



**FY 2021-2022  
October 01, 2022 Report**



**State of Tennessee  
Department of Finance and  
Administration**

**Title VI Compliance Report and  
Implementation Plan**

*for*  
***Title VI of the Civil Rights Act of 1964***  
*and*  
***Title IX of the Education Amendments Act of 1972***

Commissioner: Jim Bryson  
Deputy Commissioner, F&A Operations: Eugene Neubert

Title VI & Title IX Coordinator: Lucian Geise, General Counsel

This page left intentionally blank

## *TABLE OF CONTENTS*

---

<a href="#">Chapter 01</a> – Overview .....	page 01
<a href="#">Chapter 02</a> – Responsible Officials .....	page 194
<a href="#">Chapter 03</a> – Definitions.....	page 196
<a href="#">Chapter 04</a> – Non-discrimination Policy.....	page 198
<a href="#">Chapter 05</a> – Organization of the Civil Rights Office .....	page 224
<a href="#">Chapter 06</a> – Discriminatory Practices .....	page 226
<a href="#">Chapter 07</a> – Federal Programs or Activities.....	page 228
<a href="#">Chapter 08</a> – Data Collection and Analysis, including total number of complaints received .....	page 241
<a href="#">Chapter 09</a> – Limited English Proficiency (LEP) .....	page 249
<a href="#">Chapter 10</a> – Complaint Procedures .....	page 255
<a href="#">Chapter 11</a> – Title VI Training Plan .....	page 264
<a href="#">Chapter 12</a> – Sub Recipient Monitoring.....	page 275
<a href="#">Chapter 13</a> – Public Notice and Outreach .....	page 283
<a href="#">Chapter 14</a> – Compliance Reporting .....	page 293
<a href="#">Chapter 15</a> – Evaluation Procedures .....	page 297

### **APPENDICES**

<a href="#">Employee Training Roster</a> .....	Appendix A
<a href="#">Federal Financial Assistance Listing</a> .....	Appendix B
<a href="#">Sub Recipients and Vendors Listing</a> .....	Appendix C
<a href="#">“Appendix P – Discrimination Complaint Notification”</a> .....	Appendix D
<a href="#">Office of Criminal Justice Programs Civil Rights Compliance Attestation</a> .....	Appendix E
<a href="#">Civil Rights Certification</a> .....	Appendix F
<a href="#">OCJP Grants Manual</a> .....	Appendix G
<a href="#">OCJP Civil Rights Compliance and Training for Subrecipients</a> .....	Appendix H

This page left intentionally blank

## Chapter 01 – OVERVIEW

### THRC DIRECTIVES

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

#### OVERVIEW

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

#### Purpose

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

#### Period Covered—2021-2022

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

#### Applicability—Departmental, Service Provider and Sub recipient Programs

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

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

Accordingly, the charge—

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

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

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

#### The mandates of Title IX are:

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

and

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

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

### **Strategic Focus**

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

### **Mission Statement**

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

### **Programmatic Overview**

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

#### **Administrative Services**

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

#### ***Division of Administration***

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

- **Office of Criminal Justice Programs**

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

- **Volunteer Tennessee**

Volunteer Tennessee is the Governor's commission on volunteerism and service. The commission was created by Executive Order, and its mission is to encourage volunteerism and community service. The Executive Order directs the Department of Finance and

Administration to provide administrative support to the commission. Volunteer Tennessee manages AmeriCorps sub-grants funded through federal grants from the Corporation for National and Community Service, to meet needs in education, environment, healthy futures, economic opportunity, veterans and military families, and other unmet needs. The commission also administers a federal Volunteer Generation Fund grant.

### ***Benefits Administration***

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

### ***Strategic Technology Solutions***

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

### ***Office of Customer Focused Government***

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

### **Fiscal and Management Services**

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

#### ***Division of Accounts***

The Division of Accounts provides the controller function for the state. In Tennessee, this function includes responsibility for the management of all aspects of the preparation and independent audit of the state's Comprehensive Annual Financial Report, as well as the Executive Branch central accounting initiative. Ancillary responsibilities of the division include:

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

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

***Division of Budget***

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

***Office of Evidence and impact***

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

**TennCare Fraud and Abuse Prevention**

***Office of Inspector General***

The Office of Inspector General was created to help prevent, identify, investigate, and prosecute individuals who commit or attempt to commit fraud or abuse in the TennCare Program, which is the state's Medicaid waiver health-care program.

**Budget Overview**

The Department of Finance and Administration's estimated operational budget, including payroll, for fiscal year 2022-2023 is \$ 691,450,250 which is for general government programs.

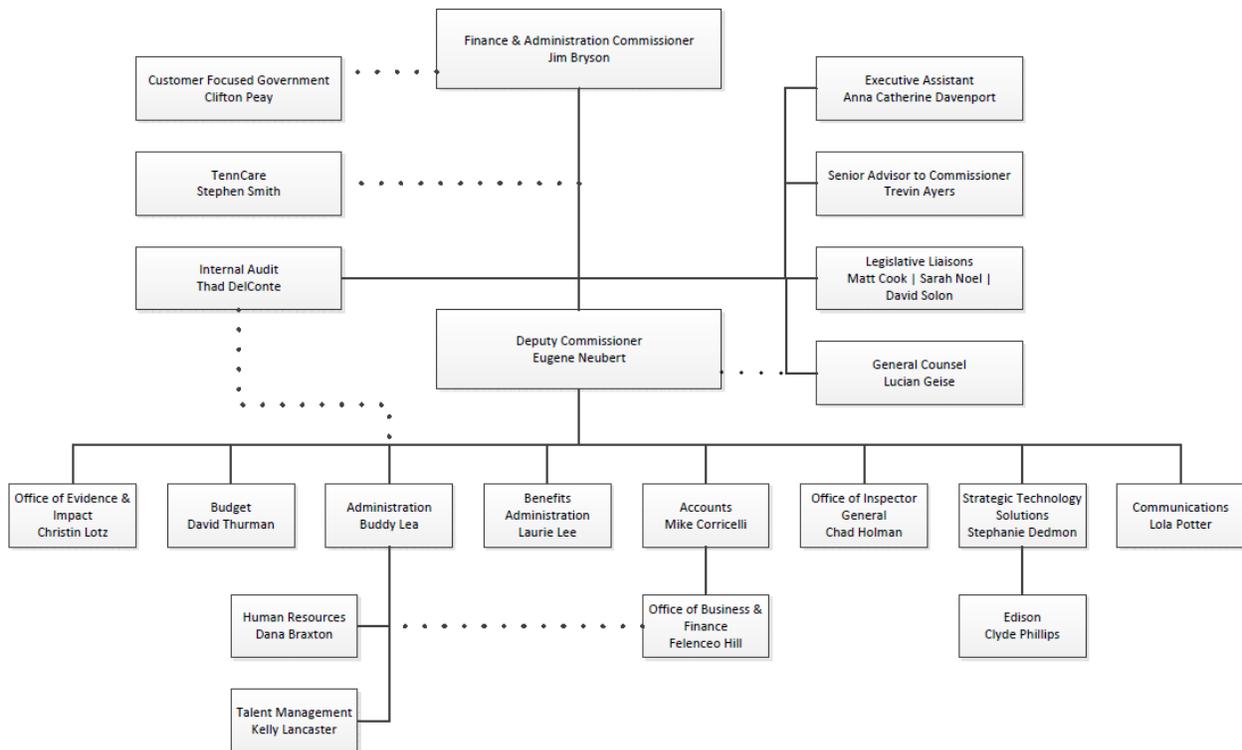
**DEPARTMENTAL BUDGET BY DIVISION AND BY SOURCE**

	State	Federal	Other	Total
Accounts	3,384,800	-	53,188,000	56,572,800
Administration	4,068,600	36,384,000	5,210,300	45,662,900
Benefits Administration	-	-	14,268,000	14,268,000
Budget	5,469,300	-	-	5,469,300
Business Solutions Delivery	-	-	83,631,900	83,631,900
Criminal Justice Programs (OCJP)	130,031,800	72,538,700	105,800	202,676,300
Enterprise Resource Planning	-	-	29,841,300	29,841,300
Strategic Technology Solutions (STS)	2,656,150	-	227,395,100	230,051,250
Office of Evidence and Impact (OEI)	3,708,600	-	-	3,708,600
Office of Inspector General (OIG)	-	-	6,398,700	6,398,700
Volunteer Tennessee	439,100	8,705,100	25,000	9,169,200
Vehicle Tag and Analogous Fees	4,000,000	-	-	4,000,000
<b>TOTAL</b>	<b>153,758,350</b>	<b>117,627,800</b>	<b>420,064,100</b>	<b>691,450,250</b>

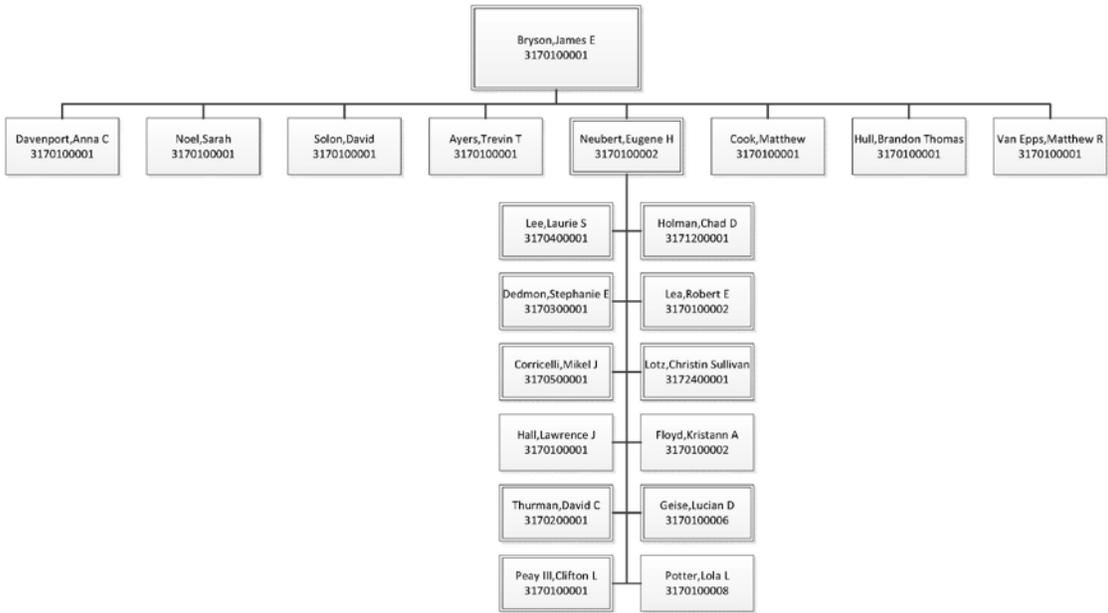
BASED ON RECURRING PORTION OF FY 2022-2023 FINAL BUDGET.

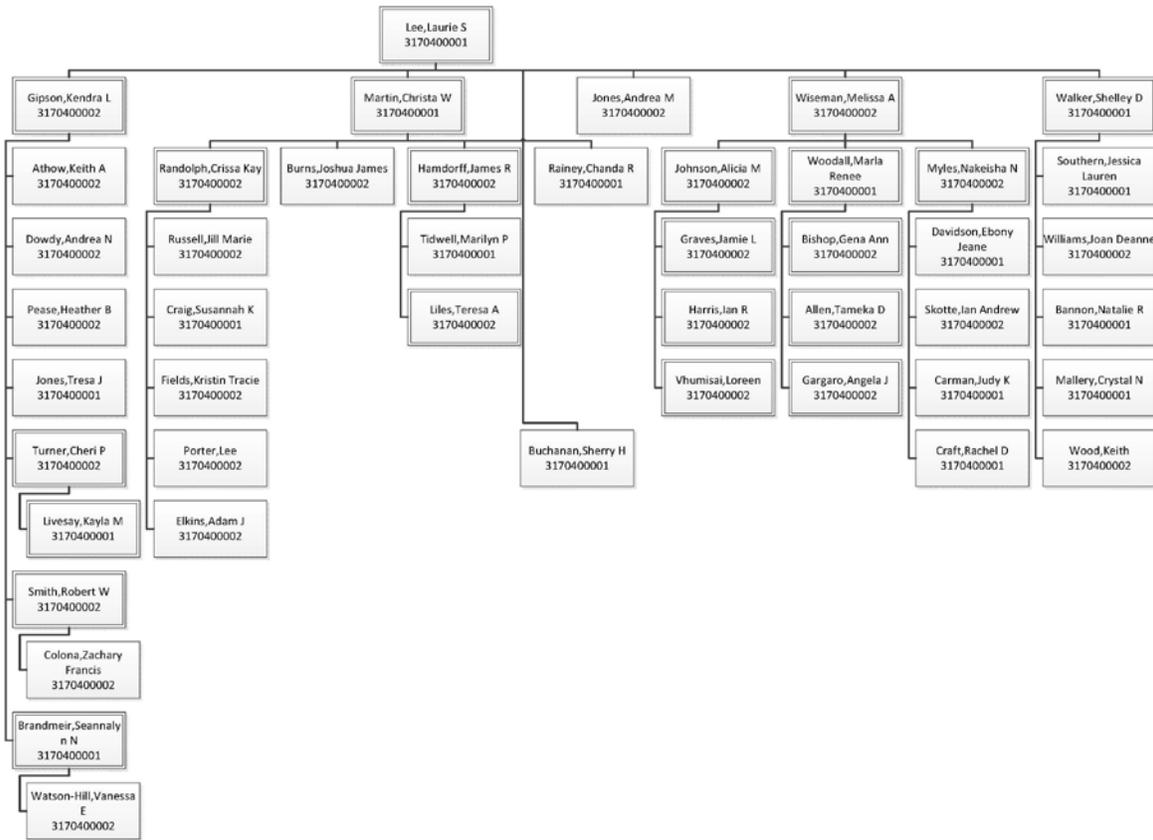
**F&A ORGANIZATION CHARTS**

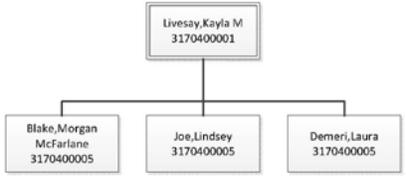
**Executive Leadership Team**



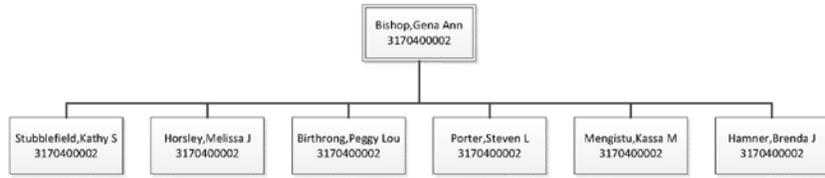
**All F&A Position Organization Charts**

