2023 14:23
Randy Safer	161173		13	7/7/2023 16:04
RASHAD CARSON	39948		13	7/12/2023 9:11
Raymond Keene		Deputy Electrical Inspector (DEI)	13	7/27/2023 18:42
Rebecca Horne	611956		12	7/3/2023 14:36
Rebecca Mixson	396582		12	7/7/2023 12:05
Rebecca Russell		Board/Commission Member	14	7/14/2023 19:04
Rebecca Shanklin	618571		15	7/6/2023 9:17
Reese Smith		Board/Commission Member	14	7/13/2023 13:11
REGINA LEMERAND	115472		13	7/12/2023 9:52
Regina Nelson	112632		14	7/14/2023 12:07
Reginald L Tucker	597132		15	6/30/2023 14:44
Reid Witcher	357586		14	7/7/2023 14:18
Renee Mason	538481		13	7/7/2023 9:19
Renee Powell	130402		15	7/12/2023 10:28
Renee Reynolds	ce39927		13	6/30/2023 8:56
Renee Taylor	563446		14	6/30/2023 13:55
Renita Richardson	556688		14	6/29/2023 19:26
Rhea Matthews-Fuqua	136697		13	7/6/2023 16:23
Rhoda London	131106		15	7/12/2023 9:59
Rhonda Bowling-Black	153779		13	7/12/2023 16:54
Rhonda Brown	430998		14	6/30/2023 10:27
Rhonda Perryman	475843		15	7/3/2023 7:46
Rianna Womack	363400		13	7/3/2023 7:57
Richard Guardino	384443		14	7/3/2023 9:44
Richard Hasley	475816		12	7/1/2023 14:53
Richard Hatfield	287556		15	7/3/2023 14:14
Richard Storie	468416		12	7/7/2023 14:41
Richard Thompson		Board/Commission Member	15	7/10/2023 8:56
Richard Woody	533725		15	7/13/2023 13:53
Rickey Cottrell	113647		12	7/13/2023 8:07
Ricky Banks		Deputy Electrical Inspector (DEI)	14	7/27/2023 16:35
Ricky Watkins		Deputy Building Inspector (DBI)	15	8/1/2023 11:12
Robert Allen Swader	ce39502		15	7/6/2023 12:22
Robert Decker	507599		12	7/5/2023 10:58
Robert Gray		Deputy Electrical Inspector (DEI)	15	7/27/2023 14:50
Robert Gribble	122760		13	6/29/2023 22:27
Robert Hunter	536243		15	6/30/2023 11:03
Robert Jones	619624		12	7/13/2023 11:33
robert lane	1836	Deputy Electrical Inspector (DEI)	14	8/4/2023 12:36
Robert Lively	420469		15	7/10/2023 9:31
Robert Mang		Deputy Electrical Inspector (DEI)	15	7/27/2023 16:17
Robert Merchant	496345		13	7/6/2023 13:28
Robert Spickard		Board/Commission Member	12	7/6/2023 10:38
Robert Vance		Board/Commission Member	13	7/6/2023 10:21
Robin Barrick		Board/Commission Member	13	7/13/2023 11:13
Robyn Story	546766		13	6/30/2023 10:41
rogert russell	5099824		12	7/18/2023 15:55

Ron Willis		Board/Commission Member		12	6/30/2023 16:28
Ron Willis	580967			13	7/10/2023 14:46
Ronald Crozier	109004			12	7/13/2023 8:35
Ronald Gray		Deputy Electrical Inspector (DEI)		15	7/27/2023 14:57
Ross Blair Parker		Board/Commission Member		13	7/14/2023 16:22
Roxana Gumucio	379859			14	6/30/2023 14:24
Roy Bozeman	ce10957			14	6/30/2023 9:15
Roy Watson	598006			12	7/7/2023 12:49
Russell Schwahn	418361			14	6/30/2023 12:47
Ryan Holt	144058			14	7/3/2023 7:08
SABRINA GRESHAM	CE29108			15	7/12/2023 15:09
Samantha Mann	541316			14	7/7/2023 13:06
Sammy Catlett		Deputy Electrical Inspector (DEI)		15	7/27/2023 19:31
Samuel Moore	68031342			15	6/30/2023 15:07
Sandra Elam		Board/Commission Member		13	7/27/2023 15:38
Sara Moon		Board/Commission Member		15	9/13/2023 17:07
Scott Force	CE38866			14	7/3/2023 9:55
Scott McAnally	380763			13	7/3/2023 12:48
Scott McLeay	robes0620001			13	7/10/2023 7:11
Scott Smith	517592			12	7/12/2023 9:16
Scottie Poarch		Board/Commission Member		12	7/10/2023 16:40
shana roberts				13	7/17/2023 10:26
Shane Griswell	181	Deputy Electrical Inspector (DEI)		15	7/27/2023 21:06
Shane Smith		Deputy Electrical Inspector (DEI)		15	7/27/2023 15:38
Shannon Tolbert	140963			14	7/13/2023 9:39
Sharon Gibbs	625087			12	7/13/2023 9:05
Sharrock Cobb		Board/Commission Member		12	7/3/2023 10:21
SHATRAYCIA WILLIAMS	547799			14	6/30/2023 9:06
Shavita Littles				13	7/14/2023 18:08
Shay West	427300			15	7/7/2023 15:20
Shelby Kirk	ce39590			12	7/19/2023 8:43
Shelli Isiminger	509877			13	7/5/2023 12:31
Shelly Jones	157196			14	7/6/2023 10:08
Sherri Davis	108000			13	7/14/2023 12:23
Sherry Halsell	473618			14	7/5/2023 15:57
Shiri Anderson	14927			14	7/12/2023 16:24
Stacey Troutt	504282			15	7/6/2023 8:16
stacie torbett		Board/Commission Member		15	7/10/2023 10:16
Stan Norton		Board/Commission Member		12	7/11/2023 9:21
Stefan Gerville-Reache	362449			13	7/10/2023 9:27
Stephanie Boatright		Board/Commission Member		13	7/5/2023 8:56
Stephanie Cope	583197			15	7/14/2023 16:33
Stephanie Davis	121896			12	7/13/2023 10:04
Stephanie R. Patterson	149174			12	7/13/2023 16:28
Stephanie Willeby	432418			14	7/5/2023 11:15
Stephen Collie	512953			14	7/13/2023 13:23
Stephen Peek		Deputy Electrical Inspector (DEI)		15	8/1/2023 9:56
Stephen Taylor		Deputy Electrical Inspector (DEI)		15	7/27/2023 21:50
Steve Barnes		Deputy Electrical Inspector (DEI)		15	7/27/2023 17:16
Steven Guinn		Board/Commission Member		12	7/3/2023 13:35
Steven Hildebrand		Deputy Electrical Inspector (DEI)		14	7/28/2023 4:57
Steven Russell	496447			14	7/3/2023 7:57
Stuart Huffman	159642			14	7/12/2023 14:33
Sukru Isleyen	623650			14	6/30/2023 9:15
Sundra Dunlap	390254			14	7/13/2023 11:52
Susan Page	470602			13	6/30/2023 9:09
tameka mcclain	136410			15	7/12/2023 9:52

Tammy Emery	374936		14	7/6/2023 7:46
TAMMY Harsh	104853		14	7/7/2023 14:41
Tammy Roehrich	ce39977---00146233		12	7/7/2023 14:14
Tanya Hardiman	48346		15	7/14/2023 15:20
Tara Williams	tarar0530001		12	7/13/2023 11:24
Taylor Hilton	ce39614		12	7/11/2023 20:22
Teaka Jackson	CE39942		15	7/14/2023 15:46
Ted Padgett	62349		15	7/3/2023 10:40
Ted Padgett Jr	CE40021		14	7/3/2023 10:30
Teresa Nelson		Board/Commission Member	13	7/7/2023 11:02
Terrance McClain	409916		15	7/13/2023 14:54
TERRY BARNES	161611		13	6/30/2023 7:39
Terry Barnes			14	6/30/2023 9:10
Terry Paschall	117721		13	7/10/2023 11:29
Terry Potter	114430		14	7/6/2023 11:35
terry smith	156972		12	7/6/2023 9:45
Theresa Terrell	556314		12	7/6/2023 17:29
Thomas Brown	111585		13	7/9/2023 18:49
Thomas Patterson	130628		14	7/11/2023 19:33
Thomas Riddle	139575		15	7/5/2023 10:20
Thorn Puckett	592903		12	7/7/2023 7:57
Tiara Brock	504833		13	7/13/2023 12:56
TIFFANEY HOPKINS	490598		13	7/7/2023 11:58
tiffany commons	478369		15	7/5/2023 9:30
Tiffany Daugherty	CE40036		15	6/30/2023 8:38
Tiffany Key	409876		12	7/6/2023 9:03
tiffany r ford	627084		14	6/30/2023 8:28
Tim Anschuetz	ce39972		12	7/13/2023 12:52
Tim Copenhaver		Board/Commission Member	14	7/15/2023 11:07
Timothy Brinegar	426197		15	7/10/2023 13:34
Timothy McCoy	476406		15	7/11/2023 8:48
Tina Baker	147914		12	7/10/2023 8:43
Toby Compton	ce39272		14	7/6/2023 14:18
Todd Parks	623328		14	7/6/2023 7:43
Tomika Blake	435189		13	7/13/2023 8:55
TONI KERR	38138		14	7/11/2023 9:18
Tonia Shafer	599761		13	7/6/2023 14:40
Tony Gulley		Deputy Electrical Inspector (DEI)	14	7/27/2023 16:25
Tony Helton	117695		15	7/11/2023 7:30
Tony Wilson		Deputy Building Inspector (DBI)	12	7/28/2023 8:42
Tonya Barnes	356661		13	6/30/2023 12:42
Tonya Haynes		Board/Commission Member	15	7/14/2023 19:58
Tracy Barnett		Deputy Electrical Inspector (DEI)	14	7/27/2023 15:00
Tracy Loftis	509741		13	7/20/2023 2:30
Tralisa Gant	535668		12	6/30/2023 16:35
Travis Hisel	CE39642		13	7/3/2023 12:58
Travis LaRue	611610		12	7/10/2023 13:50
Travis Solomon			15	7/5/2023 12:05
Troy Bryant	CE39604		12	6/30/2023 10:49
Troy Jones	598142		13	7/7/2023 9:16
Troy Perry	CE39909		15	7/3/2023 17:37
Tyler Lee		Board/Commission Member	12	7/10/2023 21:03
umaraj voleti	154939		13	7/14/2023 16:54
Vanessa Williams	139870		15	6/29/2023 22:22
Vickie Trice	117894		14	7/6/2023 9:40
Victoria Stotzer	108881		12	7/13/2023 11:32
Vincent Pishner		Deputy Building Inspector (DBI)	13	8/1/2023 20:57

W Henderson	162885		14	7/13/2023 16:32
Wanda Cowell	135930		13	7/11/2023 9:50
Wayne Morris	106010		14	6/30/2023 14:30
Wendell Hunt	111598		13	7/13/2023 8:04
Wendell Naylor		Board/Commission Member	13	7/6/2023 23:51
Wendy Garvin	456151		12	7/14/2023 16:20
Wesley Smith		Deputy Electrical Inspector (DEI)	15	7/27/2023 17:32
William (Preston) Hunsucker		Deputy Electrical Inspector (DEI)	15	7/27/2023 21:15
William Best	519378		14	6/29/2023 18:40
William Johnson	517113		15	7/13/2023 16:51
william kain	ce39643		15	7/18/2023 9:52
William Kerby	446306		14	7/7/2023 15:09
William Martin	530999		14	7/11/2023 10:24
WILLIAM MAXWELL			15	7/8/2023 14:52
William Pyrdom	337000		13	6/30/2023 13:58
William Scott		Board/Commission Member	13	7/3/2023 10:14
William Steele	611940		12	6/30/2023 13:06
William Sykes			14	6/30/2023 14:33
Willie Bess III		Board/Commission Member	14	7/6/2023 14:33
Winfred Hesson		Deputy Electrical Inspector (DEI)	15	7/28/2023 21:34
Winifred Forrester	ce39936		13	7/10/2023 14:27
Yvonne Socha	614285		14	7/11/2023 9:43
Zachary Crandall	539400		15	7/13/2023 13:17

# Appendix L

Printouts of the Online Training for FY2022



# TITLE VI TRAINING DEPARTMENT OF COMMERCE AND INSURANCE 2023



# WARNING!!!

- YOU WILL BE QUIZZED ON THE MATERIAL CONTAINED IN THIS TUTORIAL. YOU MUST SCORE IN THE 80th PERCENTILE TO PASS THE TEST. THE SYSTEM WILL GENERATE AN EMAIL, VERIFYING SUCCESSFUL COMPLETION OF THE QUIZ, WHICH WILL AUTOMATICALLY BE SENT TO THE TITLE VI COORDINATOR. THERE WILL ALSO BE A PRINTABLE CERTIFICATE GENERATED UPON ACHIEVING A PASSING SCORE.

# The Civil Rights Act of 1964

- The Civil Rights Act of 1964 is a federal law that outlawed discrimination based on race, color, religion, sex or national origin.
- This law ended the unequal application of voter registration requirements, racial segregation in schools, the workplace and facilities that provide public accommodations.



# WHAT IS TITLE VI?

- Title VI is a part of the Civil Rights Act of 1964.
- Title VI applies to operation of programs and activities that receive Federal financial assistance.
- Title VI prohibits discrimination on the basis of race, color and national origin.



# Title VI

- “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.”



42 USC 2000d

# WHY ARE YOU HERE?

- The Civil Rights Restoration Act of 1987, specifies that, if one portion of a recipient's program or activity receives Federal financial assistance, then ALL of the operations of the entity must comply with Title VI requirements.
- This means that whenever ONE program within the Department of Commerce and Insurance receives Federal financial assistance, ALL of the programs within the Department must comply with Title VI.



## OTHER CIVIL RIGHTS LAWS

### ENFORCED BY THE DEPARTMENT OF JUSTICE AGAINST RECIPIENTS OF FEDERAL FINANCIAL ASSISTANCE

- Section 504 of the Rehabilitation Act of 1973 (Disability)
- Title II of the Americans with Disabilities Act of 1990 (Disability)
- Age Discrimination Act of 1975 (Age)
- Title IX of the Education Amendments of 1975 (Sex)
- Omnibus Crime Control and Safe Streets Act of 1968 (Race, Color, National Origin, Religion, Sex)
- Juvenile Justice and Delinquency Prevention Act of 1974 (Race, Gender)
- Victims Crime Act of 1984 (Race, Color, National Origin, Religion, Sex, Disability)



# Quiz Time!

Title VI prohibits discrimination based on which of the following classes:

- A) race, gender, and national origin
- B) race, color, and national origin
- C) gender, color, and disability
- D) disability, race, and gender



# Quiz Time!

Title VI prohibits discrimination based on which of the following classes:

- A) race, gender, and national origin
- B) race, color, and national origin**
- C) gender, color, and disability
- D) disability, race, and gender



# Quiz Time!

True or False???

Title VI only applies to citizens of the United States.



# Quiz Time!

FALSE!



# Tennessee Human Rights Act

## Tenn. Code Ann. § 4-21-904

It is a discriminatory practice for any state agency receiving federal funds making it subject to Title VI of the Civil Rights Act of 1964, or for any person receiving such federal funds from a state agency, to exclude a person from participation in, deny benefits to a person, or to subject a person to discrimination under any program or activity receiving such funds, on the basis of race, color, or national origin.



# Tennessee Human Rights Act

- The Tennessee Human Rights Commission (THRC) is responsible for monitoring the State's compliance with Title VI.
- The THRC expects all state agencies and departments that receive Federal financial assistance to provide Title VI training to staff every year.



# Department of Commerce and Insurance

## Non-Discrimination Policy

- It is the policy of the Department of Commerce and Insurance to ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin under Title VI of the Civil Rights Act of 1964.
- This policy applies to the administration of all programs and activities of the Department whenever any program or activity of the Department receives Federal financial assistance.



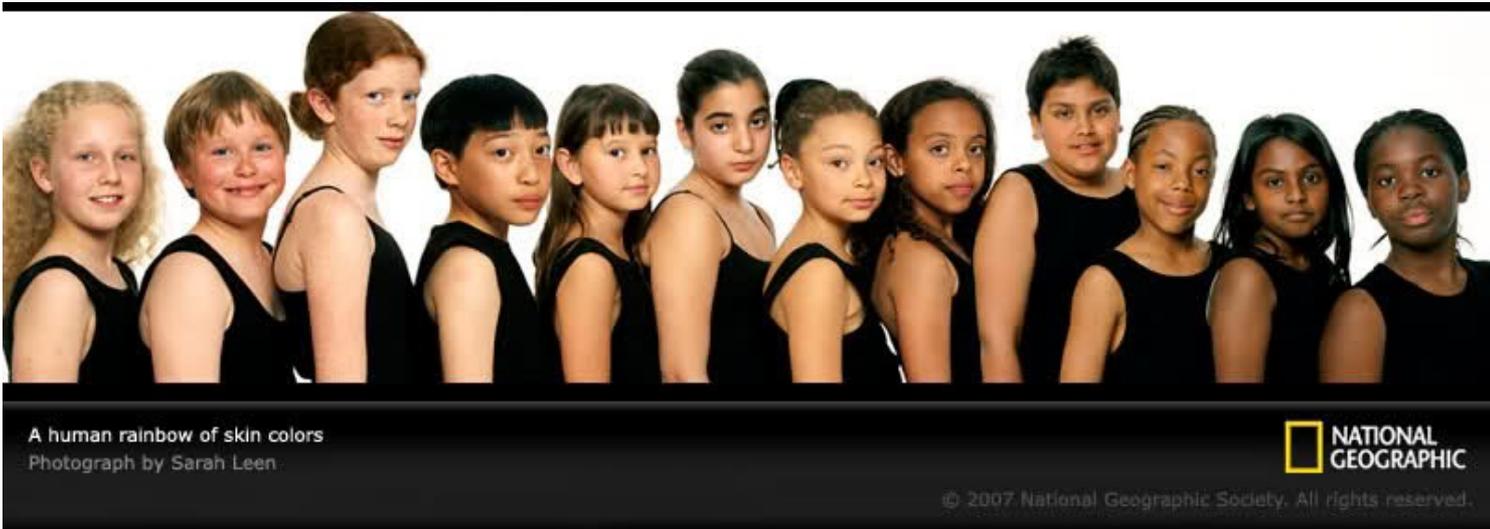
# Race

- A group of individuals who share a common culture or history
- A group that human beings can be divided into based on shared distinctive physical traits (including skin color, hair texture, or certain facial features)



# Color

- Related to pigmentation, complexion, or skin shade or tone
- Overlaps with race but is not the same thing



# National Origin

- Refers to an individual's place of origin or that of one's ancestors
- Includes:
  - Physical, cultural, or language characteristics (including accents) of a national origin group



# Quiz Time!

Treating an individual unfavorably because he/she is from a particular country or part of the world, because of ethnicity or accent, or because he/she appears to be of a certain ethnic background could constitute discrimination based on \_\_\_\_\_.

- A) Race
- B) Color
- C) National origin
- D) Genetic Information



# Quiz Time!

Treating an individual unfavorably because he/she is from a particular country or part of the world, because of ethnicity or accent, or because he/she appears to be of a certain ethnic background could constitute discrimination based on

\_\_\_\_\_.

- A) Race
- B) Color
- C) National origin**
- D) Genetic Information



# Quiz Time!

**True or False???**

Title VI only applies to the specific program that is receiving Federal financial assistance.



# Quiz Time!

FALSE!



# Why is complying with Title VI important?

- If the Department or one of its subrecipients is found to be violating Title VI, a federal agency providing Federal financial assistance can take it back.
- This would mean a loss of financial assistance by the Department.
- It is the right thing to do!



# What is Federal financial assistance?

- Award or grant of money;
- The grant or donation of Federal property and interests in property;
- The use, rent, or purchase of Federal property without consideration or at a reduced cost;
- Loans, below fair market value or subsidies;
- Tax incentives and tax-exempt status;
- Any Federal agreement, arrangement, or other contract which has as one of its purposes the provision of assistance;
- Surplus equipment;
- Training of employees;
- Detail of Federal personnel, so long as the Federal government is paying a substantial portion of the salary of the Federal personnel; and
- Technical assistance



# What is NOT Federal financial assistance?

- Licenses issued by the Federal Government
- Procurement from or by the Federal Government
- Direct unconditional assistance to private citizens receiving Federal financial assistance (i.e., Supplemental Security Income or SSI)



# Federal Financial Assistance Received by the Department of Commerce and Insurance in FY2023

- Fire Prevention Division (U.S. Department of Homeland Security and the U.S. Department of Housing and Urban Development)
- TennCare Oversight (U.S. Department of Health and Human Services)
- TFACA (U.S. Department of Homeland Security)
- TLETA (U.S. Department of Justice)



# What is a Recipient?

- “Primary Recipient” – receives Federal financial assistance directly from a federal entity and may transfer or distribute assistance to a subrecipient.
  - When the Department receives a grant or property from a federal agency, it is a “recipient.”
- “Indirect Recipient” – receives federal funds either directly or indirectly.
  - Educational Institutions receive Federal financial assistance indirectly when they accept students who pay, in part, with federal loans.
- Recipients enter into an agreement with the Federal Government, and compliance with Title VI is a condition of receiving Federal financial assistance.



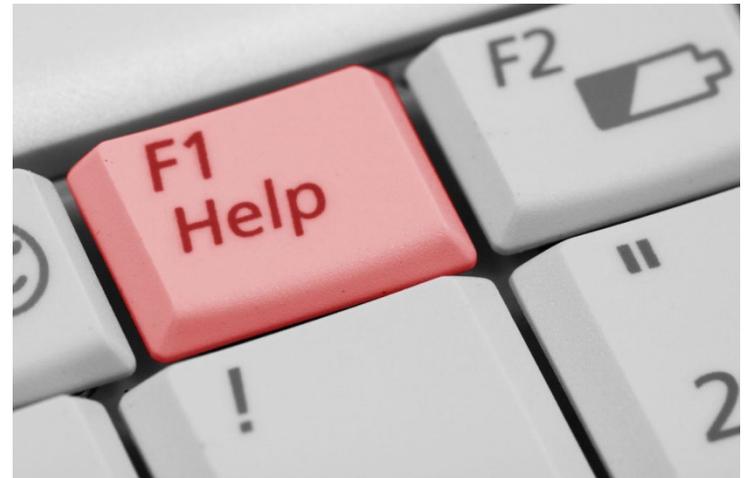
# What is a Subrecipient?

- A subrecipient receives Federal financial assistance from a primary recipient and distributes assistance to an ultimate beneficiary.
  - “Subrecipients” may be contractors, subcontractors or grantees of the Department.
  - There are also some instances where the Department is a subrecipient.
- Subrecipients enter into agreements with recipients, and compliance with Title VI is a condition of receiving funds/assistance.
- Subrecipients must ensure that all contractors, sub-contractors, and recipients of Federal grants adhere to Title VI and all other applicable civil rights laws and regulations.



# What is a Beneficiary?

- A “Beneficiary” is an individual or entity that directly or indirectly receives an advantage through the operation of a federal program.
  - Examples include: a customer of the Department, a consumer, a licensee/applicant, or a student of the Tennessee Law Enforcement Training Academy or Tennessee Fire and Codes Enforcement Academy.
- Beneficiaries do not enter into any formal contract or agreement with the Federal Government where Title VI compliance is a condition of receiving assistance.



# Quiz Time!

Which of the following is NOT an example of a “beneficiary”?

- A) A grantee of the Department
- B) A licensee of the Department
- C) A consumer complainant
- D) A student at TLETA



# Quiz Time!

Which of the following is NOT an example of a “beneficiary”?

- A) A grantee of the Department**
- B) A licensee of the Department
- C) A consumer complainant
- D) A student at TLETA



# Quiz Time!

LearnMore University accepts payments from students who directly receive Federal financial aid. LearnMore University is an example of an \_\_\_\_\_.

- A) Indirect Recipient
- B) Subrecipient
- C) Beneficiary
- D) None of the Above



# Quiz Time!

LearnMore University accepts payments from students who directly receive Federal financial aid. LearnMore University is an example of an \_\_\_\_\_.

A) Indirect Recipient

B) Subrecipient

C) Beneficiary

D) None of the Above



# Quiz Time!

Small Town Police Department (STPD) sends several police officers to training at the FBI Academy at Quantico without any cost to the city. Which of the following best describes the STPD?

- A) STPD is a beneficiary
- B) STPD is a recipient
- C) STPD is not being assisted financially by the Federal government
- D) None of the Above



# Quiz Time!

Small Town Police Department (STPD) sends several police officers to training at the FBI Academy at Quantico without any cost to the city. Which of the following best describes the STPD?

- A) STPD is a beneficiary
- B) **STPD is a recipient**
- C) STPD is not being assisted financially by the Federal government
- D) None of the Above



# What does Title VI do?

- Requires meaningful access to programs and services
- Prohibits requiring different standards or conditions as prerequisites for participating in a program or receiving services
- Encourages the participation of minorities as members of planning or advisory bodies for programs receiving federal funding
- Requires assurance to the source of the federal funds that discrimination will not occur in the operation of the program and provision of services



# Title VI does NOT apply to:

- Federal assistance provided through insurance or guaranty contracts (e.g. FHA loan insurance)
- Employment, except where employment practices result in discrimination against program beneficiaries or where the primary purpose of the Federal assistance is to provide employment



# Examples of Discriminatory Practices

- Applying licensing standards inconsistently to applicants on the basis of their race, color, or national origin.
- The use of policies or practices that appear to be neutral but, in fact, put some program applicants or participants at a disadvantage because of their race, color, or national origin.
- Rejecting or not considering a contract proposal on the basis of the business owner's race, color, or national origin.
- Not including minority owned businesses in the distribution of request for proposal notices.
- Refusing to accept a consumer complaint from and/or provide assistance to a consumer because the consumer either cannot speak, write or is not fluent in English.
- Applying course completion requirements inconsistently to students on the basis of their race, color, or national origin.



# Quiz Time!

Which of the following is an example of a discriminatory practice under Title VI?

- A) Applying licensing standards inconsistently based on an applicant's color
- B) Rejecting a contract proposal based on the business owner's race
- C) Refusing to accept a consumer complaint because the consumer cannot speak or write in English
- D) All of the above



# Quiz Time!

Which of the following is an example of a discriminatory practice under Title VI?

- A) Applying licensing standards inconsistently based on an applicant's color
- B) Rejecting a contract proposal based on the business owner's race
- C) Refusing to accept a consumer complaint because the consumer cannot speak or write in English

**D) All of the above**



# Quiz Time!

True or False???

Title VI applies to ALL of the Department's employment practices.



# Quiz Time!

**FALSE!**



# 3 Forms of Discrimination

**1. Retaliation**

**2. Disparate Treatment**

**3. Disparate Impact**

# Retaliation

- “Retaliation” occurs when a recipient or another person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with any right or privilege secured by Title VI, or because a person made a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under Title VI.

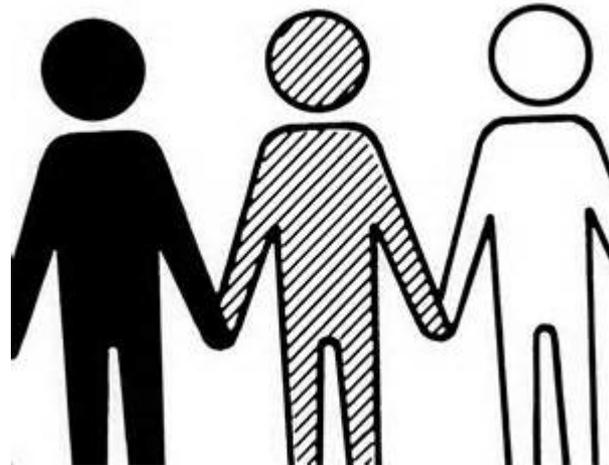


# Example of Retaliation

The Volunteers of Business Development (VBD) received a grant from state Department of Treasury to provide free advice on starting and expanding small and minority-owned businesses. VBD also provides transportation to various facilities housing veterans with disabilities, to include Veterans' House where Felix, a person originally from Montserrat, complains to state Department of Treasury that he received bad advice from VBD. A few months later after being notified of Felix's complaint, VBD stopped providing transportation to Veterans' House.

# Disparate Treatment

- “Disparate Treatment” means that similarly situated persons are treated differently (i.e., less favorably) than others based, at least in part, on their race, color and/or national origin.



# Example of Disparate Treatment

- Beta Corp. contracts with the Insurance Division to provide testing for insurance producer license applicants. Nadia Bey, who wears a hijab, arrives at the Beta Corp. testing facility. She is told that she would not be permitted to wear the hijab during the test. Her application is incomplete and is not processed by the Agents Licensing Section of the Insurance Division.
  - Please Note: There is no reasonable safety or legal basis to prohibit Nadia from wearing this article of clothing while taking the test.

# Disparate Impact

- “Disparate Impact” means discrimination that occurs as a result of a neutral policy which appears harmless on the surface, but negatively affects a group of people.
  - Discriminatory *intent* is not required for disparate impact to be present.



# Examples of Policies having a Disparate Impact

- Assigning clean-fuel vehicles and facilities to routes that do not serve predominately minority communities.
- Implementing service reductions or fare increases for bus transportation that disproportionately effect minority communities.
- The State of Politico's Constitution declares the official language of Politico as English. Pursuant to this provision, to advance public safety, the Politico Department of Public Safety, which is a recipient of Federal financial assistance, decides to administer state driver's license examinations only in English.

# Quiz Time!

Which of the following is NOT one of the three (3) forms of discrimination under Title VI?

- A) Sexual Harassment
- B) Disparate Treatment
- C) Disparate Impact
- D) Retaliation



# Quiz Time!

Which of the following is NOT one of the three (3) forms of discrimination under Title VI?

**A) Sexual Harassment**

B) Disparate Treatment

C) Disparate Impact

D) Retaliation



# Quiz Time!

## True or False???

“Disparate impact” means discrimination that occurs as a result of a neutral policy which appears harmless on the surface but negatively affects a group of people.



# Quiz Time!

TRUE!



# National Origin/ Limited English Proficiency (LEP)

Who are Limited English Proficient persons?

Persons who do not speak English as the primary language and who have a limited ability to read, speak, write, or understand English.



# National Origin/ Limited English Proficiency (LEP)

Title VI prohibits conduct that has a disproportionate effect on LEP persons because such conduct constitutes national-origin discrimination.

Lau v. Nichols, 414 U.S. 562 (1974)



# LEP Guidance

- Recipients and subrecipients of Federal financial assistance are required to take reasonable steps to ensure *meaningful access* to their programs and activities by LEP persons

Title VI State Policy Guidance #11-02 (June 2011)

Tennessee Human Rights Commission



# What is “meaningful access?”

- A recipient is not required to completely re-invent a program or duplicate a program in another language just because a significant number of its beneficiaries are LEP persons.
  - In fact, sometimes, to create separate but equal language-based mirror programs could itself be questioned under Title VI.
- However, recipients are required to address the specific needs of their LEP beneficiaries when those needs operate as artificial barriers to full and meaningful participation in the program or activity.
  - This requires thinking about how a LEP person’s inability to understand oral and written information might hurt his/her ability to participate in or benefit from a program or activity



# How do we provide “meaningful access?”

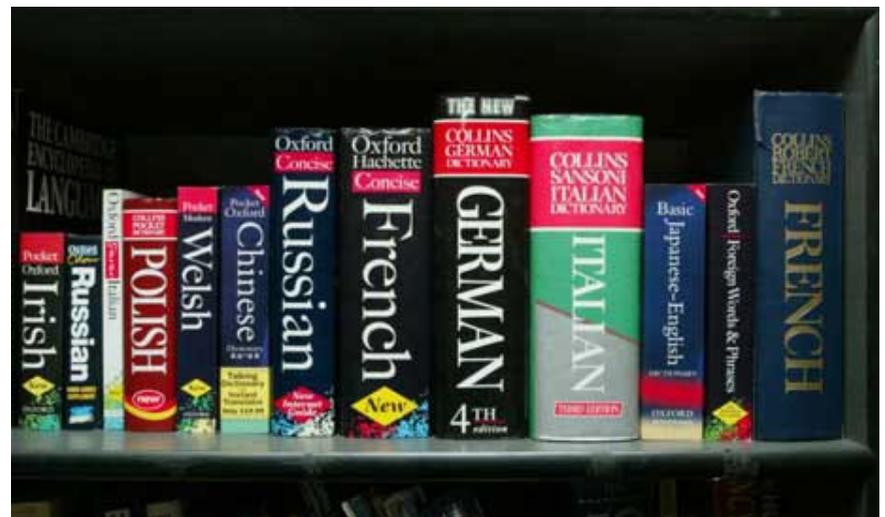
- Since there are so many programs and activities, there is no single rule of how to provide meaningful access.
- Instead, there is a four (4) factor analysis which should be considered when a recipient is determining what constitutes “reasonable steps to ensure meaningful access:”
  1. The number or proportion of LEP persons in the population;
  2. Frequency of contact LEP persons have with the program;
  3. Nature and importance of the program; and,
  4. Resources available to the program.



# LEP Guidance

## Proper Language Assistance

- Translation of documents
- Staff interpreters
- Telephone interpreters
- Interpreters from within the community



# Languages Spoken in Tennessee

- Estimated Population, July 1, 2021 = 6,975,218
- 459,651 speak a language other than English at home  
(American Community Survey 5-year estimates 2016-2020)
- 186,616 speak English less than “Very Well.”  
(American Community Survey 5-year estimates 2016-2020)

<https://www.census.gov>



# Languages Spoken in Tennessee

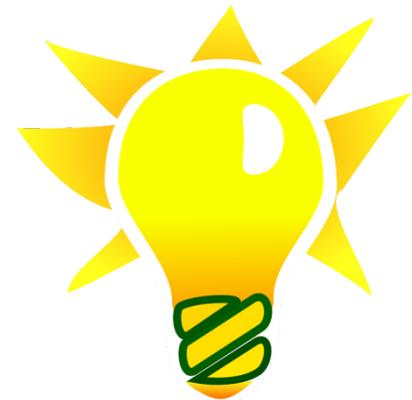
Top languages spoken at home  
(other than English)

1. Spanish
2. Arabic
3. Chinese
4. German
5. French
6. Vietnamese



# How can the Department of Commerce and Insurance achieve/demonstrate meaningful access to its services?

- Information distribution
- Due process in administrative law matters (Translation of legal documents; Availability of interpreters)
- Consumer protection and enforcement
- Consumer education programs
- Advertisement of employment opportunities that are funded by Federal financial assistance
- Commission/ Board/ Advisory Commission memberships
- Notice of contract and grant opportunities to minority owned businesses
- Monitoring Contractor/Grantee compliance with Title VI
- Publication of notice of right to file complaint



# Quiz Time!

Which of the following is NOT an example of proper assistance for Limited English Proficient (LEP) persons?

- A) Translating documents
- B) Having a staff interpreter
- C) Contacting a telephone interpreter
- D) Ensuring everyone on staff is bilingual



# Quiz Time!

Which of the following is NOT an example of proper assistance for Limited English Proficient (LEP) persons?