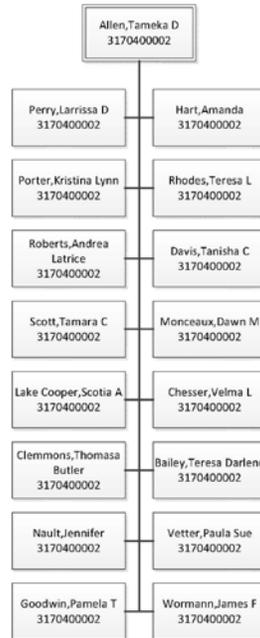


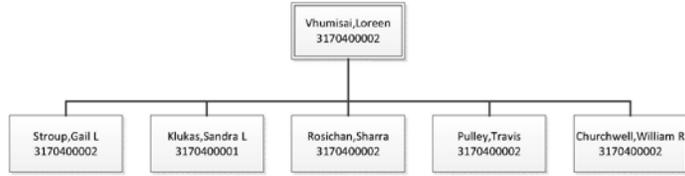


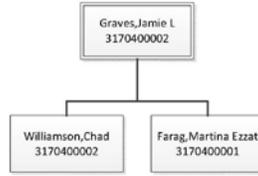


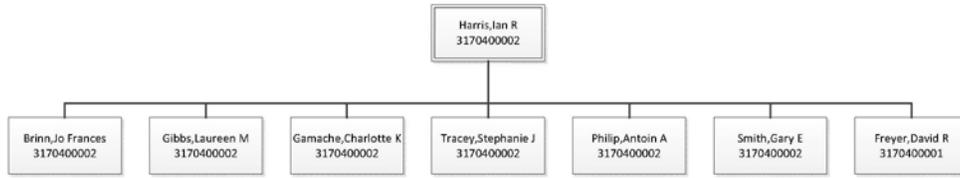


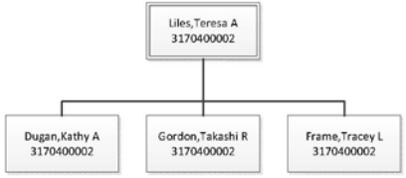


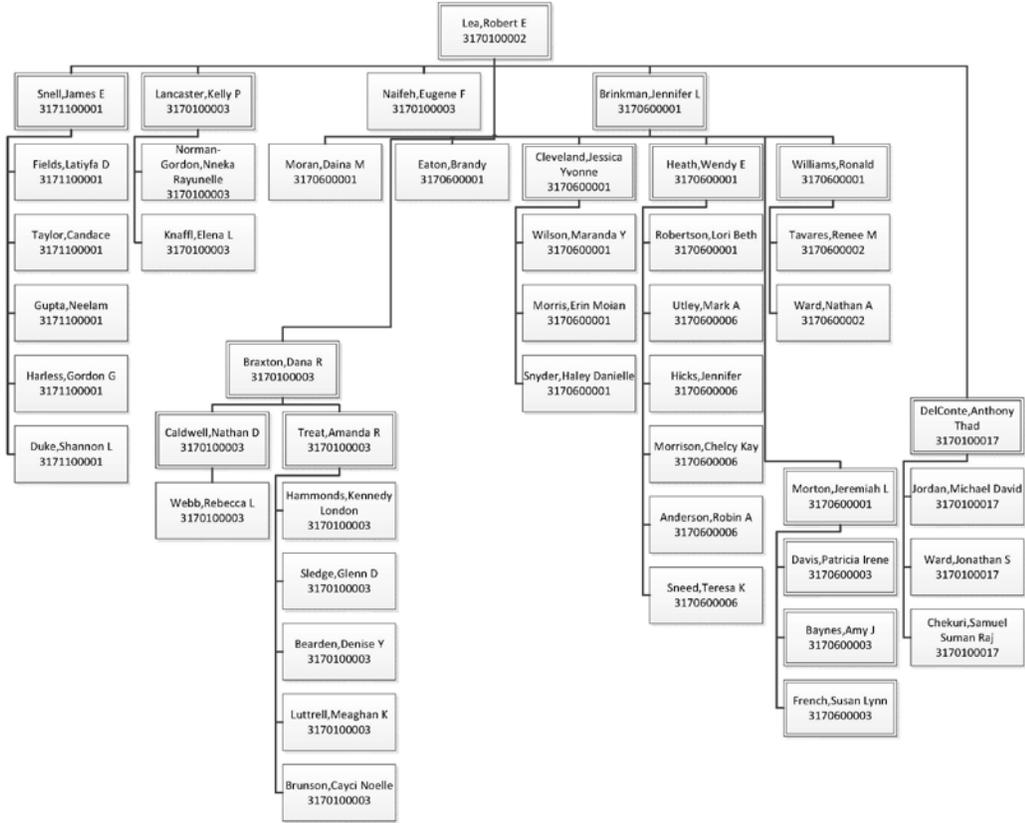


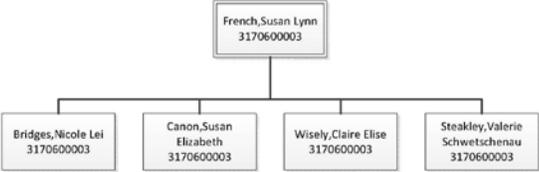


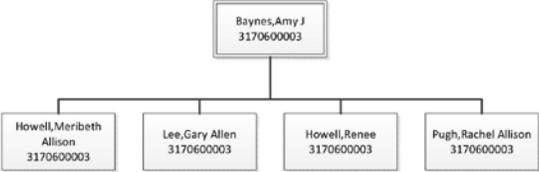


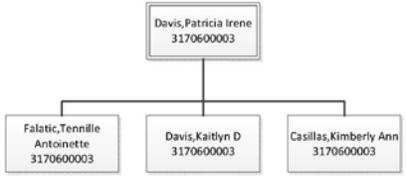


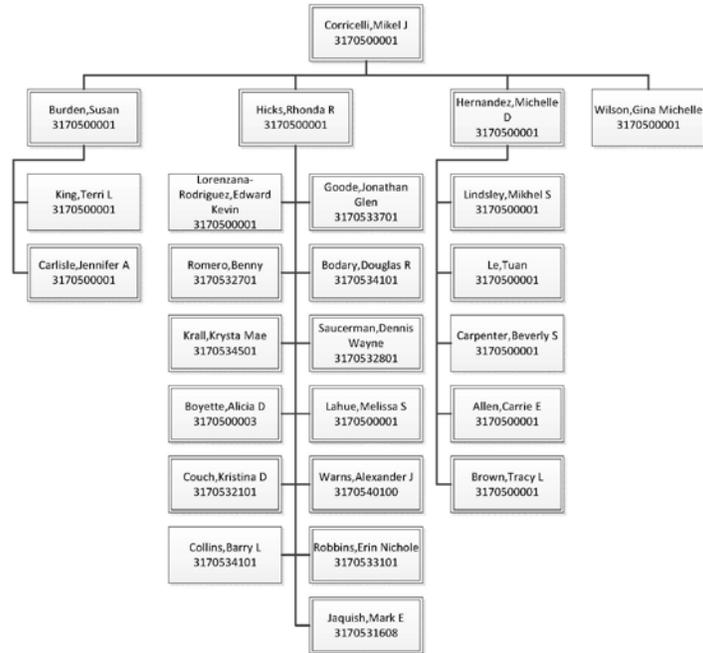


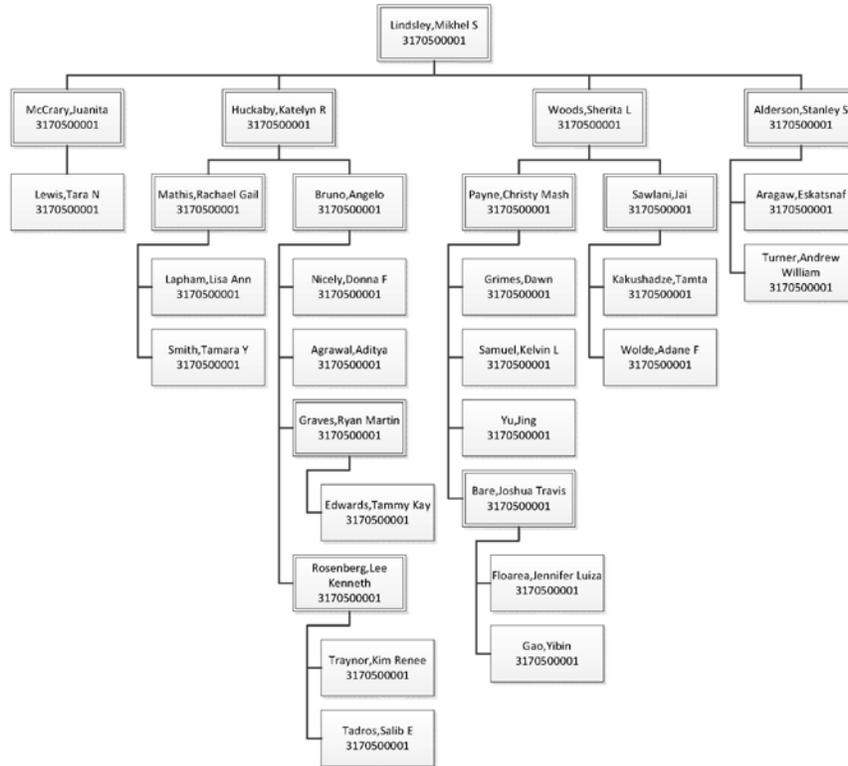


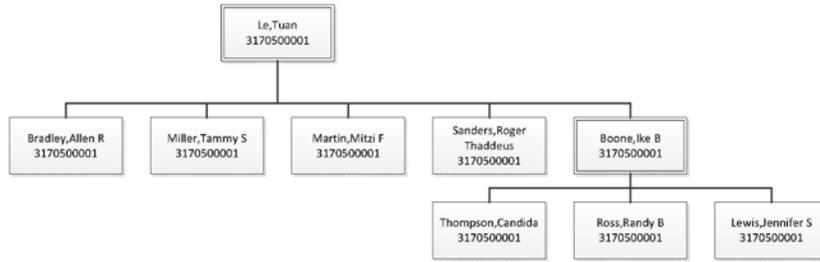


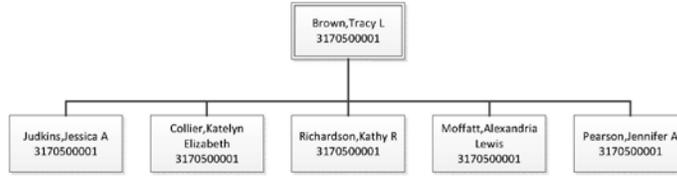


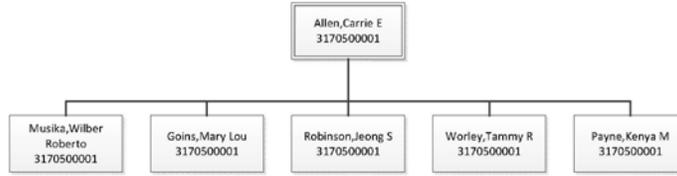


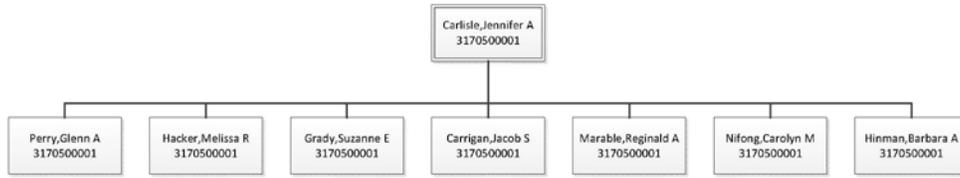


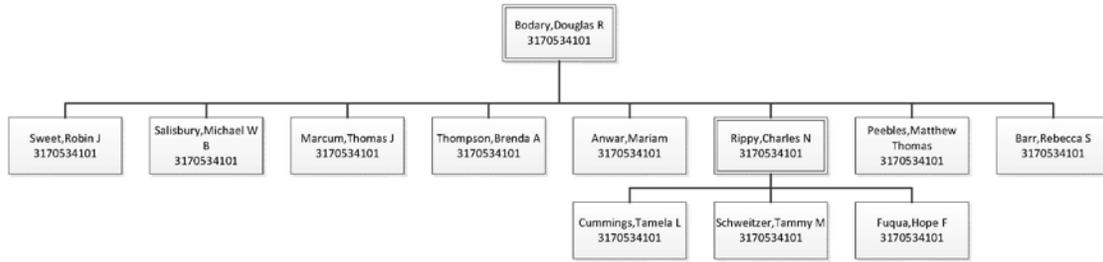


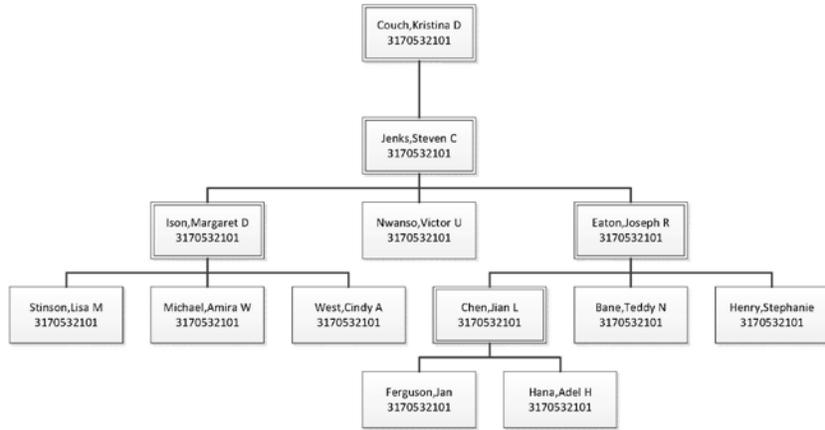


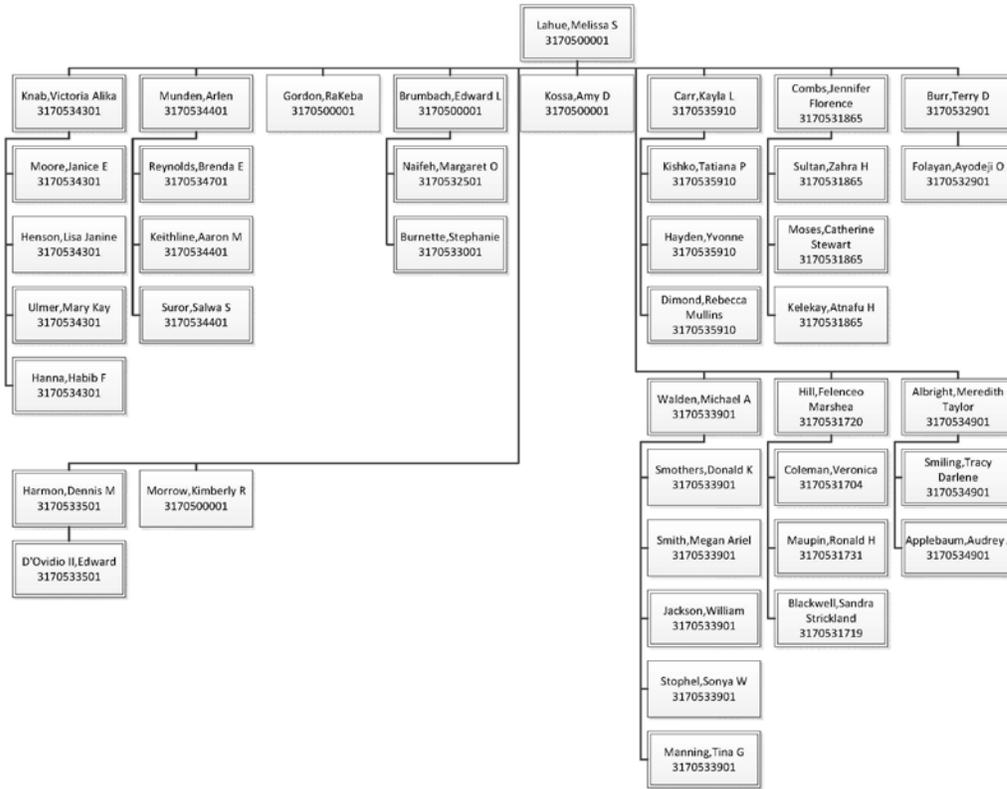


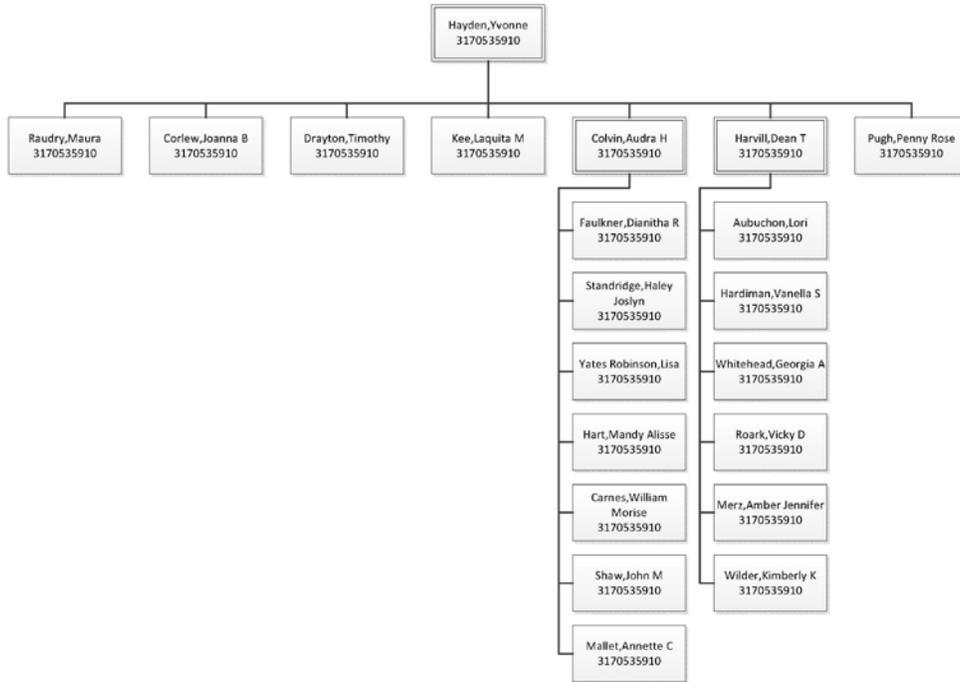


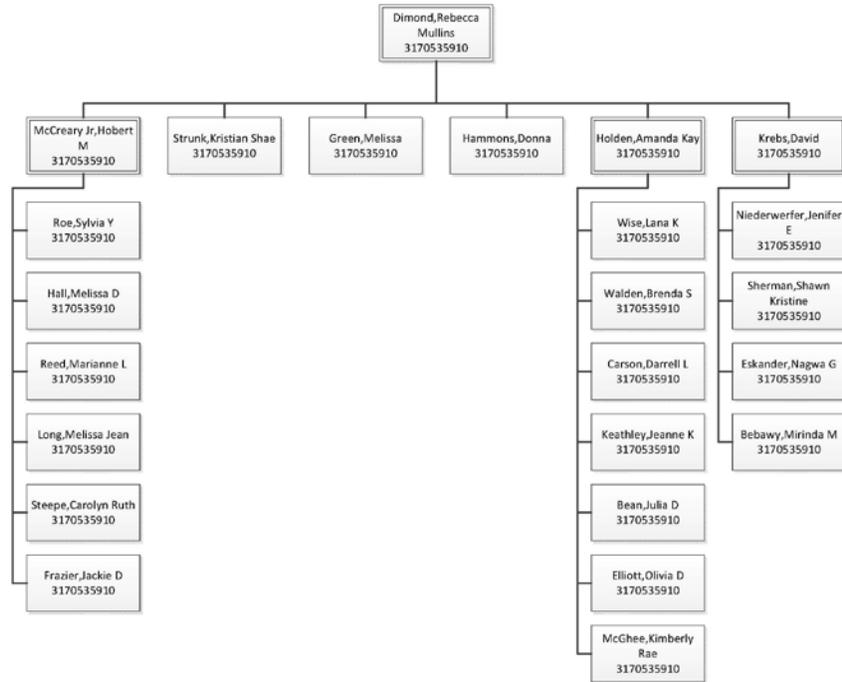


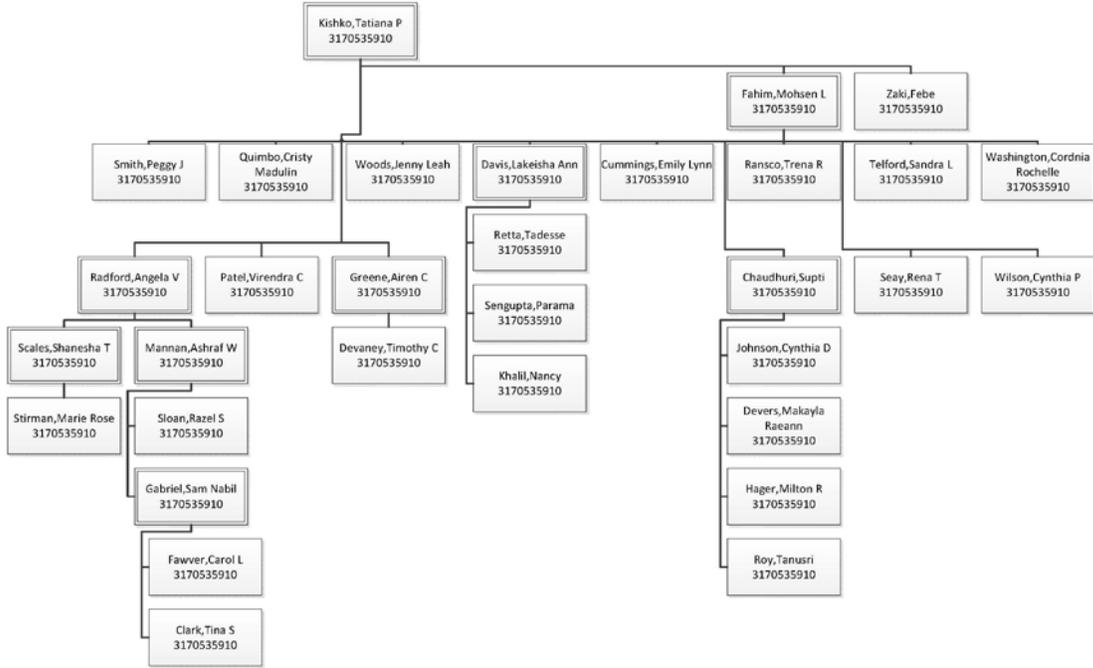


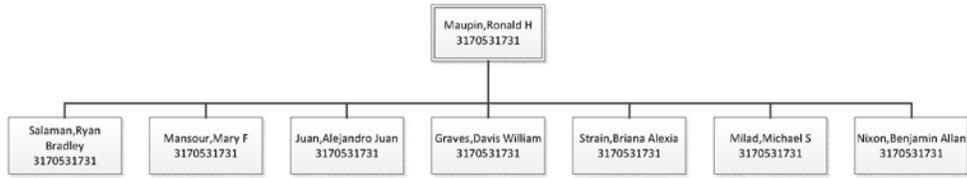


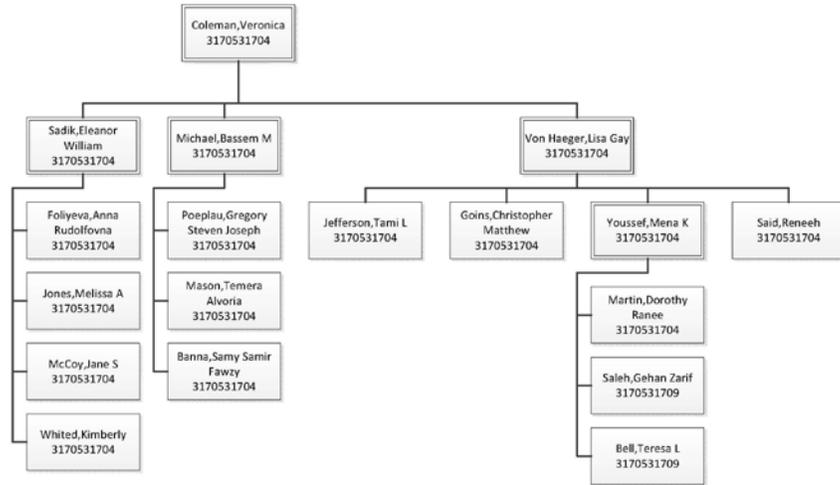


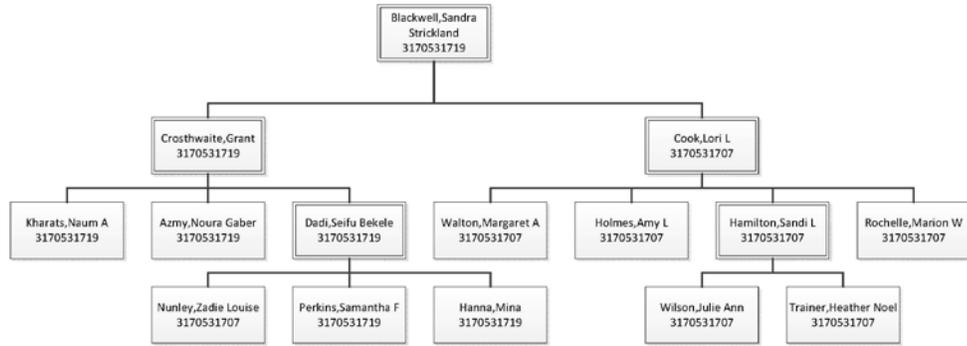


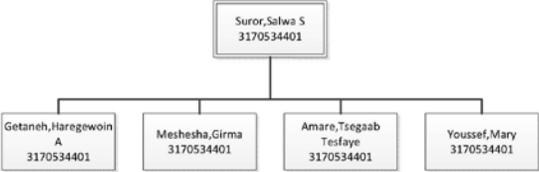


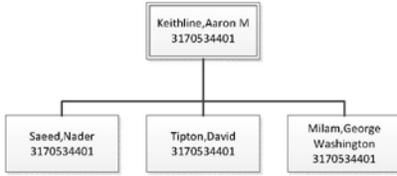


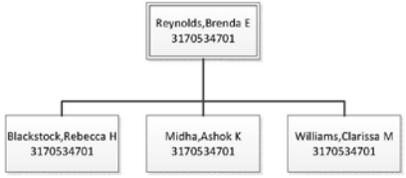








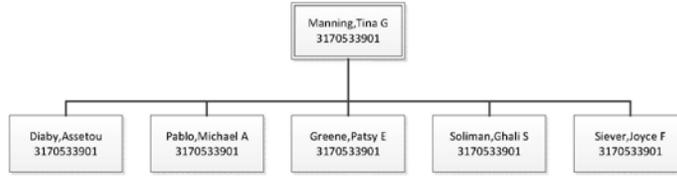


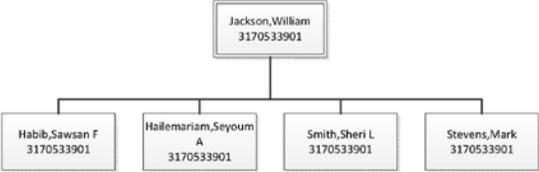


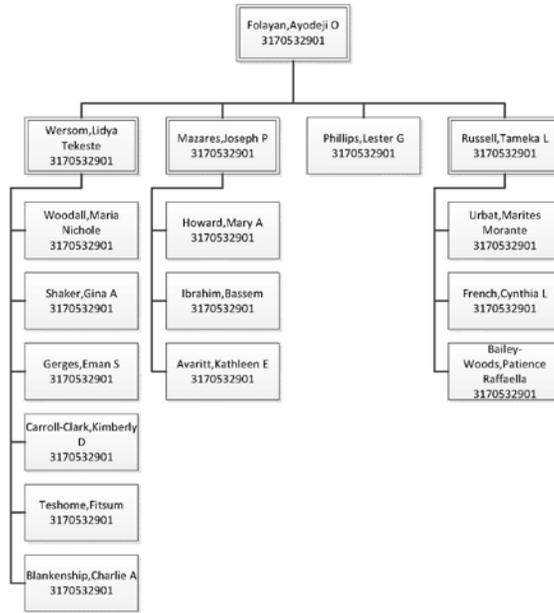


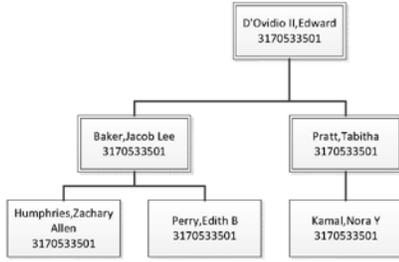
Moses, Catherine  
Stewart  
3170531865

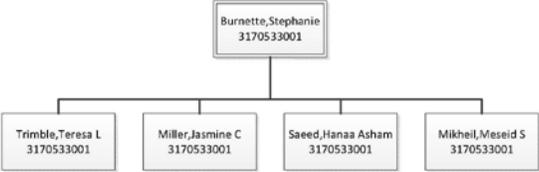
Baker, Ruby D  
3170531865

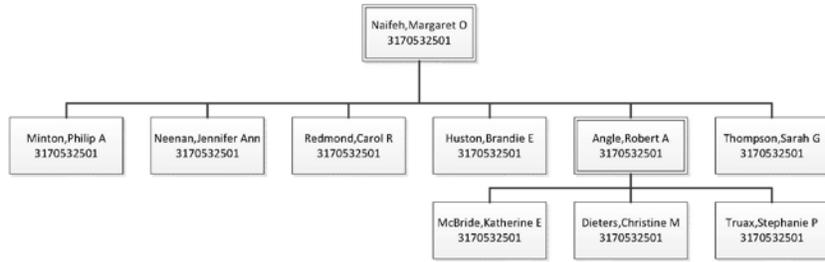


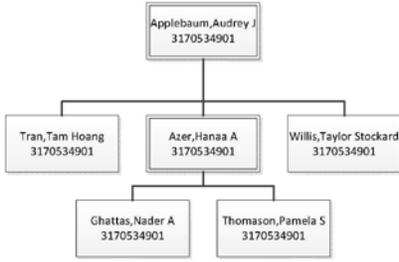


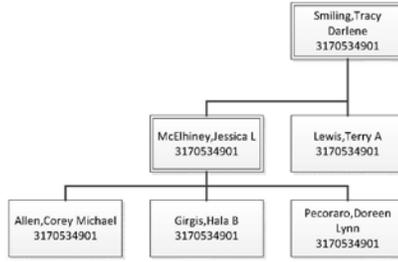


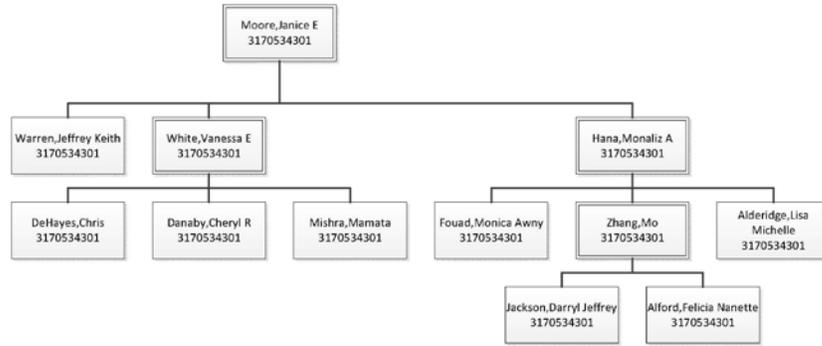


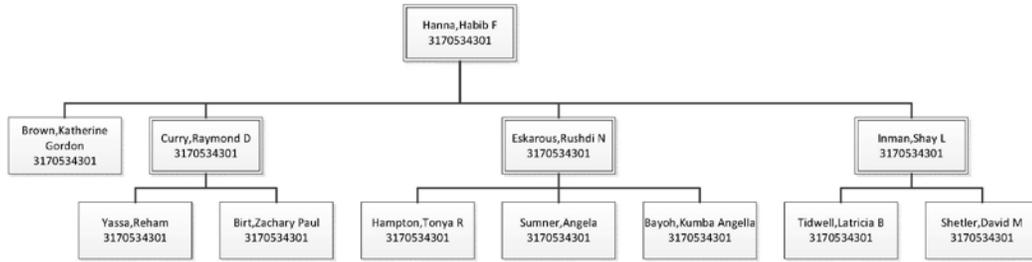


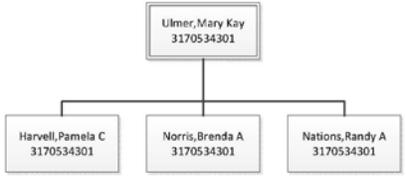


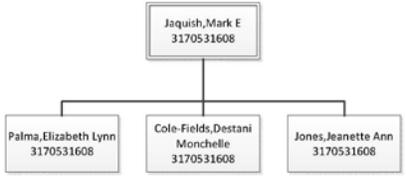




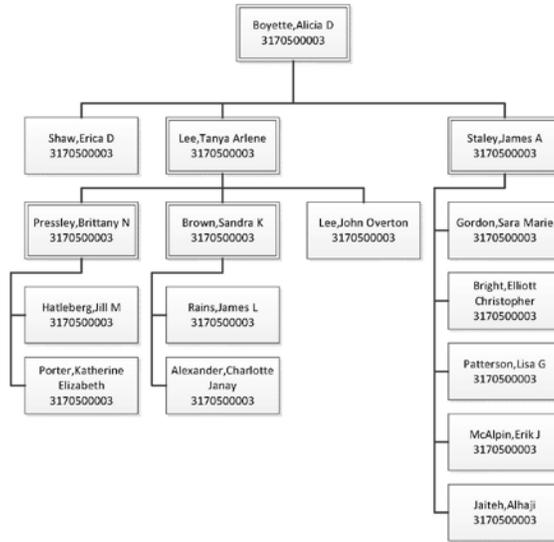


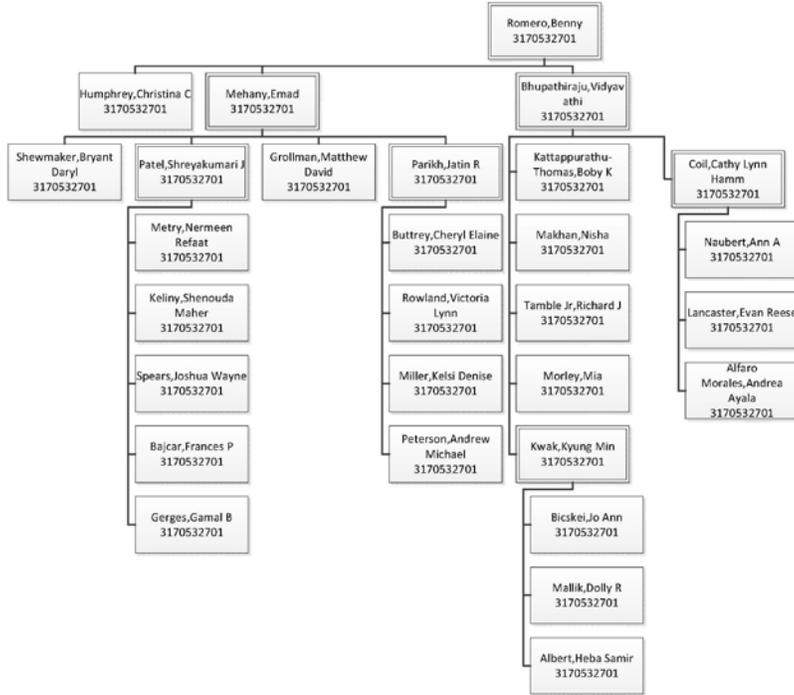


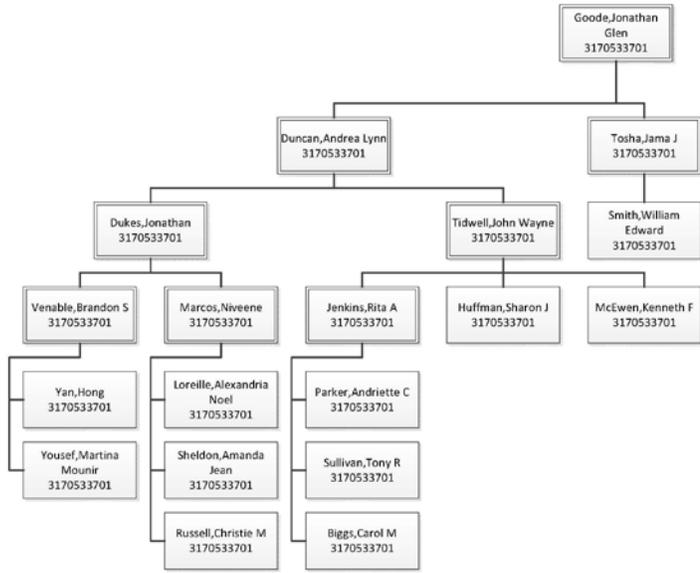


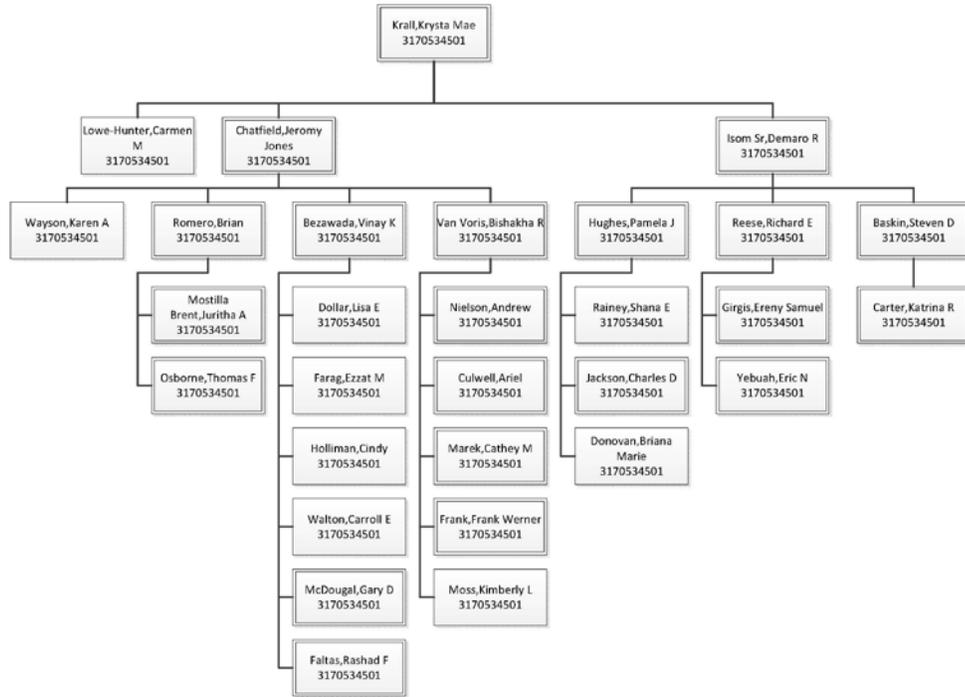


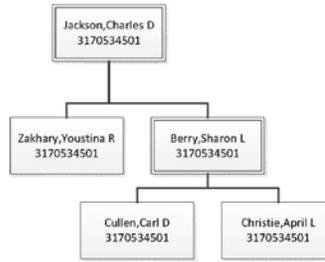


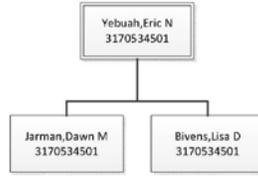


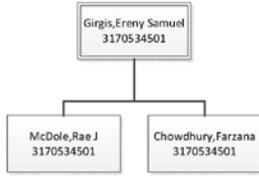


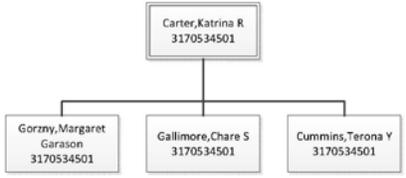


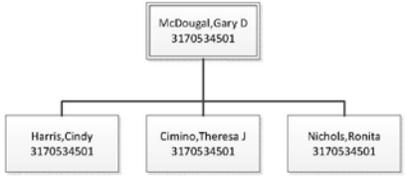


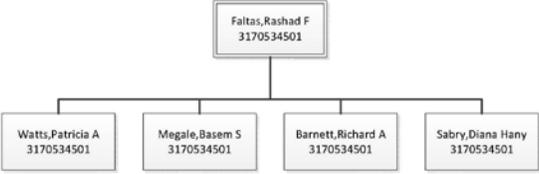


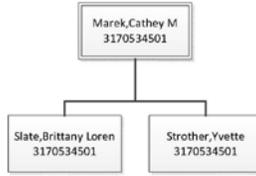


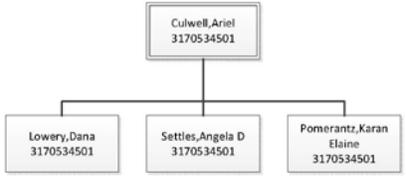


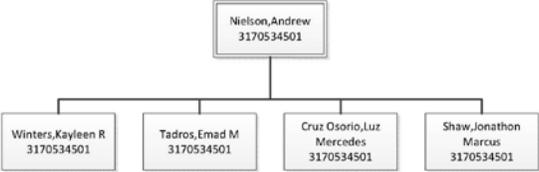


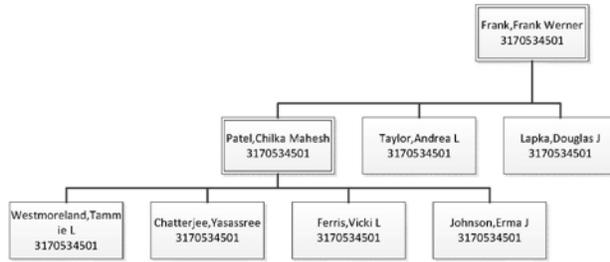


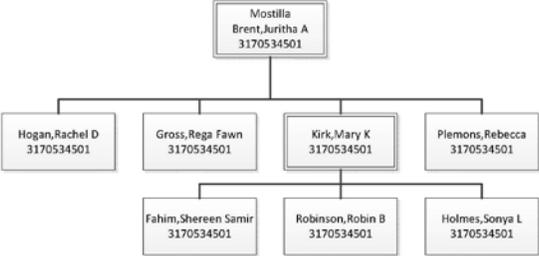






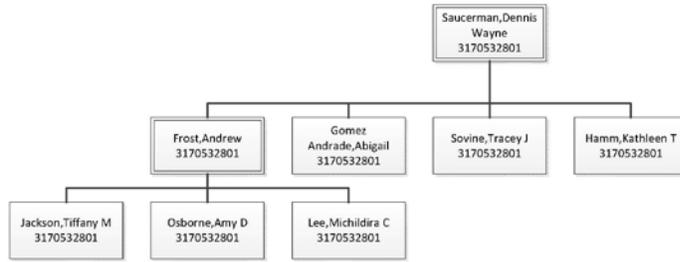