- A) Translating documents
- B) Having a staff interpreter
- C) Contacting a telephone interpreter
- D) Ensuring everyone on staff is bilingual**



# Quiz Time!

## True or False???

Limited English Proficient (LEP) persons are persons who do not speak English as the primary language but can read and write fluently in English.



# Quiz Time!

**FALSE!**



# Discrimination Complaints

Can be filed with:

- Federal agency that provides the Federal financial assistance
- Tennessee Human Rights Commission
- Department of Commerce and Insurance
- Subrecipient (contractor or grantee)

The image shows a sample discrimination complaint form. The form is titled "COMPLAINT" in large, bold, orange letters. Below the title, there are several sections for information:

- TO:** A field for the recipient of the complaint.
- WHOSE FAULT:** A section with radio buttons for "MINE", "YOURS", "OURS", and "OTHER".
- DESIRED OUTCOME:** A section with radio buttons for "APOLOGY", "EXPLANATION", "LITIGATION", "PROMOTION", "RESTITUTION", and "CHANGE".
- COMPLAINANT:** A field for the name of the person filing the complaint.
- ANONYMOUS:** A checkbox for indicating if the complaint is anonymous.

At the top right of the form, there are fields for "MONTH", "DAY", and "YEAR".

# Complaints

- Any person (whether that person is an employee of the Department, a subcontractor, or a grantee) who receives or has knowledge of a complaint alleging discrimination on the basis of race, color, or national origin in any federally assisted program operated by or on behalf of the Department must report that complaint to the Office of Legal Counsel for review and investigation.
- Complaints, whether written or later reduced to writing by a staff member, must be signed by the complainant.



# Who can file a Title VI complaint?

Any person in the United States who is beneficiary or entitled to be a beneficiary through the operation of a program that receives Federal financial assistance, directly or indirectly, from a federal entity.

# Complaint Procedure

- A complaint filed with the THRC will typically be forwarded to the Office of Legal Counsel of the Department of Commerce and Insurance;
- Complaints filed against a subrecipient must be forwarded to the Office of Legal Counsel;
- An investigation will be conducted by the Office of Legal Counsel;
- Notice of receipt of the complaint will be given to the Commissioner's office and the affected program;
- The affected program area is expected to provide any requested information (documents, recordings, names of persons with relevant knowledge);
- THRC monitors the progress of an investigation.



# Title VI Implementation Plan

- Every executive state department must file an Implementation Plan annually on October 1.
- Plan explains the Department's Title VI obligations.
- Plan is reviewed by the THRC to determine compliance with its guidelines.



# Implementation Plan

Contents include:

1. Overview of Department
2. Federal programs
3. Data collection & analysis regarding employees, board/commission & advisory bodies
4. Complaints received
5. Nondiscrimination & LEP policies
6. Complaint procedures
7. Compliance/ Noncompliance reporting
8. Subrecipient monitoring
9. Title VI training plan
10. Public notice and outreach



# What is data collection & analysis?

- The Implementation Plan includes information obtained through data collection and analysis on a number of subjects relating to the recipient (here, the Department).
- Examples of information provided through data collection & analysis for the Department:
  - Data regarding the number of Limited English Proficient (LEP) encounters during the year and breaking down the contacts by type (i.e., in person, telephonic, or in writing) and by language
  - Data regarding the racial composition of students and test applicant data from Tennessee Fire Service and Codes Enforcement Academy (TFACA) and Tennessee Law Enforcement Training Academy (TLETA)
  - Data regarding Title VI trainings conducted and employees who attended those trainings



# Data Collection & Analysis

- Helps to assess whether the programs and services of the Department are accessible
- Guides revisions of policies, service delivery methods, information distribution
- Helps to defend against discrimination complaints
- Used in the Implementation Plan
- Demonstrates compliance with Title VI



# Hypothetical 1:

The State of Superbia's Department of Corrections (DOC) receives federal funding; however, the DOC does not provide inmates with language assistance services and does not have any policies or procedures for providing meaningful access to their programs/services for persons who are Limited English Proficient (LEP). Superbia's Department of Corrections may have issues with Title VI's prohibition of discrimination based on \_\_\_\_\_.

- A) Race
- B) Color
- C) National Origin
- D) Gender



# Hypothetical 1:

The State of Superbia's Department of Corrections (DOC) receives federal funding; however, the DOC does not provide inmates with language assistance services and does not have any policies or procedures for providing meaningful access to their programs/services for persons who are Limited English Proficient (LEP). Superbia's Department of Corrections may have issues with Title VI's prohibition of discrimination based on \_\_\_\_\_.

- A) Race
- B) Color
- C) National Origin
- D) Gender



# Hypothetical 2:

An investigation revealed that the Cauliflower County Sheriff's Office ("CCSO") stops five times more Latino drivers than non-Latino drivers because those drivers are targeted for stops and arrests. The findings also revealed that CCSO deputies conduct checkpoints and traffic stops in predominately Latino neighborhoods and treat stopped drivers differently based on their ethnicity. These actions are motivated by the Sheriff's prejudices against Latinos. CCSO is violating Title VI by engaging in what type of discrimination?

- A) Retaliation
- B) Vindication
- C) Disparate Treatment
- D) Disparate Impact



# Hypothetical 2:

An investigation revealed that the Cauliflower County Sheriff's Office ("CCSO") stops five times more Latino drivers than non-Latino drivers because those drivers are targeted for stops and arrests. The findings also revealed that CCSO deputies conduct checkpoints and traffic stops in predominately Latino neighborhoods and treat stopped drivers differently based on their ethnicity. These actions are motivated by the Sheriff's prejudices against Latinos. CCSO is violating Title VI by engaging in what type of discrimination?

- A) Retaliation
- B) Vindication
- C) Disparate Treatment**
- D) Disparate Impact



# Appendix M(1)

Professional Service Contracts FY2022

Department of Commerce and Insurance  
Service Contracts FY 2023

Contract #	Supplier	Division	Scope of Service	Start	Expiration	Max amount	Paid FY2023	Diversity	Procurement Type	Funding Source	Supplier Type
77548	Belmont University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$3,986.00	\$3,986.00	Not Go-DBE registered	Grant	State	Recipient
77549	Christian Brothers University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$21,449.00	\$21,449.00	Not Go-DBE registered	Grant	State	Recipient
77597	East Tennessee State University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$19,637.00	\$19,637.00	Not Go-DBE registered	Grant	State	Recipient
77550	Lipscomb University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$21,159.00	\$21,159.00	Not Go-DBE registered	Grant	State	Recipient
77598	Middle Tennessee State University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$30,343.00	\$30,343.00	Not Go-DBE registered	Grant	State	Recipient
77599	Tennessee State University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$29,495.00	\$29,495.00	Not Go-DBE registered	Grant	State	Recipient
77600	Tennessee Technological University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$44,530.00	\$44,530.00	Not Go-DBE registered	Grant	State	Recipient
77551	Union University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$15,873.00	\$15,873.00	Not Go-DBE registered	Grant	State	Recipient
77601	University of Memphis	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$42,214.00	\$42,214.00	Not Go-DBE registered	Grant	State	Recipient
77602	University of Tennessee Chattanooga	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$40,940.00	\$40,940.00	Not Go-DBE registered	Grant	State	Recipient
77603	University of Tennessee Knoxville	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$59,708.00	\$59,708.00	Not Go-DBE registered	Grant	State	Recipient
77604	University of Tennessee Martin	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$20,665.00	\$20,665.00	Not Go-DBE registered	Grant	State	Recipient
77552	Vanderbilt University	Architectural & Engineering	2023 Architectural & Engineering Examiners Grant	2/13/2023	6/30/2023	\$50,000.00	\$50,000.00	Not Go-DBE registered	Grant	State	Recipient
76675	Target Solutions Learning, LLC	Emergency Comm	9-1-1 Online Training Platform	11/1/2022	11/1/2027	\$536,297.70	\$49,299.98	Not Go-DBE registered	Competitive	State	Vendor
63681	Envisage Technologies, LLC	Fire Prevention	Acadis Software Maintenance and Support for TFACA and TLETA	8/1/2019	7/31/2023	\$500,000.00	\$111,130.54	Not Go-DBE registered	Non-competitive	State	Vendor
55524	Pinnacle Actuarial Resources, Inc.	Insurance	Actuarial and Financial Review of Captives	8/1/2017	9/30/2023	\$0.00	\$5,653.05	Not Go-DBE registered	Competitive	State	Vendor
55525	SAS, LLC dba Select Actuarial Services	Insurance	Actuarial and Financial Review of Captives	8/1/2017	9/30/2023	\$0.00	\$15,229.20	WBE registered	Competitive	State	Vendor
55526	SIGMA Actuarial Consulting Group, Inc.	Insurance	Actuarial and Financial Review of Captives	8/1/2017	9/30/2023	\$0.00	\$28,884.22	Not Go-DBE registered	Competitive	State	Vendor
55528	Willis of Tennessee, Inc. (per Edison Willis Towers Watson Southeast Inc)	Insurance	Actuarial and Financial Review of Captives	8/1/2017	9/30/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
60831	Taylor and Mulder, Inc.	Insurance	Actuarial Examinations of Captive Insurance Companies	11/12/2018	11/11/2023	\$0.00	\$34,854.55	Not Go-DBE registered	Competitive	State	Vendor

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60736	Taylor Walker Consulting LLC	Insurance Captives	Actuarial Examinations of Captive Insurance Companies	11/12/2018	11/11/2023	\$0.00	\$56,205.65	Not Go-DBE registered	Competitive	State	Vendor
61985	Burkhalter Group	Insurance	Actuarial Services for Property and Casualty Insurance	7/1/2019	6/30/2024	\$1,000,000.00	\$117,296.25	Not Go-DBE registered	Competitive	State	Vendor
64343	National Association of State Boards of Geology (ASBOG)	Professional Geologists	Administration and grading of professional examinations	10/1/2019	9/30/2024	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
61675	CPA Exam.Ser., div.of National Assoc. State Bd Accountancy (NASBA)	Accountancy	Administration of computer-based examinations for Certified Public Accountants	3/3/2019	3/2/2024	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
72570	PSI Services LLC	Home Inspectors	Administration of the National Home Inspector Exam (NHIE) for the Home	12/1/2021	11/30/2026	\$0.00	\$18,820.00	Not Go-DBE registered	Competitive	State	Vendor
64494	National Council on Compensation Insurance, Inc.(NCCI)	Insurance	Administration of the Tennessee Workers' Compensation Insurance	1/1/2020	12/31/2024	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
72672	City of Columbia	Fire Prevention	Annual fire and building safety inspection services for pre-	12/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
72484	City of Murfreesboro on behalf of the Murfreesboro Fire & Rescue	Fire Prevention	Annual fire and building safety inspection services for pre-	11/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
72654	Metro Nashville Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	11/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71452	Chattanooga Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71453	City of East Ridge	Fire Prevention	Annual fire and building safety inspection services for pre-	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71450	Clarksville Fire Rescue	Fire Prevention	Annual fire and building safety inspection services for pre-	8/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71142	City of Bartlett Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71144	City of Brentwood, Tennessee	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71156	Cleveland Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71147	Collierville Fire & Rescue (Town of Collierville)	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71148	Germantown Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71151	Knoxville Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
71157	Millington Fire Department	Fire Prevention	Annual fire and building safety inspection services for pre-	7/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
65180	Dept. of Education	Fire Prevention	Annual Fire Inspections for Schools (Pre-K through 12)	1/1/2020	12/31/2025	\$0.00	\$0.00	Not Go-DBE registered	Interagency	State	Vendor
76582	Bureau of National Affairs, Inc dba Bloomberg Industry Group	Securities	Bloomberg Law subscription for Securities-related industry news and	11/1/2022	10/31/2027	\$111,017.00	\$20,092.00	Not Go-DBE registered	Non-competitive	State	Vendor

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61874	Cambridge Building Corporation	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing	3/25/2019	3/24/2024	\$20,000.00	\$1,470.94	Not Go-DBE registered	Non-competitive	State	Vendor
60785	Appalachian Inspection Services, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing	12/10/2018	12/9/2023	\$43,500.00	\$1,000.00	Not Go-DBE registered	Competitive	State	Vendor
60699	Corum Engineering, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing	10/22/2018	10/21/2023	\$27,250.00	\$2,626.25	Not Go-DBE registered	Competitive	State	Vendor
60698	RLW Electrical Inspection Services, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing	10/22/2018	10/21/2023	\$0.00	\$14,197.44	Not Go-DBE registered	Competitive	State	Vendor
60697	Accu-Spec Inspection Services, PC	Contractors Bd	Building inspector of contractors licensed by the TN Board Licensing	10/22/2018	10/21/2023	\$39,725.00	\$5,777.17	Not Go-DBE registered	Competitive	State	Vendor
76703	Sullivan Inspection Services, PC	Fire Prevention	Codes Course Instructor for the Tennessee Fire and Codes Academy	11/7/2022	11/6/2024	\$10,000.00	\$31,235.00	Not Go-DBE registered	Non-competitive	State	Vendor
78225	Middle Tennessee State University	Fire Prevention	Comprehensive review of law enforcement training needs for state	4/17/2023	4/16/2025	\$160,000.00	\$0.00	Not Go-DBE registered	Interagency	State	Vendor
78520	Tyler Technologies [Confidential]	Administration	CORE Professional Services, enhancements, maintenance &	6/1/2023	5/31/2026	\$1,751,713.33	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
66552	Shelby County	Administration	CORE Professional Services, enhancements, maintenance &	5/18/2020	5/17/2025	\$0.00	\$28,610.00	Not Go-DBE registered	Non-competitive	State	Vendor
74512-02	Christine Greenwood	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$1,011.07	Not Go-DBE registered	Competitive	State	Vendor
74512-04	Deposition Solutions LLC d/b/a Elite-Brentwood Reporting Services/Lexitas	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
74512-05	Helen Stephens	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$3,595.00	Not Go-DBE registered	Competitive	State	Vendor
74512-06	Jennifer Ailes d/b/a A & A Court Reporting	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$4,095.00	WBE & SBE	Competitive	State	Vendor
74512-09	Tamika Burnette dba Global Precision Court Reporting, LLC	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
74512-10	Traci McClanahan	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$400.00	WBE & SBE	Competitive	State	Vendor
73760-03	K. Vari Electrical Inspections PC	Fire Prevention	Deputy Building Inspector (DBI)	7/1/2022	6/30/2027	\$200,000.00	\$75,900.00	Not Go-DBE registered	Competitive	Other	Vendor
73760-02	Lisa Crumpley PC	Fire Prevention	Deputy Building Inspector (DBI)	7/1/2022	6/30/2027	\$200,000.00	\$3,620.00	Not Go-DBE registered	Competitive	Other	Vendor
73760-04	Matthew Owens PC	Fire Prevention	Deputy Building Inspector (DBI)	7/1/2022	6/30/2027	\$250,000.00	\$49,482.50	Not Go-DBE registered	Competitive	Other	Vendor
62190-08	Appalachian Inspection Services, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/29/2020	6/30/2024	\$250,000.00	\$25,282.50	Not Go-DBE registered	Competitive	Other	Vendor
62190-04	McHenry Contracting, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/29/2020	6/30/2024	\$650,000.00	\$80,318.60	Not Go-DBE registered	Competitive	Other	Vendor
62190-05	RLW Electrical Inspection Services, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/29/2020	6/30/2024	\$250,000.00	\$25,455.00	Not Go-DBE registered	Competitive	Other	Vendor

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62190-06	Sullivan Inspection Services, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/29/2020	6/30/2024	\$250,000.00	\$75.00	Not Go-DBE registered	Competitive	Other	Vendor
62190-07	VP Building Inspection Co., PC	Fire Prevention	Deputy Building Inspector (DBI)	6/29/2020	6/30/2024	\$250,000.00	\$42,552.50	Not Go-DBE registered	Competitive	Other	Vendor
59329-01	Nelson Inspection Service, PC	Fire Prevention	Deputy Building Inspector (DBI)	11/01/2018	6/30/2023	\$270,000.00	\$54,145.50	Not Go-DBE registered	Competitive	Other	Vendor
73760-05	Integrity Homes, LLC	Fire Prevention	Deputy Building Inspector (DBI)	1/1/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
73760-01	A3 Inspections Services, PC	Fire Prevention	Deputy Building Inspector (DBI)	07/01/2022	6/30/2027	\$150,000.00	\$789.32	Not Go-DBE registered	Competitive	Other	Vendor
73760-07	BHP Inspections, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/30/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
73760-06	Nelson Inspection Service, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/30/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
68816-01	Aaron Williams Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,250,000.00	\$232,360.25	Not Go-DBE registered	Competitive	Other	Vendor
73776-10	ABBCO Electrical Services PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/15/2023	6/30/2027	\$249,000.00	\$36,579.75	Not Go-DBE registered	Competitive	Other	Vendor
68816-02	Allan Smith, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$313,000.00	\$93,648.75	Not Go-DBE registered	Competitive	Other	Vendor
68816-03	Archer Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$655,000.00	\$103,134.75	Not Go-DBE registered	Competitive	Other	Vendor
73776-07	BHP Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/15/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
68816-04	Bill Harrington Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$625,000.00	\$158,044.75	Not Go-DBE registered	Competitive	Other	Vendor
68816-05	Bobby Dunlap Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$338,000.00	\$63,473.75	Not Go-DBE registered	Competitive	Other	Vendor
68816-06	Broughton Inspection, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$800,000.00	\$144,759.25	Not Go-DBE registered	Competitive	Other	Vendor
68816-07	Bryan Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$230,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
68816-08	Carl H. Robbins, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$470,000.00	\$47,757.25	Not Go-DBE registered	Competitive	Other	Vendor
59143-01	Clint Martin *	Fire Prevention	Deputy Electrical Inspector (DEI)	3/1/2019	6/30/2023	\$150,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
73776-08	Common Ground Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/15/2023	6/30/2027	\$50,000.00	\$119.00	Not Go-DBE registered	Competitive	Other	Vendor
68816-09	Daryl Alexander Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$545,000.00	\$150,543.50	Not Go-DBE registered	Competitive	Other	Vendor
68816-61	David Keatts Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	11/15/2021	6/30/2026	\$175,000.00	\$37,174.75	Not Go-DBE registered	Competitive	Other	Vendor

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68816-10	Dennis C. Gray PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$922,000.00	\$186,222.25	Not Go-DBE r	Competitive	Other	Vendor
68816-11	Doug Manis, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$395,000.00	\$65,904.75	Not Go-DBE r	Competitive	Other	Vendor
68816-12	Doug Turnbull Electrical Inspecting, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$625,000.00	\$55,036.71	Not Go-DBE r	Competitive	Other	Vendor
68816-13	EJ Young Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,000,000.00	\$200,387.50	Not Go-DBE r	Competitive	Other	Vendor
73776-11	EMC Inspectors PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/15/2023	6/30/2027	\$200,000.00	\$19,660.50	Not Go-DBE r	Competitive	Other	Vendor
73776-12	George Taylor Clark, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	6/30/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
59143-02	George Taylor Clark, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	3/1/2019	6/30/2023	\$350,000.00	\$98,842.25	Not Go-DBE r	Competitive	Other	Vendor
59143-04	Green Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	3/1/2019	6/30/2023	\$450,000.00	\$68,318.75	Not Go-DBE r	Competitive	Other	Vendor
68816-14	Gregory Electric Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$94,000.00	\$399.50	Not Go-DBE r	Competitive	Other	Vendor
73776-01	Gulley Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2022	6/30/2027	\$600,000.00	\$141,316.75	Not Go-DBE r	Competitive	Other	Vendor
68816-15	H. Gale Carter Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$706,000.00	\$143,760.50	Not Go-DBE r	Competitive	Other	Vendor
68816-63	Hamill Electric Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	11/1/2021	6/30/2026	\$390,000.00	\$56,767.25	Not Go-DBE r	Competitive	Other	Vendor
68816-16	Harley D. Revis, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$564,000.00	\$49,580.50	Not Go-DBE r	Competitive	Other	Vendor
68816-17	HBR Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,495,000.00	\$256,989.00	Not Go-DBE r	Competitive	Other	Vendor
68816-64	Hutchinson Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	12/1/2021	6/30/2026	\$250,000.00	\$20,391.50	Not Go-DBE r	Competitive	Other	Vendor
73776-02	J Kiely PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2022	6/30/2027	\$350,000.00	\$19,006.00	Not Go-DBE r	Competitive	Other	Vendor
68816-19	J. L. Jacobs, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,700,000.00	\$190,370.25	Not Go-DBE r	Competitive	Other	Vendor
68816-20	JACH Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$579,000.00	\$201,105.75	Not Go-DBE r	Competitive	Other	Vendor
68816-62	Jacob Pendergrass Electrical PC	Fire Prevention	Deputy Electrical Inspector (DEI)	11/15/2021	6/30/2026	\$150,000.00	\$20,468.00	Not Go-DBE r	Competitive	Other	Vendor
68816-21	James Dearing Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$788,000.00	\$189,715.75	Not Go-DBE r	Competitive	Other	Vendor
68816-22	James Dye Electric Inspectors, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,085,000.00	\$264,133.25	Not Go-DBE r	Competitive	Other	Vendor

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68816-43	James Peek, Jr. dba Peek Electrical Inspector. PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,378,000.00	\$286,352.25	Not Go-DBE r	Competitive	Other	Vendor
68816-23	James T. Hewgley, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$425,000.00	\$149,655.25	Not Go-DBE r	Competitive	Other	Vendor
68816-24	Jason V. Scott, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$695,000.00	\$218,811.25	Not Go-DBE r	Competitive	Other	Vendor
68816-25	JDM Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$795,000.00	\$178,793.25	Not Go-DBE r	Competitive	Other	Vendor
73776-09	Jeffrey D. Hooper PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/15/2023	6/30/2027	\$200,000.00	\$51,879.75	Not Go-DBE r	Competitive	Other	Vendor
68816-26	JEM Electrical Inspections PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$755,000.00	\$170,888.25	Not Go-DBE r	Competitive	Other	Vendor
68816-27	Jerry C. Wilkerson, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$856,000.00	\$161,410.75	Not Go-DBE r	Competitive	Other	Vendor
68816-28	Jerry W. Hunsucker, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,451,000.00	\$218,875.00	Not Go-DBE r	Competitive	Other	Vendor
68816-29	John Jacobs, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$850,000.00	\$236,300.00	Not Go-DBE r	Competitive	Other	Vendor
73776-04	JSHAD Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2022	6/30/2027	\$400,000.00	\$79,317.75	Not Go-DBE r	Competitive	Other	Vendor
59143-05	K. Vari Electrical Inspections PC	Fire Prevention	Deputy Electrical Inspector (DEI)	3/1/2019	6/30/2023	\$650,000.00	\$151,635.75	Not Go-DBE r	Competitive	Other	Vendor
73776-13	K. Vari Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	6/30/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
73776-03	Kylen S. Forbey, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2022	6/30/2027	\$600,000.00	\$99,892.00	Not Go-DBE r	Competitive	Other	Vendor
68816-30	Lafollette Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,080,000.00	\$226,359.25	Not Go-DBE r	Competitive	Other	Vendor
68816-31	Lanes Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$750,000.00	\$119.00	Not Go-DBE r	Competitive	Other	Vendor
68816-32	Larry W Miller, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$690,000.00	\$149,540.50	Not Go-DBE r	Competitive	Other	Vendor
68816-33	LHM Electrical Inspectors PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,690,000.00	\$280,716.75	Not Go-DBE r	Competitive	Other	Vendor
68816-34	Livco Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,035,000.00	\$184,403.25	Not Go-DBE r	Competitive	Other	Vendor
68816-35	Lowell's Electrical Inspection, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$625,000.00	\$70,375.75	Not Go-DBE r	Competitive	Other	Vendor
68816-36	M.D. Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$750,000.00	\$142,846.75	Not Go-DBE r	Competitive	Other	Vendor
68816-37	Maitland Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$625,000.00	\$48,807.00	Not Go-DBE r	Competitive	Other	Vendor

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73776-05	Matthew Owens, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	9/1/2022	6/30/2027	\$450,000.00	\$14,084.50	Not Go-DBE r	Competitive	Other	Vendor
68816-38	McCoy Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$525,000.00	\$119,535.50	Not Go-DBE r	Competitive	Other	Vendor
68816-39	McHenry Contracting, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$495,000.00	\$140,870.50	Not Go-DBE r	Competitive	Other	Vendor
68816-40	Michael S. Fox, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$482,000.00	\$124,516.50	Not Go-DBE r	Competitive	Other	Vendor
68816-41	Michael Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,130,000.00	\$213,256.50	Not Go-DBE r	Competitive	Other	Vendor
NV68816-42	Mitchell Dwain Wright PC *	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	2/9/2023	\$39,457.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
68816-65	Modern Electrical Services PC	Fire Prevention	Deputy Electrical Inspector (DEI)	12/1/2021	6/30/2026	\$250,000.00	\$12,643.69	Not Go-DBE r	Competitive	Other	Vendor
73776-14	Murray Electrical, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	6/30/2023	6/30/2027	\$500,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
62158-01	Prestons Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	1/16/2020	6/30/2024	\$75,000.00	\$3,757.00	Not Go-DBE r	Competitive	Other	Vendor
68816-44	R. Keene, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$613,000.00	\$125,430.25	Not Go-DBE r	Competitive	Other	Vendor
68816-45	Ramsey Electric, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$500,000.00	\$91,710.75	Not Go-DBE r	Competitive	Other	Vendor
68816-46	River City Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$750,000.00	\$147,547.25	Not Go-DBE r	Competitive	Other	Vendor
68816-47	RLW Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$750,000.00	\$88,650.75	Not Go-DBE r	Competitive	Other	Vendor
68816-48	Robert Gray, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$625,000.00	\$102,769.25	Not Go-DBE r	Competitive	Other	Vendor
68816-49	Ronald Gray, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$780,000.00	\$155,091.00	Not Go-DBE r	Competitive	Other	Vendor
68816-50	Sammy Catlett, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$832,000.00	\$167,246.00	Not Go-DBE r	Competitive	Other	Vendor
68816-51	Shane Griswell Electrical Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$313,000.00	\$52,555.50	Not Go-DBE r	Competitive	Other	Vendor
68816-53	Speek Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$270,000.00	\$43,668.75	Not Go-DBE r	Competitive	Other	Vendor
68816-54	State Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,215,000.00	\$313,497.00	Not Go-DBE r	Competitive	Other	Vendor
68816-55	Stephen Taylor Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$751,000.00	\$127,228.00	Not Go-DBE r	Competitive	Other	Vendor
68816-56	Steven Barnes Commercial Electrical Inspector, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$658,000.00	\$171,836.00	Not Go-DBE r	Competitive	Other	Vendor

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62158-02	Sullivan Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	2/1/2020	6/30/2024	\$250,000.00	\$75,084.75	Not Go-DBE r	Competitive	Other	Vendor
73776-06	Tennessee Electrical Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	9/1/2022	6/30/2027	\$500,000.00	\$63,716.00	Not Go-DBE r	Competitive	Other	Vendor
68816-57	Tracy Barnett, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$757,000.00	\$168,895.00	Not Go-DBE r	Competitive	Other	Vendor
68816-58	TriStar Inspections, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$745,000.00	\$243,763.00	Not Go-DBE r	Competitive	Other	Vendor
68816-59	Wesley Smith, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$550,000.00	\$92,892.25	Not Go-DBE r	Competitive	Other	Vendor
68816-60	Winfred D. Hesson Electrical Inspection Services, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	7/1/2021	6/30/2026	\$1,065,000.00	\$182,563.00	Not Go-DBE r	Competitive	Other	Vendor
59310	PSI Services LLC	Alarm Contractors	Development & admin of exams for Alarm -Agent License	8/31/2018	8/30/2023	\$30,000.00	\$41,904.00	Not Go-DBE registered	Competitive	State	Vendor
74277	International Conference of Funeral Service Examining Boards, Inc.	Funeral Board	Development & admin of exams for Funeral Directors & Embalmers	7/1/2022	6/30/2027	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
59441	PSI Services LLC	Private Protective	Development & admin of Security Co Exams for Private Protective Services	8/31/2018	8/30/2023	\$37,500.00	\$38,175.00	Not Go-DBE registered	Competitive	State	Vendor
76701	PSI Services LLC	Cosmetology	Development & admin services of license exams for Cosmetology &	3/1/2023	2/29/2028	\$0.00	\$37,725.55	Not Go-DBE registered	Competitive	State	Vendor
77776	PSI Services LLC	Land Surveyors	Development & admin TN specific licensure exams for Land Surveyors	3/2/2023	3/1/2028	\$70,000.00	\$32,036.16	Not Go-DBE registered	Non-competitive	State	Vendor
59925	PSI Services LLC	Private Investigative	Development and admin of exams for Private Investigation & Polygraph	8/31/2018	11/30/2023	\$150,000.00	\$35,385.00	Not Go-DBE registered	Competitive	State	Vendor
62512	Pearson VUE, a business of NCS Pearson, Inc.	Insurance	Development and admin of License Exams & Continuing Education for	7/1/2019	6/30/2024	\$0.00	\$16,719.90	Not Go-DBE registered	Competitive	State	Vendor
65825	PSI Services LLC	Auctioneer	Development and admin of Licensure Examinations for the	7/1/2020	6/30/2025	\$0.00	\$41,050.00	Not Go-DBE registered	Competitive	State	Vendor
61087	Morris & McDaniel, Inc.	Commission Fire Prevention	Development and admin of licensure exams for Fire Extinguishers	1/1/2019	12/31/2023	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
60770	Morris & McDaniel, Inc.	- Extinguishers Fire Prevention	Development and admin of licensure exams for Manufactured Home	1/1/2019	12/31/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
62304	PSI Services LLC	- Mfg Homes Real Estate	Development and admin of licensure exams for real estate brokers for	7/1/2019	6/30/2024	\$0.00	\$22,080.00	Not Go-DBE registered	Competitive	State	Vendor
61086	Morris & McDaniel, Inc.	Commission Fire Prevention	Development and administration of licensure exams for Explosives,	1/1/2019	12/31/2023	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
61070	Morris & McDaniel, Inc.	- Explosives Fire Prevention	Development and administration of licensure exams for LP Gas	1/1/2019	12/31/2023	\$10,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76434	Scripps Media, Inc. dba WTVF-TV	- LP Gas Securities	Development, production, and airing services for monthly video interview	10/17/2022	10/17/2025	\$270,000.00	\$12,529.30	Not Go-DBE registered	Competitive	State	Vendor
68797	Nashville Auction School, LLC	Auctioneer Commission	Educational Seminars and a biannual newsletter for the Tennessee	7/1/2021	6/30/2026	\$300,000.00	\$50,321.76	Not Go-DBE registered	Competitive	State	Vendor

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69487	Town of Collierville	Administration	Electronic public information to the Town of Collierville	3/15/2021	3/15/2026	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
68217	Motlow State Community College	Fire Prevention - TFACA	Emergency Medical Recorder courses at TFACA	9/15/2020	9/15/2023	\$0.00	\$0.00	Not Go-DBE registered	Interagency	State	Vendor
73263	John W. Smith DBA JWS & Associates	Architectural & Engineering	Engineering transcript evaluations	1/1/2022	12/31/2026	\$5,000.00	\$100.00	Not Go-DBE registered	Non-competitive	State	Vendor
NV2000000 0068404 72678	Accretive Insurance Solutions, Inc. (formerly Rice Insurance) AT & T Corp. [Confidential]	Real Estate Commission	Errors & Omissions Insurance Policy for Real Estate Licensees	1/1/2021	1/1/2025	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
66061	PSI Services LLC	Emergency Comm TREAC	Establishment of emergency communications and provision of Examination Administration Services for the Tennessee Real Estate	7/1/2020	6/30/2025	\$0.00	\$37,020.00	Not Go-DBE registered	Competitive	State	Vendor
71105	PSI Services LLC	Contractors Bd	Examination development and admin services for the Tennessee	7/1/2021	7/1/2026	\$0.00	\$46,624.50	Not Go-DBE registered	Competitive	State	Vendor
57391	PSI Services LLC	Fire Prevention - Fireworks Insurance	Examination development and administration services for TN	3/1/2018	12/28/2023	\$0.00	\$56,900.00	Not Go-DBE registered	Competitive	State	Vendor
67747	NOVO Consulting Group LLC	Insurance	Examination services of insurance companies	11/1/2020	10/30/2025	\$3,500,000.00	\$43,889.20	Not Go-DBE registered	Competitive	State	Vendor
66517	Assurity Resources Inc.	Insurance	Examination services of insurance companies	5/22/2020	5/22/2025	\$3,500,000.00	\$71,340.00	Not Go-DBE registered	Competitive	State	Vendor
66159	Baker Tilly Virchow Krause	Insurance	Examination services of insurance companies	4/24/2020	4/24/2025	\$3,500,000.00	\$142.50	Not Go-DBE registered	Competitive	State	Vendor
66165	Examination Resources, LLC	Insurance	Examination services of insurance companies	4/24/2020	4/24/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
66166	INS Regulatory Insurance Services	Insurance	Examination services of insurance companies	4/24/2020	4/24/2025	\$3,500,000.00	\$63,553.75	Not Go-DBE registered	Competitive	State	Vendor
66168	Lewis & Ellis, Inc	Insurance	Examination services of insurance companies	4/24/2020	4/24/2025	\$3,500,000.00	\$389,460.25	Not Go-DBE registered	Competitive	State	Vendor
66169	Noble Consulting Services, Inc	Insurance	Examination services of insurance companies	4/24/2020	4/24/2025	\$3,500,000.00	\$5,920.00	Not Go-DBE registered	Competitive	State	Vendor
66167	Johnson Lambert LLP	Insurance	Examination services of insurance companies	4/24/2020	4/23/2025	\$3,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
60786	Johnson Lambert LLP	Insurance	Examinations of Unaudited Captive Insurance Companies	12/3/2018	12/2/2023	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
78384	Gresham Smith	Land Surveyors	Expert review and witness testimony for the Tennessee Board of	6/1/2023	5/31/2028	\$25,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
58340	David L. Mathews	Land Surveyors	Expert review and witness testimony for the Tennessee Board of	10/20/2018	10/19/2023	\$67,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
NV0000000 057302	Weston A. Woodford dba Woodford & Associates	TREAC	Expert witness and residential appraisal review services	4/2/2018	11/25/2023	\$25,350.00	\$4,400.00	Not Go-DBE registered	Competitive	State	Vendor
78152	Myers & Stauffer LLC	Insurance	External appeal process for review and resolution of appeals by	4/17/2023	4/16/2026	\$3,000,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor