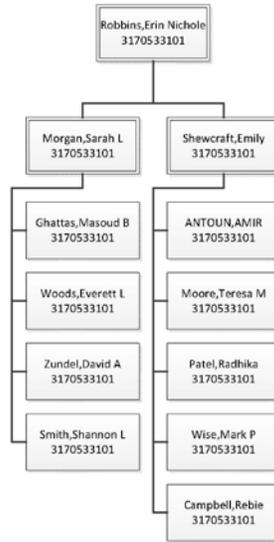


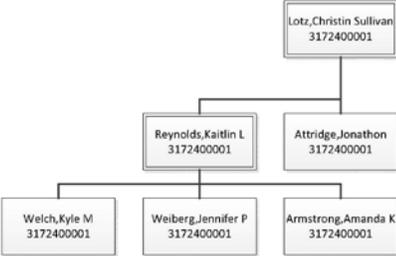


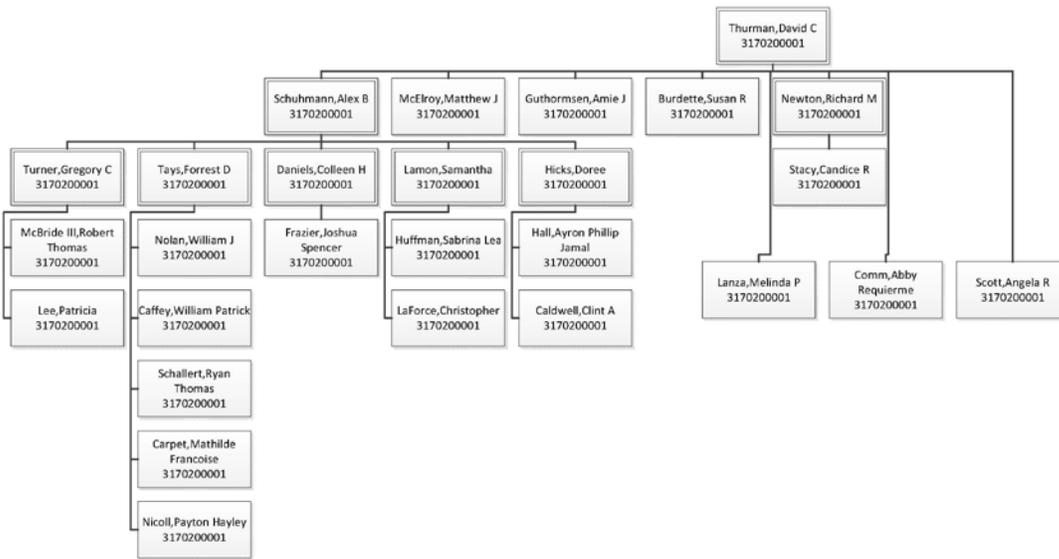
Osborne, Thomas F  
3170534501

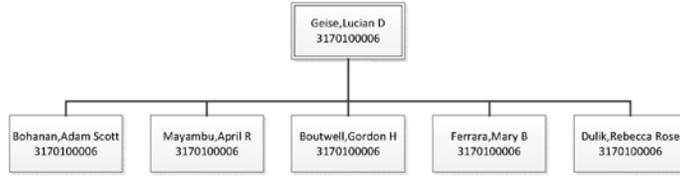
Veal, Karen J  
3170534501

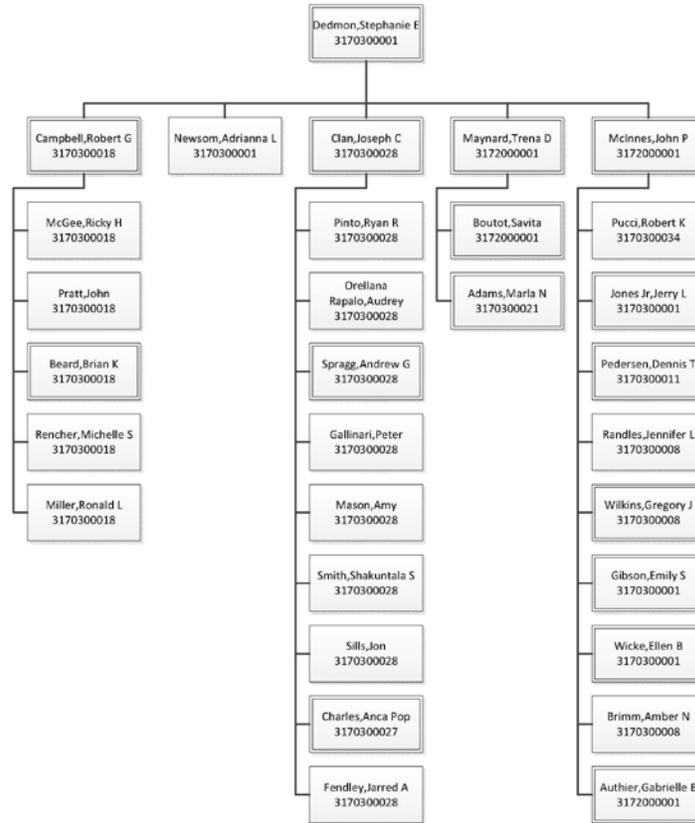


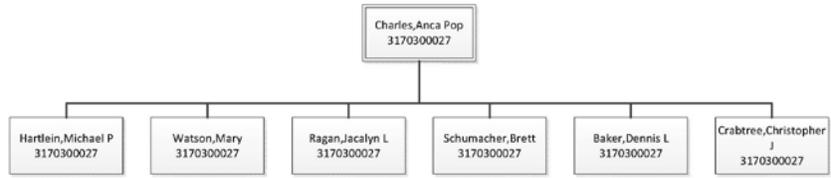


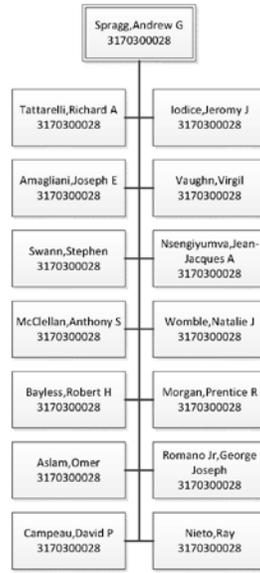


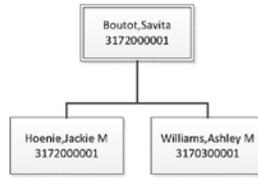


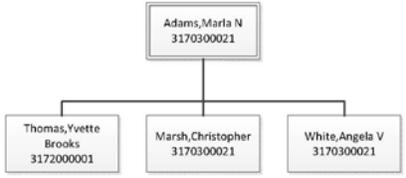


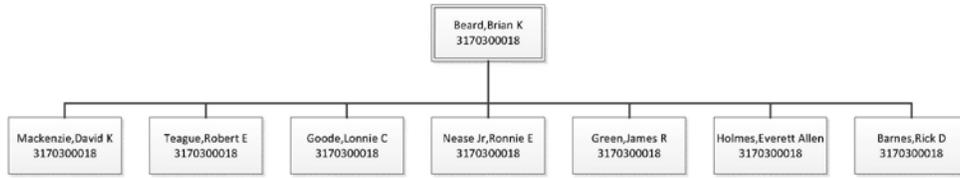


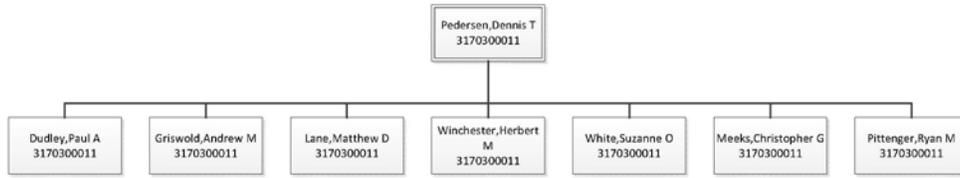




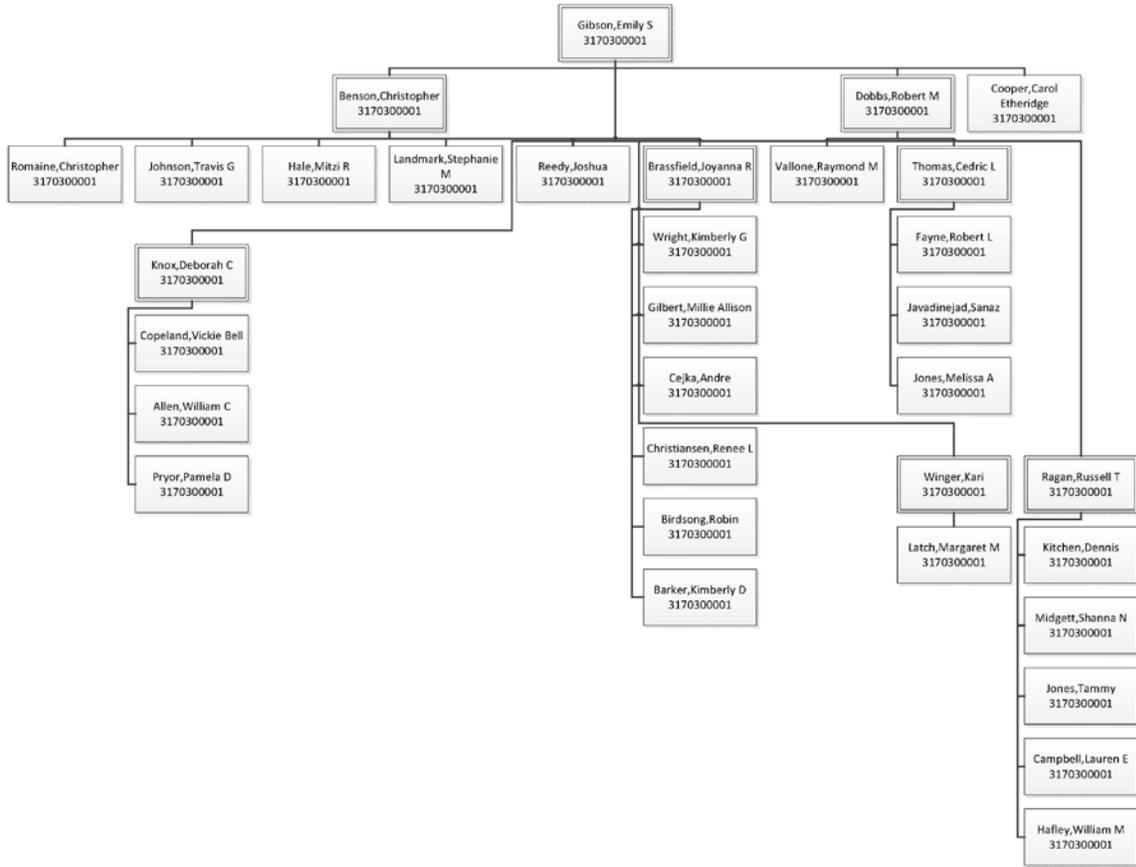


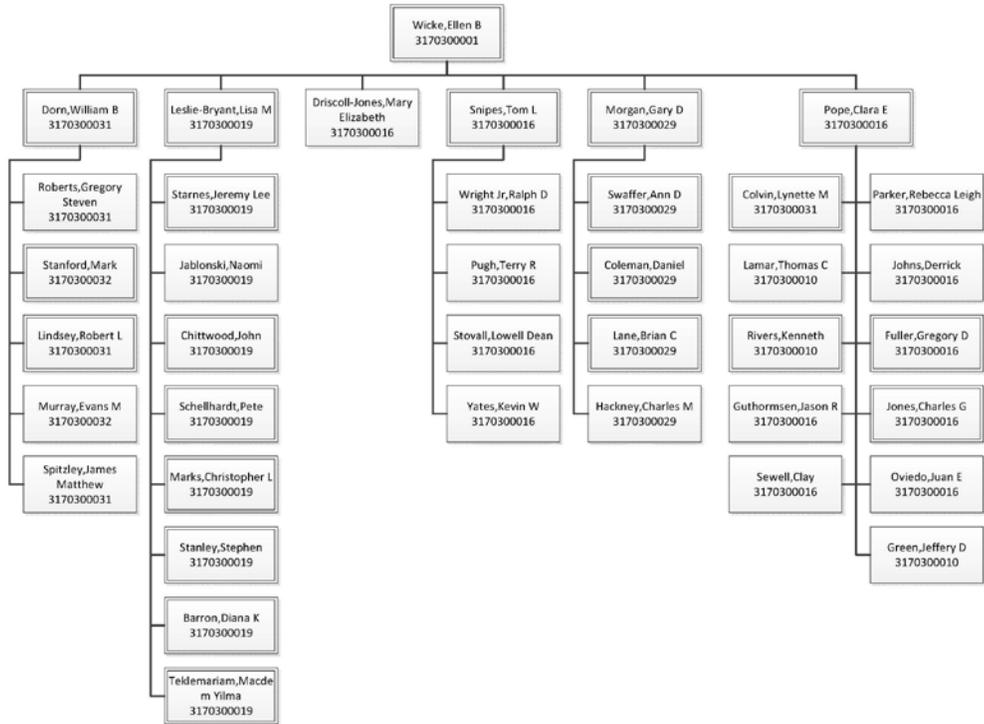


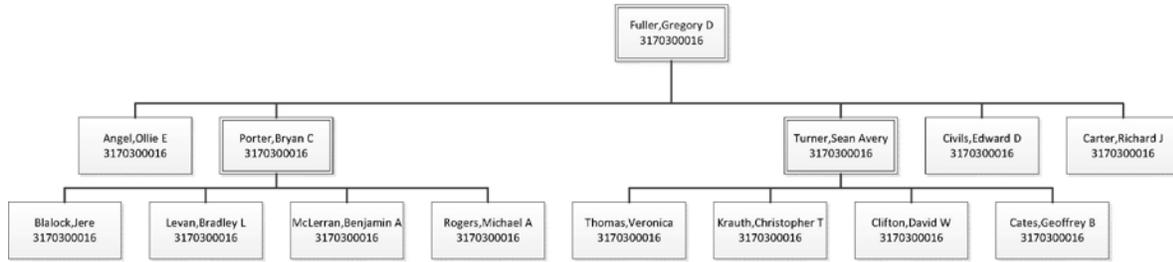


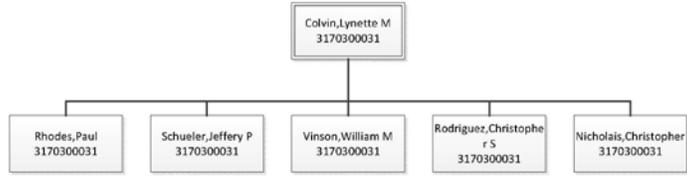


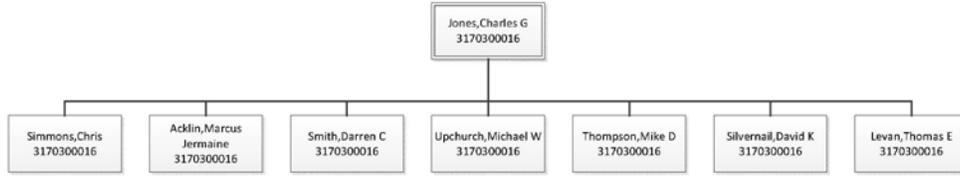


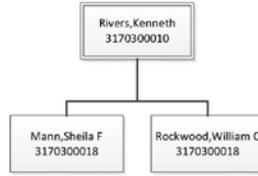


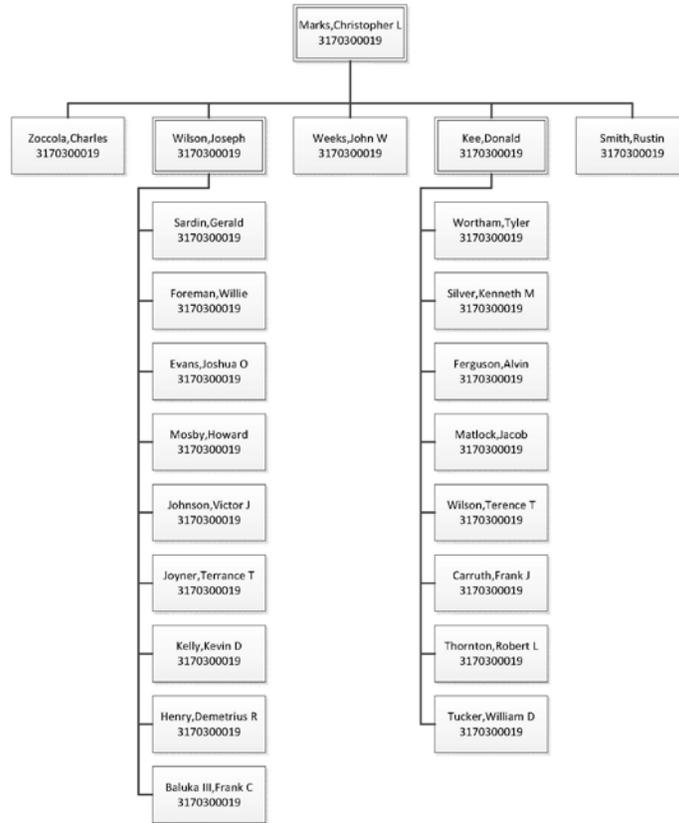






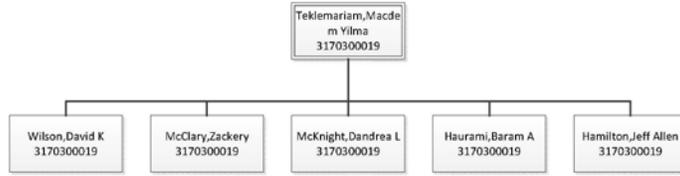


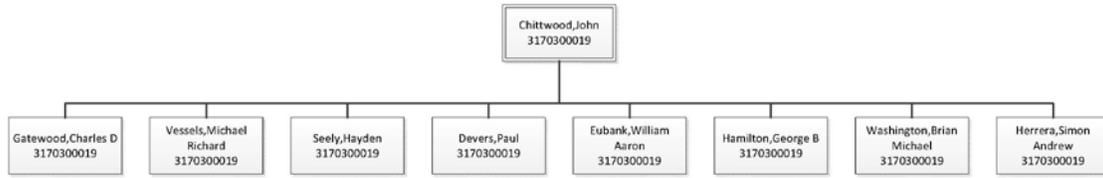


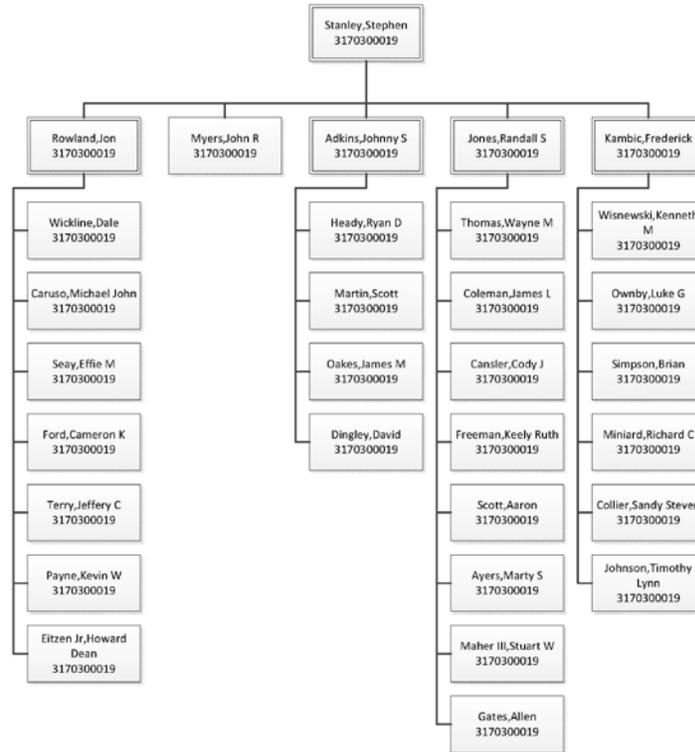


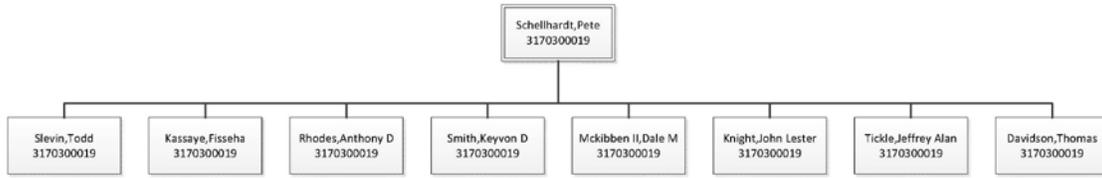


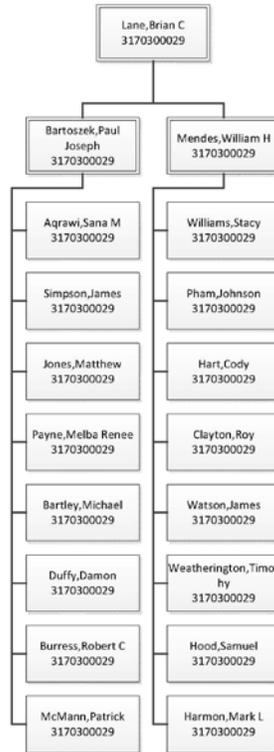


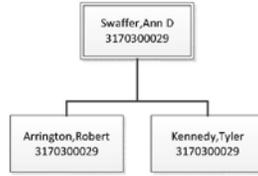


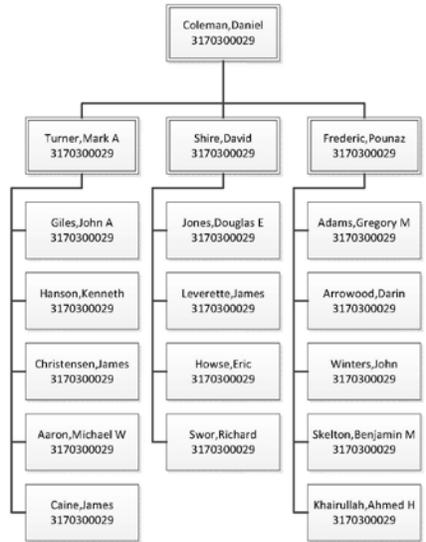


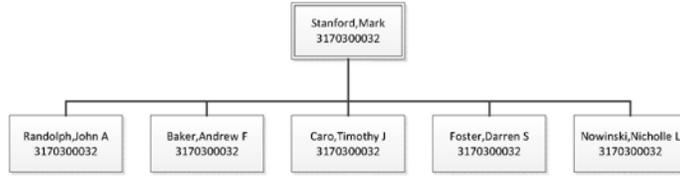


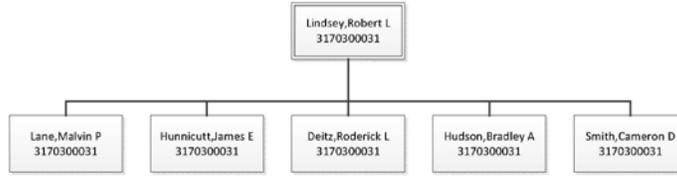


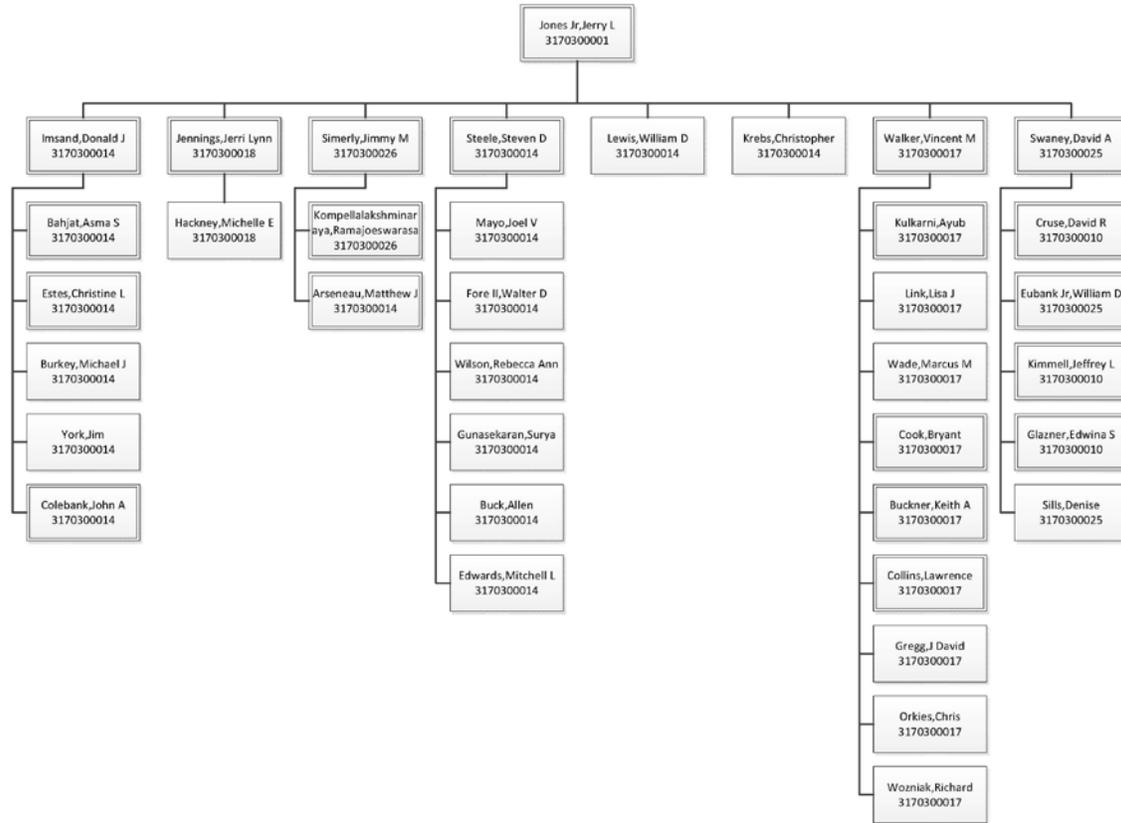


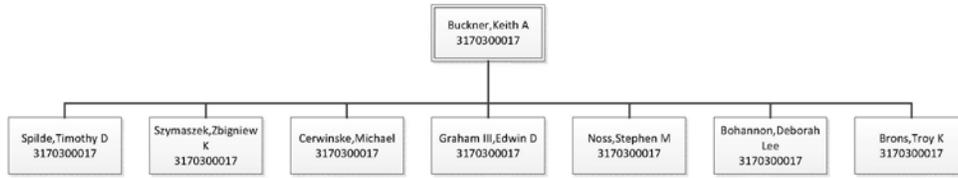


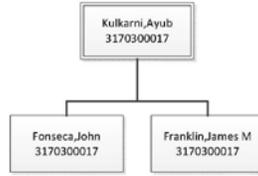


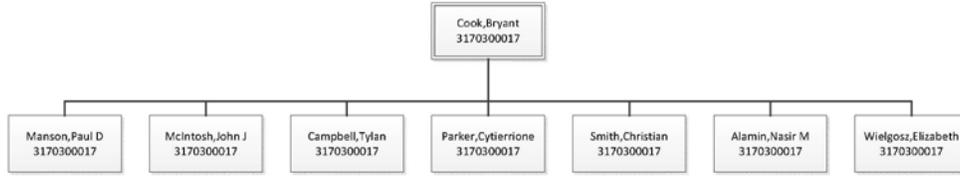


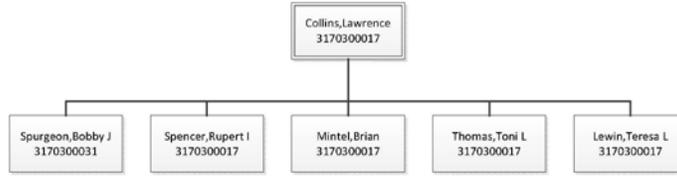


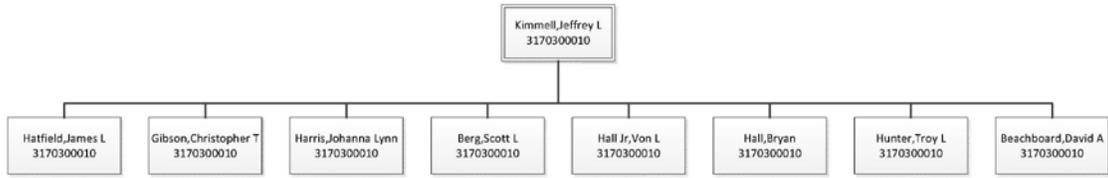


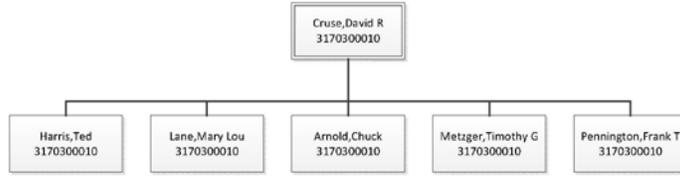


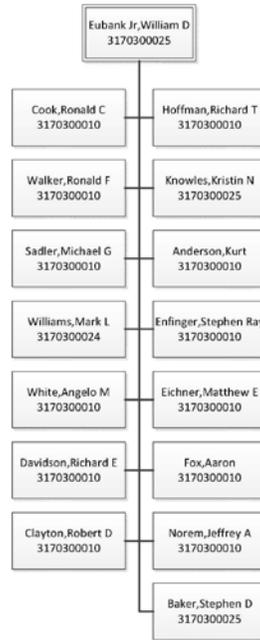


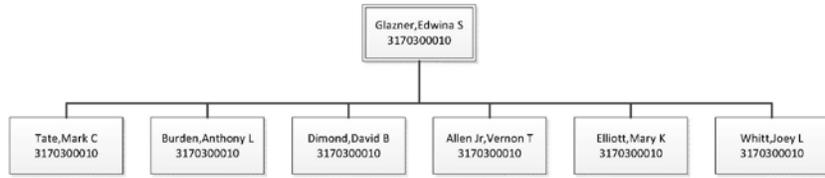


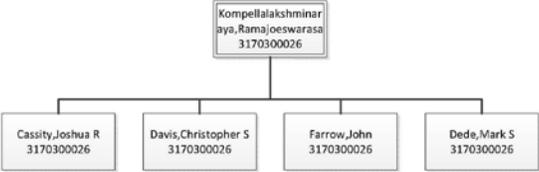


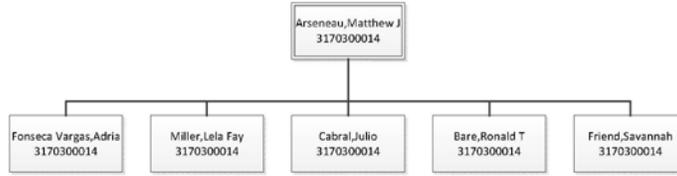


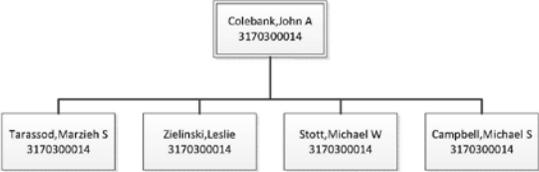


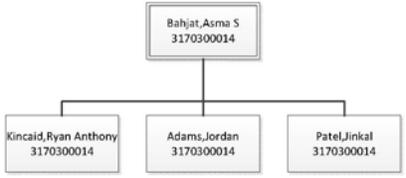






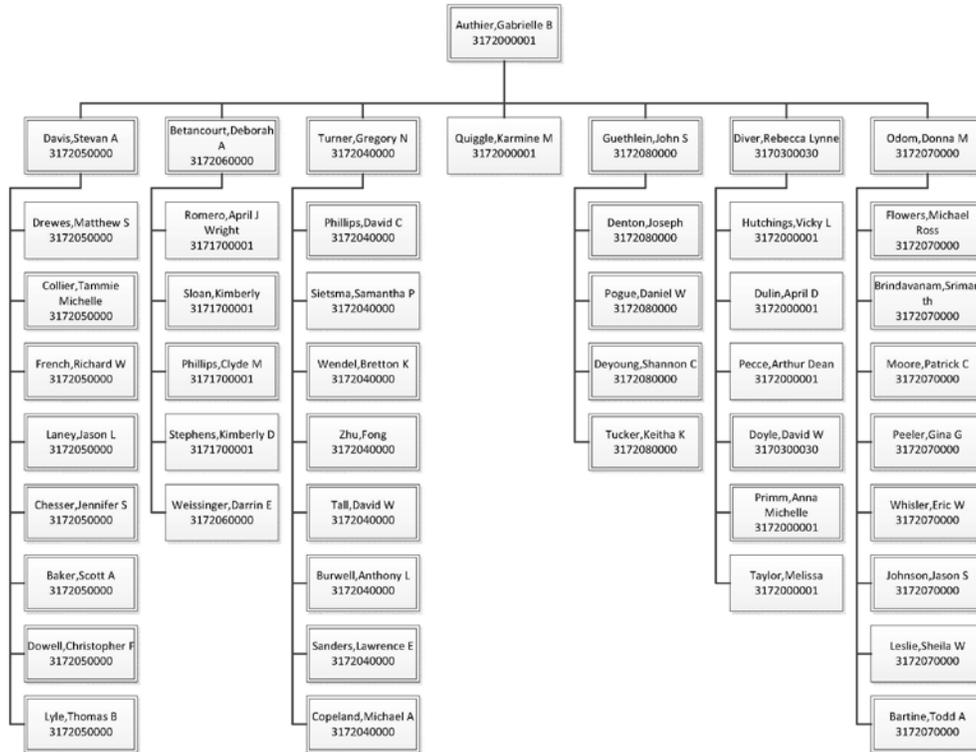


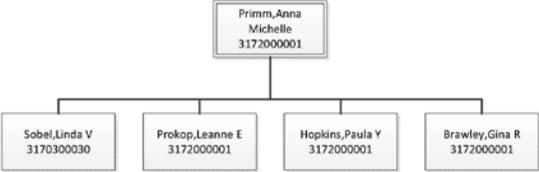


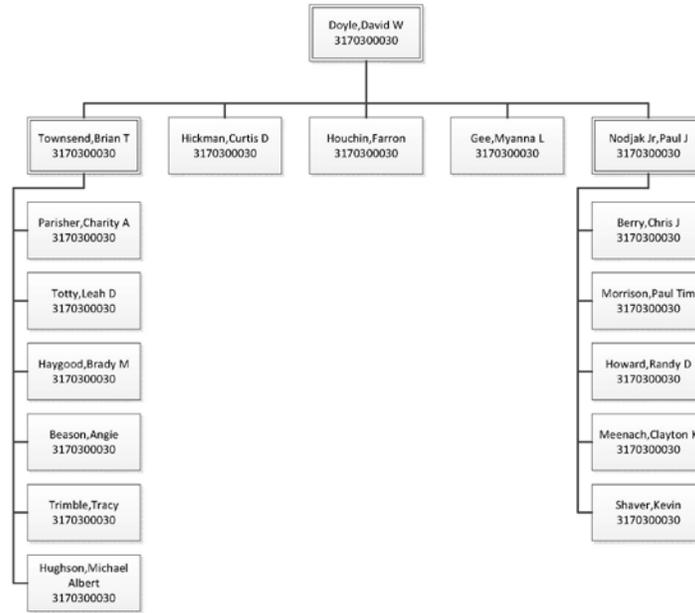


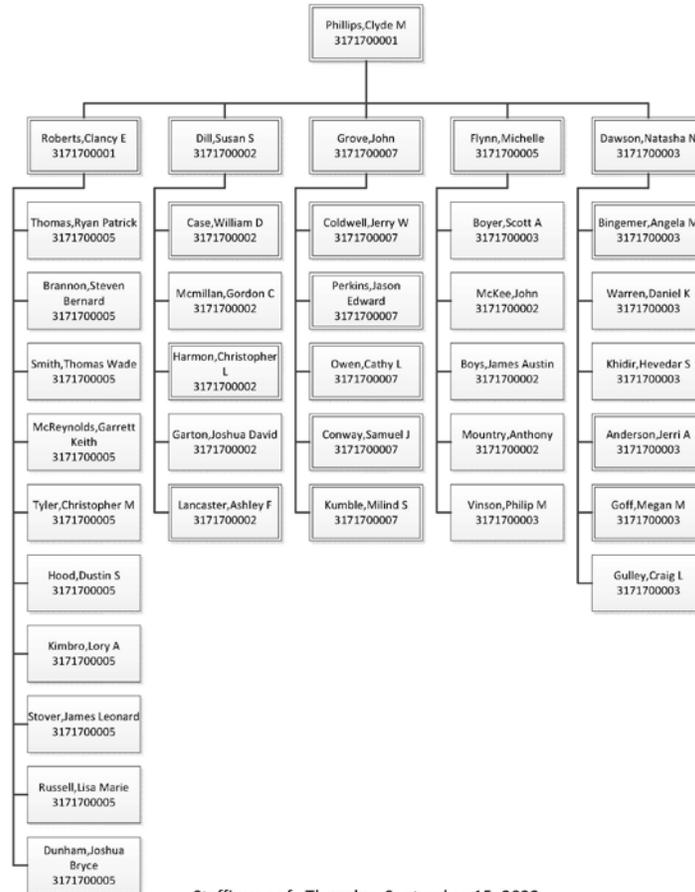
Estes,Christine L  
3170300014

Chandler,Mary L  
3170300014





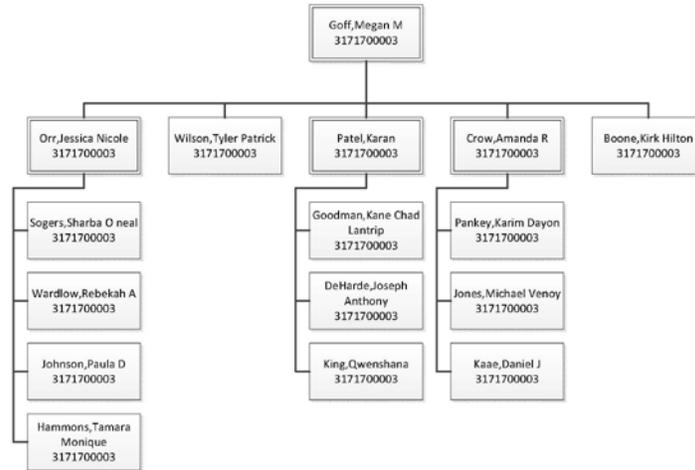


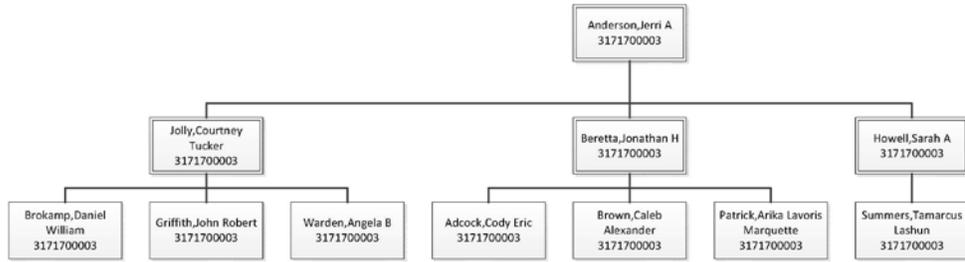


Organizational Charts

Staffing as of: Thursday, September 15, 2022

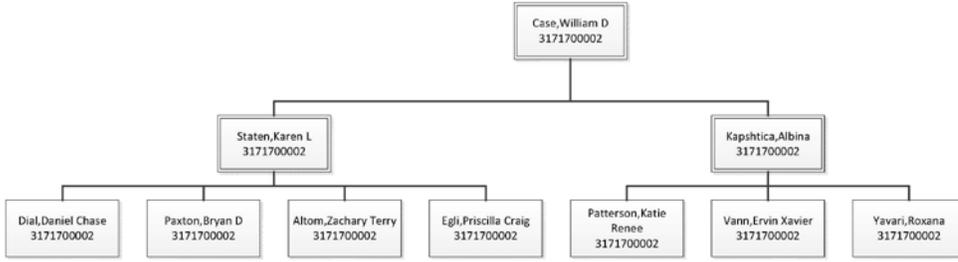
112 of 188

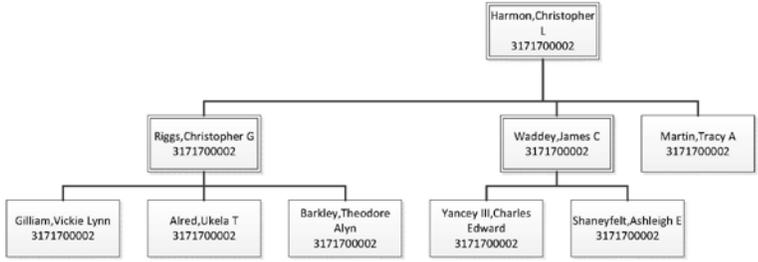




Bingemer, Angela M  
3171700003

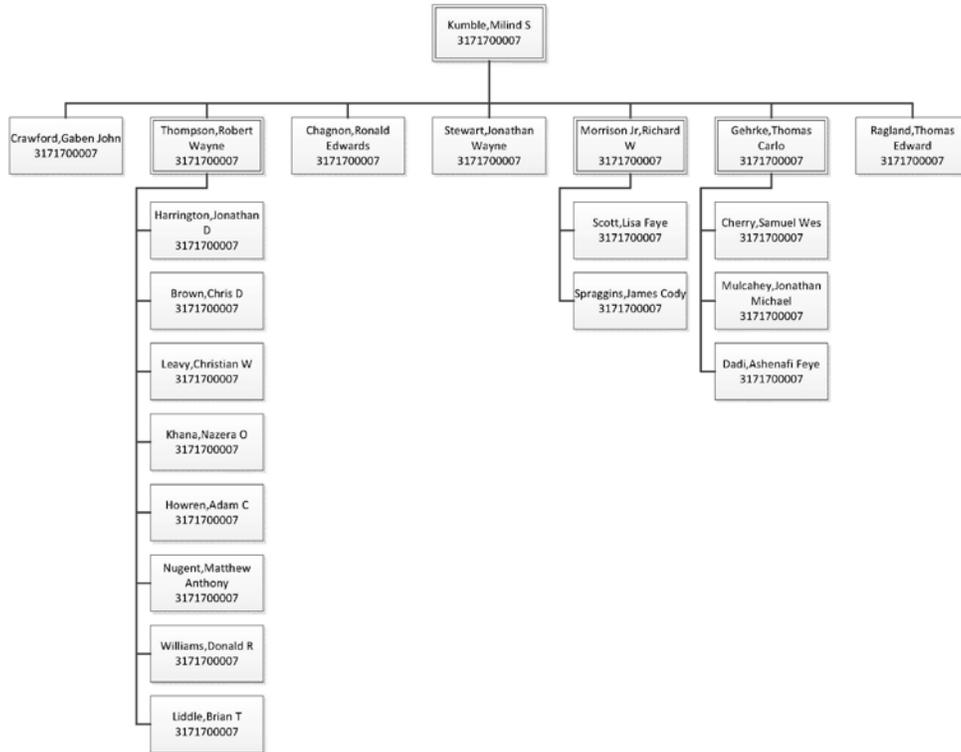
Carey, Brandon  
Michael  
3171700003