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65229	US Bancorp Fund Services, LLC	Securities	Facilitate online electronic Securities filings using State's URL	1/15/2020	1/14/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
59890	David H. Hodges dba DHH Professional Services	Fire Prevention	Field Service Rep for Fire Fighting Commission - East TN	9/1/2018	8/31/2023	\$130,620.00	\$31,910.37	Not Go-DBE registered	Competitive	State	Vendor
74184	Arnold Phillip Grooms	Fire Prevention	Field Service Rep for Fire Fighting Commission - Middle TN	4/18/2022	4/17/2027	\$96,975.00	\$16,817.80	SBE	Competitive	State	Vendor
64387	Tony A. Scott	Fire Prevention	Field Service Rep for Fire Fighting Commission - Middle TN	10/15/2019	10/14/2024	\$115,000.00	\$29,422.96	Not Go-DBE registered	Competitive	State	Vendor
59879	Michael Gill	Fire Prevention	Field Service Rep for Fire Fighting Commission - West TN	9/1/2018	8/31/2023	\$107,570.00	\$12,485.76	Not Go-DBE registered	Competitive	State	Vendor
59889	Timothy H. Rice	Fire Prevention	Field Service Rep for Fire Fighting Commission - West TN	9/1/2018	8/31/2023	\$121,270.00	\$19,850.00	Not Go-DBE registered	Competitive	State	Vendor
77052-01	FyreEye, P.C.	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	3/14/2023	12/11/2027	\$195,000.00	\$500.00	Not Go-DBE registered	Competitive	State	Vendor
77052-02	AFI Fire Investigations LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	3/23/2023	12/11/2027	\$195,000.00	\$789.32	Not Go-DBE registered	Competitive	State	Vendor
77052-03	Burns Fire Investigations, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	3/14/2023	12/11/2027	\$195,000.00	\$500.00	Not Go-DBE registered	Competitive	State	Vendor
77052-04	Joshua Allen Hamill dba Fire Analysis, PLLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	3/14/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77052-06	James Allen McClendon dba MC Fire Loss Consultant LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	3/14/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77052-07	Glenn Travis dba Travis Fire Investigations, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	5/1/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77052-08	Anthony Shostrand dba AC&T Fire Investigation, PLLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	4/3/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77052-09	ProFire Forensics, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	5/1/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77052-10	David Land dba Tri-Star Fire Loss Consultants, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs	5/15/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
71263	Consolidated Management Company	Fire Prevention - TFACA	Food services for Fire Academy training classes	10/25/2021	10/24/2024	\$5,876,912.00	\$346,250.71	Not Go-DBE registered	Competitive	State	Vendor
60885	Rimkus Consulting Group, Inc.	Fire Prevention	Forensic electrical engineering services for FIS	12/1/2018	11/30/2023	\$1,600,000.00	\$31,235.00	Not Go-DBE registered	Competitive	State	Vendor
60800	Structural Detailing, LLC dba Balata	Architectural & Engineering	Forensic Engineering Expert Witness and Consultation Services	11/26/2018	11/25/2023	\$25,000.00	\$13,170.00	WBE	Competitive	State	Vendor
66555	Midwest Japan Discovery Services, LLC (Michael G. Kuzma)	Insurance	Independent legal analysis and consulting related to international	5/11/2020	5/10/2024	\$69,000.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
67237	Pieri Companies, Inc.	Contractors Bd	Inspections of work of contractors licensed by the TN Board Licensing	7/1/2020	6/30/2025	\$45,000.00	\$14,432.00	Not Go-DBE registered	Competitive	State	Vendor
65718	Rickie G. Lamon	Contractors Bd	Inspections of work of contractors licensed by the TN Board Licensing	3/16/2020	3/15/2025	\$45,000.00	\$13,170.00	SBE	Competitive	State	Vendor

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73628-02	Tracy Fowler	Fire Prevention	Issuance of State electrical and/or building permits	10/15/2022	6/30/2027	\$50,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
73628-03	Kim M. Cathey	Fire Prevention	Issuance of State electrical and/or building permits	6/1/2023	6/30/2027	\$50,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
69769-02	City Electric Supply	Fire Prevention	Issuance of State electrical and/or building permits	6/15/2022	6/30/2026	\$40,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
69769-01	Ashley Lee	Fire Prevention	Issuance of State electrical and/or building permits	10/15/2021	6/30/2026	\$45,000.00	\$5.00	Not Go-DBE r	Competitive	Other	Vendor
67143-01	Consolildated Electrical Distributors	Fire Prevention	Issuance of State electrical and/or building permits	11/30/2020	6/30/2025	\$10,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-99	Builders Firstsource, Inc *	Fire Prevention	Issuance of State electrical and/or building permits	6/17/2020	12/31/2024	\$5,000.00	\$30.00	Not Go-DBE r	Competitive	Other	Vendor
63522-98	City of Covington	Fire Prevention	Issuance of State electrical and/or building permits	6/15/2020	12/31/2024	\$10,000.00	\$615.00	Not Go-DBE r	Competitive	Other	Vendor
63522-100	Robertson County Government	Fire Prevention	Issuance of State electrical and/or building permits	6/15/2020	12/31/2024	\$43,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-94	Dickson Electric System	Fire Prevention	Issuance of State electrical and/or building permits	4/27/2020	12/31/2024	\$60,000.00	\$185.00	Not Go-DBE r	Competitive	Other	Vendor
63522-96	Smith County Government	Fire Prevention	Issuance of State electrical and/or building permits	4/27/2020	12/31/2024	\$15,000.00	\$415.00	Not Go-DBE r	Competitive	Other	Vendor
63522-92	City of Cleveland	Fire Prevention	Issuance of State electrical and/or building permits	4/8/2020	12/31/2024	\$52,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-09	City Electric Supply *	Fire Prevention	Issuance of State electrical and/or building permits	4/1/2020	12/31/2024	\$113,000.00	\$16,180.00	Not Go-DBE r	Competitive	Other	Vendor
63522-91	Town of Dover	Fire Prevention	Issuance of State electrical and/or building permits	3/30/2020	12/31/2024	\$12,500.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-87	Bristol TN Essential Services	Fire Prevention	Issuance of State electrical and/or building permits	3/1/2020	12/31/2024	\$15,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-88	Campbell County Government	Fire Prevention	Issuance of State electrical and/or building permits	3/1/2020	12/31/2024	\$15,000.00	\$15.00	Not Go-DBE r	Competitive	Other	Vendor
63522-82	Cannon County Government	Fire Prevention	Issuance of State electrical and/or building permits	3/1/2020	12/31/2024	\$10,000.00	\$705.00	Not Go-DBE r	Competitive	Other	Vendor
63522-89	Etowah Utilities Dept.	Fire Prevention	Issuance of State electrical and/or building permits	3/1/2020	12/31/2024	\$5,000.00	\$470.00	Not Go-DBE r	Competitive	Other	Vendor
63522-83	Liberty Lumber & Supply	Fire Prevention	Issuance of State electrical and/or building permits	3/1/2020	12/31/2024	\$10,000.00	\$510.00	Not Go-DBE r	Competitive	Other	Vendor
63522-72	Sequachee Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits	2/28/2020	12/31/2024	\$60,000.00	\$7,395.00	Not Go-DBE r	Competitive	Other	Vendor
63522-73	City of Adamsville	Fire Prevention	Issuance of State electrical and/or building permits	2/24/2020	12/31/2024	\$50,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-71	Troy Hardware	Fire Prevention	Issuance of State electrical and/or building permits	2/24/2020	12/31/2024	\$125,000.00	\$1,595.00	Not Go-DBE r	Competitive	Other	Vendor

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63522-70	White County Government *	Fire Prevention	Issuance of State electrical and/or building permits	2/24/2020	4/1/2023	\$225,000.00	\$710.00	Not Go-DBE r	Competitive	Other	Vendor
63522-95	Wholesale Supply Group, Inc.	Fire Prevention	Issuance of State electrical and/or building permits	2/15/2020	12/31/2024	\$215,000.00	\$22,225.00	Not Go-DBE r	Competitive	Other	Vendor
63522-77	Carter County Government	Fire Prevention	Issuance of State electrical and/or building permits	2/1/2020	12/31/2024	\$25,000.00	\$2,810.00	Not Go-DBE r	Competitive	Other	Vendor
63522-78	City of Ducktown	Fire Prevention	Issuance of State electrical and/or building permits	2/1/2020	12/31/2024	\$5,000.00	\$425.00	Not Go-DBE r	Competitive	Other	Vendor
63522-79	Polk County Government	Fire Prevention	Issuance of State electrical and/or building permits	2/1/2020	12/31/2024	\$10,000.00	\$935.00	Not Go-DBE r	Competitive	Other	Vendor
63522-80	Rutherford County Government	Fire Prevention	Issuance of State electrical and/or building permits	2/1/2020	12/31/2024	\$145,000.00	\$12,500.00	Not Go-DBE r	Competitive	Other	Vendor
63522-03	Benton County Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$15,000.00	\$2,145.00	Not Go-DBE r	Competitive	Other	Vendor
63522-05	Brownsville Energy Authority	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$4,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-07	Carroll County Electrical Department	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$15,000.00	\$1,580.00	Not Go-DBE r	Competitive	Other	Vendor
63522-08	Cheryl Renee Barnes *	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$335,000.00	\$285.00	Not Go-DBE r	Competitive	Other	Vendor
63522-11	City of Benton	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$15.00	Not Go-DBE r	Competitive	Other	Vendor
63522-12	City of Clifton	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-13	City of Ethridge	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$8,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-14	City of Graysville	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-15	City of Lebanon	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$142,000.00	\$4,985.00	Not Go-DBE r	Competitive	Other	Vendor
63522-17	City of Loretto	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-18	City of Newbern *	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$3,000.00	\$140.00	Not Go-DBE r	Competitive	Other	Vendor
63522-19	City of Sparta & Sparta Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$7,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-20	Clinton Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$38,000.00	\$448.00	Not Go-DBE r	Competitive	Other	Vendor
63522-21	Columbia Power and Water System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$90,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-23	Erwin Utilities Authority	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$10,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor

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63522-24	Fayetteville Public Utilities	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$30,000.00	\$3,565.00	Not Go-DBE r	Competitive	Other	Vendor
63522-25	Forked Deer Electric	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$12,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-26	Fred's of Parsons dba Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$19,000.00	\$3,330.00	Not Go-DBE r	Competitive	Other	Vendor
63522-27	Giles County Clerk	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$10,000.00	\$750.00	Not Go-DBE r	Competitive	Other	Vendor
63522-29	Harriman Utility Board	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$15,000.00	\$800.00	Not Go-DBE r	Competitive	Other	Vendor
63522-31	Holston Electric Cooperative, Inc.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$36,000.00	\$3,775.00	Not Go-DBE r	Competitive	Other	Vendor
63522-32	IAC Supply Solutions, Inc.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$5,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-33	Jackson County	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$8,000.00	\$1,320.00	Not Go-DBE r	Competitive	Other	Vendor
63522-35	JP Shelly & Sons, Inc.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$9,000.00	\$2,490.00	Not Go-DBE r	Competitive	Other	Vendor
63522-36	Kash & Karry Building Supply	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$9,000.00	\$900.00	Not Go-DBE r	Competitive	Other	Vendor
63522-37	Kingston Scandlyn Lumber Co., Inc.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$12,000.00	\$750.00	Not Go-DBE r	Competitive	Other	Vendor
63522-38	Knoxville Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$120,000.00	\$1,270.00	Not Go-DBE r	Competitive	Other	Vendor
63522-39	Lafollette Utilities	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$30,000.00	\$2,675.00	Not Go-DBE r	Competitive	Other	Vendor
63522-74	Lan Mark Plumbing & Electrical	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$350,000.00	\$2,210.00	Not Go-DBE r	Competitive	Other	Vendor
63522-40	Lawrenceburg Utility	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$30,000.00	\$400.00	Not Go-DBE r	Competitive	Other	Vendor
63522-30	Leila Henard dba Henard Lumber Companv	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$5,000.00	\$780.00	Not Go-DBE r	Competitive	Other	Vendor
63522-41	Lenoir City Utility	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$135,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-42	Lewisburg Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$10,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-43	Lewter's Wholesale Supply, Inc.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$19,000.00	\$3,470.00	Not Go-DBE r	Competitive	Other	Vendor
63522-44	McMinnville Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$18,000.00	\$715.00	Not Go-DBE r	Competitive	Other	Vendor
63522-45	Meriwether Lewis Electric Coop.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$20,000.00	\$1,655.00	Not Go-DBE r	Competitive	Other	Vendor

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63522-46	Mount Pleasant Power System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$6,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-48	Newport Utilities	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$30,000.00	\$4,195.00	Not Go-DBE r	Competitive	Other	Vendor
63522-49	Olde Tyme Hardware, LLC	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$7,000.00	\$580.00	Not Go-DBE r	Competitive	Other	Vendor
63522-50	Paris Utility Authority dba Paris Bd. of Public Utilities	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$32,000.00	\$3,470.00	Not Go-DBE r	Competitive	Other	Vendor
63522-51	Plateau Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$25,000.00	\$3,042.00	Not Go-DBE r	Competitive	Other	Vendor
63522-52	Powell Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$36,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-54	Sevier County Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$300,000.00	\$815.00	Not Go-DBE r	Competitive	Other	Vendor
63522-56	Smithville Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$6,000.00	\$260.00	Not Go-DBE r	Competitive	Other	Vendor
63522-57	Springfield Utilities	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$15,000.00	\$215.00	Not Go-DBE r	Competitive	Other	Vendor
63522-58	Sweetwater Utilities Board	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$16,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-59	Tennessee Valley Electric Cooperative	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$35,000.00	\$2,975.00	Not Go-DBE r	Competitive	Other	Vendor
63522-60	Town of Bean Station	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-61	Town of Brighton	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-62	Town of Hollow Rock	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$2,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-63	Town of Woodbury	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$5,000.00	\$75.00	Not Go-DBE r	Competitive	Other	Vendor
63522-64	Tri-County Electric Membership Corp.	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$50,000.00	\$5,815.00	Not Go-DBE r	Competitive	Other	Vendor
63522-65	Wades Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$18,000.00	\$2,460.00	Not Go-DBE r	Competitive	Other	Vendor
63522-66	Weakley County Municipal Electric System	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$20,000.00	\$804.00	Not Go-DBE r	Competitive	Other	Vendor
63522-67	White's Ace Hardware	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$21,000.00	\$4,275.00	Not Go-DBE r	Competitive	Other	Vendor
63522-68	Williams Wholesale Supply	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	12/31/2024	\$10,000.00	\$0.00	Not Go-DBE r	Competitive	Other	Vendor
63522-06	Caney Fork Electric Coop *	Fire Prevention	Issuance of State electrical and/or building permits	1/1/2020	11/15/2022	\$65,000.00	\$3,345.00	Not Go-DBE r	Competitive	Other	Vendor

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78252	Dept. of Corrections	Cosmetology	Licensing Inmates Participating in the Reentry Program	4/24/2023	4/23/2024	\$288,000.00	\$0.00	Not Go-DBE registered	Interagency	State	Vendor
61524	INS Consultants, Inc.	Insurance	Life, Accident and Health Insurance Services	5/1/2019	4/30/2024	\$2,500,000.00	\$492,383.75	Not Go-DBE registered	Competitive	State	Vendor
NV5789900 000000000	MCP Acquisition Corp. dba Mission Critical Partners LLC	Emergency Comm	Next Generation 911 technical consulting services for Emergency	7/1/2018	6/30/2023	\$5,206,669.72	\$357,893.34	Not Go-DBE registered	Competitive	State & Federal	Vendor
74370	DF Institute, LLC dba Kaplan Real Estate Education	Real Estate Commission	Online Real Estate Licensing Courses for TN Real Estate Commissions	6/1/2022	5/30/2025	\$222,500.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
77933	Virtual Academy, a Division of Savant Learning Systems, Inc.	Emergency Comm	Online training platform for the Emergency Communications Board	4/10/2023	4/9/2028	\$775,000.00	\$155,000.00	Not Go-DBE registered	Competitive	State	Vendor
57554	Virtual Academy, a Division of Savant Learning Systems, Inc.	TLETA	Online training platform for the Tennessee Law Enforcement	2/26/2018	9/25/2023	\$240,000.00	\$230,600.00	Not Go-DBE registered	Competitive	State	Vendor
60732	Carr, Riggs & Ingram, LLC	Insurance	Primary Analysis and Supervisory Review of insurance companies	12/3/2018	12/2/2023	\$1,500,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
60733	Examination Resources, LLC	Insurance	Primary Analysis and Supervisory Review of insurance companies	12/3/2018	12/2/2023	\$1,500,000.00	\$39,087.00	Not Go-DBE registered	Competitive	State	Vendor
60735	Schowengerdt Consulting, LLC	Insurance	Primary Analysis and Supervisory Review of Insurance Companies	12/3/2018	12/2/2023	\$1,500,000.00	\$54,024.75	Not Go-DBE registered	Competitive	State	Vendor
74969	University of Tennessee, Naifeh Center	Fire Prevention	Professional Development and Training for Fire Fighters	7/1/2022	6/30/2027	\$100,000.00	\$0.00	Not Go-DBE registered	Interagency	State	Vendor
69272	Brent K. Voss	Home Inspectors	Provision of reviews, consultations, and formal written opinions of	4/1/2021	3/31/2026	\$15,000.00	\$1,200.00	Not Go-DBE registered	Competitive	State	Vendor
69271	Corum Engineering, PC	Home Inspectors	Provision of reviews, consultations, and formal written opinions of	4/1/2021	3/31/2026	\$15,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
69416	Moore Home Inspections (Gus Wayne Moore)	Home Inspectors	Provision of reviews, consultations, and formal written opinions of	4/1/2021	3/31/2026	\$15,000.00	\$500.00	Not Go-DBE registered	Competitive	State	Vendor
75253	Tennessee Housing Association	Fire Prevention	Provision of use and license of materials related to the "Close the	7/1/2022	6/30/2027	\$0.00	\$0.00	Non-Minority	Non-competitive	State	Vendor
68459	International Code Council, Inc.	Fire Prevention	Reciprocity for ICC certification of Fire Inspector I and II	10/19/2020	10/19/2025	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
76279-01	Allons Volunteer Fire Department	Fire Prevention	Rescue Squads Grant Program	3/15/2023	3/14/2024	\$18,990.00	\$18,990.00	Not Go-DBE registered	Competitive	State	Recipient
76279-02	American Airboat Rescue Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,920.00	\$5,920.00	Not Go-DBE registered	Competitive	State	Recipient
76279-03	Anderson County Emergency and Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,075.00	\$21,075.00	Not Go-DBE registered	Competitive	State	Recipient
76279-04	Bean Station Vol Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,557.22	\$38,557.22	Not Go-DBE registered	Competitive	State	Recipient
76279-05	Benton County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$43,889.20	\$43,889.20	Not Go-DBE registered	Competitive	State	Recipient
76279-06	Bledsoe County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$45,390.10	\$45,390.10	Not Go-DBE registered	Competitive	State	Recipient

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76279-07	Blount County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,504.00	\$13,504.00	Not Go-DBE registered	Competitive	State	Recipient
76279-08	Blountville Emergency Response and Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$16,615.70	\$16,615.70	Not Go-DBE registered	Competitive	State	Recipient
76279-09	Cannon County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$43,400.00	\$43,400.00	Not Go-DBE registered	Competitive	State	Recipient
76279-10	Carroll County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,340.00	\$40,340.00	Not Go-DBE registered	Competitive	State	Recipient
76279-73	Carter County Emergency & Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$25,967.00	\$25,967.00	Not Go-DBE registered	Competitive	State	Recipient
76279-11	Center Point Fire Dept	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$7,500.00	\$7,500.00	Not Go-DBE registered	Competitive	State	Recipient
76279-12	Chattanooga-Hamilton County Rescue Service	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$8,198.00	\$8,198.00	Not Go-DBE registered	Competitive	State	Recipient
76279-13	Chester County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,440.00	\$30,440.00	Not Go-DBE registered	Competitive	State	Recipient
76279-14	Church Hill Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$16,719.90	\$16,719.90	Not Go-DBE registered	Competitive	State	Recipient
76279-43	City of Michie Tennessee	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,235.00	\$31,235.00	Not Go-DBE registered	Competitive	State	Recipient
76279-56	City of Selmer	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$28,610.00	\$28,610.00	Not Go-DBE registered	Competitive	State	Recipient
76279-62	City of South Fulton	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$6,110.00	\$6,110.00	Not Go-DBE registered	Competitive	State	Recipient
76279-64	City of Tennessee Ridge	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,575.00	\$12,575.00	Not Go-DBE registered	Competitive	State	Recipient
76279-15	Clay County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,850.00	\$40,850.00	Not Go-DBE registered	Competitive	State	Recipient
76279-16	Coffee County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$17,289.50	\$17,289.50	Not Go-DBE registered	Competitive	State	Recipient
76279-17	Cumberland Co Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$14,432.00	\$14,432.00	Not Go-DBE registered	Competitive	State	Recipient
76279-18	Decatur County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$26,887.00	\$26,887.00	Not Go-DBE registered	Competitive	State	Recipient
76279-19	Dickson County Fire Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$39,600.00	\$39,600.00	Not Go-DBE registered	Competitive	State	Recipient
76279-20	Dyer County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,653.05	\$5,653.05	Not Go-DBE registered	Competitive	State	Recipient
76279-21	Fentress County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$56,900.00	\$56,900.00	Not Go-DBE registered	Competitive	State	Recipient
76279-22	Franklin County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$22,080.00	\$22,080.00	Not Go-DBE registered	Competitive	State	Recipient

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76279-23	Grainger County Rescue Squad and Crewett	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,050.00	\$41,050.00	Not Go-DBE registered	Competitive	State	Recipient
76279-24	Greenback Emergency Rescue Squad inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,161.72	\$37,161.72	Not Go-DBE registered	Competitive	State	Recipient
76279-25	Greeneville Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,576.30	\$31,576.30	Not Go-DBE registered	Competitive	State	Recipient
76279-26	Hamilton County Special Tactics and Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$15,229.20	\$15,229.20	Not Go-DBE registered	Competitive	State	Recipient
76279-27	Hardeman County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$54,024.75	\$54,024.75	Not Go-DBE registered	Competitive	State	Recipient
76279-66	Hartsville Trousdale County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,244.22	\$5,244.22	Not Go-DBE registered	Competitive	State	Recipient
76279-28	Hawkins County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,546.00	\$40,546.00	Not Go-DBE registered	Competitive	State	Recipient
76279-29	Henderson County Rescue Squad Incorporated	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,020.00	\$37,020.00	Not Go-DBE registered	Competitive	State	Recipient
76279-30	Hickman County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$46,624.50	\$46,624.50	Not Go-DBE registered	Competitive	State	Recipient
76279-31	Holston Valley Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$18,820.00	\$18,820.00	Not Go-DBE registered	Competitive	State	Recipient
76279-32	Humboldt Area Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,725.55	\$37,725.55	Not Go-DBE registered	Competitive	State	Recipient
76279-33	Jackson County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,904.00	\$41,904.00	Not Go-DBE registered	Competitive	State	Recipient
76279-34	Jefferson County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,175.00	\$38,175.00	Not Go-DBE registered	Competitive	State	Recipient
76279-35	Johnson County EMS and EMB Service	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$35,385.00	\$35,385.00	Not Go-DBE registered	Competitive	State	Recipient
76279-36	Kingsport Lifesaving Crew inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$32,036.16	\$32,036.16	Not Go-DBE registered	Competitive	State	Recipient
76279-37	Knox County Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$42,226.95	\$42,226.95	Not Go-DBE registered	Competitive	State	Recipient
76279-72	La Vergne Rescue Unit, Inc.	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,974.00	\$5,974.00	Not Go-DBE registered	Competitive	State	Recipient
76279-38	Lafollette Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,870.88	\$21,870.88	Not Go-DBE registered	Competitive	State	Recipient
76279-39	Lauderdale County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,144.82	\$41,144.82	Not Go-DBE registered	Competitive	State	Recipient
76279-40	Macon County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,699.80	\$30,699.80	Not Go-DBE registered	Competitive	State	Recipient
76279-70	Macon County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$15,338.00	\$15,338.00	Not Go-DBE registered	Competitive	State	Recipient

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76279-44	Monroe County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$14,197.44	\$14,197.44	Not Go-DBE registered	Competitive	State	Recipient
76279-45	Morgan County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,000.00	\$38,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-46	Morristown Emergency & Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$34,854.55	\$34,854.55	Not Go-DBE registered	Competitive	State	Recipient
76279-47	Newport Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$56,205.65	\$56,205.65	Not Go-DBE registered	Competitive	State	Recipient
76279-48	Obion County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$54,000.00	\$54,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-49	Overton County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$4,958.16	\$4,958.16	Not Go-DBE registered	Competitive	State	Recipient
76279-50	Paris Henry County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,529.30	\$12,529.30	Not Go-DBE registered	Competitive	State	Recipient
76279-51	Perry County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$19,850.00	\$19,850.00	Not Go-DBE registered	Competitive	State	Recipient
76279-52	Putnam County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,446.00	\$13,446.00	Not Go-DBE registered	Competitive	State	Recipient
76279-53	Rhea County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,941.00	\$31,941.00	Not Go-DBE registered	Competitive	State	Recipient
76279-54	Roane County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,299.00	\$30,299.00	Not Go-DBE registered	Competitive	State	Recipient
76279-55	Scott County Emergency and Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,870.00	\$21,870.00	Not Go-DBE registered	Competitive	State	Recipient
76279-57	Sequatchie County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$28,884.22	\$28,884.22	Not Go-DBE registered	Competitive	State	Recipient
76279-58	Sevier County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$44,850.00	\$44,850.00	Not Go-DBE registered	Competitive	State	Recipient
76279-59	Shackle Island VFD	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,928.00	\$12,928.00	Not Go-DBE registered	Competitive	State	Recipient
76279-60	Smith County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,558.00	\$12,558.00	Not Go-DBE registered	Competitive	State	Recipient
76279-61	Smithville-Dekalb County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$34,100.00	\$34,100.00	Not Go-DBE registered	Competitive	State	Recipient
76279-71	Sparta White County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$26,487.70	\$26,487.70	Not Go-DBE registered	Competitive	State	Recipient
76279-63	Tennessee City Vol Fire D	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$45,161.90	\$45,161.90	Not Go-DBE registered	Competitive	State	Recipient
76279-65	Tennessee Timothy Volunteer Fire Dept	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,846.21	\$13,846.21	Not Go-DBE registered	Competitive	State	Recipient
76279-41	The Marion County Rescue Squad of Whitwell, Tennessee, Inc.	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,170.00	\$13,170.00	Not Go-DBE registered	Competitive	State	Recipient

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76279-67	Union County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$29,965.94	\$29,965.94	Not Go-DBE registered	Competitive	State	Recipient
76279-68	Warren County Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$18,823.41	\$18,823.41	Not Go-DBE registered	Competitive	State	Recipient
76279-69	Weakley County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$39,226.00	\$39,226.00	Not Go-DBE registered	Competitive	State	Recipient
NV6082700 000000 60802	Michael T. Orman dba Statewide Appraisal Service of Arkansas, LLC Allstate Appraisal LP	TREAC	Residential & Commercial appraisal review and expert witness services	11/26/2018	11/25/2023	\$36,650.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
71636	Florida Surplus Lines (FSLSO)	Insurance	Residential & Commercial appraisal reviews and expert witness services SLAS Software Services Agreement	8/1/2021	7/31/2026	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
59974	National Association of Insurance Comm. (NAIC)	Insurance	State based systems software maintenance	7/13/2018	7/12/2023	\$0.00	\$0.00	Not Go-DBE registered	Non-competitive	State	Vendor
62020	Tennessee Fire Chiefs Association	Fire Prevention	Statewide mutual aid assistance services	4/1/2019	3/31/2024	\$175,000.00	\$79,037.50	Not Go-DBE registered	Non-competitive	State	Vendor
67783	Rector and Associates, Inc.	Insurance	Supervisory review and consulting services	11/1/2020	10/31/2025	\$2,000,000.00	\$21,870.88	Not Go-DBE registered	Competitive	State	Vendor
71799	True North Geographic Technologies (David Speight)	Emergency Comm	Technical, Management and Training Services for the Emergency	8/16/2021	8/16/2024	\$1,929,600.00	\$554,147.00	Not Go-DBE registered	Competitive	State	Vendor
67744	Tennessee Firemans Association	Fire Prevention	TFACA Educational Books	8/12/2020	8/11/2023	\$812,579.00	\$54,336.90	Not Go-DBE registered	Competitive	State	Vendor
69247	James Consulting Group	Private Probation	Virtual Ethics Training Course for Private Probation Services	3/15/2021	3/15/2026	\$30,000.00	\$987.44	WBE	Competitive	State	Vendor
76166-91	City of New Johnsonville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$10,800.00	\$10,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-92	City of Newbern	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$40,620.00	\$40,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-93	Niota Rural Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$30,015.00	\$30,015.00	Not Go-DBE registered	Competitive	State	Recipient
76166-56	Town of Gordonsville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$3,500.00	\$3,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-61	Haletown Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-143	Hamblen County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-63	Hartsville Trousdale County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$11,400.00	\$11,400.00	Not Go-DBE registered	Competitive	State	Recipient
76166-64	Henderson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$63,600.00	\$63,600.00	Not Go-DBE registered	Competitive	State	Recipient
76166-65	Henry Volunteer Fire Department, Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$65,430.00	\$65,430.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-101	Paint Rock Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$54,525.00	\$54,525.00	Not Go-DBE registered	Competitive	State	Recipient
76166-18	Town of Cumberland Gap	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$21,810.00	\$21,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-30	Town of Decatur	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$41,340.00	\$41,340.00	Not Go-DBE registered	Competitive	State	Recipient
76166-34	Town of Doyle	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$31,110.00	\$31,110.00	Not Go-DBE registered	Competitive	State	Recipient
76166-51	Town of Gates	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$60,210.00	\$60,210.00	Not Go-DBE registered	Competitive	State	Recipient
76166-107	City of Piperton	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$10,261.14	\$10,261.14	Not Go-DBE registered	Competitive	State	Recipient
76166-110	City of Ridgetop	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-146	City of Westmoreland	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$4,200.00	\$4,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-45	Fall Branch Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$24,000.00	\$24,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-46	Farmington Rich Creek Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$24,870.00	\$24,870.00	Not Go-DBE registered	Competitive	State	Recipient
76166-47	Fayette County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$9,000.00	\$9,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-48	Fentress County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$54,590.00	\$54,590.00	Not Go-DBE registered	Competitive	State	Recipient
76166-49	Flynns Lick Community Center & Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$483,073.78	\$483,073.78	Not Go-DBE registered	Competitive	State	Recipient
76166-106	Piney Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$10,155.00	\$10,155.00	Not Go-DBE registered	Competitive	State	Recipient
76166-150	Pleasantville Volunteers	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-109	Rhea County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$12,300.00	\$12,300.00	Not Go-DBE registered	Competitive	State	Recipient
76166-86	Tri Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$952.00	\$952.00	Not Go-DBE registered	Competitive	State	Recipient
76166-139	Wartburg Volunteer Fire	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$65,430.00	\$65,430.00	Not Go-DBE registered	Competitive	State	Recipient
76166-147	White House Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$20,310.00	\$20,310.00	Not Go-DBE registered	Competitive	State	Recipient
76166-111	Bledsoe County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$60,900.00	\$60,900.00	Not Go-DBE registered	Competitive	State	Recipient
76166-148	Bloomingsdale Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-68	City of Hornbeak	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-72	City of Jamestown	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$37,685.00	\$37,685.00	Not Go-DBE registered	Competitive	State	Recipient
76166-112	City of Rives	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$91,440.00	\$91,440.00	Not Go-DBE registered	Competitive	State	Recipient
76166-117	City of Sharon	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-119	City of Smithville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$12,550.00	\$12,550.00	Not Go-DBE registered	Competitive	State	Recipient
76166-121	City of South Pittsburg TN	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$56,640.00	\$56,640.00	Not Go-DBE registered	Competitive	State	Recipient
76166-140	City of Watertown	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$19,805.58	\$19,805.58	Not Go-DBE registered	Competitive	State	Recipient
76166-149	Granville Coop Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-67	Hopewell Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$53,810.00	\$53,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-69	Houston County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$28,025.00	\$28,025.00	Not Go-DBE registered	Competitive	State	Recipient
76166-70	Humphreys County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$2,415.00	\$2,415.00	Not Go-DBE registered	Competitive	State	Recipient
76166-71	Jackson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-73	Jasper Highlands Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$13,045.00	\$13,045.00	Not Go-DBE registered	Competitive	State	Recipient
76166-74	Jellico Life Saving	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$54,725.00	\$54,725.00	Not Go-DBE registered	Competitive	State	Recipient
76166-76	Lewis County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-78	Lutts Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$13,571.43	\$13,571.43	Not Go-DBE registered	Competitive	State	Recipient
76166-87	Mosheim Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$34,200.00	\$34,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-88	Mowbray Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$24,115.00	\$24,115.00	Not Go-DBE registered	Competitive	State	Recipient
76166-89	Mt. Gilead Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$17,225.00	\$17,225.00	Not Go-DBE registered	Competitive	State	Recipient
76166-90	Neva Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$15,925.00	\$15,925.00	Not Go-DBE registered	Competitive	State	Recipient
76166-94	North Franklin Co Vol Fire Dept Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$13,780.00	\$13,780.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-95	North Robertson	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$11,833.58	\$11,833.58	Not Go-DBE registered	Competitive	State	Recipient
76166-96	Oak Grove Community Fire	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$17,857.15	\$17,857.15	Not Go-DBE registered	Competitive	State	Recipient
76166-98	Ore Springs-Como Community Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,540.00	\$45,540.00	Not Go-DBE registered	Competitive	State	Recipient
76166-99	Orebank Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$62,080.00	\$62,080.00	Not Go-DBE registered	Competitive	State	Recipient
76166-100	Ovilla Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-102	Palmersville Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$54,525.00	\$54,525.00	Not Go-DBE registered	Competitive	State	Recipient
76166-103	Paris Landing Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$35,480.00	\$35,480.00	Not Go-DBE registered	Competitive	State	Recipient
76166-104	Petros Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$15,425.00	\$15,425.00	Not Go-DBE registered	Competitive	State	Recipient
76166-105	Pillowville Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-108	Pleasant View Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$21,810.00	\$21,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-116	Second District Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$14,250.00	\$14,250.00	Not Go-DBE registered	Competitive	State	Recipient
76166-120	South Marshall Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-122	South Scott County Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-123	Springdale Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$75,000.00	\$75,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-124	St. James Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$4,760.53	\$4,760.53	Not Go-DBE registered	Competitive	State	Recipient
76166-125	Stewart County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$50,775.00	\$50,775.00	Not Go-DBE registered	Competitive	State	Recipient
76166-126	Stoney Creek Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$48,850.00	\$48,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-127	Taylors Crossroads Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$47,820.00	\$47,820.00	Not Go-DBE registered	Competitive	State	Recipient
76166-128	Tellico Rural Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$41,700.00	\$41,700.00	Not Go-DBE registered	Competitive	State	Recipient
76166-129	Tellico Village Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-130	Thorn Hill Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$65,430.00	\$65,430.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-01	Town of Alexandria	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$22,480.00	\$22,480.00	Not Go-DBE registered	Competitive	State	Recipient
76166-131	Town of Gibson	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$58,725.00	\$58,725.00	Not Go-DBE registered	Competitive	State	Recipient
76166-54	Town of Gilt Edge	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$10,031.85	\$10,031.85	Not Go-DBE registered	Competitive	State	Recipient
76166-75	Town of Kingston Springs	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$6,480.00	\$6,480.00	Not Go-DBE registered	Competitive	State	Recipient
76166-80	Town of Mason	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$72,165.00	\$72,165.00	Not Go-DBE registered	Competitive	State	Recipient
76166-97	Town of Obion	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$10,335.00	\$10,335.00	Not Go-DBE registered	Competitive	State	Recipient
76166-113	Town of Rossville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$7,800.00	\$7,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-114	Town of Rutherford	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$60,000.00	\$60,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-115	Town of Scotts Hill	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$55,120.00	\$55,120.00	Not Go-DBE registered	Competitive	State	Recipient
76166-151	Townsend Area Volunteer Fire Dept Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$11,150.00	\$11,150.00	Not Go-DBE registered	Competitive	State	Recipient
76166-138	Warriors Path Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$3,750.00	\$3,750.00	Not Go-DBE registered	Competitive	State	Recipient
76166-141	Wayne County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$57,725.00	\$57,725.00	Not Go-DBE registered	Competitive	State	Recipient
76166-142	West Carter County Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-05	Bean Station Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,235.00	\$37,235.00	Not Go-DBE registered	Competitive	State	Recipient
76166-06	Bedford County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-07	Belfast Rural Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-08	Berlin Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$39,950.00	\$39,950.00	Not Go-DBE registered	Competitive	State	Recipient
76166-09	Big Sandy Volunteer Fire	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-12	Brayton Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$21,810.00	\$21,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-15	Carroll County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$75,000.00	\$75,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-16	Carters Valley Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-17	Caryville Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$11,240.00	\$11,240.00	Not Go-DBE registered	Competitive	State	Recipient
76166-20	Christiana Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$10,800.00	\$10,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-21	Christianburg Volunteer Fire Department, Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$55,300.00	\$55,300.00	Not Go-DBE registered	Competitive	State	Recipient
76166-02	City of Allardt	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$36,915.00	\$36,915.00	Not Go-DBE registered	Competitive	State	Recipient
76166-11	City of Bolivar	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$3,990.24	\$3,990.24	Not Go-DBE registered	Competitive	State	Recipient
76166-22	City of Celina	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-28	City of Cowan	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$24,870.00	\$24,870.00	Not Go-DBE registered	Competitive	State	Recipient
76166-31	City of Decherd	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-35	City of Dresden	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-36	City of Dyer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,000.00	\$15,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-41	City of Estill Springs	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$9,200.00	\$9,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-55	City of Gleason	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$27,080.00	\$27,080.00	Not Go-DBE registered	Competitive	State	Recipient
76166-57	City of Grand Junction	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,935.68	\$34,935.68	Not Go-DBE registered	Competitive	State	Recipient
76166-60	City of Greenfield	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$65,315.00	\$65,315.00	Not Go-DBE registered	Competitive	State	Recipient
76166-77	City of Lobelville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$27,080.00	\$27,080.00	Not Go-DBE registered	Competitive	State	Recipient
76166-82	City of Mckenzie	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-84	City of Medina	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$57,900.00	\$57,900.00	Not Go-DBE registered	Competitive	State	Recipient
76166-23	City of Norris	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,000.00	\$15,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-24	City of Pikeville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$17,725.00	\$17,725.00	Not Go-DBE registered	Competitive	State	Recipient
76166-25	Claylick Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$36,890.00	\$36,890.00	Not Go-DBE registered	Competitive	State	Recipient
76166-26	Collins River Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,000.00	\$15,000.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-27	Cottage Grove Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-14	County of Cannon	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-62	County of Hardin	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$32,690.97	\$32,690.97	Not Go-DBE registered	Competitive	State	Recipient
76166-29	Decatur County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$13,000.00	\$13,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-32	Dekalb County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$19,810.00	\$19,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-33	Dickson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$9,065.00	\$9,065.00	Not Go-DBE registered	Competitive	State	Recipient
76166-10	Dyer County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,450.00	\$34,450.00	Not Go-DBE registered	Competitive	State	Recipient
76166-37	East 52 Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,465.00	\$30,465.00	Not Go-DBE registered	Competitive	State	Recipient
76166-38	East Roane County Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$63,900.00	\$63,900.00	Not Go-DBE registered	Competitive	State	Recipient
76166-40	Englewood Rural Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$24,340.00	\$24,340.00	Not Go-DBE registered	Competitive	State	Recipient
76166-42	Ethridge Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$12,650.00	\$12,650.00	Not Go-DBE registered	Competitive	State	Recipient
76166-43	Fairfield Glade Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$19,223.42	\$19,223.42	Not Go-DBE registered	Competitive	State	Recipient
76166-50	Franklin County Fourth District Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$43,540.00	\$43,540.00	Not Go-DBE registered	Competitive	State	Recipient
76166-52	Gibson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$50,775.00	\$50,775.00	Not Go-DBE registered	Competitive	State	Recipient
76166-53	Giles County Fire & Rescue Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-58	Grand Valley Area Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$41,700.00	\$41,700.00	Not Go-DBE registered	Competitive	State	Recipient
76166-59	Grassy Fork Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-44	Jackson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-79	Madison County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$28,000.00	\$28,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-81	Maury County Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-03	McMinn County Rescue Squad	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$20,310.00	\$20,310.00	Not Go-DBE registered	Competitive	State	Recipient

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76166-83	McNairy County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-85	Metropolitian Lynchburg Moore County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$19,600.00	\$19,600.00	Not Go-DBE registered	Competitive	State	Recipient
76166-13	Rock Island Campaign Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$20,310.00	\$20,310.00	Not Go-DBE registered	Competitive	State	Recipient
76166-118	Sharps Chapel	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,200.00	\$34,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-132	Town Mosheim	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$60,000.00	\$60,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-39	Town of Eastview	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$51,125.00	\$51,125.00	Not Go-DBE registered	Competitive	State	Recipient
76166-135	Town of Troy	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,200.00	\$49,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-134	Tri-Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$14,645.00	\$14,645.00	Not Go-DBE registered	Competitive	State	Recipient
76166-136	Unicoi Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$21,885.72	\$21,885.72	Not Go-DBE registered	Competitive	State	Recipient
76166-137	Walden Creek Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$42,625.00	\$42,625.00	Not Go-DBE registered	Competitive	State	Recipient
76166-144	West Lauderdale County Fire Dept, Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$3,871.78	\$3,871.78	Not Go-DBE registered	Competitive	State	Recipient
76166-145	West Valley Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,900.00	\$15,900.00	Not Go-DBE registered	Competitive	State	Recipient
62037	CE Broker, Inc.	Continuing Ed.	Web-based Continuing Education Tracking and Reporting System	4/15/2019	4/14/2024	\$0.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
<b>FY 2023 Totals</b>						<b>\$194,309,179.27</b>	<b>\$37,348,198.67</b>				

**\* Terminated Contracts**

**Diversity** column details suppliers found registered with the Tennessee Go-DBE Diversity Business Certified Directory <https://tn.diversitysoftware.com/FrontEnd/SearchCertifiedDirectory.asp?XID=1251&TN=tn>

**Yellow Highlighted = new vendors with DCI FY2023**

**IF a supplier indicated they are SBE and/or WBE, but were not found to be registered with Go-DBE, each were reported as noted (i.e. *Not Go-DBE registered (SBE)*)**

# Appendix M(2)

New Professional Service Contracts FY2022

Contract #	Supplier	Division	Scope of Service	Start	Expiration	Max amount	Paid FY2023	Diversity	Procurement Type	Funding Source	Supplier Type
73760-01	A3 Inspections Services, PC	Fire Prevention	Deputy Building Inspector (DBI)	7/1/2022	6/30/2027	\$150,000.00	\$789.32	Not Go-DBE registered	Competitive	Other	Vendor
73776-10	ABBCO Electrical Services PC	Fire Prevention	Deputy Electrical Insp	1/15/2023	6/30/2027	\$249,000.00	\$36,579.75	Not Go-DBE	Competitive	Other	Vendor
77052-02	AFI Fire Investigations LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	3/23/2023	12/11/2027	\$195,000.00	\$789.32	Not Go-DBE registered (SBE)	Competitive	State	Vendor
76279-01	Allons Volunteer Fire Department	Fire Prevention	Rescue Squads Grant Program	3/15/2023	3/14/2024	\$18,990.00	\$18,990.00	Not Go-DBE registered	Competitive	State	Recipient
76279-02	American Airboat Rescue Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,920.00	\$5,920.00	Not Go-DBE registered	Competitive	State	Recipient
76279-03	Anderson County Emergency and Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,075.00	\$21,075.00	Not Go-DBE registered	Competitive	State	Recipient
77052-08	Anthony Shostrand dba AC&T Fire Investigation, PLLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	4/3/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76279-04	Bean Station Vol Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,557.22	\$38,557.22	Not Go-DBE registered	Competitive	State	Recipient
76166-05	Bean Station Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,235.00	\$37,235.00	Not Go-DBE registered	Competitive	State	Recipient
76166-06	Bedford County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-07	Belfast Rural Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76279-05	Benton County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$43,889.20	\$43,889.20	Not Go-DBE registered	Competitive	State	Recipient
76166-08	Berlin Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$39,950.00	\$39,950.00	Not Go-DBE registered	Competitive	State	Recipient
73760-07	BHP Inspections, PC	Fire Prevention	Deputy Building Inspector (DBI)	6/30/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor

73776-07	BHP Inspections, PC	Fire Prevention	Deputy Electrical Insp	1/15/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE	Competitive	Other	Vendor
76279-06	Bledsoe County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$45,390.10	\$45,390.10	Not Go-DBE registered	Competitive	State	Recipient
76166-148	Bloomington Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
76279-07	Blount County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,504.00	\$13,504.00	Not Go-DBE registered	Competitive	State	Recipient
76279-08	Blountville Emergency Response and Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$16,615.70	\$16,615.70	Not Go-DBE registered	Competitive	State	Recipient
76166-12	Brayton Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$21,810.00	\$21,810.00	Not Go-DBE registered	Competitive	State	Recipient
77052-03	Burns Fire Investigations, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	3/14/2023	12/11/2027	\$195,000.00	\$500.00	Not Go-DBE registered	Competitive	State	Vendor
76279-09	Cannon County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$43,400.00	\$43,400.00	Not Go-DBE registered	Competitive	State	Recipient
76166-15	Carroll County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$75,000.00	\$75,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-10	Carroll County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,340.00	\$40,340.00	Not Go-DBE registered	Competitive	State	Recipient
76279-73	Carter County Emergency & Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$25,967.00	\$25,967.00	Not Go-DBE registered	Competitive	State	Recipient
76166-16	Carters Valley Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-17	Caryville Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$11,240.00	\$11,240.00	Not Go-DBE registered	Competitive	State	Recipient
76279-11	Center Point Fire Dept	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$7,500.00	\$7,500.00	Not Go-DBE registered	Competitive	State	Recipient
76279-12	Chattanooga-Hamilton County Rescue Service	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$8,198.00	\$8,198.00	Not Go-DBE registered	Competitive	State	Recipient

76279-13	Chester County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,440.00	\$30,440.00	Not Go-DBE registered	Competitive	State	Recipient
76166-20	Christiana Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$10,800.00	\$10,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-21	Christianburg Volunteer Fire Department, Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$55,300.00	\$55,300.00	Not Go-DBE registered	Competitive	State	Recipient
74512-02	Christine Greenwood	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$1,011.07	Not Go-DBE registered	Competitive	State	Vendor
76279-14	Church Hill Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$16,719.90	\$16,719.90	Not Go-DBE registered	Competitive	State	Recipient
76166-28	City of Cowan	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$24,870.00	\$24,870.00	Not Go-DBE registered	Competitive	State	Recipient
76166-31	City of Decherd	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-41	City of Estill Springs	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$9,200.00	\$9,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-55	City of Gleason	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$27,080.00	\$27,080.00	Not Go-DBE registered	Competitive	State	Recipient
76166-57	City of Grand Junction	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,935.68	\$34,935.68	Not Go-DBE registered	Competitive	State	Recipient
76166-60	City of Greenfield	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$65,315.00	\$65,315.00	Not Go-DBE registered	Competitive	State	Recipient
76166-72	City of Jamestown	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$37,685.00	\$37,685.00	Not Go-DBE registered	Competitive	State	Recipient
76166-82	City of Mckenzie	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient

76166-84	City of Medina	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$57,900.00	\$57,900.00	Not Go-DBE registered	Competitive	State	Recipient
76279-43	City of Michie Tennessee	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,235.00	\$31,235.00	Not Go-DBE registered	Competitive	State	Recipient
76166-91	City of New Johnsonville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$10,800.00	\$10,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-92	City of Newbern	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$40,620.00	\$40,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-23	City of Norris	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,000.00	\$15,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-107	City of Piperton	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$10,261.14	\$10,261.14	Not Go-DBE registered	Competitive	State	Recipient
76166-110	City of Ridgetop	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
76166-112	City of Rives	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$91,440.00	\$91,440.00	Not Go-DBE registered	Competitive	State	Recipient
76279-56	City of Selmer	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$28,610.00	\$28,610.00	Not Go-DBE registered	Competitive	State	Recipient
76166-119	City of Smithville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$12,550.00	\$12,550.00	Not Go-DBE registered	Competitive	State	Recipient
76279-62	City of South Fulton	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$6,110.00	\$6,110.00	Not Go-DBE registered	Competitive	State	Recipient
76166-121	City of South Pittsburg TN	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$56,640.00	\$56,640.00	Not Go-DBE registered	Competitive	State	Recipient
76279-64	City of Tennessee Ridge	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,575.00	\$12,575.00	Not Go-DBE registered	Competitive	State	Recipient
76166-140	City of Watertown	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$19,805.58	\$19,805.58	Not Go-DBE registered	Competitive	State	Recipient

76166-146	City of Westmoreland	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$4,200.00	\$4,200.00	Not Go-DBE registered	Competitive	State	Recipient
76279-15	Clay County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,850.00	\$40,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-25	Claylick Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$36,890.00	\$36,890.00	Not Go-DBE registered	Competitive	State	Recipient
76279-16	Coffee County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$17,289.50	\$17,289.50	Not Go-DBE registered	Competitive	State	Recipient
76166-27	Cottage Grove Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-14	County of Cannon	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-62	County of Hardin	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$32,690.97	\$32,690.97	Not Go-DBE registered	Competitive	State	Recipient
76279-17	Cumberland Co Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$14,432.00	\$14,432.00	Not Go-DBE registered	Competitive	State	Recipient
77052-10	David Land dba Tri-Star Fire Loss Consultants, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	5/15/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76166-29	Decatur County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$13,000.00	\$13,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-18	Decatur County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$26,887.00	\$26,887.00	Not Go-DBE registered	Competitive	State	Recipient
74512-04	Deposition Solutions LLC d/b/a Elite-Brentwood Reporting Services/Lexitas	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor

76166-33	Dickson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$9,065.00	\$9,065.00	Not Go-DBE registered	Competitive	State	Recipient
76279-19	Dickson County Fire Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$39,600.00	\$39,600.00	Not Go-DBE registered	Competitive	State	Recipient
76166-10	Dyer County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,450.00	\$34,450.00	Not Go-DBE registered	Competitive	State	Recipient
76279-20	Dyer County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,653.05	\$5,653.05	Not Go-DBE registered	Competitive	State	Recipient
76166-38	East Roane County Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$63,900.00	\$63,900.00	Not Go-DBE registered	Competitive	State	Recipient
73776-11	EMC Inspectors PC	Fire Prevention	Deputy Electrical Insp	1/15/2023	6/30/2027	\$200,000.00	\$19,660.50	Not Go-DBE	Competitive	Other	Vendor
76166-43	Fairfield Glade Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$19,223.42	\$19,223.42	Not Go-DBE registered	Competitive	State	Recipient
76166-45	Fall Branch Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$24,000.00	\$24,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-46	Farmington Rich Creek Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$24,870.00	\$24,870.00	Not Go-DBE registered	Competitive	State	Recipient
76166-47	Fayette County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$9,000.00	\$9,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-48	Fentress County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$54,590.00	\$54,590.00	Not Go-DBE registered	Competitive	State	Recipient
76279-21	Fentress County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$56,900.00	\$56,900.00	Not Go-DBE registered	Competitive	State	Recipient
76166-50	Franklin County Fourth District Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$43,540.00	\$43,540.00	Not Go-DBE registered	Competitive	State	Recipient
76279-22	Franklin County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$22,080.00	\$22,080.00	Not Go-DBE registered	Competitive	State	Recipient

77052-01	FyreEye, P.C.	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	3/14/2023	12/11/2027	\$195,000.00	\$500.00	Not Go-DBE registered	Competitive	State	Vendor
76166-52	Gibson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$50,775.00	\$50,775.00	Not Go-DBE registered	Competitive	State	Recipient
76166-53	Giles County Fire & Rescue Inc.	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient
77052-07	Glenn Travis dba Travis Fire Investigations, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	5/1/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76279-23	Grainger County Rescue Squad and Crewett	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,050.00	\$41,050.00	Not Go-DBE registered	Competitive	State	Recipient
76166-58	Grand Valley Area Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$41,700.00	\$41,700.00	Not Go-DBE registered	Competitive	State	Recipient
76279-24	Greenback Emergency Rescue Squad inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,161.72	\$37,161.72	Not Go-DBE registered	Competitive	State	Recipient
76279-25	Greeneville Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,576.30	\$31,576.30	Not Go-DBE registered	Competitive	State	Recipient
76166-61	Haletown Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$37,500.00	\$37,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-143	Hamblen County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-26	Hamilton County Special Tactics and Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$15,229.20	\$15,229.20	Not Go-DBE registered	Competitive	State	Recipient
76279-27	Hardeman County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$54,024.75	\$54,024.75	Not Go-DBE registered	Competitive	State	Recipient
76279-66	Hartsville Trousdale County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,244.22	\$5,244.22	Not Go-DBE registered	Competitive	State	Recipient

76166-63	Hartsville Trousdale County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$11,400.00	\$11,400.00	Not Go-DBE registered	Competitive	State	Recipient
76279-28	Hawkins County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$40,546.00	\$40,546.00	Not Go-DBE registered	Competitive	State	Recipient
74512-05	Helen Stephens	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$3,595.00	Not Go-DBE registered	Competitive	State	Vendor
76279-29	Henderson County Rescue Squad Incorporated	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,020.00	\$37,020.00	Not Go-DBE registered	Competitive	State	Recipient
76166-65	Henry Volunteer Fire Department, Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$65,430.00	\$65,430.00	Not Go-DBE registered	Competitive	State	Recipient
76279-30	Hickman County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$46,624.50	\$46,624.50	Not Go-DBE registered	Competitive	State	Recipient
76279-31	Holston Valley Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$18,820.00	\$18,820.00	Not Go-DBE registered	Competitive	State	Recipient
76166-67	Hopewell Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$53,810.00	\$53,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-69	Houston County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$28,025.00	\$28,025.00	Not Go-DBE registered	Competitive	State	Recipient
76279-32	Humboldt Area Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$37,725.55	\$37,725.55	Not Go-DBE registered	Competitive	State	Recipient
76166-70	Humphreys County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$2,415.00	\$2,415.00	Not Go-DBE registered	Competitive	State	Recipient
73760-05	Integrity Homes, LLC	Fire Prevention	Deputy Building Inspector (DBI)	1/1/2023	6/30/2027	\$200,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
76166-71	Jackson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-44	Jackson County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-33	Jackson County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,904.00	\$41,904.00	Not Go-DBE registered	Competitive	State	Recipient

77052-06	James Allen McClendon dba MC Fire Loss Consultant LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	3/14/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76166-73	Jasper Highlands Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$13,045.00	\$13,045.00	Not Go-DBE registered	Competitive	State	Recipient
76279-34	Jefferson County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,175.00	\$38,175.00	Not Go-DBE registered	Competitive	State	Recipient
73776-09	Jeffrey D. Hooper PC	Fire Prevention	Deputy Electrical Insp	1/15/2023	6/30/2027	\$200,000.00	\$51,879.75	Not Go-DBE registered	Competitive	Other	Vendor
76166-74	Jellico Life Saving	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$54,725.00	\$54,725.00	Not Go-DBE registered	Competitive	State	Recipient
76279-35	Johnson County EMS and EMB Service	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$35,385.00	\$35,385.00	Not Go-DBE registered	Competitive	State	Recipient
77052-04	Joshua Allen Hamill dba Fire Analysis, PLLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	3/14/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
73628-03	Kim M. Cathey	Fire Prevention	Issuance of State electrical and/or building permits	6/1/2023	6/30/2027	\$50,000.00	\$0.00	Not Go-DBE registered	Competitive	Other	Vendor
76279-36	Kingsport Lifesaving Crew inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$32,036.16	\$32,036.16	Not Go-DBE registered	Competitive	State	Recipient
76279-37	Knox County Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$42,226.95	\$42,226.95	Not Go-DBE registered	Competitive	State	Recipient
76279-72	La Vergne Rescue Unit, Inc.	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$5,974.00	\$5,974.00	Not Go-DBE registered	Competitive	State	Recipient
76279-38	Lafollette Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,870.88	\$21,870.88	Not Go-DBE registered	Competitive	State	Recipient
76279-39	Lauderdale County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$41,144.82	\$41,144.82	Not Go-DBE registered	Competitive	State	Recipient
76166-76	Lewis County Government	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
73760-02	Lisa Crumpley PC	Fire Prevention	Deputy Building Inspector (DBI)	7/1/2022	6/30/2027	\$200,000.00	\$3,620.00	Not Go-DBE registered	Competitive	Other	Vendor

76279-40	Macon County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,699.80	\$30,699.80	Not Go-DBE registered	Competitive	State	Recipient
76279-70	Macon County Government	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$15,338.00	\$15,338.00	Not Go-DBE registered	Competitive	State	Recipient
76166-79	Madison County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$28,000.00	\$28,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-81	Maury County Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-03	McMinn County Rescue Squad	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$20,310.00	\$20,310.00	Not Go-DBE registered	Competitive	State	Recipient
76166-83	McNairy County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,500.00	\$49,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-85	Metropolitan Lynchburg Moore County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$19,600.00	\$19,600.00	Not Go-DBE registered	Competitive	State	Recipient
76279-44	Monroe County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$14,197.44	\$14,197.44	Not Go-DBE registered	Competitive	State	Recipient
76279-45	Morgan County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$38,000.00	\$38,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-46	Morristown Emergency & Rescue	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$34,854.55	\$34,854.55	Not Go-DBE registered	Competitive	State	Recipient
76166-87	Mosheim Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$34,200.00	\$34,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-88	Mowbray Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$24,115.00	\$24,115.00	Not Go-DBE registered	Competitive	State	Recipient
76166-89	Mt. Gilead Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$17,225.00	\$17,225.00	Not Go-DBE registered	Competitive	State	Recipient
73776-14	Murray Electrical, PC	Fire Prevention	Deputy Electrical Inspector (DEI)	6/30/2023	6/30/2027	\$500,000.00	\$0.00	Not Go-DBE	Competitive	Other	Vendor

78152	Myers & Stauffer LLC Insurance	External appeal process for review and resolution of appeals by pharmacies challenging payments made by Pharmacy Benefits Managers to pharmacies	4/17/2023	4/16/2026	\$3,000,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor	
76166-90	Neva Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$15,925.00	\$15,925.00	Not Go-DBE registered	Competitive	State	Recipient
76279-47	Newport Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$56,205.65	\$56,205.65	Not Go-DBE registered	Competitive	State	Recipient
76166-93	Niota Rural Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$30,015.00	\$30,015.00	Not Go-DBE registered	Competitive	State	Recipient
76166-94	North Franklin Co Vol Fire Dept Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$13,780.00	\$13,780.00	Not Go-DBE registered	Competitive	State	Recipient
76166-95	North Robertson	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$11,833.58	\$11,833.58	Not Go-DBE registered	Competitive	State	Recipient
76279-48	Obion County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$54,000.00	\$54,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-98	Ore Springs-Como Community Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,540.00	\$45,540.00	Not Go-DBE registered	Competitive	State	Recipient
76166-99	Orebank Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$62,080.00	\$62,080.00	Not Go-DBE registered	Competitive	State	Recipient
76279-49	Overton County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$4,958.16	\$4,958.16	Not Go-DBE registered	Competitive	State	Recipient
76166-100	Ovilla Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient

76166-101	Paint Rock Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$54,525.00	\$54,525.00	Not Go-DBE registered	Competitive	State	Recipient
76166-102	Palmersville Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$54,525.00	\$54,525.00	Not Go-DBE registered	Competitive	State	Recipient
76279-50	Paris Henry County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,529.30	\$12,529.30	Not Go-DBE registered	Competitive	State	Recipient
76166-103	Paris Landing Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$35,480.00	\$35,480.00	Not Go-DBE registered	Competitive	State	Recipient
76279-51	Perry County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$19,850.00	\$19,850.00	Not Go-DBE registered	Competitive	State	Recipient
76166-104	Petros Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$15,425.00	\$15,425.00	Not Go-DBE registered	Competitive	State	Recipient
76166-105	Pillowville Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$45,000.00	\$45,000.00	Not Go-DBE registered	Competitive	State	Recipient
76166-106	Piney Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$10,155.00	\$10,155.00	Not Go-DBE registered	Competitive	State	Recipient
76166-150	Pleasantville Volunteers	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$43,620.00	\$43,620.00	Not Go-DBE registered	Competitive	State	Recipient
77052-09	ProFire Forensics, LLC	Fire Prevention	Fire Loss Consultants who will provide assistance to fire chiefs across State	5/1/2023	12/11/2027	\$195,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76279-52	Putnam County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,446.00	\$13,446.00	Not Go-DBE registered	Competitive	State	Recipient
76166-109	Rhea County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$12,300.00	\$12,300.00	Not Go-DBE registered	Competitive	State	Recipient
76279-53	Rhea County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$31,941.00	\$31,941.00	Not Go-DBE registered	Competitive	State	Recipient

76279-54	Roane County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$30,299.00	\$30,299.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-13	Rock Island Campaign Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$20,310.00	\$20,310.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-55	Scott County Emergency and Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$21,870.00	\$21,870.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-116	Second District Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$14,250.00	\$14,250.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-57	Sequatchie County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$28,884.22	\$28,884.22	Not Go- DBE registered	Competitiv e	State	Recipient
76279-58	Sevier County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$44,850.00	\$44,850.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-59	Shackle Island VFD	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,928.00	\$12,928.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-118	Sharps Chapel	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$34,200.00	\$34,200.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-60	Smith County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$12,558.00	\$12,558.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-61	Smithville-Dekalb County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$34,100.00	\$34,100.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-120	South Marshall Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-122	South Scott County Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go- DBE registered	Competitiv e	State	Recipient
76279-71	Sparta White County Volunteer Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$26,487.70	\$26,487.70	Not Go- DBE registered	Competitiv e	State	Recipient
76166-123	Springdale Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$75,000.00	\$75,000.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-124	St. James Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$4,760.53	\$4,760.53	Not Go- DBE registered	Competitiv e	State	Recipient

76166-125	Stewart County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$50,775.00	\$50,775.00	Not Go-DBE registered	Competitive	State	Recipient
76166-126	Stoney Creek Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$48,850.00	\$48,850.00	Not Go-DBE registered	Competitive	State	Recipient
74512-09	Tamika Burnette dba Global Precision Court Reporting, LLC	Administration	Court Reporter Services	8/11/2022	7/31/2025	\$55,000.00	\$0.00	Not Go-DBE registered	Competitive	State	Vendor
76675	Target Solutions Learning, LLC	Emergency Comm	9-1-1 Online Training Platform	11/1/2022	11/1/2027	\$536,297.70	\$49,299.98	Not Go-DBE registered	Competitive	State	Vendor
76166-127	Taylor's Crossroads Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$47,820.00	\$47,820.00	Not Go-DBE registered	Competitive	State	Recipient
76166-128	Tellico Rural Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$41,700.00	\$41,700.00	Not Go-DBE registered	Competitive	State	Recipient
76166-129	Tellico Village Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$30,000.00	\$30,000.00	Not Go-DBE registered	Competitive	State	Recipient
76279-63	Tennessee City Vol Fire D	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$45,161.90	\$45,161.90	Not Go-DBE registered	Competitive	State	Recipient
75253	Tennessee Housing Association	Fire Prevention	Provision of use and license of materials related to the "Close the Door" campaign	7/1/2022	6/30/2027	\$0.00	\$0.00	Non-Minority Disadvantaged	Non-competitive	State	Vendor
76279-65	Tennessee Timothy Volunteer Fire Dept	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,846.21	\$13,846.21	Not Go-DBE registered	Competitive	State	Recipient
76279-41	The Marion County Rescue Squad of Whitwell, Tennessee, Inc.	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$13,170.00	\$13,170.00	Not Go-DBE registered	Competitive	State	Recipient
76166-130	Thorn Hill Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$65,430.00	\$65,430.00	Not Go-DBE registered	Competitive	State	Recipient
76166-132	Town Mosheim	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$60,000.00	\$60,000.00	Not Go-DBE registered	Competitive	State	Recipient

76166-01	Town of Alexandria	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$22,480.00	\$22,480.00	Not Go-DBE registered	Competitive	State	Recipient
76166-18	Town of Cumberland Gap	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$21,810.00	\$21,810.00	Not Go-DBE registered	Competitive	State	Recipient
76166-30	Town of Decatur	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$41,340.00	\$41,340.00	Not Go-DBE registered	Competitive	State	Recipient
76166-34	Town of Doyle	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/27/2023	3/26/2024	\$31,110.00	\$31,110.00	Not Go-DBE registered	Competitive	State	Recipient
76166-39	Town of Eastview	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$51,125.00	\$51,125.00	Not Go-DBE registered	Competitive	State	Recipient
76166-131	Town of Gibson	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$58,725.00	\$58,725.00	Not Go-DBE registered	Competitive	State	Recipient
76166-56	Town of Gordonsville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/30/2023	3/30/2024	\$3,500.00	\$3,500.00	Not Go-DBE registered	Competitive	State	Recipient
76166-75	Town of Kingston Springs	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$6,480.00	\$6,480.00	Not Go-DBE registered	Competitive	State	Recipient
76166-80	Town of Mason	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$72,165.00	\$72,165.00	Not Go-DBE registered	Competitive	State	Recipient
76166-97	Town of Obion	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$10,335.00	\$10,335.00	Not Go-DBE registered	Competitive	State	Recipient
76166-113	Town of Rossville	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$7,800.00	\$7,800.00	Not Go-DBE registered	Competitive	State	Recipient
76166-114	Town of Rutherford	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$60,000.00	\$60,000.00	Not Go-DBE registered	Competitive	State	Recipient

76166-115	Town of Scotts Hill	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$55,120.00	\$55,120.00	Not Go-DBE registered	Competitive	State	Recipient
76166-135	Town of Troy	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$49,200.00	\$49,200.00	Not Go-DBE registered	Competitive	State	Recipient
76166-151	Townsend Area Volunteer Fire Dept Inc	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$11,150.00	\$11,150.00	Not Go-DBE registered	Competitive	State	Recipient
73628-02	Tracy Fowler	Fire Prevention	Issuance of State electrical and/or building permits	10/15/2022	6/30/2027	\$50,000.00	\$0.00	Not Go-DBE	Competitive	Other	Vendor
76166-86	Tri Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$952.00	\$952.00	Not Go-DBE registered	Competitive	State	Recipient
76166-134	Tri-Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$14,645.00	\$14,645.00	Not Go-DBE registered	Competitive	State	Recipient
76279-67	Union County Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$29,965.94	\$29,965.94	Not Go-DBE registered	Competitive	State	Recipient
76166-137	Walden Creek Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$42,625.00	\$42,625.00	Not Go-DBE registered	Competitive	State	Recipient
76279-68	Warren County Emergency & Rescue Squad	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$18,823.41	\$18,823.41	Not Go-DBE registered	Competitive	State	Recipient
76166-138	Warriors Path Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$3,750.00	\$3,750.00	Not Go-DBE registered	Competitive	State	Recipient
76166-141	Wayne County	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$57,725.00	\$57,725.00	Not Go-DBE registered	Competitive	State	Recipient
76279-69	Weakley County Rescue Squad Inc	Fire Prevention	Rescue Squads Grant Program	5/15/2023	5/14/2024	\$39,226.00	\$39,226.00	Not Go-DBE registered	Competitive	State	Recipient
76166-142	West Carter County Volunteer	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/23/2024	\$33,850.00	\$33,850.00	Not Go-DBE registered	Competitive	State	Recipient

76166-145	West Valley Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/15/2023	3/14/2024	\$15,900.00	\$15,900.00	Not Go- DBE registered	Competitiv e	State	Recipient
76166-147	White House Community Volunteer Fire Department	Fire Prevention	Volunteer Firefighter Equipment and Training Grant Program	3/24/2023	3/24/2024	\$20,310.00	\$20,310.00	Not Go- DBE registered	Competitiv e	State	Recipient

# Appendix N

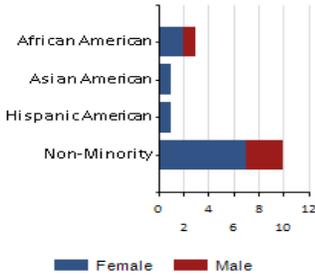
## Vendor Payments

# Commerce & Insurance

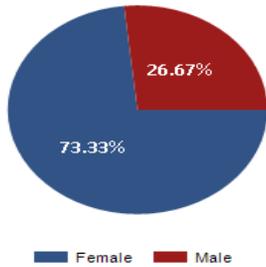
# FY2022-2023

<b>Total Payments to Certified Firms</b>	<b>\$162,911</b>	Overall Spend	\$33,329,883
MBE Spend	\$10,961	Agency Goal %	4.00%
SBE Spend	\$26,436	Agency Actual %	0.49%
SDVBE Spend	\$0		
WBE Spend	\$125,515		
DSBE Spend	\$0		

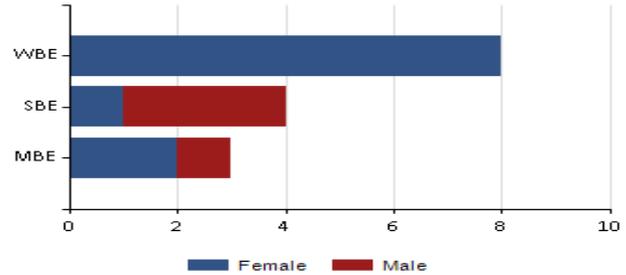
**Ethnicity**



**Gender**



**Certification Type**



Ethnicity	Count	Payments
African American	3	\$10,960.77
Asian American	1	\$57,640.73
Hispanic American	1	\$11,690.39
Non-Minority	10	\$82,619.47
<b>Total Paid</b>	<b>15</b>	<b>\$162,911.36</b>

Gender	Count	Payments
Female	11	\$135,081.30
Male	4	\$27,830.06
<b>Total</b>	<b>15</b>	<b>\$162,911.36</b>

Cert.	Count	Payments	Payments to Primes	Payments to Subs
MBE	3	\$10,960.77	\$10,960.77	\$0.00
SBE	4	\$26,436.06	\$26,436.06	\$0.00
WBE	8	\$125,514.53	\$125,514.53	\$0.00
<b>Total</b>	<b>15</b>	<b>\$162,911.36</b>	<b>\$162,911.36</b>	<b>\$0.00</b>