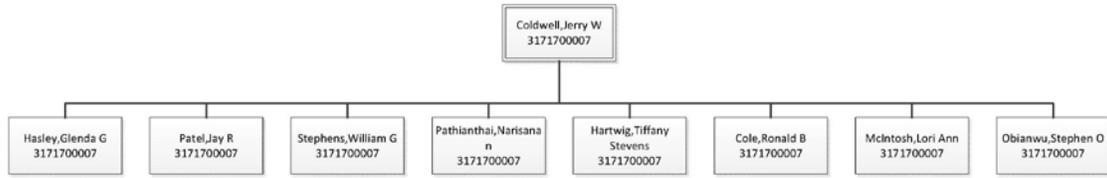


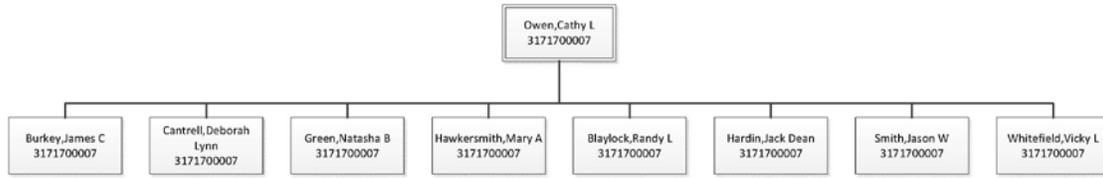


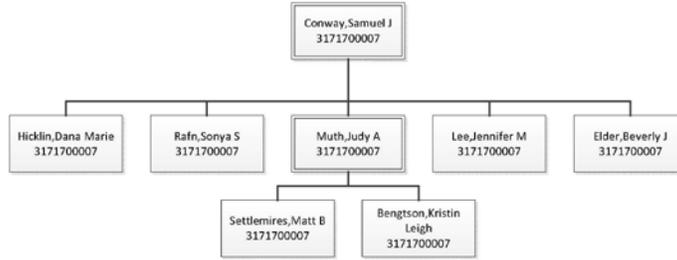
Lancaster, Ashley F  
3171700002

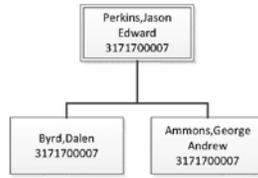
Spain, Jacob Evan  
3171700002

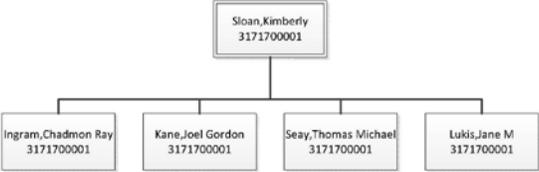


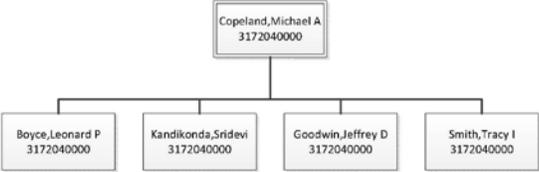


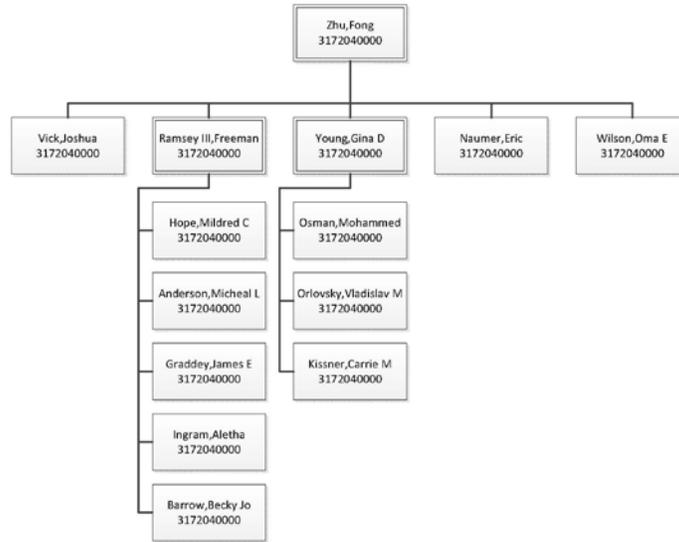


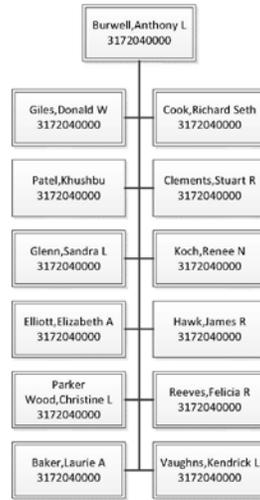


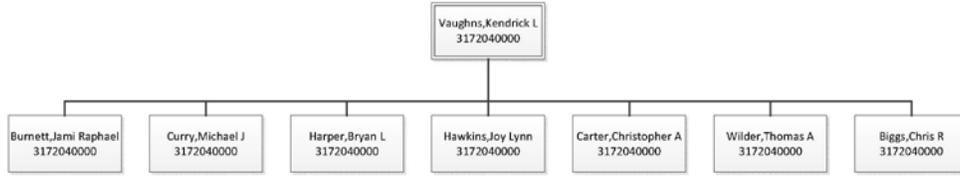


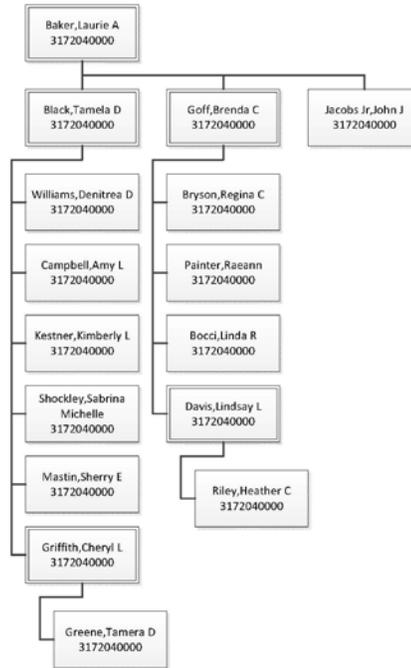


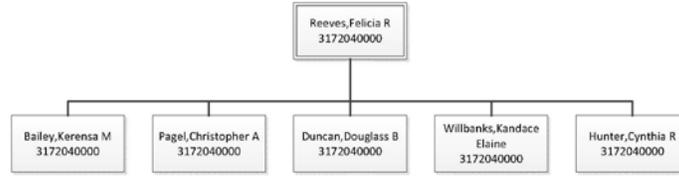


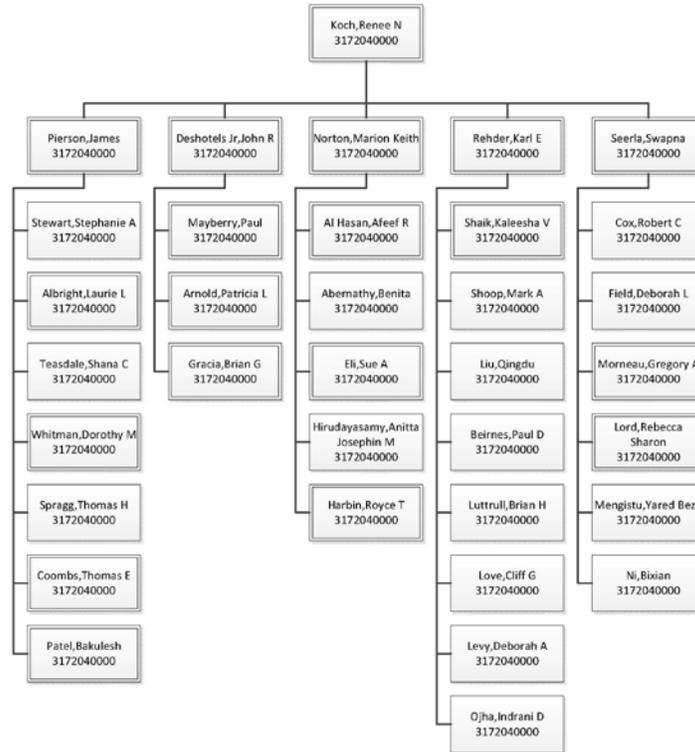


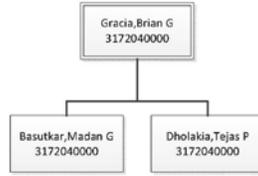


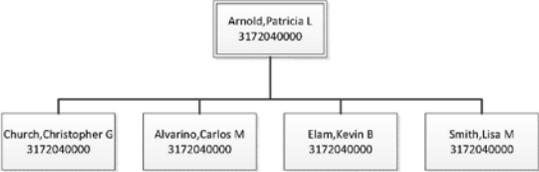


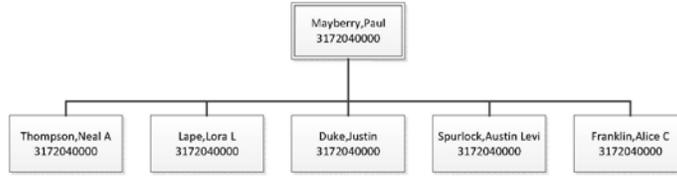


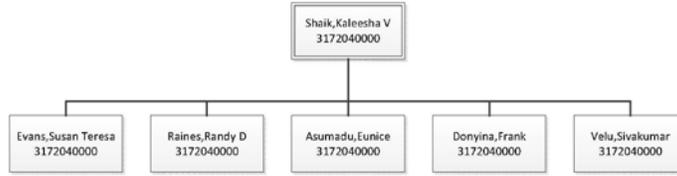


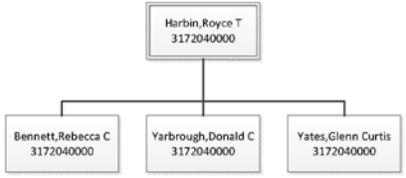


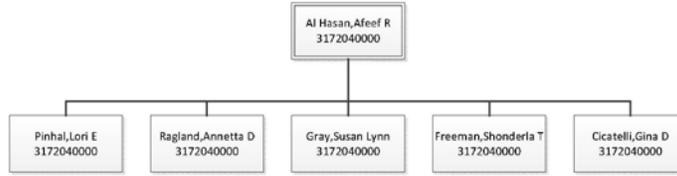


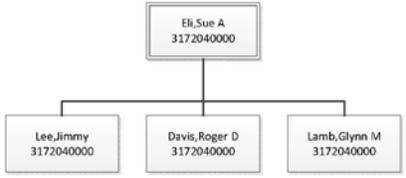


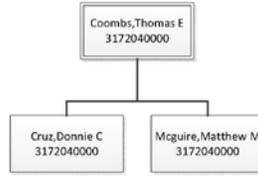


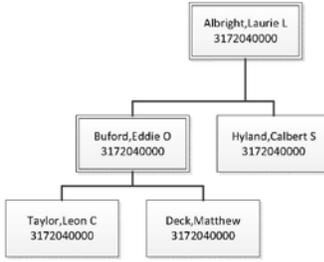


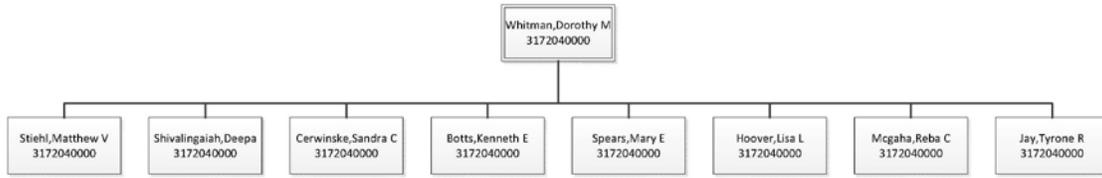


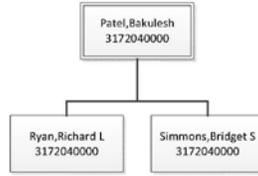


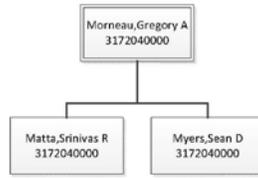


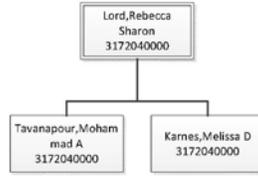


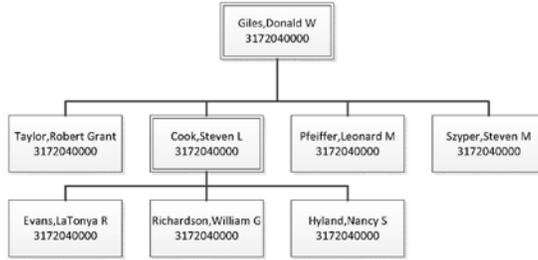


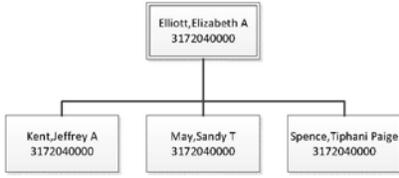