Business Name	Cert. Types	Ethnicity	Gender	Amount	Edison	Owner/Primary Contact	City	State
ARNOLD PHILLIP GROOMS	SBE	Non-Minority	Male	\$19,477.80	0000205756	ARNOLD GROOMS	MOUNT	TN
ATLANTA LIFE INSURANCE COMPANY	MBE	African American	Female	\$1,884.62	0000256078	LACRECIA CADE	ATLANTA	GA
BENEFAST, INC.	WBE	Asian American	Female	\$57,640.73	0000220488	TAWNEE BENNETT	NASHVILLE	TN
BRIGHTER DAYS AND NITES, INC.	MBE	African American	Female	\$7,644.15	0000000317	DOROTHY SINCLAIR	MEMPHIS	TN
CMS UNIFORMS AND EQUIPMENT, INC.	SBE	Non-Minority	Female	\$38.00	0000001288	JULIE ROATE	NASHVILLE	TN
CYMBAL COMMUNICATIONS	WBE	Hispanic	Female	\$11,690.39	0000230418	DEBBIE SEBERGER	BARTLETT	IL
EVOLUTION MAINTENANCE, INC.	SBE	Non-Minority	Male	\$59.50	0000246871	ERIC GRESCHNER	MADISON	TN
EWING MOVING & STORAGE, INC.	MBE	African American	Male	\$1,432.00	0000001144	CHARLES EWING	MEMPHIS	TN
GUIDESOFT, INC.	WBE	Non-Minority	Female	\$38,247.40	0000166529	JULIANNA BIELAWSKI	INDIANAPOLIS	IN
JARVIS AWARD, SIGN & FLAG, CO.	WBE	Non-Minority	Female	\$155.00	0000077006	REBECCA JARVIS	MADISON	TN
KATOM RESTAURANT SUPPLY	WBE	Non-Minority	Female	\$624.59		PATRICIA BIBLE	KODAK	TN
MTCM ENTERPRISES, INC., DBA GREENE	WBE	Non-Minority	Female	\$12,401.00	0000001186	MARY SANDERS	NASHVILLE	TN
RCN COMMUNICATIONS, LLC	SBE	Non-Minority	Male	\$6,860.76	0000199684	JENNIFER YEARACK	KNOXVILLE	TN
SOUTHERN TROPHY HOUSE, INC.	WBE	Non-Minority	Female	\$4,615.42	0000001100	SUE BROWN	NASHVILLE	TN
VAN DE VOORDE SERVICES LLC	WBE	Non-Minority	Female	\$140.00	0000245444	KIMBERLY VAN DE	COOKEVILLE	TN

# Appendix O

## Diversity Vendors

Diversity Vendor POs Certified 13

Unit	Descr	Supplier	Supplier	Source	Gov Class	Disabled	Ethnicity	Minority Owned	Veteran Owned	% of Ownership	Small Bus Size	PO Amt
33501	Commerce & Insurance	0000205756	Arnold Phillip Grooms	GO-DBE	GODBE-SBE	N		N	N	0.00		16817.800
33501	Commerce & Insurance	0000220488	BENEFAST INC	GO-DBE	GODBE-WBE	N		N	N	0.00		34798.270
33501	Commerce & Insurance	0000000317	Brighter Days And Nites Inc	GO-DBE	GODBE-MBE	N	Black American	Y	N	0.00		7333.320
33501	Commerce & Insurance	0000230418	Cymbal Communications Corporation	GO-DBE	GODBE-WBE	N		N	N	0.00		11470.940
33501	Commerce & Insurance	0000001144	Ewing Moving Service Inc	GO-DBE	GODBE-MBE	N	Black American	Y	N	0.00		1432.000
33501	Commerce & Insurance	0000166529	GUIDESOFT INC	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		306.350
33501	Commerce & Insurance	0000077006	Jarvis Award Sign & Flag	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		155.000
33501	Commerce & Insurance	0000088793	John Bouchard & Sons Co	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		15990.000
33501	Commerce & Insurance	0000083493	Katom Restaurant Supply Inc	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		6637.080
33501	Commerce & Insurance	0000001186	MTCM Enterprises Inc	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		15318.000
33501	Commerce & Insurance	0000199684	RCN Communications LLC	GO-DBE	GODBE-SBE	N		N	N	0.00		6860.760
33501	Commerce & Insurance	0000229695	ROSS SERVICES CORPORATION	GO-DBE	GODBE-SBE	N		N	N	0.00		115948.060
33501	Commerce & Insurance	0000001100	Southern Trophy House Inc	GO-DBE	GODBE-WBE	N	Caucasian	N	N	0.00		8851.230

# Appendix P

## Agency Term Contracts

Contracts by BU - Comm/Non 51

Contract	Unit	Supplier	Supplier	Description	Supp Ref	Begin Dt	Expire Dt	Contract Type	FY Payments	Buyer	Diversity Supplier
0000000000000000000000055309	33501	0000001315	DYNAMIC SECURITY INC	TFACA Security		7/15/2017	7/14/2022	DGS - Agency Term	\$ 4,600.80	Tiffany Commons	No
000000000000000000000079294	33501	0000229695	ROSS SERVICES CORPORATION	33501-12777 TFACA Roof Replace	Dummy Contract to Issue PO	6/12/2023	6/30/2023	DGS - Agency Term	\$ 100,948.06	Tiffany Commons	Yes
NV20000000000000000000058466	33501	0000257125	PEPSICO BEVERAGE SALES LLC	TLETA Soft Drinks	33501-21C1101NV	7/1/2022	6/30/2023	DGS - Agency Contract M/Y	\$ 15,913.98	Angela Lay	No
0000000000000000000000067744	33501	0000137702	Tennessee Firemens Association	TFACA Educational Books	Event 33501-11520	8/12/2020	8/11/2023	DGS - Agency M/Y - Proprietary	\$ 54,236.90	Tiffany Commons	No
0000000000000000000000077017	33501	0000080808	Haynes Service Co LLC	33501-12545 TFACA Bldg Proj 2		11/28/2022	11/27/2023	DGS - Agency Term	\$ 36,540.00	Tiffany Commons	No
0000000000000000000000077018	33501	0000240007	Volunteer Paint LLC	33501-12545 TFACA Bldg Proj 1		11/28/2022	11/27/2023	DGS - Agency Term	\$ 39,000.00	Tiffany Commons	No
0000000000000000000000065981	33501	0000017244	Fine Line Products Co	Smoke Alarms		9/1/2019	8/31/2024	DGS - Agency Contract M/Y	\$ 320,102.40	Angela Lay	No
0000000000000000000000074417	33501	0000230606	Johnson and Johnson LLC	TFACA Linen Cleaning	TFACA Linen Cleaning	5/16/2022	5/15/2025	DGS - Agency Contract M/Y	\$ 14,621.36	Tiffany Commons	No

# Appendix Q

## Composition of Planning and Advisory Boards

**FY2023**  
**Department of Commerce and Insurance**  
**Planning Boards and Advisory Boards**

Code Edition Advisory Committee (23 Members)		
Race	Total#	%
African American	1	4.5%
Caucasian	22	95.5%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
<b>TOTAL</b>	<b>23</b>	<b>100%</b>

Blasting Advisory Council (11 Members)		
Race	Total#	%
African American	1	9.1%
Caucasian	10	90.9%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
<b>TOTAL</b>	<b>11</b>	<b>100%</b>

Tennessee Emergency Communication Operations Advisory Committee (9 Members)		
Race	Total#	%
African American		
Caucasian	9	100%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
<b>TOTAL</b>	<b>9</b>	<b>100%</b>

Tennessee Emergency Communications Policy Advisory Committee (9 Members)		
Race	Total	%
African American		
Caucasian	9	100%
Asian		
Hispanic or Latino		
Native American/Indian		
Other		
Unknown		
<b>TOTAL</b>	<b>9</b>	<b>100%</b>

Tennessee Emergency Communications Technical Advisory Committee (5 Members)		
Race	Total	%
African American		
Caucasian	5	100%
Asian		
Hispanic or Latino		
Native American/Indian		
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

# Appendix R

LEP Translated Documents



# Lista para la prevención de incendios dirigida a los cuidadores de adultos mayores

Los adultos mayores tienen más probabilidades de morir en incendios en el hogar, ya que sus movimientos son más lentos o tienen problemas escuchando los detectores de humo. Asegúrese de que las personas que usted conoce estén preparadas y seguras.

**X** Marque con una cruz si las siguientes afirmaciones se cumplen en su hogar.

## Detectores de humo

- Hay detectores de humo en cada nivel de su hogar.
- Hay detectores de humo dentro y fuera de los dormitorios.
- Los detectores de humo son comprobados todos los meses.
- Las baterías de los detectores de humo tienen suficiente carga.
- Los detectores de humo tienen menos de 10 años de antigüedad.
- Los detectores de humo se pueden escuchar desde cada habitación.

## Seguridad en la cocina

- No hay artículos cerca de la estufa que puedan incendiarse.
- Las personas se mantienen atentas en la cocina cuando los alimentos se están friendo, asando, cocinando en la parrilla o hirviendo.

## Seguridad para fumadores

Si las personas fuman, asegúrese de que tomen precaución.

- Las personas fuman fuera de la casa y nunca en la cama.
- Las personas apagan los cigarrillos completamente en un cenicero de base ancha que no corre riesgo de virarse.
- Las personas nunca fuman cuando se encuentran alrededor de oxígeno medicinal.

## Seguridad al usar el calefactor

- Los calefactores se encuentran a 3 pies o más de distancia a cualquier artículo que pueda incendiarse.

- Las personas apagan las velas antes de salir de la habitación.

## Plan de escape

- Tiene un plan de escape para caso de incendio que muestra 2 salidas desde cada habitación.
- Las salidas no están bloqueadas por muebles u otros elementos.
- Todos conocen el lugar seguro para reunirse fuera de la casa.
- El plan de escape funciona para todos, incluso las personas en sillones de rueda, con auxiliares auditivos o espejuelos.
- Existe un teléfono cerca de la cama para llamar al número local de emergencia en caso de incendio.

## Detectores de monóxido de carbono

- Los detectores de monóxido de carbono se encuentran localizados en cada nivel de su hogar.
- Los detectores de monóxido de carbono tienen menos de 7 años de antigüedad.

## Seguridad eléctrica y al usar electrodomésticos

- Las extensiones eléctricas no corren por debajo de las alfombras.
- Todas las extensiones eléctricas están en buenas condiciones, no se encuentran rotas o con cables expuestos.
- Las personas limpian el filtro de la secadora de ropa después de cada uso.
- Todos los tomacorrientes funcionan correctamente y no se sienten calientes al tocarlos. (Si se sienten calientes, llame a su arrendador o a un electricista)





# Sound Off Safety App

How much do you know about home fire safety?  
Find out with these fun games!  
Before you start, touch below to turn the voice on or off and to choose your language.

**VOICE**  
ON OFF

**LANGUAGE**  
ENGLISH SPANISH  
(narration only)

When you finish, click here.





## Safety Sounds

Do you know your safety sounds?

In this activity, you will hear **4** different safety sounds.

Listen to each sound. Then touch the sentence that describes it.

Keep trying until you get the right answer.



**CLICK HERE TO  
GET STARTED!**





## Find the Dangers

The Sound Off Safety Patrol is always on the lookout for fire dangers. Here's your chance to help them! See if you can spot **6** fire dangers in the picture of Marco's home.

**CLICK HERE TO  
GET STARTED!**

Start  
Over

**HOME**



**Find the fire dangers in this picture. Touch each one to circle it.  
There are 6 fire dangers in the picture. Can you find them all?**

Start  
Over

SHOW  
ME



## Home Fire Escape Map

You need a plan to get outside fast when there is a home fire. Here's a chance to practice!

Find and touch the doors and windows on the fire escape map to show how you could get outside to the meeting place and escape a home fire.

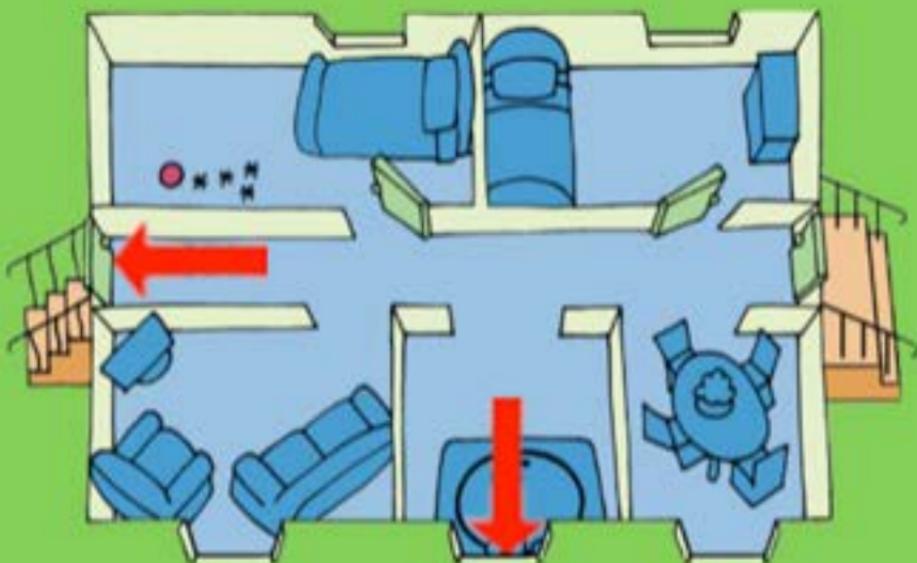
Touch "Show me" if you need help.



HOME

CLICK HERE TO  
GET STARTED!

Start  
Over



**Can you find 7 ways to get out of this home to escape a fire?  
For example, here's one door and one window. Touch all the doors  
and windows you could use to get outside to the meeting place.**

**Start  
Over**

**SHOW  
ME**

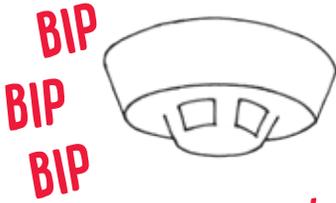
# DA LA SEÑAL DE ALERTA CON LA PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR

¡Únete a la PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR!



Los detectores de humo son importantes. Te advierten cuando hay un incendio

## ¿Sabes cómo suena tu detector de humo?



¡BIP-BIP-BIP...!

¡BIP-BIP-BIP!

Ese sonido significa que hay un incendio en tu hogar.

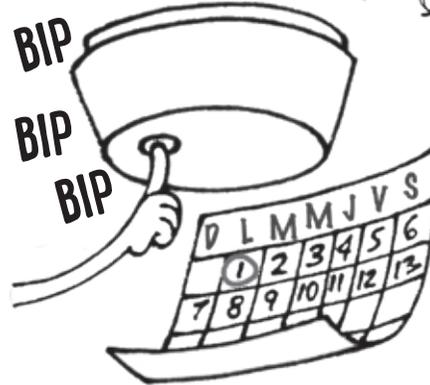
¡Debes salir rápidamente!



Cricrí... Cricrí

A veces el detector de humo suena como el canto de un grillo o un pájaro.

Eso significa que la pila no funciona bien, o que el detector de humo ya está viejo. Debes colocar una pila nueva o comprar un detector de humo nuevo.



## Prueba los detectores de humo una vez al mes para asegurarte de que funcionan.

Oprime el botón de prueba. Si escuchas ¡BIP-BIP-BIP!, eso significa que el detector de humo está funcionando. Si no escuchas ese sonido, coloca una pila nueva o consigue un detector de humo nuevo. Los detectores de humo no duran para siempre. Reemplaza tus detectores de humo viejos por otros nuevos cada 10 años.

## Dirige una patrulla de seguridad en tu casa.

Utiliza esta tabla para probar los detectores de humo en tu casa. Pídele a un adulto que te ayude. Marca con un círculo Sí o No para cada pregunta. Cuando finalices la patrulla, escribe tus nombres, tu dirección y tu número telefónico en los espacios asignados. Luego trae la tabla a clase.

¿Hay un detector de humo en cada nivel de tu casa?

Sí

No

¿Hay un detector de humo en o cerca de cada dormitorio y lugar para dormir?

Sí

No

¿Todos los detectores de humo funcionan cuando los pruebas?

Sí

No

Alumno \_\_\_\_\_

Padres/cuidador \_\_\_\_\_

Dirección \_\_\_\_\_

Número telefónico \_\_\_\_\_

## Estimados padres/cuidador

Su hijo está participando en un programa de seguridad contra incendios en el hogar en la escuela. Como parte de este programa, proporcionamos detectores de humo gratuitos a las familias que los necesiten.\* Comuníquese con el maestro de su hijo o con el departamento de bomberos local para obtener más información. Recuerde: Los detectores de humo no duran para siempre. Reemplace sus detectores de humo por otros nuevos cada 10 años.

\*Disponible hasta agotar existencias.

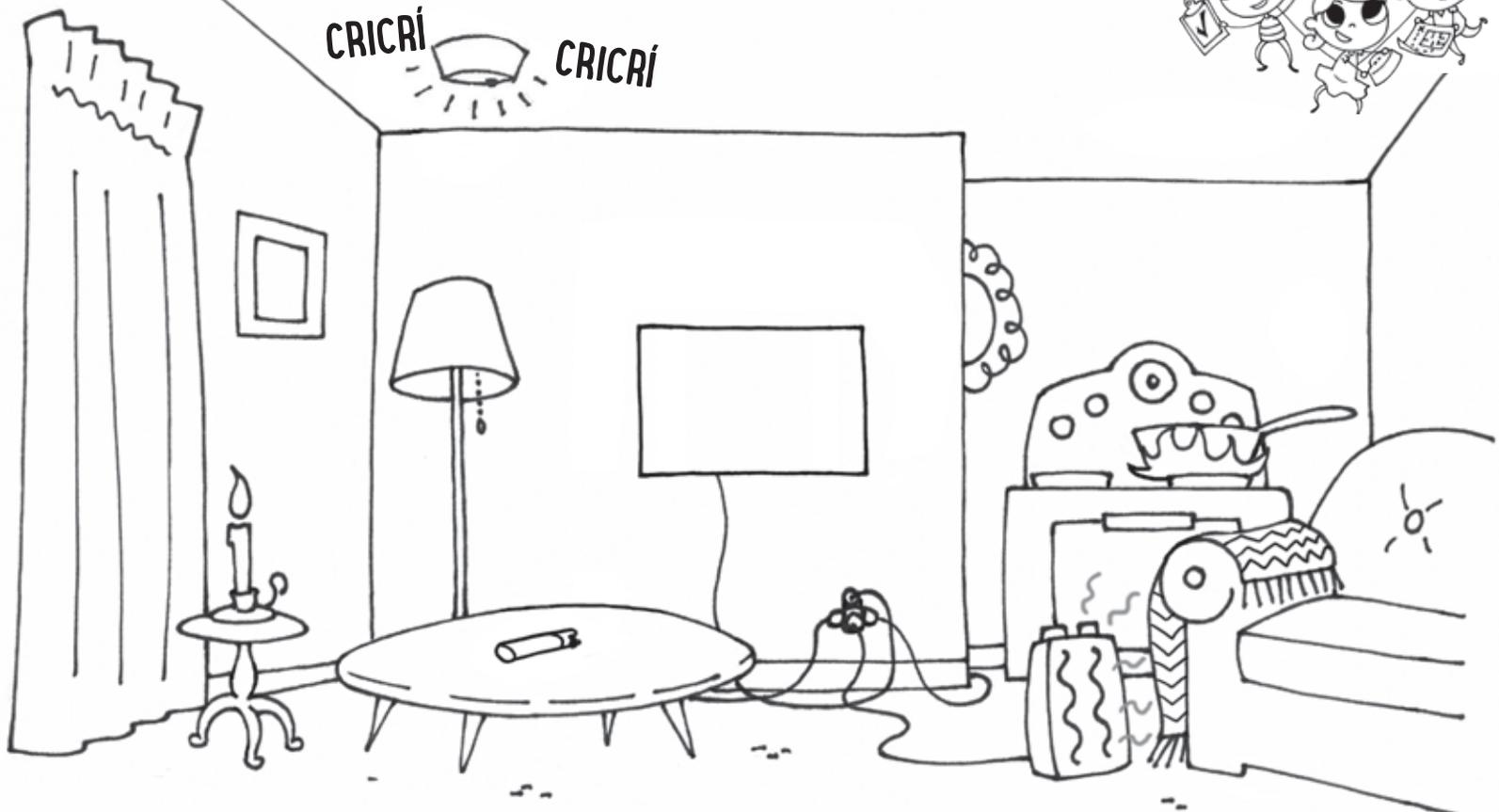


# DETECTA LOS PELIGROS

¡Únete a la  
**PATRULLA  
DE SEGURIDAD  
CONTRA  
INCENDIOS EN  
EL HOGAR!**



**Parte 1:** La Patrulla de seguridad contra incendios en el hogar siempre está pendiente ante los peligros de incendio. ¿Puedes encontrar seis peligros de incendio en este dibujo? Dibuja un círculo alrededor de los peligros que encuentres.



**Parte 2:** ¿Qué deberías hacer si ves estos peligros en tu hogar? Para averiguarlo, usa las palabras a continuación para completar estas frases.

**calefactor                      vela                      estufa**  
**encendedor                      detector de humo                      tomacorriente**

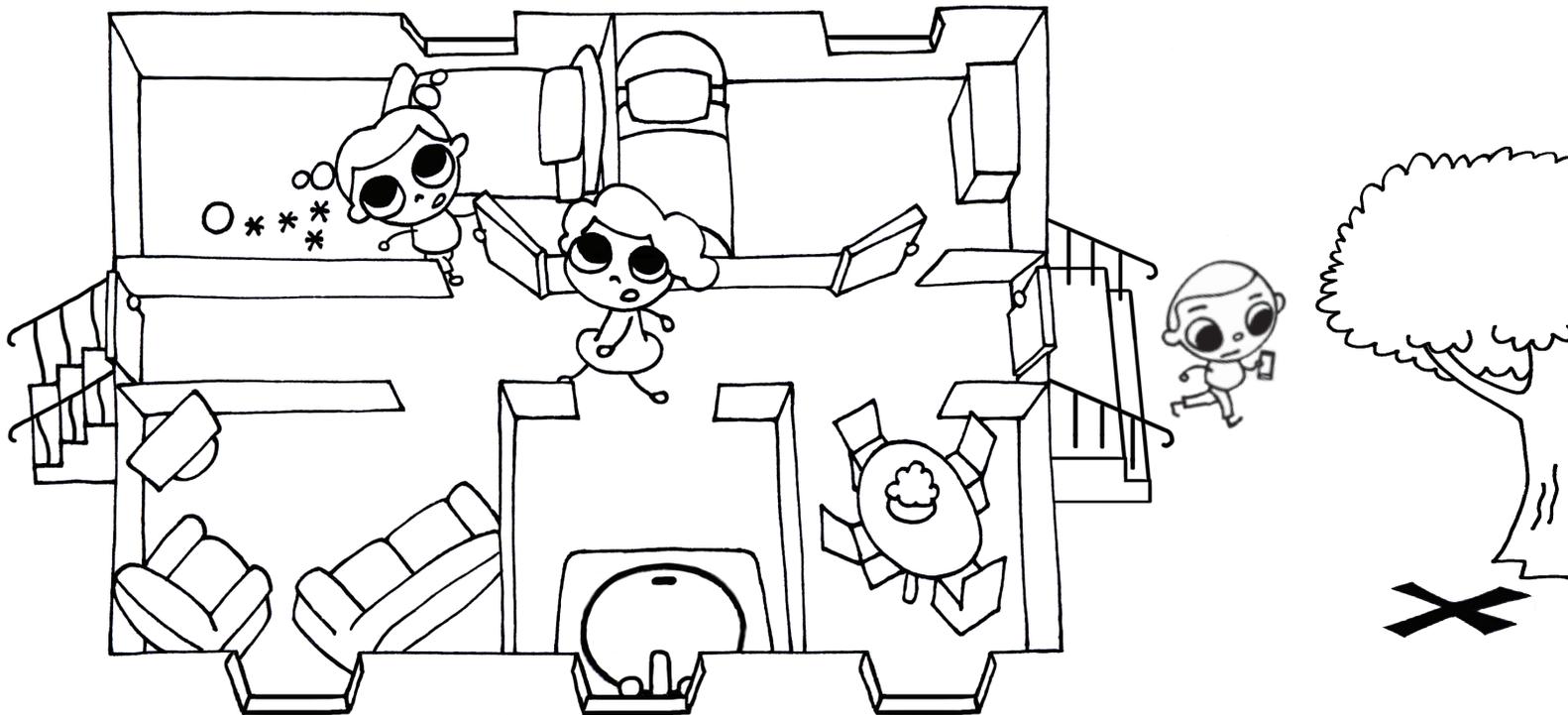
1. Cuando tu \_\_\_\_\_ hace cricrí, debes colocar una pila nueva o comprar un detector de humo nuevo. Pídele a un adulto que lo repare.
2. Mantén una \_\_\_\_\_ encendida lejos de las cosas que pueden incendiarse. Sopla para apagarla si no hay un adulto en la habitación.
3. Dile a un adulto si ves un \_\_\_\_\_ o fósforos. Pídele a un adulto que los guarde en un lugar con llave.
4. Si hay demasiados enchufes en el \_\_\_\_\_ eléctrico, este podría provocar un incendio. Usa solo un enchufe en cada tomacorriente de pared.
5. ¡Ten cuidado al cocinar! Siempre debería haber un adulto cerca si hay comida cocinándose en la \_\_\_\_\_.
6. Pídele a un adulto que aleje el \_\_\_\_\_ de muebles o ropa dejando un espacio igual a tres pasos largos. Desenchúfalo si no hay un adulto en la habitación.

**Muéstrale esta actividad a un adulto. Puedes utilizarla para controlar los peligros de incendio en tu casa.**



# TU MAPA DE ESCAPE EN CASO DE INCENDIO EN EL HOGAR

**Parte 1:** Ayuda a estos niños a crear un plan para salir rápidamente en caso de que haya un incendio en su hogar. Dibuja dos rutas de escape desde cada habitación. Muestra un camino que pase por las puertas. Muestra un segundo camino que los niños podrían tomar en caso de que haya fuego o humo bloqueándoles la puerta. En algunos casos, esto podría ser a través de una ventana. Luego dibuja un círculo en un lugar de encuentro fuera de su casa donde todos irían a llamar al 9-1-1 a reportar el incendio.



**Parte 2:** Ahora usa el dorso de esta hoja para crear un plan de escape en caso de un incendio en tu hogar. Dibuja un mapa que muestre dos caminos de salida de cada habitación. Llévate el mapa a casa y muéstraselo a un adulto. Puedes utilizar tu mapa para hacer un simulacro de incendio con tu familia. ¡Verifica si todos pueden salir en menos de 3 minutos! Haz de cuenta que llamas al 9-1-1 desde tu teléfono celular y diles la dirección donde vives.

### Estimados padres/cuidador

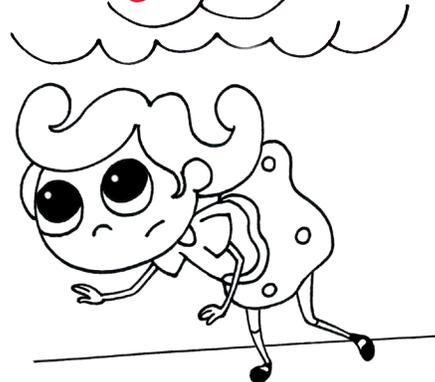
Muchas veces los niños no se despiertan cuando suena un detector de humo. Diseña un plan para que un adulto despierte a cada niño y le ayude a salir si hay un incendio real. Practique el plan. Haga de cuenta que llama al 9-1-1 desde su teléfono celular y dígalos la dirección donde vive.

## REGLAS DE ESCAPE EN CASO DE INCENDIO EN EL HOGAR

Verifica que todos en tu casa sepan las reglas para salir rápidamente en caso de un incendio en el hogar:

- Si oyes un detector de humo o si ves humo, ¡sal de la casa lo más rápido posible!
- No laves ninguna cosa contigo.
- **Agáchate y sal:** El humo tiende a subir hacia el techo. Si ves humo, debes mantenerte cerca del suelo. Agáchate para evitar respirar el humo peligroso y ve gateando hasta la salida.
- Dirígete a tu lugar de encuentro afuera y llama al 9-1-1. Diles el nombre de la calle y el número.
- Quédate afuera — **NUNCA** regreses a un edificio en llamas.

## Agáchate y sal

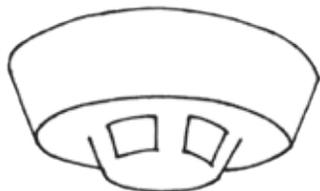


# ¡Alerta!

Los detectores de humo son importantes. Te advierten cuando hay un incendio.

¿Sabes cómo suena tu detector de humo?

**BIP BIP BIP**



**¡BIP-BIP-BIP...!**

**¡BIP-BIP-BIP!**

Ese sonido significa que hay un incendio en tu hogar. ¡Debes salir rápidamente!

**CRICRÍ CRICRÍ** A veces el detector de humo suena como el canto de un grillo o un pájaro. Eso significa que la pila no funciona bien, o que el detector de humo ya está viejo. Debes colocar una pila nueva o comprar un detector de humo nuevo.



**ÚNETE A LA  
PATRULLA DE  
SEGURIDAD  
CONTRA  
INCENDIOS EN  
EL HOGAR**



**PRUEBA LOS  
DETECTORES  
DE HUMO UNA  
VEZ AL MES PARA  
ASEGURARTE DE  
QUE FUNCIONAN.**



Oprime el botón de prueba. Si escuchas ¡BIP-BIP-BIP!, eso significa que el detector de humo está funcionando. Si no escuchas ese sonido, coloca una pila nueva o consigue un detector de humo nuevo.



# Patrulla de seguridad

## Dirige una patrulla de seguridad en tu casa.

Utiliza esta tabla para probar los detectores de humo en tu casa. Pídele a un adulto que te ayude. Marca con un círculo Sí o No para cada pregunta. Cuando finalices la patrulla, escribe tus nombres, tu dirección y tu número telefónico en los espacios asignados. Luego trae la tabla a clase.

Documento maestro para copiar

ÚNETE A LA  
PATRULLA DE  
SEGURIDAD  
CONTRA  
INCENDIOS EN  
EL HOGAR



¿Hay un detector de humo en cada nivel de tu casa?

Sí No

¿Hay un detector de humo adentro o cerca de cada dormitorio y lugar para dormir?

Sí No

¿Todos los detectores de humo funcionan cuando los pruebas?

Sí No

Alumno \_\_\_\_\_ Padres/cuidador \_\_\_\_\_

Dirección \_\_\_\_\_ Número telefónico \_\_\_\_\_

### Estimados padres/cuidador:

Su hijo está participando en un programa de seguridad contra incendios en el hogar en la escuela. Como parte de este programa, proporcionamos detectores de humo gratuitos a las familias que los necesiten.\* Comuníquese con el maestro de su hijo o con el departamento de bomberos local para obtener más información. Recuerde: Los detectores de humo no duran para siempre.

Reemplace sus detectores de humo por otros nuevos cada 10 años.

\*Disponible hasta agotar existencias.



# Detecta los peligros

La Patrulla de seguridad contra incendios en el hogar siempre está pendiente ante los peligros de incendio. ¿Puedes encontrar seis peligros de incendio en este dibujo? **Dibuja un círculo alrededor de los peligros que encuentres.**

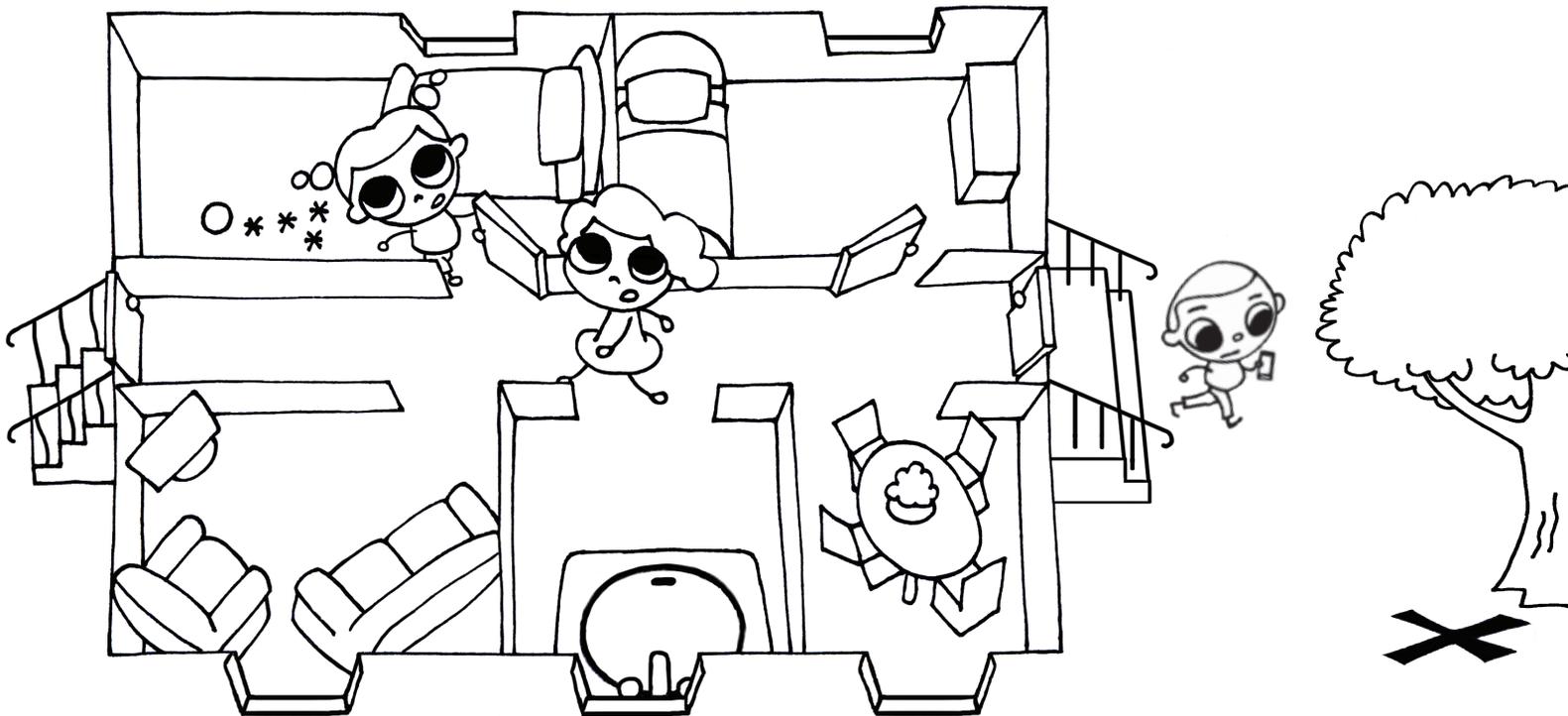
ÚNETE A LA  
PATRULLA DE  
SEGURIDAD  
CONTRA  
INCENDIOS EN  
EL HOGAR



# Mapa de escape en caso de incendio en el hogar

Ayuda a estos niños a crear un plan para salir rápidamente en caso de que haya un incendio en su hogar. Dibuja dos rutas de escape desde cada habitación. Muestra un camino que pase por las puertas. Muestra un segundo camino que los niños podrían tomar en caso de que haya fuego o humo bloqueándoles la puerta. En algunos casos, esto podría ser a través de una ventana. Luego dibuja un círculo en un lugar de encuentro fuera de su casa donde todos irían a llamar al 9-1-1 a reportar el incendio.

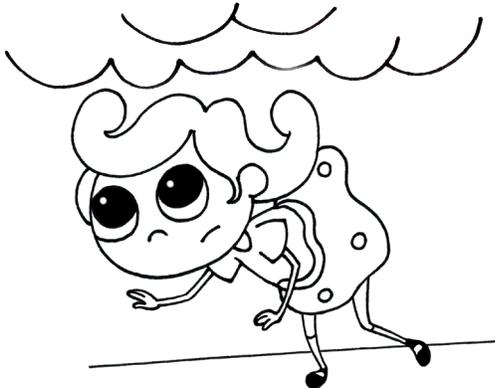
ÚNETE A LA  
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CONTRA  
INCENDIOS EN  
EL HOGAR



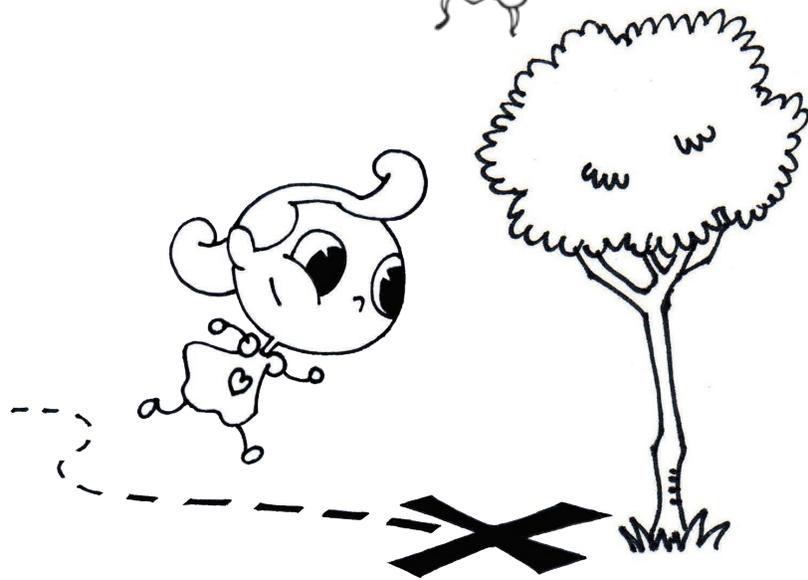
# Reglas de escape en caso de incendio en el hogar

Verifica que todos en tu casa sepan las reglas para salir rápidamente en caso de un incendio en el hogar:

- Si oyes un detector de humo o si ves humo, ¡sal de la casa lo más rápido posible!
- No laves ninguna cosa contigo.
- **Agáchate y sal:** El humo tiende a subir hacia el techo. Si ves humo, debes mantenerte cerca del suelo. Agáchate para evitar respirar el humo peligroso y ve gateando hasta la salida.



ÚNETE A LA  
PATRULLA DE  
SEGURIDAD  
CONTRA  
INCENDIOS EN  
EL HOGAR



- Dirígete a tu lugar de encuentro afuera y llama al 9-1-1. Diles el nombre de la calle y el número.
- Quédate afuera — **NUNCA** regreses a un edificio en llamas.

### Estimados padres/cuidador:

Muchas veces los niños no se despiertan cuando suena un detector de humo. Diseña un plan para que un adulto despierte a cada niño y le ayude a salir si hay un incendio real. Practique el plan. Haga de cuenta que llama al 9-1-1 desde su teléfono celular y dígame la dirección donde vive.



# ¡ÚNETE a la PATRULLA DE SEGURIDAD CONTRA INCENDIOS EN EL HOGAR!



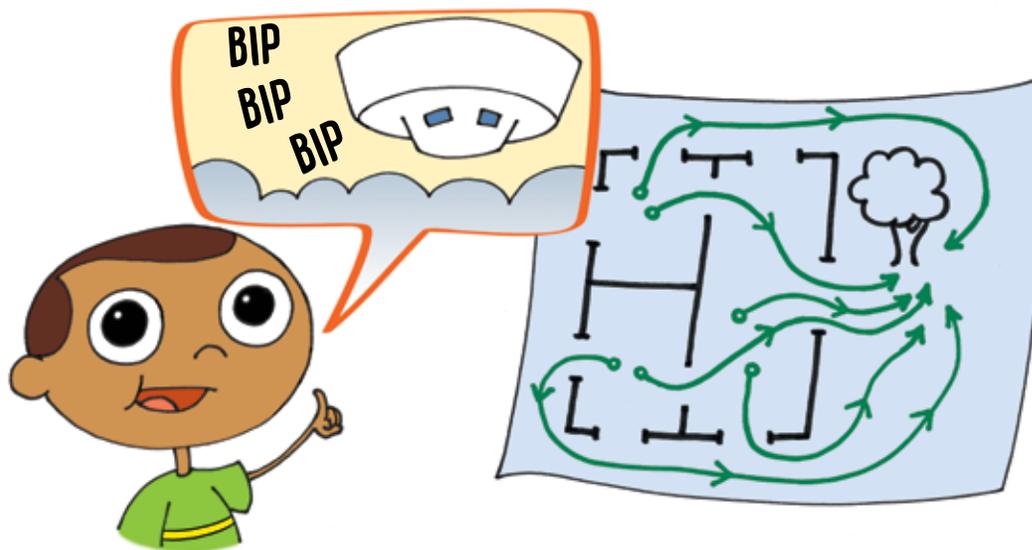
**Este libro pertenece a**

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**Vivo en**

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**¡Soy parte de la Patrulla  
de seguridad contra  
incendios en el hogar!**



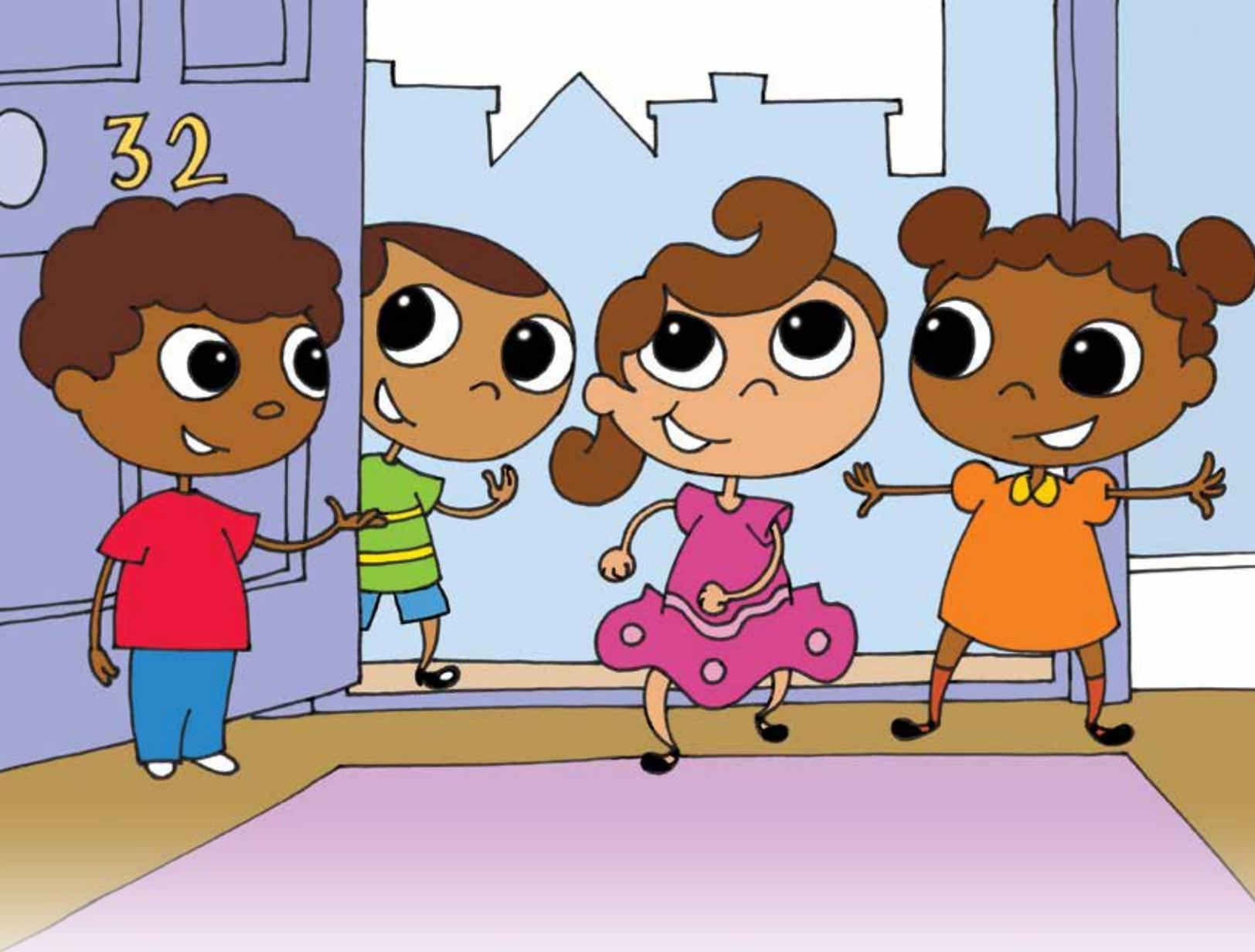


Conoce a la Patrulla de seguridad contra incendios en el hogar.

“Ayudamos a que las familias se mantengan a salvo de incendios”, dijo Pablo.

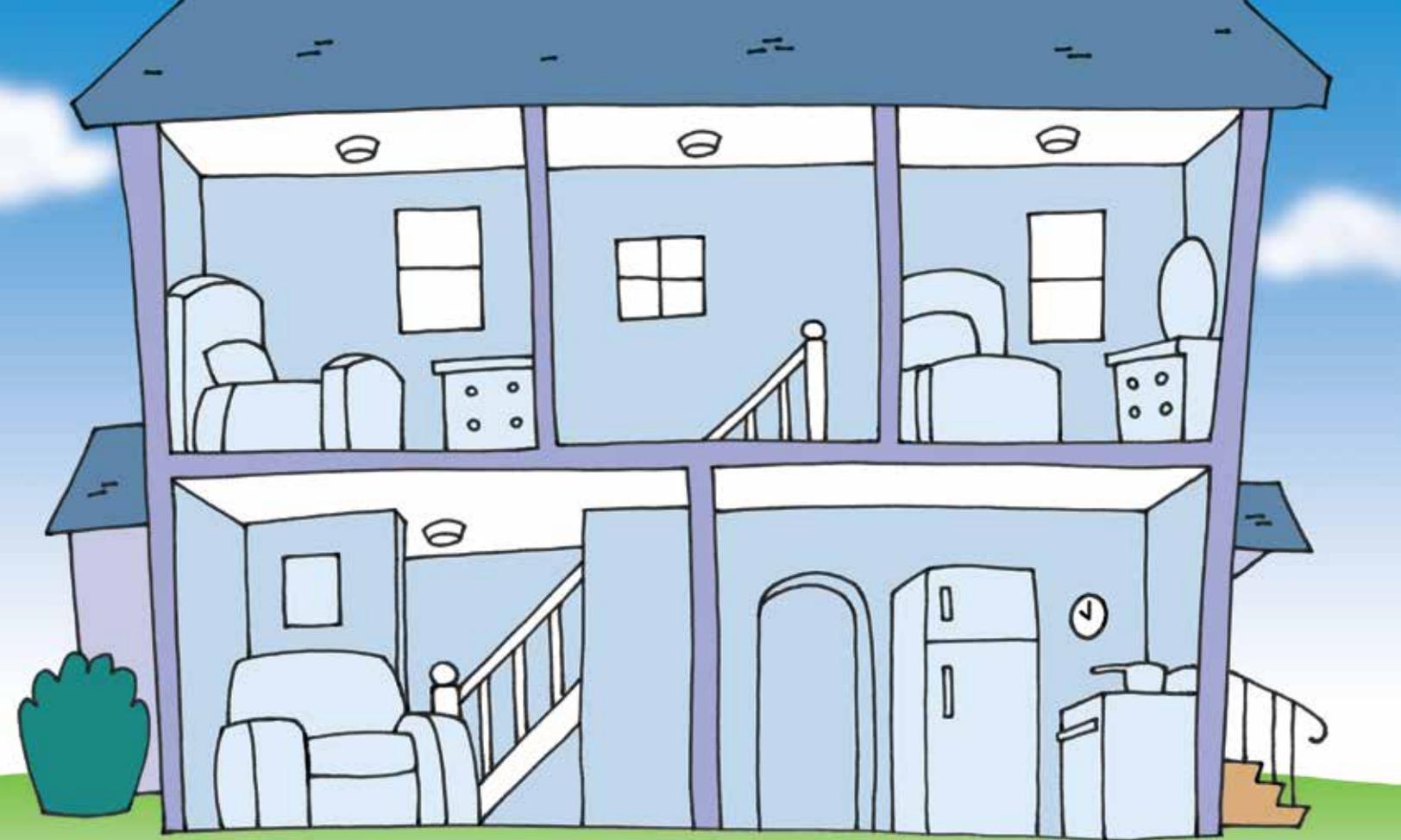
“¡Con detectores de humo!”, dijo Sofía.

“¡Y un plan de escape en caso de incendio en el hogar!”, dijo Ana.



Hoy, la Patrulla de seguridad visita el hogar de Marco.

“Empecemos dando un vistazo a los detectores de humo”, dijo Sofía. “Hacen un ruido fuerte cuando se inicia un incendio. ¡Así que tienes tiempo para salir rápido!”.



“Necesitas al menos un detector de humo en cada nivel de tu casa”, dijo Ana. “Eso es para que puedas escuchar la alarma en cada habitación”.

“Necesitas un detector de humo en cada dormitorio. También necesitas un detector de humo en otras habitaciones donde duerman personas”, dijo Pablo. “El ruido te despertará si se inicia un incendio cuando estés durmiendo”.

*¿Puedes encontrar los detectores de humo en la casa de Marco? ¿Su casa tiene uno en cada nivel?*

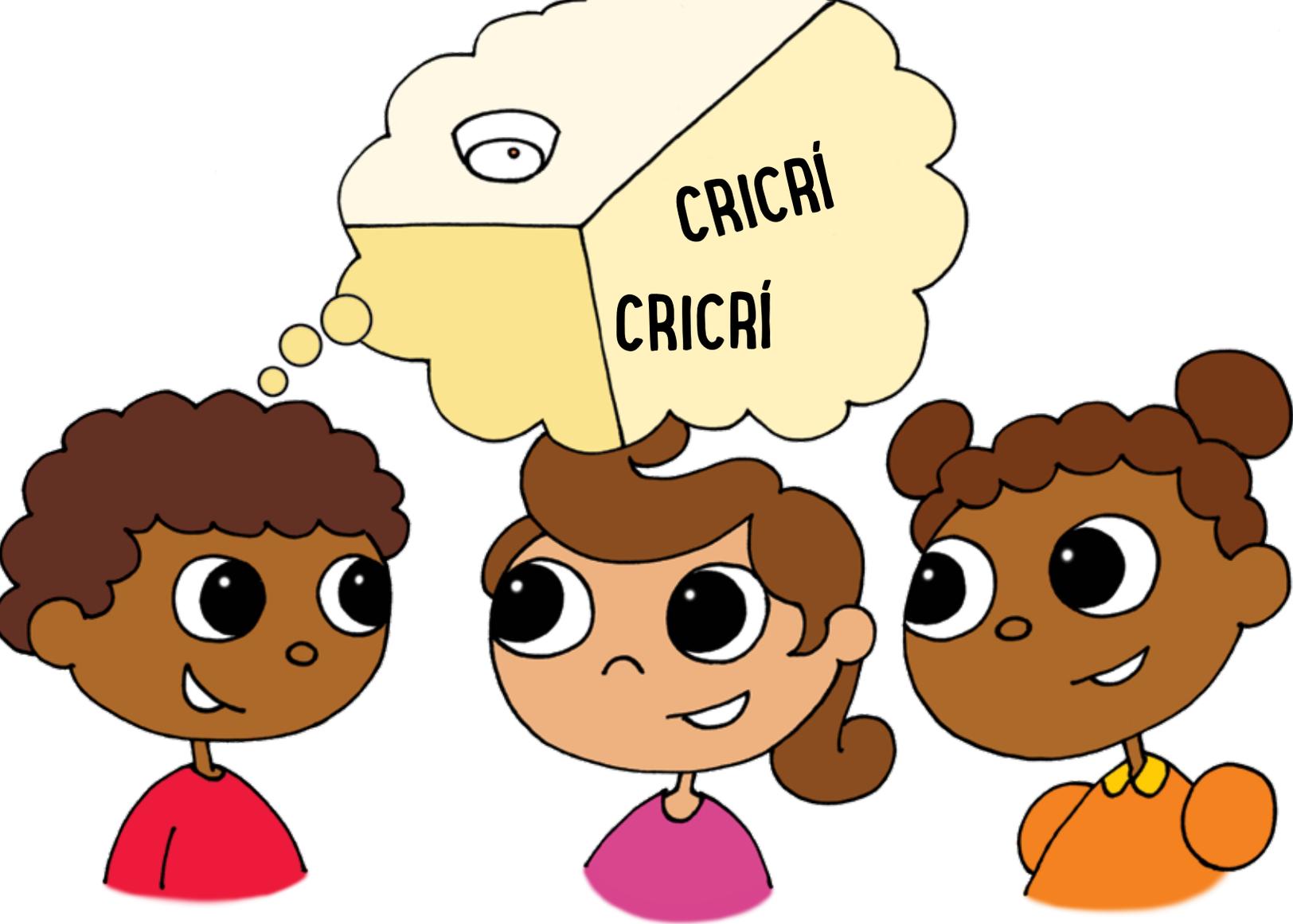


“¿Realizas una prueba de los detectores de humo todos los meses?”, preguntó Sofía.

“Sí”, dijo Marco. “¡Mi mamá va a hacer la prueba hoy!”.

La Patrulla de seguridad fue a cada habitación con la mamá de Marco. Cuando la mamá de Marco presionó el botón de prueba, escucharon un BIP, BIP, BIP fuerte.

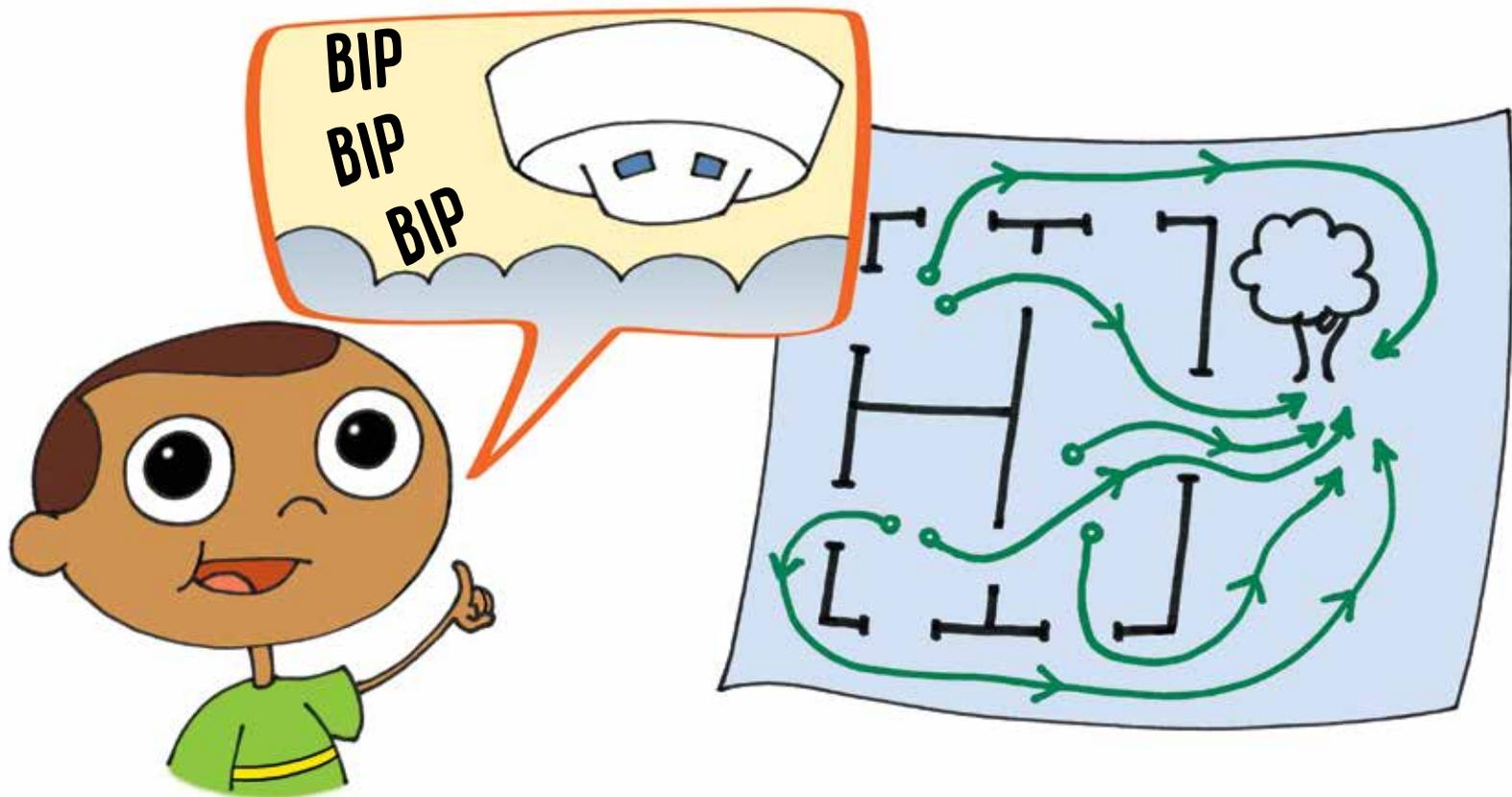
“Ese sonido significa que el detector de humo funciona”, dijo Pablo. “Ese es el sonido que escucharás si hay un incendio”.



“He oído que un detector de humo hacía un ruido como CRICRÍ CRICRÍ. Era como el sonido de un grillo o un pájaro”, dijo Marco. “¿Qué significa ese sonido?”.

“Significa que la pila está agotada”, dijo Sofía. “El detector de humo hace CRICRÍ CRICRÍ cuando necesita una pila nueva”.

“También puede ser que el detector de humo sea viejo”, dijo Ana. “Si escuchas CRICRÍ CRICRÍ, coloca una pila nueva o compra un detector de humo nuevo”.



Pablo dijo, “Antes de irnos, practiquemos qué debemos hacer cuando escuches que el detector hace BIP, BIP, BIP”.

“Ese sonido significa que hay un incendio”, dijo Marco. “¡Tenemos que salir rápido!”.

“Muy rápido”, dijo Pablo. “Todos deben poder salir en menos de 3 minutos”.

“Por eso necesitas un plan de escape en caso de incendio en el hogar”, dijo Ana. “Haz un mapa que muestre dos caminos de salida de cada habitación de tu casa. Así podrás salir rápido, donde sea que empiece un incendio. Dibuja tu lugar de encuentro fuera de la casa. Puedes llamar al 9-1-1 desde ahí, y decirles cuál es tu dirección”.



La Patrulla de seguridad contra incendios en el hogar ayudó a Marco a dibujar un mapa de escape en caso de incendio en su hogar. Luego, todos practicaron el plan.

“AGÁCHATE Y SAL si ves humo cuando intentas escapar en un incendio”, dijo Sofía. “El humo va hacia arriba. Cuando te agachas, respiras el aire que está limpio cerca del piso”.

“¡Sal rápido! Cierra la puerta detrás de ti”, dijo Ana. “¡Ve a tu lugar de encuentro!”.



“Pudimos salir en menos de 3 minutos”, dijo Pablo.  
“¡Genial!”.

“Tu familia debería practicar el plan de escape dos veces al año”, dijo Ana. “Mientras más practiquen, más rápido podrán salir en forma segura si hay un incendio”.

“Una vez que salgas, nunca vuelvas a entrar a una casa que se está incendiando”, dijo Sofía. “¡Es demasiado peligroso! Llama al 9-1-1 y espera a que lleguen los bomberos. Ellos sabrán qué hacer”.

“Gracias”, dijo Marco. “Hoy aprendí mucho sobre seguridad contra incendios en el hogar”.

*¿Qué has aprendido sobre seguridad contra incendios en el hogar? Cuéntale a tu familia cómo pueden hacer que su hogar sea un lugar seguro.*



**¡DA LA SEÑAL DE  
ALERTA con la  
PATRULLA DE  
SEGURIDAD  
CONTRA INCENDIOS  
EN EL HOGAR!**



En caso de emergencia, llama al 9-1-1.

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## Sound Off Videos on Youtube

**Grades:** Elementary (2-3)

**Subject Area:** Health & Safety, Math, Language Arts

**Made Possible By:** Michigan Public Health Institute with a grant from USDHS/FEMA

Use these links to access the three Sound Off videos in English and Spanish on Youtube. NOTE: The videos feature loud smoke alarm sounds which may not be appropriate for students with sensitivity to loud noises.



### Send Us Your Feedback

Your opinion is important to our program sponsors, and to YMI. We depend on your input to continue providing free educational resources that make a real difference in the classroom.



Video 1: Safety Sounds (English)



Video 1: Safety Sounds (Spanish)



Video 2: Home Fire Dangers (English)



Video 2: Home Fire Dangers (Spanish)



Video 3: Home Fire Escape Map (English)



Video 3: Home Fire Escape Map (Spanish)

¡DA LA SEÑAL DE  
ALERTA con la  
PATRULLA DE  
SEGURIDAD  
CONTRA INCENDIOS  
EN EL HOGAR!



Play (k)

(música optimista)



0:01 / 6:13



## Home Fire Dangers (Spanish)

Unlisted

31 views • Oct 4, 2021



LIKE



DISLIKE



SHARE



DOWNLOAD



SAVE



¡DA LA SEÑAL DE  
ALERTA con la  
PATRULLA DE  
SEGURIDAD  
CONTRA INCENDIOS  
EN EL HOGAR!



Play (k)

(música optimista)



0:02 / 7:35



## Home Fire Escape Map (Spanish)

Unlisted

10 views · Oct 4, 2021



LIKE



DISLIKE



SHARE



DOWNLOAD



SAVE



¡DA LA SEÑAL DE  
ALERTA con la  
PATRULLA DE  
SEGURIDAD  
CONTRA INCENDIOS  
EN EL HOGAR!



Play (k)

(música optimista)



0:02 / 4:46



## Safety Sounds! (Spanish)

Unlisted

17 views • Oct 4, 2021



LIKE



DISLIKE



SHARE



DOWNLOAD



SAVE



# ALARMAS DE HUMO

La Primera  
Defensa Contra  
el Fuego



**RÁPIDO. GRATIS.  
SEGURO.**



*Cientos de vidas han sido salvadas por detectores de humo en funcionamiento instalados a través del programa "¡Alarmed, Tennessee!"*

**SI NECESITA DETECTORES DE HUMO QUE FUNCIONEN, CONTACTE A:**

**Para obtener más información sobre el programa "¡Alarmed, Tennessee!",**

**FAST. FREE.  
SAFE.**



*Hundreds of lives have been saved by working smoke alarms installed through the "Get Alarmed, Tennessee!" program.*

**IF YOU NEED WORKING SMOKE ALARMS, CONTACT:**

**For more information about the "Get Alarmed, Tennessee!" program,**

# FAST. FREE. SAFE.



**BROUGHT TO YOU BY:**

**Our Tennessee fire safety partners will be on your street conducting home fire safety visits and FREE smoke alarm installations on:**

**DATE/TIME**

**For more information about the "Get Alarmed. Tennessee!" program.**

# RÁPIDO. GRATIS. SEGURO.



**TRAÍDO A USTED POR**

**Nuestros socios de seguridad contra incendios de Tennessee estarán en su calle realizando visitas de seguridad contra incendios en el hogar y instalaciones de alarma de humo GRATIS en:**

**FECHA Y HORA**

**Para obtener más información sobre el**



Insurance Division

Consumer Insurance Services  
500 James Robertson Parkway, 10th Floor  
Nashville, TN 37243-0574  
(800) 342-4029 - (615)741-2218

Please contact our office (800) 342-4029 or (615) 741-2218 if there are questions or problems filling out this form.

## Reclamación del Consumidor

Los campos obligatorios están marcados con un asterisco \*

Fecha: 09-26-2022

AVISO: Este formulario no permite el uso de letras con acentos, por ejemplo: (i, ç, á, é ñ, ó ...)

### Información del Demandante

\*Nombre:

Segundo Nombre:

\*Apellido:

\*Dirección – línea 1:

Dirección – línea 2:

Dirección – línea 3:

Dirección – línea 4:

Dirección – línea 5:

Dirección – línea 6:

\*Ciudad:

\*Estado:

Tennessee ▼

\*Código Postal:

Condado:

Seleccione ur ▼

\*País:

United State ▼

Código Postal Internacional:

Email habla a

Vuelva Introducir Correo Electrónico:

\*Número de teléfono:

Extensión:

Número de Teléfono Alternativo Extensión:

¿Cómo prefiere ser contactado?:

Seleccione un

**Datos del Asegurado (si es diferente a la anterior)**

Nombre:

Segundo Nombre:

Apellido:

**Otras Partes involucradas en este problema**

Nombre:

Apellido:

Descripción:

Nombre:

Apellido:

Descripción:

Nombre:

Apellido:

Descripción:

Nombre:

Apellido:

Descripción:

### Información de Seguros

**\*¿Contra quién es la denuncia? Por favor, indique el nombre de la parte de quién se queja**

**a. Nombre de la Compañía de Seguros**

**b. Nombre de la Agencia de Seguros**

**c. Nombre de Agente de Seguros, Ajustador, Tasador**

**Nombre:**

**Apellido:**

**¿En qué estado se compró este plan?**

**Número de póliza:**

**Número del Certificado:**

**Número de reclamo:**

**Fecha de pérdida o servicio recibido:**

**Fecha de Compra:**

**Fecha de Cancelación:**

**Grupo de Edad del Asegurado:**

**Cantidad en Disputa:**

**\*Tipo de Seguro:**

**\*Motivo por la queja:**

**Otro descripción:**

**Otro descripción:**

### Detalles y enviar documentos

**\*Detalles de la Queja:**

4000 caracteres restantes.

\*¿Qué consideras que es una resolución justa?:

4000 caracteres restantes.

**AVISO: Antes de la presentación final de esta forma, se le dará la oportunidad de adjuntar documentos que respalden la queja.**

¿Enviaré mis por correo o por fax, documentación adicional?  
Sí No

Use la dirección postal que sigue para enviar documentos que respalden la queja y incluya una copia de este formulario:

**Consumer Insurance Services  
500 James Robertson Parkway, 6th Floor  
Nashville, TN 37243-0574**

Use el número de FAX que sigue para enviar documentos que respalden la queja y incluya una copia de este formulario: (615) 532-7389

**Email confirmación**

\*Desea recibir un correo electrónico de confirmación?

Sí  No

**Autorización**



## PROTEJA SU HOGAR DEL CLIMA SEVERO

El seguro para propietarios de viviendas puede proteger su vivienda de daños causados por tormentas y tornados. Solo el seguro contra inundaciones puede proteger su hogar de daños causados por inundaciones.

Una pulgada de agua en su casa puede causar \$25,000 en daños.

La cobertura del seguro contra inundaciones comienza 30 días después de la compra de la póliza de seguro contra inundaciones.

Para obtener más información sobre el seguro contra inundaciones, visite [floodsmart.gov/es/inicio](http://floodsmart.gov/es/inicio).

## ¿PREGUNTAS SOBRE SEGUROS? TENEMOS RESPUESTAS.

Si tiene preguntas, comuníquese con Servicios de seguros al consumidor al 615-741-2218 o al 1-800-342-4029. Contamos con hispanohablantes que pueden ayudarte.



500 James Robertson Parkway  
Nashville, Tennessee 37243  
(615) 741-2218 | 1-800-342-4029

[tn.gov/commerce](http://tn.gov/commerce)

[/TennesseeCommerceAndInsurance](https://www.facebook.com/TennesseeCommerceAndInsurance)

[/TNCommerceInsur](https://www.tncommerceinsur.com)

[@tncommerceinsur](https://www.instagram.com/tncommerceinsur)



# ENTENDIENDO EL SEGURO



Seguro al consumidor simplificado



Departamento de Comercio y Seguros de Tennessee  
Numero de autorización 335595 | 1,000 copias | Month, 2021  
Este documento público fue promulgado a un costo de \$X.XX por copia.

## ¿QUÉ ES UN SEGURO?

El seguro es una forma de proteger sus finanzas en caso de que suceda algo malo. Por ejemplo, si sufre un accidente automovilístico, su compañía de seguros de automóvil puede pagar la reparación de su automóvil. Si su casa se incendia, la compañía de seguros de su hogar puede darle dinero para repararla. Si necesita cirugía, su seguro médico puede pagar parte del costo médico.

### COMO FUNCIONA EL SEGURO

**Puede firmar una póliza.** Una póliza es un contrato escrito entre usted y su compañía de seguros que le informa qué cubre y qué no cubre la compañía de seguros.

**Pagas una prima.** Una prima es la cantidad que paga a una compañía de seguros para tener la póliza de seguro. Las primas son un monto fijo que generalmente se paga mensualmente o anualmente.

**Cuando ocurre un desastre o necesita atención médica, presenta una reclamación.** Un reclamo es la solicitud de reembolso de un asegurado por parte de una compañía de seguros cuando ocurre una pérdida, como un accidente automovilístico, un incendio en una casa o una visita al hospital. El reclamo le dice a la compañía de seguros lo que sucedió y comienza el proceso de reembolso.

**Conozca la cantidad de su deducible.** El deducible es una cantidad fija de dinero que el titular de la póliza debe pagar por su pérdida antes de que la compañía de seguros pague su parte. Supongamos que su automóvil está totalizado y el deducible de su seguro de automóvil es de \$500. Su compañía de seguros dice que le dará \$3,000 para comprar un auto nuevo. En realidad, recibirá \$2,500 debido al deducible. Si la compañía de seguros acepta su reclamo, determinará la cantidad que se le adeuda según su póliza.

**Costo del seguro.** El costo del seguro depende de varios factores como lo que quiere que se cubra, su edad, su ubicación, su estado civil o su sexo. Todos estos ayudan a determinar su riesgo, que determina el costo. Por ejemplo, su seguro de automóvil podría costar \$30 al mes o \$60 al mes, dependiendo de su riesgo y nivel de cobertura.

## ¿POR QUÉ PODRÍA NECESITAR UN SEGURO?

Si no tiene seguro, es probable que deba pagar todo por su cuenta si ocurre un desastre, lo que podría dejarlo en dificultades financieras. Si conduce sin seguro de automóvil, también podría recibir una multa o perder el derecho a conducir su vehículo.

### TIPOS DE SEGUROS

Algunos de los tipos de seguros que puede adquirir son:

- Seguro de auto para su vehículo
- Seguro para propietarios de viviendas para su hogar
- Seguro para inquilinos para su casa alquilada
- Seguro de salud para atención médica
- Seguro de vida para beneficiar a sus seres queridos después de su muerte
- Seguro contra inundaciones para su hogar durante una inundación
- Seguro dental para su salud bucal
- Seguro de visión para anteojos recetados y lentes de contacto

### COMO COMPRAR UN SEGURO

Si desea comprar una póliza de seguro, busque en Internet opciones en su comunidad. Antes de comunicarse con un agente, asegúrese de que el agente y la compañía tengan licencia en Tennessee en: [sbs.naic.org/solar-external-lookup](http://sbs.naic.org/solar-external-lookup).