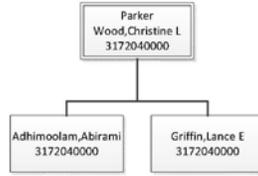


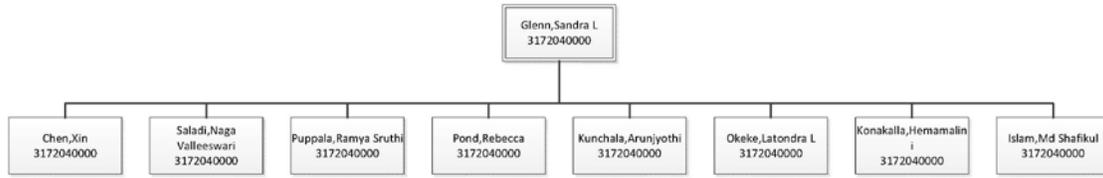


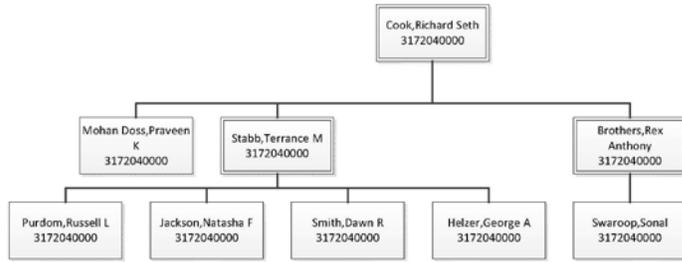


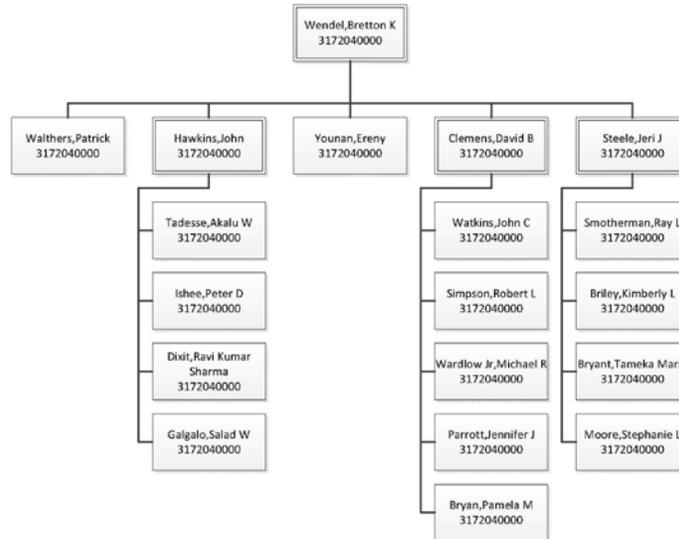


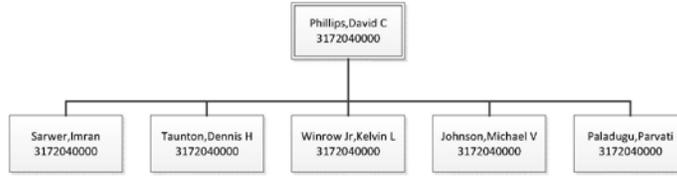


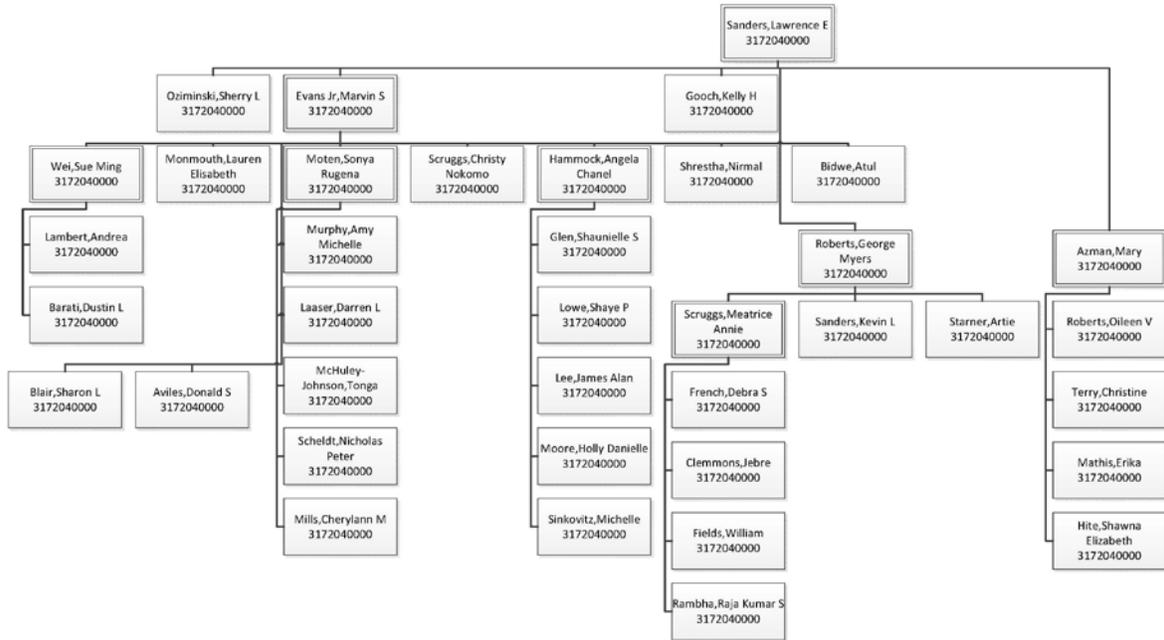


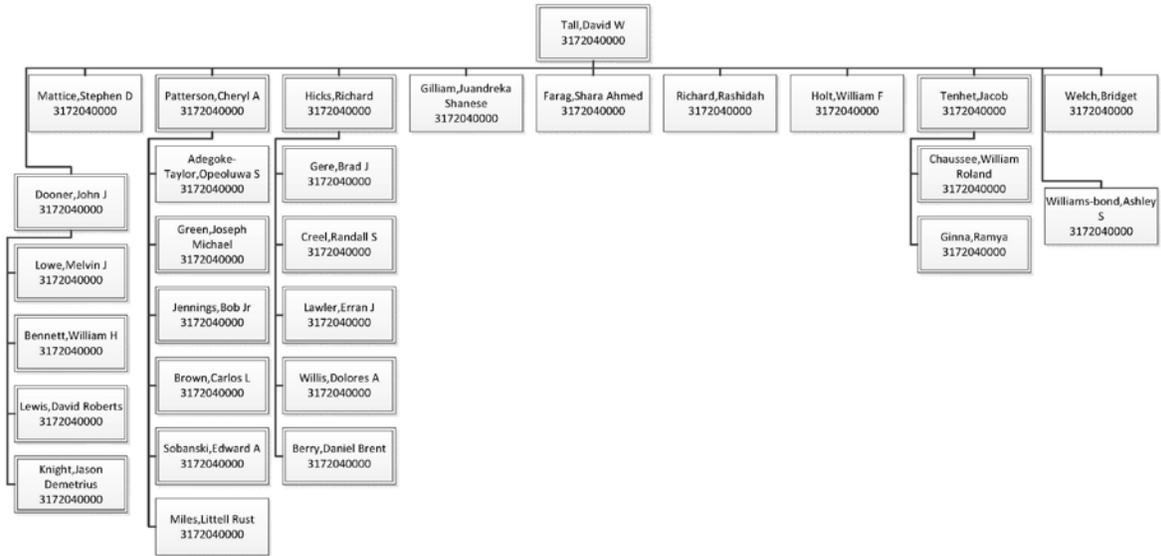


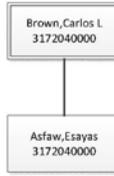


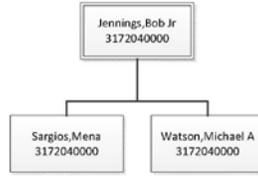


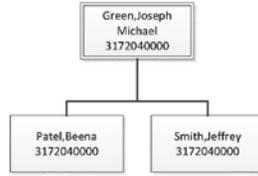


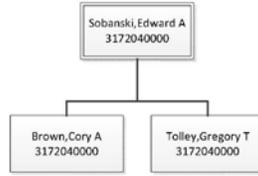




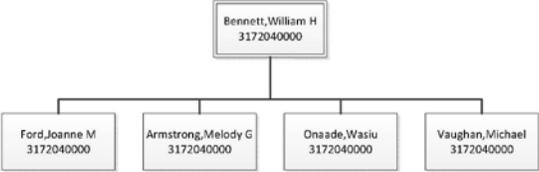


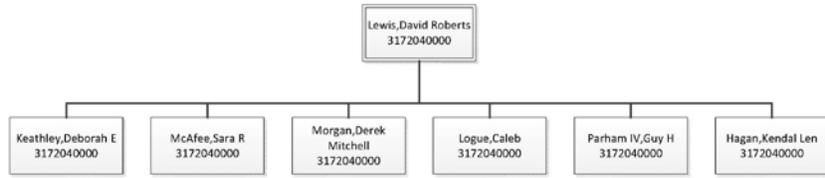


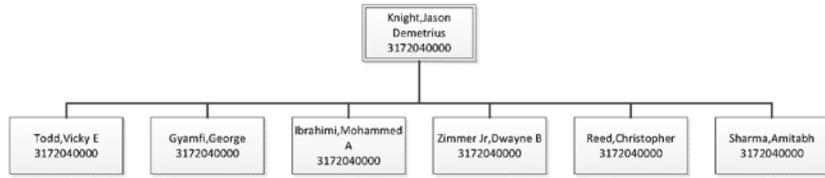


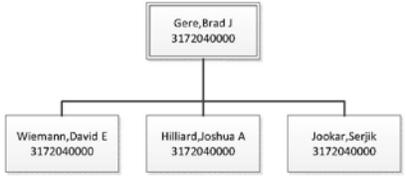


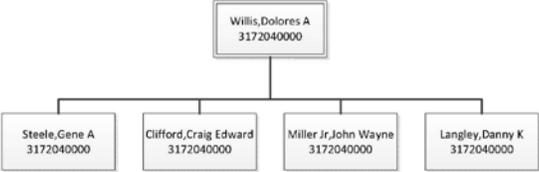




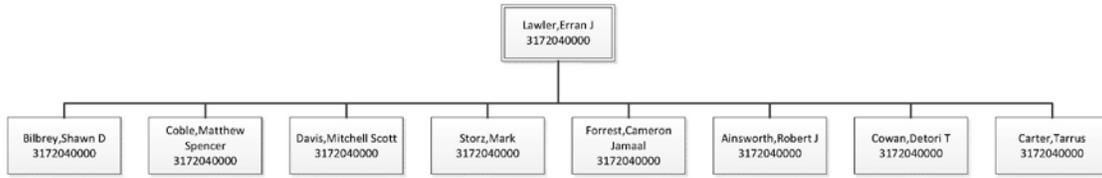


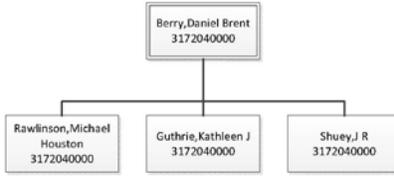


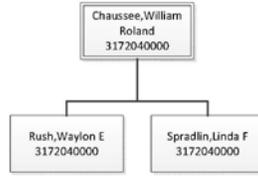


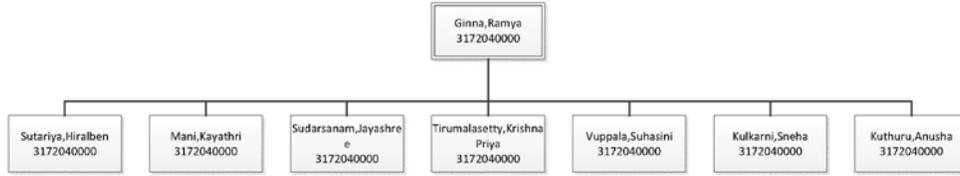


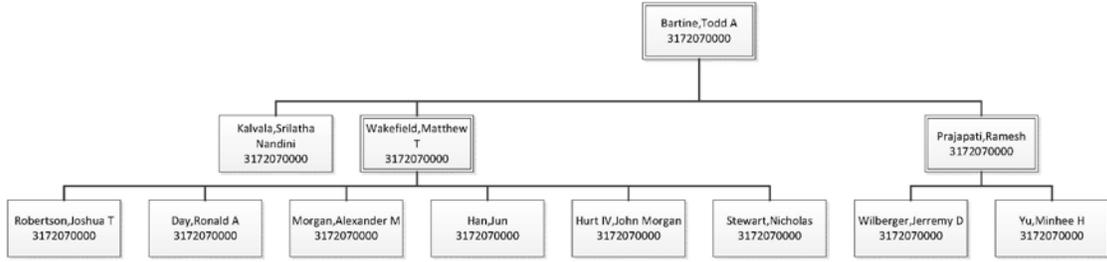


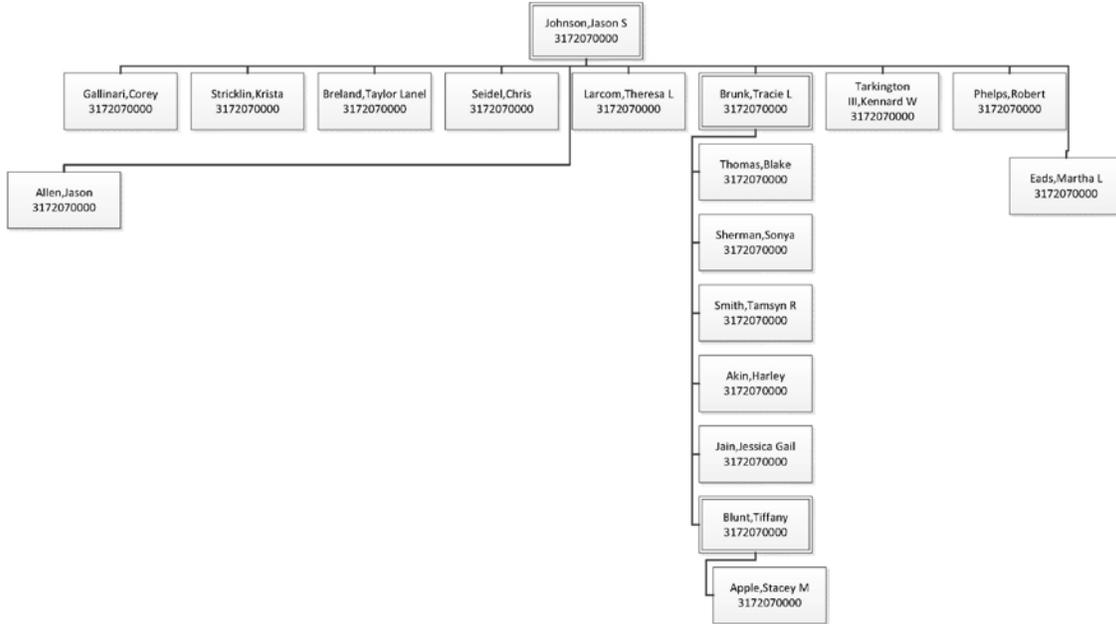


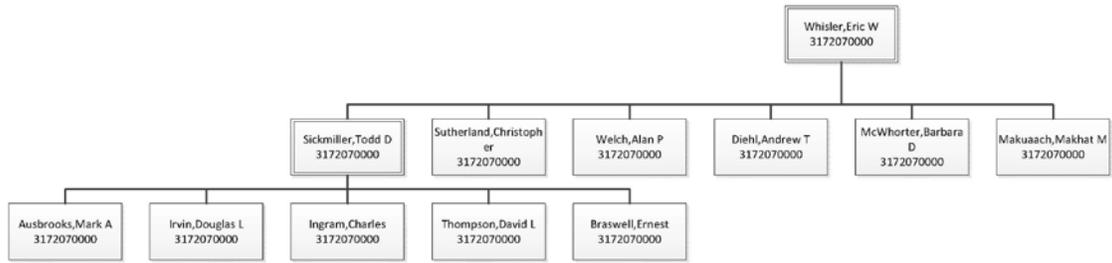


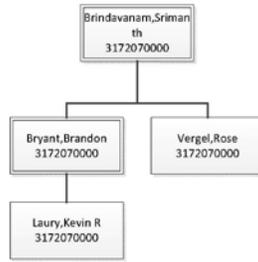


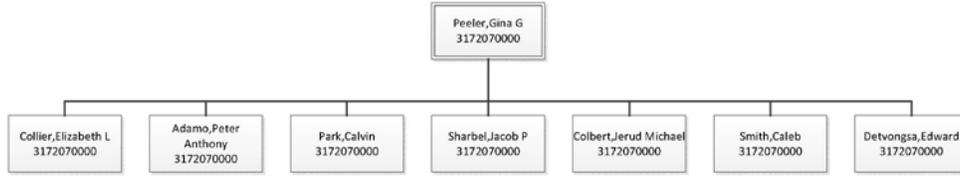


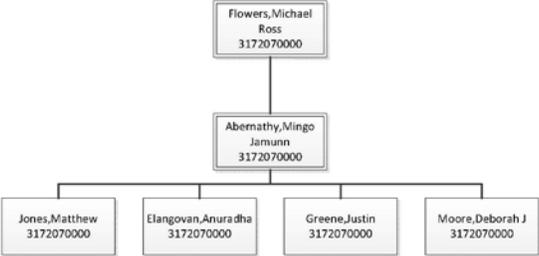


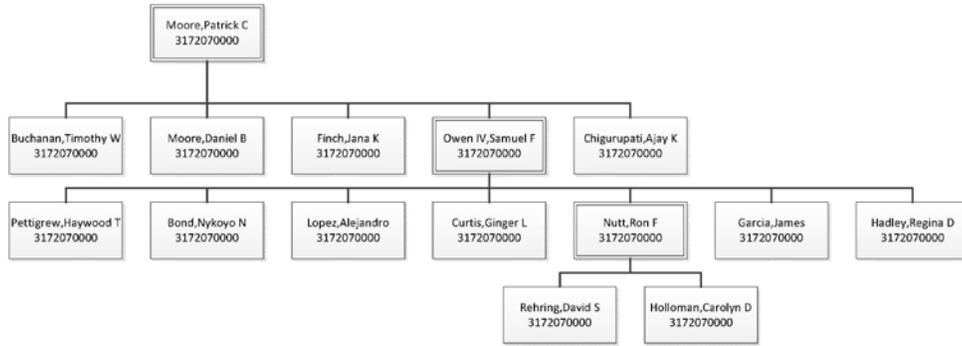


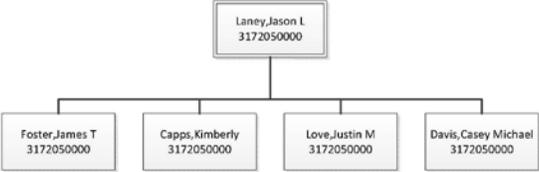