Obtenga múltiples cotizaciones de múltiples compañías para encontrar la mejor opción y el mejor precio para usted. Hable con un agente sobre sus necesidades y presupuesto. No se limite a considerar el precio superior. Si bien es importante mantenerse dentro de su presupuesto, asegúrese de leer la póliza para saber qué está cubierto y qué no. Mantenga el deducible a una tasa alcanzable en caso de que necesite presentar un reclamo.

## COMO MANTENER BAJOS LOS COSTOS DE LAS PRIMAS DEL SEGURO

Hay algunas cosas que los consumidores pueden hacer para mantener bajos los costos de sus primas.

Para ayudar a mantener bajas las primas del seguro médico, mantenga un estilo de vida saludable comiendo alimentos saludables, haciendo ejercicio y dejando de fumar. Esto puede prevenir varias afecciones de salud, como enfermedades cardíacas.

Para mantener bajos los costos del seguro de automóvil, sea un conductor seguro y cauteloso y conduzca un vehículo seguro. Cuantas más multas por exceso de velocidad reciba o accidentes en los que esté involucrado, más altas serán las primas y más difícil será comprar un seguro.

Para mantener bajos los costos del seguro de vivienda, instale un sistema de seguridad y considere comprar sus pólizas de seguro de automóvil y de vivienda de la misma compañía de seguros.

### QUE HACER SI TIENE UN PROBLEMA CON SU SEGURO

El equipo de Servicios de Seguros al Consumidor de TDCI puede ayudarlo si tiene un problema con su agente de seguros, compañía de seguros o tasador público.

Si tiene un problema, como que la compañía de seguros niegue su reclamo, no reciba el reembolso dentro de los 30 días posteriores a la presentación del reclamo, un desacuerdo sobre el monto del acuerdo o no puede encontrar un médico cercano que acepte su seguro médico, usted puede presentar una queja ante nuestro Departamento. Vaya a [tn.gov/insurance](http://tn.gov/insurance) y complete el Formulario de queja en línea en español.

Una vez que presente la queja, se asignará un investigador a su caso para ayudarlo. El investigador revisará su póliza y se comunicará con la compañía de seguros para ayudarlo a encontrar una solución.

En 2020, se devolvieron más de \$10 millones a los habitantes de Tennessee a través de estos esfuerzos de mediación.

**Si detecta una estafa...**

Dígale a alguien  
Y luego dígame a la **FTC**.

**ftc.gov/queja**  
1-877-FTC-HELP  
(1-877-382-4357)

Si detecta una estafa, repórtela  
**ftc.gov/queja**.

Sus reportes ayudan a la FTC y a otras autoridades a cargo del cumplimiento de la ley a investigar las estafas y a demandar a los estafadores ante la justicia.



## 1 Detecte a los impostores.

Los estafadores suelen hacerse pasar por alguien que le inspira confianza, por ejemplo, un funcionario del gobierno, un familiar, una entidad de caridad o una compañía con la cual usted tiene una relación comercial. No envíe dinero ni dé su información personal en respuesta a un pedido inesperado — ya sea que lo reciba por mensaje de texto, llamada de teléfono o email.

## 2 Haga búsquedas en internet.

Ingrese el nombre de una compañía o de un producto en su buscador favorito de internet agregando palabras como “comentarios”, “queja” o “estafa”. O haga una búsqueda ingresando una frase que describa su situación, por ejemplo “llamada del IRS”. Incluso puede hacer la búsqueda ingresando números de teléfono para ver si otra gente reportó esos números en relación a una estafa.

## 3 No confíe en lo que indica su aparato de identificación de llamadas.

Con la tecnología actual, a los estafadores les es más fácil falsear la información del aparato de identificación de llamadas, así que el nombre y número que ve en el aparato no siempre son reales. Si alguien lo llama para pedirle dinero o información personal, cuelgue el teléfono. Si cree que la persona que lo llama podría estar diciendo la verdad, vuelva a llamar a un número que le conste que es genuino.

## 4 No pague por adelantado a cambio de una promesa.

Alguien podría pedirle que pague por adelantado por cosas tales como servicios de alivio de deudas, ofrecimientos de crédito y préstamos, asistencia para deudores hipotecarios o un empleo. Hasta podrían decirle que se ganó un premio, pero que primero tiene que pagar impuestos o cargos. Si los paga, probablemente se quedarán con su dinero y desaparecerán. Aprenda más sobre cómo encontrar ayuda en estos casos en [consumer.ftc.gov](http://consumer.ftc.gov).

## 5 Considere sus opciones de pago.

Las tarjetas de crédito le ofrecen un nivel de protección importante, pero hay algunos otros métodos de pago que no. Hacer transferencias de dinero a través de servicios como Western Union o MoneyGram es riesgoso porque es casi imposible recuperar el dinero. Esto también se aplica a las tarjetas recargables (como iTunes o Reloadit) y tarjetas de regalo (como iTunes o Google Play). Las oficinas del gobierno y las compañías honestas no le exigirán que use estos métodos de pago.

## 6 Hable con alguien.

Antes de dar su dinero o información personal, hable con alguien de confianza. Los estafadores oportunistas quieren que usted tome decisiones apresuradamente. Incluso podrían amenazarlo. Desacelere, verifique la historia, haga una búsqueda en internet, consulte a un experto — o simplemente hable con un amigo.

## 7 Cuélguele el teléfono a las llamadas automáticas pregrabadas.

Si atiende el teléfono y escucha una promoción de ventas grabada, cuelgue y reporte la llamada a la FTC. Estas llamadas son ilegales. Y a menudo los productos que promocionan son falsos. No presione el número 1 para hablar con un operador, ni para eliminar su número de teléfono de la lista. Eso podría generar más llamadas.

## 8 Desconfíe de los ofrecimientos de prueba gratis.

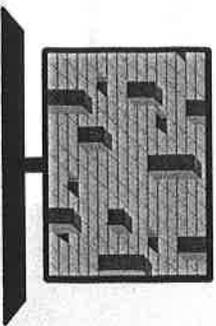
Algunas compañías usan las pruebas gratis para suscribirlo a la compra de productos y le facturan todos los meses hasta que usted cancele la suscripción. Antes de aceptar una prueba gratuita, investigue la compañía y lea la política de cancelación. Y revise siempre sus resúmenes de cuenta mensuales para controlar si aparecen cargos que no reconoce.

## 9 Niéguese si le piden que deposite un cheque y luego haga una transferencia para devolver el dinero.

Por ley, los bancos deben poner a disposición los fondos de los cheques depositados en un par de días, pero descubrir un cheque falso puede llevar semanas. Si deposita un cheque y luego se descubre que es falso, usted es responsable de devolverle ese dinero al banco.

## 10 Suscríbase para recibir gratuitamente las alertas de estafas de la FTC en [ftc.gov/estafas](http://ftc.gov/estafas).

Reciba las últimas noticias y consejos sobre estafas directamente en la bandeja de entrada de su email.



**Recordatorios Rmportantes:** Es posible que tenga recursos civiles en virtud de la Ley de Valores de Tennessee de 1980; sin embargo, estos recursos se rigen por el estatuto de limitaciones que pueden impedirle recuperar sus pérdidas si no actúa de manera oportuna. Debe consultar a un abogado privado para obtener más asesoramiento individual.

Cualquier acción que tome la División de Valores en relación con su queja será para hacer cumplir la Ley y las Reglas de Valores, no para recuperar los fondos de los inversionistas. La División no representa legalmente intereses individuales y no puede obligar a nadie a devolverle su dinero.

**¿Qué no puede hacer la Unidad de Investigación de Servicios Financieros (“FSIU”)?** Actuar como su abogado o brindarle asesoramiento legal.

#### ¿Qué es un valor?

- Un valor se define ampliamente para incluir una amplia gama de inversiones, como acciones, bonos, pagarés, debentures, intereses de sociedades limitadas, intereses de petróleo y gas y contratos de inversión.
- Por lo general, si se realiza una inversión de dinero en un negocio con la expectativa de obtener una ganancia a través de los esfuerzos de alguien que no sea el inversionista, se considera un valor.

#### ¿Qué no es un valor?

- Moneda, cheque (certificado o no), giro, letra de cambio o carta de crédito bancario.
- Una nota u otra evidencia de endeudamiento emitida en una transacción mercantil o de consumo, en lugar de una transacción de inversión.
- Un interés en una cuenta de depósito en un banco o asociación de ahorro y préstamo.
- Una póliza de seguro, póliza de dotación o contrato de anualidad en virtud del cual una compañía de seguros se compromete a pagar dinero ya sea en una suma global, periódicamente de por vida o durante algún otro período específico.

#### Características comunes de los valores no registrados:

- Se representan como inversiones seguras.
- Se representan como inversiones sin riesgo.
- Se representan como inversiones de retorno garantizado.
- Ofrecen retornos sobre la inversión que son mayores que el mercado prevaleciente.
- Las comisiones de venta que se pagan a los agentes de venta son muy superiores a las de los productos tradicionales.

**¿Cómo presento una queja?** Puede presentar una queja en línea, por teléfono o en persona. La forma más conveniente y rápida de presentar una queja es completar un formulario de queja que se encuentra en nuestro sitio web en <https://www.tn.gov/commerce/securities/investors/file-a-complaint.html>. Seleccione el formulario de Queja de Valores/Inversiones.

**¿Qué documentación necesito para presentar una denuncia?** Documentación relevante, como pólizas de seguro, certificados de seguro, folletos de venta, estados de cuenta, cheques cancelados, confirmaciones, correspondencia o cualquier otra cosa que pueda ser pertinente para probar o refutar las alegaciones. En general, cuanto más documentación relevante proporcione, más fácil será investigar su queja.

**¿Puedo presentar una denuncia de forma anónima?** Sí, sin embargo, sin conocer la fuente de la queja, a menudo es difícil investigar las denuncias de manera efectiva.

He presentado una denuncia. ¿Qué pasa después? Después de que la División haya recibido su queja, se revisará y asignará a un investigador para que la evalúe más a fin de determinar si se recomienda una investigación oficial. Es posible que un investigador se comunice con usted para obtener más datos e información. También se le puede pedir que dé una entrevista o declaración formal. Si es necesario, se le puede pedir que testifique en una audiencia administrativa.

**¿Qué sucede si FSIU determina que se ha producido un fraude?** Si la investigación concluye que se ha producido un fraude, la FSIU recomendará que nuestra División Legal tome las medidas administrativas correspondientes. Tal acción podría incluir multas, suspensión o revocación de la licencia. Si se inicia una acción legal, el resultado se determinará en una audiencia ante un juez de derecho administrativo. En ciertas situaciones, FSIU remitirá la investigación a las autoridades policiales correspondientes para un posible enjuiciamiento penal.

**¿Adónde puedo ir para obtener más información sobre educación para inversionistas?** Visite nuestro sitio web en <https://www.tn.gov/commerce/securities/investors/investor-education-program.html>

*Guarde esta hoja para su referencia. Devuelva solo las siguientes páginas como su queja formal.*

**1. Su información de contacto (letra de imprenta o máquina): Nombre del**

**Denunciante:** \_\_\_\_\_

**Dirección:** \_\_\_\_\_

**Ciudad:** \_\_\_\_\_ **Estado:** \_\_\_\_\_ **Código Postal:** \_\_\_\_\_

**Teléfono Durante el Día:** \_\_\_\_\_ **Correo Electrónico:** \_\_\_\_\_

**Grupo de edad al momento del incidente/transacción:**  Menos de 25  25 a 49  50 a 64  Mayores de 65

**2. ¿Contra quién es su queja?**  Agencia de Inversiones (Empresa)  Asesor de Inversiones (Individuo)

**Nombre:** \_\_\_\_\_

**Dirección:** \_\_\_\_\_

**Ciudad:** \_\_\_\_\_ **Estado:** \_\_\_\_\_ **Código Postal:** \_\_\_\_\_

**Teléfono:** \_\_\_\_\_ **Correo Electrónico:** \_\_\_\_\_

**3. ¿Por qué presenta esta queja? (Adjunte páginas adicionales si es necesario)**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4. ¿Cuándo ocurrieron las transacciones anteriores? Desde** \_\_\_\_ / \_\_\_\_ / \_\_\_\_ **Hasta:** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

**5. ¿Ocurrió alguna parte de esta interacción o actividad relacionada fuera del estado de Tennessee?**  No o  Sí

**En caso afirmativo, ¿en qué estado(s)?** \_\_\_\_\_

**6. ¿Quién fue su punto de contacto para esta transacción?** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

7. Enumere los tipos de inversión involucrada (es decir, metales preciosos, petróleo y gas, acciones, bonos, pagarés, etc.)

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8. Monto total invertido: \$ \_\_\_\_\_

9. ¿Cómo se enteró por primera vez de esta inversión (es decir, redes sociales, materiales impresos, anuncios de televisión, anuncios de radio, amigos, familiares)? \_\_\_\_\_

10. ¿Firmó algún documento relacionado con esta actividad o inversiones?  No o  Sí

En caso afirmativo, proporcione copias (sin originales) con este formulario completo.

11. ¿Tiene un comprobante de pago de esta inversión que pueda proporcionar (es decir, transacción

12. electrónica, cheque de caja, cheque personal, pago electrónico)?  No o  Sí

En caso afirmativo, proporcione copias (sin originales) con este formulario completo.

12. ¿Ha presentado una queja ante otra entidad con respecto a su inversión (es decir, la empresa, la policía)?

No o  Sí En caso afirmativo, ¿a quién? \_\_\_\_\_

¿Cuál fue el resultado de la denuncia? \_\_\_\_\_

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13. ¿Ha presentado una queja ante otra división gubernamental o reguladora con respecto a este asunto (es decir, la Comisión de Bolsa y Valores, la Autoridad Reguladora de la Industria Financiera, la Comisión Federal de Comercio)?

No o  Sí En caso afirmativo, ¿a quién? \_\_\_\_\_

¿Cuál fue el resultado de la denuncia? \_\_\_\_\_

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14. ¿Conoce otros inversionistas de Tennessee?  No o  Sí

En caso afirmativo, indique sus nombres e información de contacto (si la conoce) a continuación:

a. \_\_\_\_\_

b. \_\_\_\_\_

c. \_\_\_\_\_

15. ¿Está representado por un abogado en este asunto?  No o  Sí

En caso afirmativo, ¿cuál es el nombre de su abogado? \_\_\_\_\_

Dirección del Abogado: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal \_\_\_\_\_

Teléfono durante el Día: \_\_\_\_\_ Correo Electrónico: \_\_\_\_\_

16. ¿Estaría dispuesto a firmar una declaración jurada y testificar sobre su(s) inversión(es) con esta  
Compañía/Individuo?  No o  Sí

Por la presente verifico que la información en esta queja es verdadera y correcta a mi leal saber y  
entender.

Nombre del Denunciante (en letra de imprenta): \_\_\_\_\_

Firma del Denunciante: \_\_\_\_\_

Fecha Actual: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Antes de archivar una solicitud para asistencia con el Departamento de Comercio y Asegurancia de Tennessee, deberías contactar primero la compañía de asegurancia o productor (agente) para resolver el problema(s). Si no recibes una respuesta satisfactoria, llena y entrega un formulario de queja. Abajo hay preguntas que se hacen regularmente para tu referencia.

**¿Qué hace la Unidad de Investigación de Servicios Financieros (“FSIU”)?** FSIU investiga denuncias de fraude y otras violaciones de las leyes estatales de seguros cometidas por compañías de seguros, productores de seguros (agentes), agencias y otros profesionales de la industria que hacen negocios en Tennessee.

**Lo que FSIU no puede hacer:**

- Actuar como su abogado o brindarle asesoramiento legal. Cualquier acción que se tome en relación con su queja será para hacer cumplir las normas y reglamentos, no para recuperar fondos. La División no representa legalmente intereses individuales y no puede obligar a nadie a devolverle su dinero.
- Recomendar una compañía, agencia o póliza de seguros.
- Identificar una compañía de seguros con la que una persona o entidad en particular pueda tener una póliza.
- Resolver disputas de hecho cuando la única prueba es su palabra contra la palabra del productor o empresa.
- Tomar determinaciones relacionadas con los hechos de un caso (por ejemplo, no podemos determinar el valor de la propiedad dañada o robada, ni concluir la culpa).
- Obligar a una empresa a satisfacerle si no se ha infringido ninguna ley

**El Departamento de Comercio y Seguros no tiene jurisdicción sobre los siguientes planes o entidades:**

- Reclamaciones de compensación para trabajadores (para obtener información, comuníquese con el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de Tennessee).
- Programas de Salud para Empleados Autoasegurados.
- Planes Sindicales (planes de salud y bienestar).
- Seguro de Salud para Empleados del Estado de Tennessee.
- Seguro de Salud y Vida para Empleados Federales.
- Seguro militar (para más información comuníquese con TRICARE).
- TennCare (para obtener información, comuníquese con el Departamento de Finanzas y Administración, Oficina de TennCare).
- Medicare.
- Administradores de terceros.
- Ajustadores de Seguros.

**¿FSIU investiga el fraude cometido por los asegurados?** No. FSIU investiga la industria de seguros y los profesionales de seguros. Su autoridad estatutaria no se extiende a las investigaciones que involucren fraude cometido por los asegurados o terceros. Tales investigaciones generalmente están a cargo de las compañías de seguros y las fuerzas del orden.

**¿Cómo presento una queja?** Puede presentar una queja en línea, por teléfono o en persona. La forma más conveniente y rápida de presentar una queja es completar un formulario de queja ubicado en nuestro sitio web en <https://www.tn.gov/commerce/securities/investors/file-a-complaint.html> seleccione el formulario para Seguro Queja de Agente/Agencia.

**¿Qué documentación necesito para presentar una queja?** La documentación relevante incluye pólizas de seguro, certificados de seguro, folletos de ventas, estados de cuenta, cheques cancelados, confirmaciones, correspondencia o cualquier otra cosa que pueda ser pertinente para probar o refutar las acusaciones. En general, cuanto más documentación relevante proporcione, más fácil será investigar su queja.

**¿Puedo presentar una denuncia de forma anónima?** Sí, sin embargo, sin conocer la fuente de la queja, a menudo es difícil investigar las denuncias de manera efectiva.

**He presentado una denuncia. ¿Qué pasa después?** Una vez que se haya recibido su queja, se revisará y se asignará a un investigador para que la evalúe más a fin de determinar si se recomienda una investigación oficial. Es posible que un investigador se comunice con usted para obtener más datos e información. También se le puede pedir que dé una entrevista o declaración formal. Si es necesario, se le puede pedir que testifique en una audiencia administrativa.

**¿Qué sucede si FSIU determina que se ha producido un fraude?** Si la investigación concluye que se ha producido un fraude, la FSIU recomendará que nuestra División Legal tome las medidas administrativas correspondientes. Tal acción podría incluir multas, suspensión o revocación de la licencia. Si se inicia una acción legal, el resultado se determinará en una audiencia ante un juez de derecho administrativo de acuerdo con la ley estatal. En ciertas situaciones, FSIU remitirá la investigación a las autoridades policiales correspondientes para un posible enjuiciamiento penal.

**¿Dónde puedo ir para obtener más información sobre el fraude de seguros?** Visite nuestro sitio web en [www.tn.gov/insurance](http://www.tn.gov/insurance).

*Guarde esta hoja para su referencia. Devuelva solo las siguientes páginas como su queja formal.*



Departamento de  
Comercio y  
Seguros

Unidad de Investigación de Servicios Financieros  
500 James Robertson Parkway  
Nashville, TN 37243

## Formulario de Queja

Agente/Agencia de Seguros

**1. Su información de contacto (letra de imprenta o máquina):**

Nombre del Denunciante: \_\_\_\_\_

Dirrección: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal: \_\_\_\_\_

Teléfono: \_\_\_\_\_ Correo Electrónico: \_\_\_\_\_

Edad a la hora del incidente /tramitacion:  Menos de 25  25 a 49  50 a 64  Arriba de 65

**2. ¿Contra quién es su denuncia?**  Agencia de Seguros (Empresa)  Agente de Seguros (Persona Física)

Nombre: \_\_\_\_\_

Dirrección: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal \_\_\_\_\_

Teléfono: \_\_\_\_\_ Correo Electrónico: \_\_\_\_\_

**3. ¿Cuál es la naturaleza de la denuncia?**  Productor (agente) o agencia de seguros sin licencia

Distorsion de los términos de la póliza de seguro  Respuestas modificadas en la solicitud de seguro

No divulgar información relevante conforme a una política

Prácticas comerciales fraudulentas, coercitivas o deshonestas

Vender, solicitar o negociar seguros para una empresa/agencia que no está autorizada para realizar tramitaciones comerciales en Tennessee

Otro \_\_\_\_\_

**4. ¿Por qué presenta esta queja? (Adjunte páginas adicionales si es necesario)**

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5. ¿Tiene una póliza con este agente o agencia que se ve afectada por esta queja?

No o  Sí

En caso afirmativo, ¿de qué tipo?

Vida: N.º de póliza \_\_\_\_\_  Accidentes: N.º de póliza \_\_\_\_\_

Auto: N.º de póliza \_\_\_\_\_  Propietarios: N.º de póliza \_\_\_\_\_

Accidentes y Salud: Póliza # \_\_\_\_\_

Otro: Tipo y Póliza # \_\_\_\_\_

6. ¿Cuándo ocurrió el incidente anterior? Desde: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ Hasta: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

7. ¿Tiene alguna documentación (declaraciones, políticas, correos electrónicos, etc.) que evidencie su queja?

No o  Sí En caso afirmativo, proporcione copias (sin originales) junto con este formulario completo.

8. ¿Está representado por un abogado en este asunto?  No or  Yes

En caso afirmativo, ¿cuál es el nombre de su abogado? \_\_\_\_\_

Dirección del Abogado: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal \_\_\_\_\_

Teléfono: \_\_\_\_\_ Correo Electrónico: \_\_\_\_\_

9. ¿Estaría dispuesto a firmar una declaración jurada y testificar sobre su(s) transacción(es) con esta empresa?

No o  Sí

Por la presente verifico que la información en esta queja es verdadera y correcta a mi leal saber y entender.

Nombre del Denunciante (en letra de imprenta o a máquina): \_\_\_\_\_

Firma del Denunciante: \_\_\_\_\_

Fecha Actual: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

# Investigaciones de Servicios Financieros

## Formulario de queja



### Unidad de investigaciones

Davy Crockett Tower  
500 James Robertson Parkway, 10<sup>th</sup> Floor  
Nashville, TN 37243-0575

Motivo de la queja:  Seguros     Inversiones/Valores     Se desconoce

#### 1. Información de contacto

Nombre: \_\_\_\_\_

Dirección: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal: \_\_\_\_\_

Teléfono: \_\_\_\_\_ Dirección de correo electrónico: \_\_\_\_\_

#### 2. ¿Contra quién presenta esta queja?

Empresa     Agente     Ambos

Nombre: \_\_\_\_\_

Dirección: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Código Postal: \_\_\_\_\_

Teléfono: \_\_\_\_\_ Dirección de correo electrónico: \_\_\_\_\_

#### 3. ¿Por qué presenta esta queja? (De ser necesario puede adjuntar páginas adicionales)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### 4. ¿Cuándo sucedió lo que indicó aquí arriba?

De \_\_\_\_ / \_\_\_\_ / \_\_\_\_    Hasta \_\_\_\_ / \_\_\_\_ / \_\_\_\_

5. Por este medio certifico que la información en esta queja es fiel y exacta a mi leal saber y entender.

Nombre: \_\_\_\_\_

Firma \_\_\_\_\_

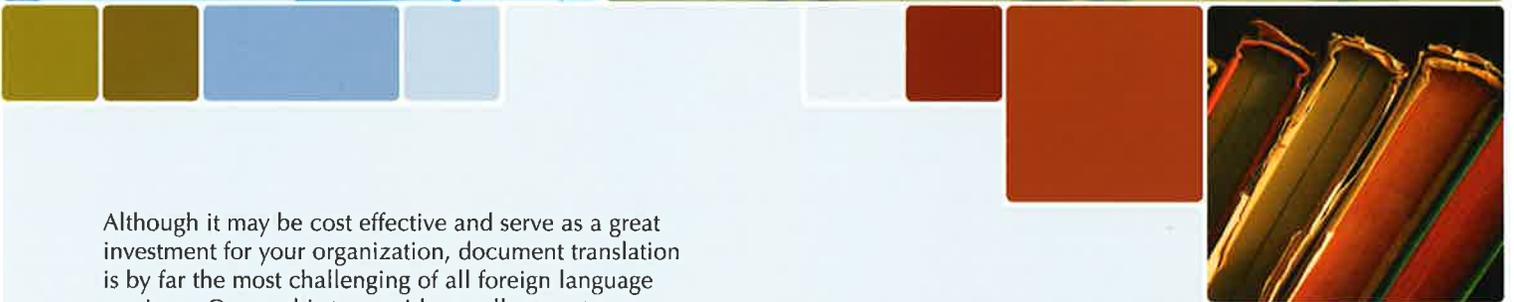
Fecha \_\_\_\_\_

# Appendix S

## Public Notice and Outreach

# Language Identification Guide

Do you speak English?	Point here and an interpreter will be assigned to you, at no cost.	English
¿Habla Español?	Señale aquí y se le asignará un intérprete sin costo.	Spanish
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
هل تتكلم العربية؟	أشتر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته كوردی دهناخقی؟	ئیشارمت ئیرئ بکه ته رجومان بو ته حازر دهکین ، به خورای.	Kurdish (Behdini)
ئایا کوردی قسه دهکیت؟	ئیشارمت لیره بکه موته رجیمت بو تاماده دهکین ، به خوڤرای.	Kurdish (Sorani)
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka somaaliga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje I prevodilac će vam biti obezbijedžen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະຮຸນາບອກເຈົ້າໜ້າທີ່ຕາມນີ້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你會講中文嗎?	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इशारा यहाँ पर किजिये, भाषांतर करनेवाले विनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እንገርኛ ይናገሩለህ?	በጣቸዎ ወደዚህ ያመልክቱ ያለምንም ክፍያ እስተርጓሚ ይመደብለሁታል!	Amharic
آیا شما فارسی صحبت میکنید؟	تروصیدم جترم کیدینینک هراشا اجنیا بهرگا رایگان در اختیار شما قرار میگیرد.	Farsi
Jin kueni Thuok nuera?	Wane eme deri thuok nuera jek ke kuic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહિંયા ઇશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyormusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo



Although it may be cost effective and serve as a great investment for your organization, document translation is by far the most challenging of all foreign language services. Our goal is to provide excellent customer service through accuracy and quality without losing the comfort and clarity provided to your client.

**Experience...**

At AVAZA, we understand the difficulties of document translation. We work to combine our processes with nationwide standards to relay your message in an efficient manner that best reflects the intent of the document. Document translation requires our enhanced understanding of active languages and culture, and combining it with our knowledge of healthcare, business and judicial terms and/or practices. Together with processes that ensure accuracy and knowledge of multi-platform applications, we can coordinate all your translation needs quickly and precisely.

**Professional Training...**

AVAZA translators follow nationwide standards in translation (ATA, ASTM) from the leading training organizations and curriculums. Although the ATA is the nation's leading source and our preferred choice for training, we continually adopt standards and processes throughout the nation that guarantee the best practices.

**Our Commitment...**

Each translation request is a coordinated project that starts with an assigned translator. Once resources are gathered and processed, translation will begin. Two stages of proofing (same dialect and alternative dialect) follow to ensure accuracy as well as correctness of terms. The final draft will be returned to the translation manager to be processed, formatted and converted into relevant digital files to be sent to you.

**Delivery of Services...**

- Multi-step process for translating and proofing to ensure accuracy and quality
- Certified Translators
- Over 120 languages
- No machine or translation software
- Mastery in active languages
- Multi-platform and program compatibility
- Localization

**Translation is written,  
Interpreting is spoken.  
Translators translate,  
Interpreters interpret.**

# Language Identification Guide

Do you speak English?	Point here and an interpreter will be assigned to you, at no cost.	English
¿Habla Español?	Señale aquí y se le asignará un intérprete sin costo.	Spanish
Eske ou pale kreyòl	Pwen isit la e yon entèprèt ap vin ede'w gratis.	Haitian Creole
هل تتكلم العربية؟	أشر هنا والمترجم سيكون موجوداً مجاناً.	Arabic
ته كوردی ده ناخچی؟	ئیشارمت ئیترئ بکه ته رجومان بۆ ته حازر دکهین ، به خورای.	Kurdish (Behdini)
نايا كوردی قسه ده كهیت؟	ئیشارمت لیڤه بکه موته رجیمت بۆ ناماده ده كهین ، به خورای.	Kurdish (Sorani)
Bạn nói tiếng Việt phải không?	Chỉ vào đây và sẽ có người thông dịch viên giúp đỡ Bạn, Bạn không phải trả gì hết.	Vietnamese
Maku hadashaa afka soomaaliga?	Halkaan farta ku-fiiq turjubaan lacag la-an ayaad heleysaa.	Somali
Da li govorite Bosanski?	Pokažite ovdje i prevodilac će vam biti obezbijedžen, besplatno.	Bosnian
Parlez-vous français?	Ici, un interpreteur sera assigné pour vous, sans avoir payé.	French
ທ່ານເວົ້າພາສາລາວແມ່ນບໍ່?	ກະຮູນາບອກເຈົ້າໜ້າທີ່ຕາມມື້ຈະມີນາຍພາສາມາແປໃຫ້ທ່ານໂດຍບໍ່ໄດ້ເສັງເງິນ.	Laotian
你會講中文嗎?	請點在這裡我們為你免費提供翻譯服務。	Chinese (Mandarin)
日本語を話せますか？	ここを指して下さい。無料の通訳者を指定します。	Japanese
Je-una azungumza kiswahili?	Nyosha kidola hapa na utatafsiriwa bila kulipa chochote.	Kiswahili
Voce fala Português?	Aperte aqui e um intérprete lhe será fornecido sem custo algum.	Portuguese
क्या आप हिंदी बोल सकते हैं ?	इशारा यहाँ पर किजिये, भाषांतर करनेवाले विनामुल्य मिल जायेंगे।	Hindi
한국어를 하십니까?	이곳을 지적해주시면 통역자가 무료로 호출됩니다.	Korean
Вы говорите по-русски?	Укажите сюда, и совершенно бесплатно Вам будет предоставлен переводчик.	Russian
እንክንድ ይናገሩሉ??	በጥቅም ወደዚህ ያመልክቱ ያለምንም ክፍያ እስተርጓሚ ይመደብሉታል!	Amharic
آیا شما فارسی صحبت میکنید؟	تروصدهم جترمه كيه، پينك هراشا اجنيا بهرگا را يگان در اختيار شما قرار ميگيرد.	Farsi
Jin kueni Thuok nuera?	Wane eme deri thuok nuera jek ke kuic du a thil kok.	Nuer
તમે ગુજરાતી બોલી શકો છો?	અહીંયા ઇશારો કરો, ભાષાંતર કરનાર વિનામુલ્યે મળી જશે.	Gujarati
Türkçe biliyomusunuz?	Burayı gösterirseniz, ücretsiz tercuman size yardım edecektir.	Turkish
คุณพูดภาษาไทยหรือเปล่า?	กรุณาบอกรให้ทราบด้วยถ้าคุณต้องการคนแปล	Thai
Afaan Oromoo nidubata	Harkake asiti baasi gargasa Afaan hikaa malaqa duwa argaata.	Oromo

# Equal Employment Opportunity is **THE LAW**

## **Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations**

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

### **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

### **DISABILITY**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

### **AGE**

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

### **SEX (WAGES)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

### **GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

### **RETALIATION**

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

### **WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED**

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at [www.eeoc.gov](http://www.eeoc.gov) or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at [www.eeoc.gov](http://www.eeoc.gov).

---

## Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

### **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### **INDIVIDUALS WITH DISABILITIES**

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

### **DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

### **RETALIATION**

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at [OFCCP-Public@dol.gov](mailto:OFCCP-Public@dol.gov), or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

---

## Programs or Activities Receiving Federal Financial Assistance

### **RACE, COLOR, NATIONAL ORIGIN, SEX**

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

### **INDIVIDUALS WITH DISABILITIES**

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.



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SECRETARY OF STATE  
PUBLICATIONS

STATE OF TENNESSEE  
**EXECUTIVE ORDER**  
BY THE GOVERNOR

No. 4

**AN ORDER MANDATING NONDISCRIMINATION IN EMPLOYMENT PRACTICES  
OF THE EXECUTIVE BRANCH**

**WHEREAS**, this Administration is committed to fair and equal opportunity under the law;  
and

**WHEREAS**, this Administration intends to set an example illustrating the highest standards of employment practices, policies, and procedures to attract, train, promote, and retain qualified employees who are performing at the highest level; and

**WHEREAS**, a policy that the Executive Branch does not discriminate on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws in employment matters is not only mandated by law, but also is critical to maintaining the integrity and trust in state government and setting the standard for all employers in the State of Tennessee, both present and future; and

**WHEREAS**, one of the principal initiatives of this Administration is the recruitment of additional jobs and the development of a workforce with the education, training, and skills necessary (i) to attract new employers and induce existing employers to increase their workforces, and (ii) to perform and carry out those responsibilities in an exemplary manner; and

**WHEREAS**, this Executive Order No. 4 underscores the commitment of this Administration to the highest standards of nondiscriminatory employment practices in the Executive Branch.

**NOW THEREFORE**, I, Bill Lee, Governor of the State of Tennessee, by virtue of the power vested in me by the Tennessee Constitution and the laws of the Tennessee, do hereby declare that it is the resolute and steadfast policy of the State of Tennessee to afford equal employment opportunity in all aspects of State government.

This policy specifically prohibits discrimination on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws.

The Commissioner of Human Resources is hereby directed to review current employment practices and procedures to ensure compliance with this policy of nondiscrimination. In particular, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to emphasize the recruitment, training, employment, promotion, recognition, and retention of qualified minorities, veterans, women, disabled individuals, and older Tennesseans to serve at all levels of state government. Those responsible in the Executive Branch for employing and appointing persons to positions with boards, commissions, agencies, and divisions of the Executive Branch shall take comparable steps to comply with this overriding policy of nondiscrimination.

In furtherance of this policy of nondiscrimination, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to train those in the Executive Branch responsible for hiring, firing, promoting, demoting, or otherwise managing employees regarding nondiscrimination practices. Such training is directed to occur within 120 days of this Order and to recur with reasonable frequency to promote this overriding policy of nondiscrimination.

The Commissioner of Economic and Community Development is hereby directed to inform and instruct all companies considering Tennessee as a business location that this prevailing policy of nondiscrimination must be reflected in their employment practices and workforces in Tennessee.

It is imperative that the workforce filling Executive Branch positions accurately reflect the citizens they serve. The Commissioner of Labor and Workforce Development and the Commissioner of Human Resources shall report periodically to the Deputy Governor and Chief of Staff on the steps taken to comply with and carry out the policy and directives of this Order. Any employee of the Executive Branch found in violation of the policy shall be subject to appropriate disciplinary action.

This Executive Order is intended only to improve the internal management of the Executive Branch of the State of Tennessee and does not create any right to administrative or judicial review, or any other right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Tennessee, its agencies or instrumentalities, its officers or employees, or any other person. Nor does it permit or in any way require the lowering of any job requirements, performance standards, or qualifications for positions.

A copy of this Order shall be placed in conspicuous locations in all state facilities.

This Executive Order No. 4 supersedes and rescinds Governor Haslam's Executive Order No. 3, dated January 15, 2011, and all other directives and memoranda concerning the same subject. All previous executive orders, the terms of which are inconsistent with the terms of this Executive Order No. 4, are hereby repealed.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 24th day of January, 2019.

  
\_\_\_\_\_  
GOVERNOR

ATTEST:

  
\_\_\_\_\_  
SECRETARY OF STATE



# TENNESSEE LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

IT IS ILLEGAL TO DISCRIMINATE AGAINST ANY PERSON BECAUSE OF RACE, COLOR, CREED, RELIGION, SEX, AGE, DISABILITY, OR NATIONAL ORIGIN IN RECRUITMENT, TRAINING, HIRING, DISCHARGE, PROMOTION, OR ANY CONDITION, TERM OR PRIVILEGE OF EMPLOYMENT.

*If you feel that you have been discriminated against, contact the Tennessee Human Rights Commission.*



## LA LEY DE TENNESSEE PROHIBE LA DISCRIMINACIÓN EN EL EMPLEO

ES EN CONTRA DE LA LEY DISCRIMINAR EN CONTRA DE CUALQUIER PERSONA DEBIDO EN BASE A LA RAZA, COLOR, CREDO, RELIGIÓN, SEXO, EDAD, INCAPACIDAD U ORIGEN EN EL SELECCIÓN, ENTRENAMIENTO, EMPLEO, AL DESPEDIR, PROMOVER O CUALQUIER CONDICIÓN, TÉRMINO O PRIVILEGIO DE EMPLEO.

*Si usted cree que ha sido víctima de discriminación, comuníquese con la Comisión de Derechos Humanos de Tennessee.*

### CONTACT US/PARA MAS INFORMACIÓN:

TENNESSEE HUMAN  
RIGHTS COMMISSION



WILLIAM R. SNODGRASS TENNESSEE TOWER  
312 ROSA L. PARKS AVENUE  
23RD FLOOR  
NASHVILLE, TENNESSEE 37243-1102

PHONE: (615) 741-5825 OR  
1-800-251-3589  
ESPAÑOL: 1-866-856-1252  
[WWW.TN.GOV/HUMANRIGHTS](http://WWW.TN.GOV/HUMANRIGHTS)

## AVOIDING SCAMS

Many people seek to help during times of disaster. Unfortunately, there is also an increased risk for scams and fraud. Watch out for:

- Upfront fees to help you claim services, benefits, or get loans. No government agency charges application fees.
- Con artists posing as government employees, insurance adjusters, law enforcement officials, or bank employees. Confirm credentials by calling the agencies if necessary.
- Organizations with names similar to government agencies or charities.
- Limited time offers. Don't be pressured to make a decision on the spot or to sign anything without having enough time to review it.
- Fake rental listings. If the offer sounds too good to be true or the property owner can't show you the property beforehand, it's a bad sign.

## CARBON MONOXIDE AND GENERATOR SAFETY

With the loss of power due to storms, many people may rely on portable fuel-powered generators, which are sources of carbon monoxide.

Carbon monoxide is an odorless, colorless gas created when natural fuels burn incompletely. Breathing high levels of carbon monoxide can cause loss of consciousness or even death. Never use a gas generator inside a home, garage, carport, basement, crawlspace, or outside near a window, door, or vent. A generator should only be used outdoors and at least 15 feet away from buildings.

## CONSUMER RESOURCES

Tennessee consumers who have questions about filing a claim or about their insurance policy can contact TDCI's team at (615) 741-2218, 800-342-4029, or [cis.complaints@tn.gov](mailto:cis.complaints@tn.gov).

### FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA)/ NATIONAL FLOOD INSURANCE PROGRAM (NFIP)

Call 1-800-621-FEMA (3362) to both register for FEMA disaster assistance or speak to someone in the NFIP call center.

### TENNESSEE BOARD FOR LICENSING CONTRACTORS

(615) 741-8307 | [Contractors.Home-Improvement@tn.gov](mailto:Contractors.Home-Improvement@tn.gov)

### TENNESSEE MOTOR VEHICLE COMMISSION

(615) 741-2711 | [Motor.Vehicle@tn.gov](mailto:Motor.Vehicle@tn.gov)

### TENNESSEE STATE FIRE MARSHAL'S OFFICE

(615) 741-2981 | [fire.prevention@tn.gov](mailto:fire.prevention@tn.gov)



500 James Robertson Parkway  
Nashville, Tennessee 37243  
(615) 741-2218 | [tn.gov/insurance](http://tn.gov/insurance)



Department of Commerce and Insurance  
Authorization No. 335198 | X,XXX copies | March, 2022  
This public document was promulgated at a cost of \$X.XX per copy.

The cost of this publication came from a reserve fund at no cost to Tennessee taxpayers.

# RECOVERING. REBUILDING. RESILIENT.

*Consumer Resources  
After a Disaster*



## START MOVING FORWARD TODAY

After a disaster, affected consumers must answer dozens of important questions every day. Where do I start? Who can I trust? What happens next? The Tennessee Department of Commerce & Insurance (TDCI) wants to assist Tennesseans in answering those questions. We're sharing important resources to help consumers focus on rebuilding while avoiding the pitfalls that can cause delays or financial harm.

### ADDRESS FINANCIAL OBLIGATIONS

Once urgent needs such as food, shelter, and safety are met, consider your financial obligations. Contact your insurance company, mortgage lender, credit card company, and other creditors to let them know about your situation. Most of them have ways to help. If you can't live in your home, check with your utility companies to see if you can shut off services such as electric, gas, and cable in order to reduce expenses.

### SIGN UP FOR ASSISTANCE

Registering with the Federal Emergency Management Agency (FEMA) is the first step toward qualifying for disaster assistance, which may include grants to help pay for temporary housing, personal property replacements, and other serious disaster-related needs not covered by insurance.

### REPORT MISCONDUCT

TDCI licenses many of the professionals who play a role in rebuilding, including contractors, home inspectors, and insurance agents. If you witness unlicensed activity or other potential violations of laws and rules involving our licensees, visit [tn.gov/commerce](http://tn.gov/commerce) to file a complaint.

## FILING INSURANCE CLAIMS

- After a disaster, file your claim as soon as possible. Call your insurance company or agent with your policy number and other relevant information. Your policy may require that you make the notification within a certain time frame.
- Cooperate fully with the insurance company. Ask what documents, forms, and data you will need to file a claim. Keep notes detailing the name of the person you spoke with and the day, time, and content of all conversations with insurance companies, creditors, and relief agencies.
- If your home is damaged to the extent that you cannot live there, ask your insurance company if you have coverage for additional living expenses.
- Document the disaster by taking photographs or video of any damage.
- Make the repairs necessary to prevent further damage to your property (cover broken windows, leaking roofs, and damaged walls). Do not have permanent repairs made until your insurance company has inspected the property and you have reached an agreement on the cost of repairs. Be prepared to provide the claims adjuster with record of any improvements you made prior to the damage.
- Ask the adjuster for an itemized explanation of the claim settlement offer.
- Save all receipts, including those from the temporary repairs covered by your policy.

If you experience issues with your insurance company, such as claim denial or delay, file a complaint at [tn.gov/insurance](http://tn.gov/insurance).

## HIRING CONTRACTORS

- Before hiring a professional such as a contractor, consumers should first verify that the individual is properly licensed to work in Tennessee by visiting [verify.tn.gov](http://verify.tn.gov) to conduct a license check.
- Avoid high pressure sales tactics urging you to act quickly before signing a contract. Take time to make a good decision.
- Be wary of contractors selling repairs door-to-door, especially when they ask to receive payment upfront or offer deep discounts.
- Get more than one bid and ask for at least three references. Ask for proof of necessary licenses, building permits, insurance, and bonding. Record the license plate number of the contractor.
- Generally, do not pay more than one third of the cost upfront and make sure you have the terms of the payments to be made in writing.
- If a contractor promises you something, get it in writing. Keep a record of your property damage and any repairs made to your property. You should also take photos of any repair work you believe was not done correctly.
- If you can't cover all of your expenses, contact your creditors to negotiate a payment plan.
- If you are dealing with a company or person who promises to remove debris from your property, ask them to list the services they will provide in writing.
- Ensure that your contract provides for you to make an inspection and approve the work before making the final payment.

## MYTHS VS. FACTS

**MYTH:** “Homeowners or renters insurance will cover my home and belongings if they are damaged by flood waters.”

**FACT:** Most homeowners and renters insurance policies do not cover damages to a structure or contents in the event of a flood. Only a flood insurance policy will cover flood damage.

**MYTH:** “I don’t need flood insurance because FEMA assistance will cover my damages.”

**FACT:** Not everyone will qualify for FEMA assistance after a disaster. Even if a federal Disaster Declaration is made, post-disaster FEMA grants average less than \$8,000. Remember: Just one inch of water in a home can cause \$25,000 of damage.

**MYTH:** “I rent my home. Only homeowners can purchase flood insurance.”

**FACT:** Most homeowners, renters, and businesses in NFIP participating communities can purchase flood insurance. For a list of participating communities in Tennessee, visit [www.fema.gov](http://www.fema.gov).

**MYTH:** “I can wait and get flood insurance immediately before a storm and still be covered.”

**FACT:** While you can purchase flood insurance at any time, NFIP policies usually have a 30-day waiting period before the policy takes effect. If you purchase a private flood policy, be sure to ask about the waiting period.

**MYTH:** “I can’t buy flood insurance because I do not live in a high-risk flood area.”

**FACT:** Residents do not have to reside in a high-risk flood zone to purchase flood insurance. Anyone can purchase flood insurance if they live in a community that participates in the NFIP.



National Flood Insurance Program (NFIP) policyholders who have questions about their flood insurance policy or the claims process and disaster survivors who have general questions about the program can contact a representative by calling the NFIP Call Center toll-free at 1-800-427-4661.

For individuals who are deaf, hard of hearing, or have a speech disability, call 711 (TTY and other services are available).  
For VRS, please call 1-866-337-4262.



500 James Robertson Parkway  
Nashville, Tennessee 37243  
(615) 741-2218

 [www.tn.gov/commerce](http://www.tn.gov/commerce)

 /TennesseeCommerceAndInsurance

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# RETHINK FLOOD INSURANCE, TENNESSEE!

A Consumer’s Guide to Flood Insurance



Department of Commerce and Insurance  
Authorization No. 335594, 3,000 copies, April, 2022  
This public document was promulgated at a cost of \$0.20 per copy.

## KNOW YOUR FLOOD RISK IN TENNESSEE

From melting snow following a cold winter to pop-up thunderstorms during our hot summers, flooding can put your home at serious risk. It's time to rethink flood insurance, Tennessee! Be prepared with flood insurance from the National Flood Insurance Program (NFIP). Flood zones are indicated on a community's flood map. Each flood zone describes the flood risk for a particular area, and those flood zones are used to determine insurance requirements and costs. Go to [msc.fema.gov/portal/home](https://www.fema.gov/portal/home) to enter your address and assess your flood risk today.

- In moderate to low-risk areas, the risk of being flooded is reduced, but not completely removed. One in four insurance claims come from moderate-to low-risk flood areas.
- High-risk flood areas face the highest risk of flooding. If you own a property in a high-risk zone and have a federally backed mortgage, you are required to purchase flood insurance as a condition of that loan.

## HOW TO BUY FLOOD INSURANCE IN TENNESSEE

Whether it's a major flood event or a few inches of water in your home, flood insurance helps you protect the life you've built. The first step is to call your insurance agent or company today.

- If you need help finding an agent or company who sells flood insurance in Tennessee, go to [www.floodsmart.gov/flood-insurance-provider](https://www.floodsmart.gov/flood-insurance-provider).
- If you don't have an insurance company or if your insurance agent does not sell flood insurance, use the NFIP insurance provider locator to find a provider near you. The NFIP partners with more than 60 private insurance companies to sell and service flood insurance policies.

## KNOW WHAT'S COVERED (AND WHAT ISN'T)

### WHAT'S COVERED WITH FLOOD INSURANCE?

In the event of a flood, your policy covers direct physical losses to your structure and belongings. The NFIP offers two types of coverage – building coverage and contents coverage – to protect your home and belongings.

Contents Coverage Examples:

- Personal belongings such as clothing, furniture and electronic equipment
- Curtains
- Washer and dryer
- Portable and window air conditioners

Building Coverage Examples:

- Electrical and plumbing systems
- Furnaces and water heaters
- Refrigerators, cooking stoves, and built-in appliances like dishwashers
- Permanently installed carpeting
- Permanently installed cabinets, paneling and bookcases

### WHAT ISN'T COVERED BY FLOOD INSURANCE?

When determining coverage, the cause of flooding matters. Flood insurance covers losses directly caused by flooding. For example, damage caused by a sewer backup is covered if the backup is a direct result of flooding. If the sewer backup is not caused directly by flooding, the damage is not covered.

### HOW DO I START A FLOOD CLAIM?

If you're an NFIP policyholder:

- Contact your carrier or agent to start a claim
- Prepare for your inspection
- Work with your adjuster
- Document your loss and receive payment

## KNOW HOW TO SPOT A SCAMMER

Scammers are always eager to line their pockets, especially when you and your family are in the midst of recovering from an emotional trauma such as recovering from a flood. If you're recovering from a flood, be on the lookout for these types of scams:

- **Impersonating government officials or insurance adjusters.** Officials with government disaster assistance agencies do not call or text asking for financial account information. Also, there is no fee required to apply for or get disaster assistance from FEMA or the Small Business Administration. Anyone claiming to be a federal official who asks for money is an imposter. Never reveal any personal information unless you've confirmed you're dealing with a legitimate official.
- **Insurance scams.** If you get a phone call about an insurance claim or policy, don't give out any personal information or agree to any payment until you can independently verify that the call is legitimate. If the caller says they're from your insurance company, hang up and contact your agent or the company directly using the number on your account statement. NFIP policyholders can call 1-800-638-6620.
- **Contractor scams.** Contractors and individuals from home improvement companies may also call claiming to be partners with your insurance provider. Never share your policy numbers, coverage details or other personal information with individuals with whom you have not entered into a contract. If you're approached by someone claiming to be a contractor, ask for their license number. Use [verify.tn.gov](https://www.verify.tn.gov) to ensure that you're dealing with a licensed contractor.

# Appendix T

## Post-Award Survey



STATE OF TENNESSEE  
DEPARTMENT OF COMMERCE AND INSURANCE

Davy Crockett Tower  
500 James Robertson Parkway  
Nashville, TN 37243

**Title VI Compliance Survey**

The Tennessee Department of Commerce and Insurance (TDCI) is a recipient of Federal financial assistance. Recipients of Federal financial assistance are required to comply with various nondiscrimination laws and regulations, the focal point of which is Title VI of the Civil Rights Act of 1964. Title VI of the Civil Rights Act of 1964 bars discrimination against anyone in the United States based on race, color, or national origin by any agency receiving Federal funds. Additionally, the Civil Rights Restoration Act of 1987 defined "program" to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives Federal financial assistance. Thus, TDCI sub-recipients are required to comply with Title VI and related nondiscrimination laws and regulations. This form must be completed and returned to the TDCI program that administers your grant so that your compliance efforts can be reviewed.

Organization Name: \_\_\_\_\_ Date: \_\_\_\_\_

Educational Institution  Private Business  Non-profit

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ County: \_\_\_\_\_

Title VI Compliance Officer: \_\_\_\_\_ Title: \_\_\_\_\_

*(Employee Completing Survey)*

1. Does your organization have a written policy of nondiscrimination stating that services or opportunities will be provided to all persons without regard to race, color, or national origin? Yes \_\_\_\_ No \_\_\_\_  
If yes, attach a copy of your policy to this survey. If no, please describe what efforts are being taken, if any, to draft a nondiscrimination policy.

\_\_\_\_\_  
\_\_\_\_\_

2. Does your organization have a Limited English Proficiency (LEP) Plan to communicate with persons in your service area who do not speak English as their primary language or have limited ability to read, speak, write or understand English? Yes \_\_\_\_ No \_\_\_\_ If yes, please describe the plan or attach a copy of the plan to this survey. If no, please explain what measures your organization is taking to establish a plan.

\_\_\_\_\_  
\_\_\_\_\_

3. Does your organization train all employees and volunteers regarding the organization's responsibilities under Title VI regarding nondiscrimination laws? Yes \_\_\_\_ No \_\_\_\_ If yes, state how often this training is provided. If not, detail your organization's efforts to begin doing so.

\_\_\_\_\_  
\_\_\_\_\_

4. Are your projects and programs advertised to the public without regard to race, color or national origin?  
Yes \_\_\_\_ No \_\_\_\_ Explain your answer below.

\_\_\_\_\_

- 
5. Does your organization have written procedures for receiving and reviewing Title VI complaints?  
 Yes \_\_\_\_ No \_\_\_\_ If yes, attach a copy of your procedures to this survey.  
 If **no**, please explain what measures your organization is taking to establish these procedures.  


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  6. Has your organization received any discrimination complaints during the term of the contract in fiscal year 2019-2020? If so, how many and how was/were the complaint(s) resolved?  


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  7. Has a federal or state agency found your organization in noncompliance with civil rights requirements within the past two years? Yes \_\_\_\_ No \_\_\_\_ If yes, list the date(s) and the resolution of the finding(s).  


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  8. Has a civil rights compliance review been conducted onsite by a federal or state agency within the past two years? Yes \_\_\_\_ No \_\_\_\_ If yes, detail the results of the review.  


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  9. What nondiscrimination postings does your organization have and where are they posted?  


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*Please attach additional information as necessary.*

Declaration of Title VI Compliance Officer: I certify under penalty of law that this document and all attachments were prepared by me, or under my direction or supervision. The submitted information is to the best of my knowledge and belief, true, accurate, and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment. As specified in Tennessee Code Annotated Section 39-16-702(a)(4), this declaration is made under penalty of perjury.

Title VI Compliance Officer: \_\_\_\_\_  
*(Printed Name)*

Signature: \_\_\_\_\_

This form may be emailed to [Maliaka.Bass@tn.gov](mailto:Maliaka.Bass@tn.gov) or mailed to the address above at the attention of Maliaka Bass, Title VI Coordinator, Office of Legal Counsel.

# Appendix U

## Policies



## State of Tennessee - Code of Conduct

### About the Code of Conduct:

Employees have a responsibility to the citizens of the State of Tennessee to act with integrity and to treat the people we serve, our colleagues, and other parties with dignity and respect. Employees should strive to maintain an ethical and professional environment that will enhance the name, service and general impression of the State in the eyes of the general public. Employees shall also uphold the ethical rules governing their professions as well as comply with departmental and State ethics policies. This Code of Conduct provides general guidelines of employee expectations based on fundamental and ethical principles. No Code of Conduct can provide the absolute last word to address every circumstance. Therefore, employees are expected to use sound judgment in all of their conduct and ask for help when needed.

Each employee has an obligation to perform his or her job in a manner that is consistent with the Code of Conduct. Adherence to the Code of Conduct is mandatory for all employees and officials within the Executive Branch of the State of Tennessee. Failure to comply with this Code of Conduct and any other policies, which may be specific to the employee's organizational unit, may subject the employee to disciplinary action in accordance with the Department of Human Resources Rules and Regulations.

This Code of Conduct provides general guidelines to help employees understand how business is expected to be conducted. All employees are required to read and sign this Code of Conduct before assuming their job responsibilities and review annually. If you have questions about the Code of Conduct, you are encouraged to discuss them with your supervisor, your human resources representative, or the State Department of Human Resources Office of General Counsel.

### Standard 1 - Ethical Decision-Making

***We shall act with honesty and integrity, and avoid situations that involve conflicts of interests.*** A conflict of interest is a situation where your personal interests or activities could influence your judgement or decisions, and therefore, your ability to act in the best interests of the State of Tennessee. Employees should strive to provide impartial quality service to those with whom they interact, including customers and fellow employees, and avoid preferential treatment to any individual or organization. Employees shall not be involved in dishonesty,

fraud or misrepresentation. No false statements or entries may be knowingly made in any type of communication, including telephone or electronic communication.

State employees may not use public employment or access to non-public State information for private gain. State employees may not engage in outside employment activities that conflict with their official State duties and responsibilities. Such outside employment shall not adversely affect the employee's performance with the State, create a conflict of interest between such additional employment, or conflict with the regular employment schedule of the employee. In addition, employees must take appropriate action to identify, disclose, and avoid potential conflicts of interest with the performance of their official duties.

Employees shall comply with their agency's code of ethics, if any, as well as Governor Lee's Executive Order No. 2 concerning ethics and disclosures. Any employee having knowledge that a theft, forgery, credit card fraud, or any other act of unlawful or unauthorized taking, or abuse of, public money, property, or services, or other shortages of public funds has occurred shall report the information immediately to his or her supervisor or the agency's auditor.

### **Standard 2 - Safe and Professional Work Environment**

***We are committed to maintaining a safe and professional working environment for all employees and ensuring that all employees are treated with fairness, dignity, and respect.*** Employees shall conduct themselves in a manner that creates and maintains respect for their work sites, fellow employees and customers, their respective agencies or departments and the State of Tennessee. All employees are expected to treat others with respect, courtesy and dignity and conduct themselves in a professional manner. Violence, threats or intimidation against others is prohibited. Employees shall comply with the Department of Human Resources policy on Violence in the Workplace (Policy 12-060) and Abusive Conduct in the Workplace (Policy 17-001), and any applicable agency policies.

Employees shall help maintain a healthy, safe and productive work environment which is free from discrimination and harassment, whether based on race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other factors protected under state and/or federal civil rights law. Inappropriate romantic or sexual relationships between supervisors and subordinate staff as well as inappropriate use of supervisory position or influence, are prohibited. This prohibition extends to relationships at any level within the chain of command. Employees shall refer to the Department of Human Resources policy on Workplace Discrimination and Harassment (Policy 12-008) and any applicable agency policies.

The consumption of illegal drugs or narcotics or the abuse of any drug or narcotic is strictly prohibited at all times. Use of alcoholic beverages or being under the influence of alcohol while on duty or immediately prior to reporting for duty is strictly prohibited. Employees shall comply with their agency's drug free workplace and drug testing policies, if any.

Illegal activities on the part of any employee, in addition to being unlawful, reflect on the integrity of the State and betray the trust and confidence placed in state employees by the

public. It is expected that employees shall comply with all federal and state laws, rules and other regulations. Should an employee be charged with, arrested for, or convicted of any felony or misdemeanor, the employee shall follow his or her agency's policies and procedures regarding reporting, if any.

### **Standard 3 – Efficient and Effective Government**

***Each of us is responsible for ensuring our own compliance with applicable laws and regulations.*** Employees should strive to be efficient in the performance of duties. Employees shall accurately report work time and attendance. Employees shall not habitually arrive late or fail to complete duties in a timely manner, or have lack of consideration for the time of others. Employees shall not refuse to accept reasonable assignments or intentionally fail to follow lawful instructions. Employees shall conserve and protect State property and equipment and not use it for unauthorized purposes. Employees shall comply with the State's Acceptable Use Policy governing use of computers, email and network resources.

Employees will provide customers with accurate, timely, fair and understandable information and provide the highest level of customer service possible. Employees shall not provide inappropriate responses to customer care needs.

While employees are encouraged to participate actively in the public affairs of their communities, clear distinctions must be made between comments, statements or actions made as a private individual and as a representative of the State. Employees shall not speak on behalf of their department or agency without prior authorization to do so. Employees shall not make unauthorized commitments or promises of any kind purporting to bind the department or agency.

### **Standard 4 – Confidential Information**

***We have many obligations when handling information in the workplace.*** Employees shall respect and protect confidential information and abide by all laws governing the possession and use of such information. Confidential information should only be released when it is legally permitted or required. Employees shall not use confidential work information for personal gain.

Reasonable steps to safeguard confidential information include keeping confidential data in a secured location in your office or work area, and not disclosing confidential information with co-workers in public areas such as break rooms or elevators. Each of us must safeguard confidential information at all times and should not release or discuss confidential information with non-employees.

### **Standard 5 – Records Management Policies**

***Each of us must ensure that all business records are retained in accordance with agency records management policies.*** All business records must be retained in accordance with the law and/or document retention policies. This includes paper records, electronic information

such as computer files or electronic mail, or information stored on any other medium. No employee may tamper with business records, or remove or destroy business records in a manner that is contrary to the agency's record management policies. The destruction of records that are part of any ongoing investigation or legal proceeding is expressly prohibited, even if the records disposition authorization would normally have those records destroyed. Questions concerning the retention of a particular type of record or document should be referred to your agency's general counsel.

### **Reporting Violations of the Code of Conduct**

If you believe that a violation of the Code of Conduct has been committed, you must report that information. Employees who make complaints under the Code of Conduct will be protected against retaliation.

Employees may report concerns and allegations of retaliation directly to their supervisor, their agency's human resources director, the appointing authority, or any individual designated by the agency to receive such reports. Under no circumstances is the individual alleging a violation of the Code of Conduct required to file a complaint with the alleged violator.

If an employee feels he or she cannot file a complaint with his or her agency, that person should contact the Department of Human Resources, Office of General Counsel at 615-741-4841.



## State of Tennessee - Code of Conduct Employee Acknowledgement

I, \_\_\_\_\_ (*print name*), have read and understand the principles that comprise the State of Tennessee's Code of Conduct.

I understand that the State of Tennessee's integrity and reputation rests in the hands of employees.

I understand that my communications and dealings with fellow employees, customers, and the general public can directly affect the State of Tennessee's reputation and credibility.

I understand that my activities, both on and off the job, can affect the reputation, interests, and relationships of the State of Tennessee.

I commit to abide by the principles outlined in this Code of Conduct. I understand that failure to abide by these principles may result in disciplinary action, up to and including termination.

\_\_\_\_\_  
Employee's Signature\*

\_\_\_\_\_  
Date

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



<b>Approved by:</b> Juan Williams, Commissioner	<b>Policy Number:</b> 12-008 (Rev. 01/10/20)
<b>Signature:</b> 	<b>Supersedes:</b> 11-009, 10-021
<b>Application:</b> Executive Branch Agencies, All Employees	<b>Effective Date:</b> October 3, 2012
<b>Authority:</b> T.C.A. § 4-3-1703, T.C.A. § 4-21-101, T.C.A. § 8-30-104, T.C.A. § 8-50-104	<b>Rule:</b> Chapter 1120-07

## Workplace Discrimination and Harassment<sup>1</sup>

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.

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:

<sup>1</sup> 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.

- 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;
- 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.

*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; 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, co-worker, or non-employee (third party). Managerial harassment occurs when a manager or a supervisor gives or withholds a work-related 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.

The State of Tennessee strictly forbids and will not tolerate any form of retaliation or interference 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 or 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 offender. The individual may also contact the Department of Human Resources, Office of General Counsel, EEO Division, at [Workplace.Harassment@tn.gov](mailto: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, applicant for employment, or third party is encouraged to report the conduct in the same manner as he or she would report a workplace discrimination or harassment complaint.

Reports can be made using the attached Intake/Referral Form.

### **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 event to the department's human resources director, EEO officer 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.

**Attachment 1 – Employee Acknowledgement Form**

Workplace Discrimination and Harassment

**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.

**Attachment 2 - 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):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**DOHR Policy:**  
**Workplace Discrimination and Harassment**

**Policy Number:** 12-008  
(rev. 01/10/20)

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

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

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

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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.

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

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**DOHR Policy:**  
**Workplace Discrimination and Harassment**

**Policy Number:** 12-008  
(rev. 01/10/20)

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.

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

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

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SIGNATURE OF COMPLAINANT: \_\_\_\_\_

DATE: \_\_\_\_\_

**DOHR Policy:**  
**Workplace Discrimination and Harassment**

**Policy Number:** 12-008  
(rev. 01/10/20)

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:

\_\_\_\_\_

## **GENERAL PERSONNEL PRACTICES AND ADMINISTRATIVE GUIDELINES**

### **Equal Employment Opportunity (EEO)**

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/or 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. The State's Policy on Workplace Discrimination and Harassment can be found on the Department of Human Resources' website and on teamtn.gov.

The Office of the General Counsel, EEO/ADA Division, within the Department of Human Resources provides assistance to State departments and agencies in implementing the Policy on Workplace Discrimination and Harassment. Each department or agency within the executive branch of state government has an EEO Officer who is responsible for the implementation of the State's Policy.

The EEO Officer is also responsible for developing and updating an annual written Equal Employment Opportunity Plan (EEOP) to facilitate the implementation of equal opportunity into all facets of the department's human resources management system. The plan is a statistical document which identifies and analyzes patterns in the participation and utilization of women, minorities, individuals with disabilities, and veterans in the workforce.

The EEOP provides a work force analysis for the identification of divisions and units where minorities, women, individuals with disabilities, and veterans are under-utilized and under-represented. Also included are goals, timetables, reasonable actions, and good faith efforts designed to create and maintain a balance within the work force absent discrimination on the basis of race, sex, disability, and veteran's status.

The Office of the General Counsel, EEO/ADA Division, within the Department of Human Resources and agency EEO Officers are available to counsel individuals on workplace harassment and discrimination on the basis of an individual's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status. Employees or applicants who feel that they may have been harassed or discriminated against because of any of the above mentioned reasons may file a formal

complaint without fear of retaliation.

Each agency has an Americans with Disabilities Act (ADA) Coordinator which ensure state government's compliance with the Americans with Disabilities Act as amended by the Americans with Disabilities Act Amendments Act (ADAAA). They assist with reasonable accommodation issues in state employment and program access for state services and programs as well as help agencies and employees resolve access and accommodation issues. Please contact your agency's ADA Coordinator if you need more information or have questions about a reasonable accommodation.

### **Performance Management**

The Performance Management Program is a systematic process used to define the standards of performance, expected work outcomes, and competencies for all employees, provide ongoing performance feedback, offer the employee developmental opportunities, and document an objective and fact-based record of the employee's performance. The purpose of the performance management program is to facilitate the creation and nurturing of a performance based culture where the individual employee's performance is aligned with the agency and administration's objectives and employees are appropriately rewarded for the results they achieve. All eligible preferred and executive service employees in the Executive Branch will receive a review of performance annually.

During an initial discussion, your supervisor will explain and clarify the performance management process, establish performance standards, behaviors and work outcomes, for which your performance will be reviewed. You will receive two (2) interim reviews, or periodic discussions, of your performance of the stated expectations, behaviors and work outcomes. Each discussion will provide constructive feedback/coaching to enhance performance, and if appropriate, discuss the consequences of unacceptable or marginal performance.

An annual review will include a rating for each work outcome, competency and overall performance. Each rating should be justified by objective, fact-based statements of your performance.

Any questions regarding the PM Program may be directed to your supervisor or your agency's human resource office. Additional information regarding the PM Program is available on the Department of Human Resources website at [www.tn.gov/hr](http://www.tn.gov/hr).

# Appendix V

## Beneficiaries

FY2023  
 Department of Commerce and Insurance  
**BENEFICIARIES**

Division/Program Area	Complaints	Licensees/Certifications	Students	Requests for Review and Assistance	Consumer Outreach and Impressions (events, social media, press releases, videos, etc.)	Total Beneficiaries
Division of Fire Prevention	485	6,826	N/A	N/A	223,450	230,761
FFC	0	6,615	N/A	N/A	N/A	6,615
TFACA	N/A	N/A	17,955	N/A	N/A	17,955
Division of Insurance	4,421	318,025	N/A	N/A	4,884	327,330
Division of Regulatory Boards	3,838	311,572	N/A	N/A	177,580,253	177,895,663
Securities Division	174	207,592	N/A	N/A	13,308,777	13,516,543
TennCare Oversight Division	1,338	N/A	N/A	104	N/A	1,442
TLETA	N/A	N/A	1,131	N/A	N/A	1,131
POST	24	407	N/A	N/A	N/A	431
<b>TOTALS</b>	<b>10,280</b>	<b>851,037</b>	<b>19,086</b>	<b>104</b>	<b>191,117,364</b>	<b>191,997,871</b>

# Appendix W

## Survey Results

Title VI Survey Results 2023

Board	Language	Count
Accountancy	Did not identify	1
Alarm Systems	Farsi/Persian	1
A&E	Afrikaans	1
	Arabic	2
	Bulgarian	1
	French & Arabic	1
	Serbian	1
	Spanish	2
	Did not identify	2
Athletic Commission	Manjak	1
Collection Services	Did not identify	1
Contractors/Home Improvement	Arabic	2
	Egyptian	1
	French	2
	German	1
	Spanish	2
	Vietnamese	1
	Did not identify	7
Cosmetology/Barber	Polish	1
	Spanish	5
	Vietnamese	6
	Did not identify	5
Funeral/Cemetery	Sign language	1
	Did not identify	2
Geology	Russian & Ukrainian	1
Home Inspectors	Did not identify	2
Motor Vehicle Commission	Arabic	1
	Farsi	1
	Nepalese	1
	Spanish	1
	Spanish & French	1
	Uzbek	1
	Did not identify	1
Private Investigation/Polygraph	Did not identify	2
Real Estate Appraisers	Did not identify	1
<b>TOTAL:</b>		<b>63</b>

Ethnic Group	Number	Percentage
Asian (Not Hispanic or Latino)	11	0.83%
Black or African American (Not Hispanic or Latino)	87	6.58%
Hispanic or Latino	27	2.04%
Native American or Alaska Native(Not Hispanic or Latino)	7	0.53%
Native Hawaiian or Pacific Islander (Not Hispanic or Latino)	3	0.23%
Prefer not to answer	136	10.29%
Two or more races (Not Hispanic or Latino)	11	0.83%
White (Not Hispanic or Latino)	1006	76.10%
(no response)	34	2.57%
<b>TOTAL</b>	<b>1322</b>	<b>100.00%</b>

Language Spoken	Number	Percentage
Afrikaans	1	0.08%
American English	1	0.08%
Arabic	5	0.38%
Bulgarian	1	0.08%
Egyptian	1	0.08%
English	11	0.83%
Farsi	1	0.08%
Farsi/Persian	1	0.08%
French	2	0.15%
French & Arabic	1	0.08%
German	1	0.08%
Manjak	1	0.08%
Nepalese	1	0.08%
Polish	1	0.08%
Russian & Ukrainian	1	0.08%
Serbian	1	0.08%
Sign Language	1	0.08%
Spanish	11	0.83%
Spanish & French	1	0.08%
Uzbek	1	0.08%
Vietnamese	7	0.53%
(blank) - answered Yes to "language other than English as primary language"	24	1.82%
(blank) - answered No to "language other than English as primary language"	1209	91.45%
(blank) - did not answer "language other than English as primary language"	37	2.80%
<b>TOTAL</b>	<b>1322</b>	