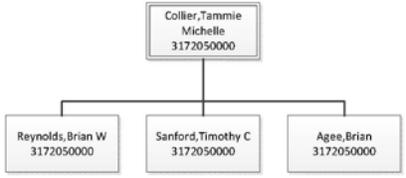


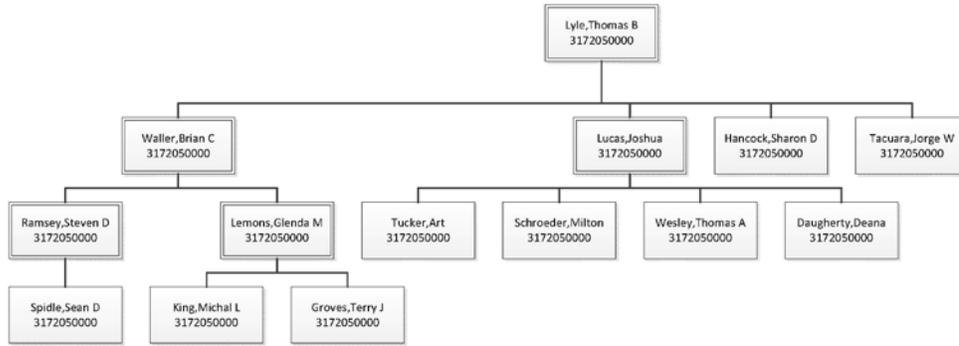


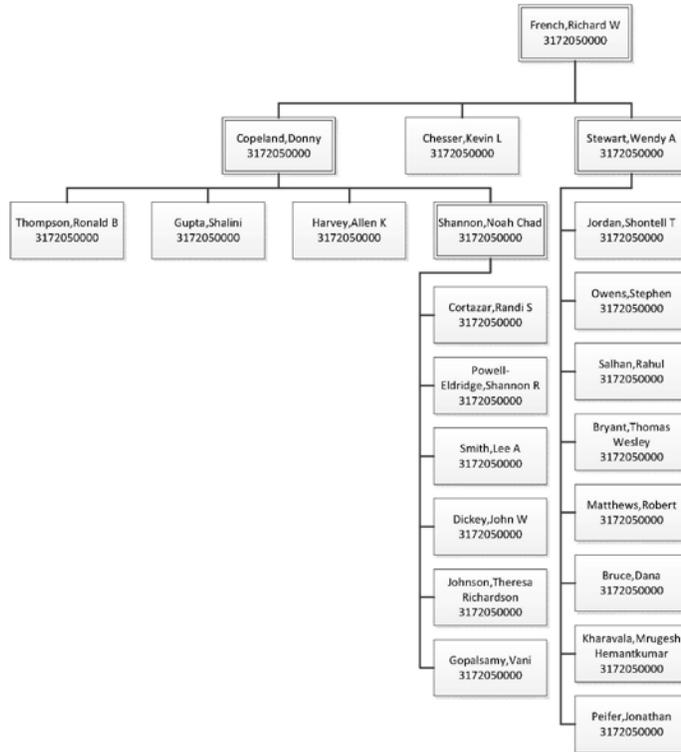


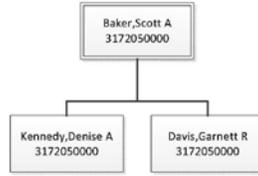


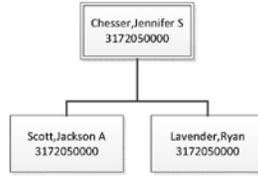


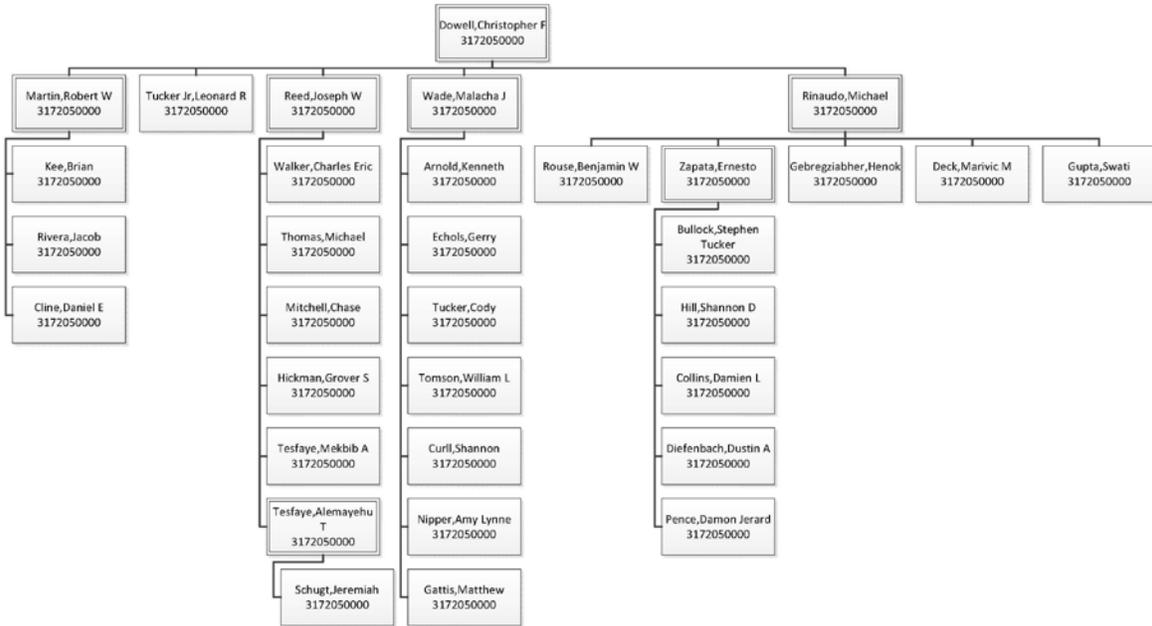


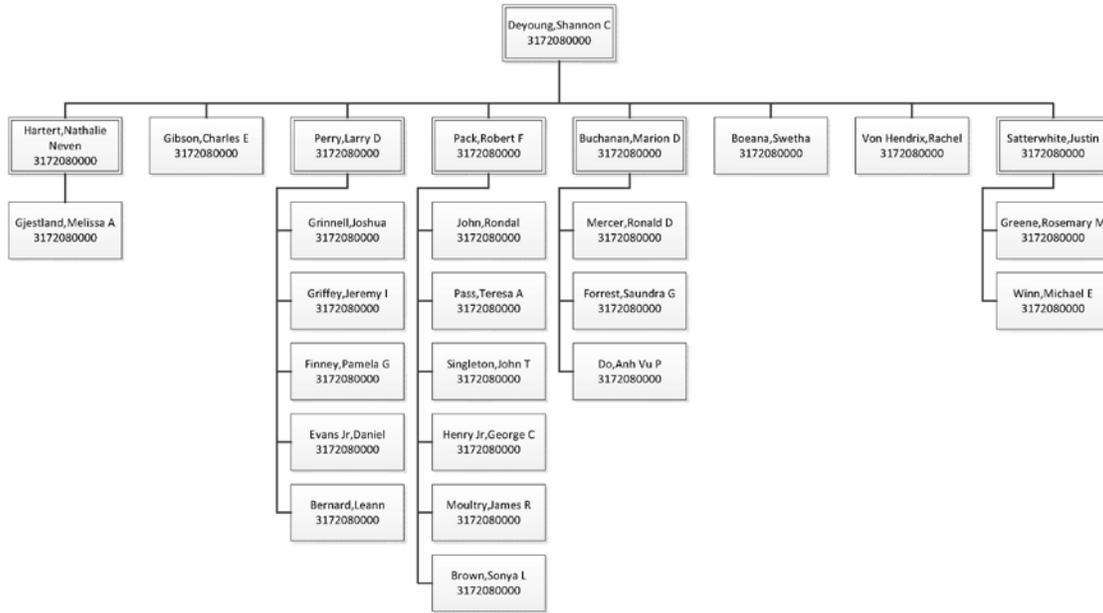


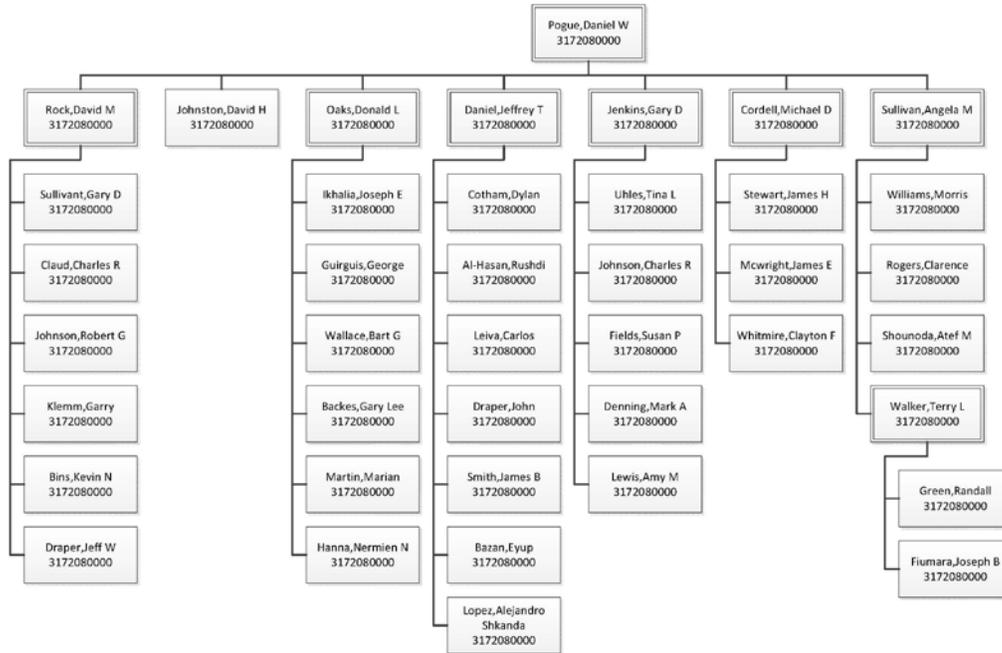


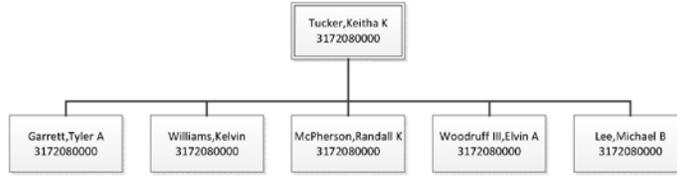


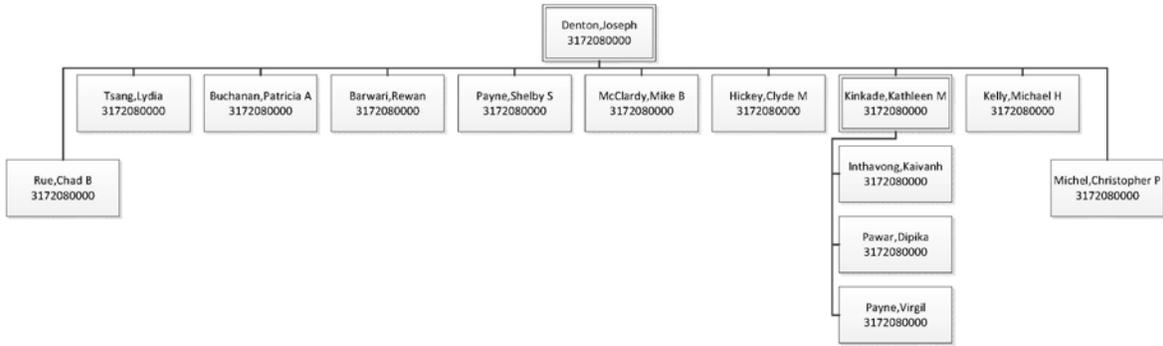


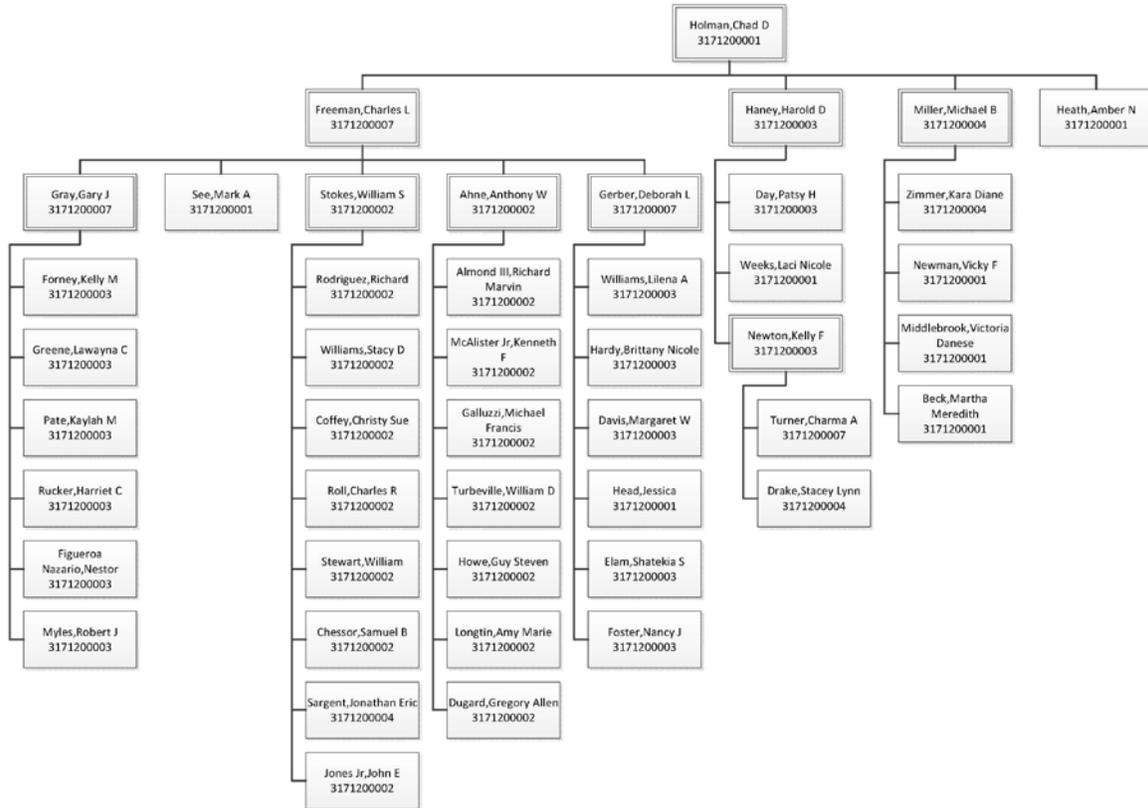


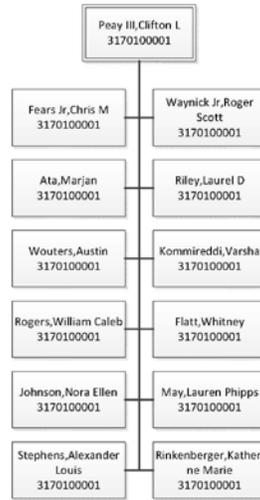












**Chapter 02 – RESPONSIBLE OFFICIALS**

**THRC DIRECTIVES**

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

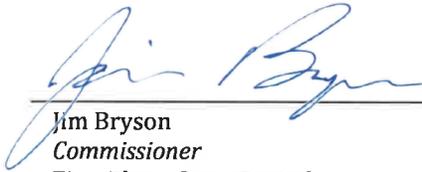
**DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE**



Lucian Geise  
*Title VI & Title IX Coordinator*  
General Counsel  
20<sup>th</sup> Floor, Tennessee Tower  
312 Rosa L Parks Avenue  
Nashville, Tennessee 37243



Date Signed



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

9/26/2022

Date Signed

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

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

Veronica Coleman	Division of Accounts	 Digitally signed by Veronica Coleman Date: 2022.09.23 13:04:27 -05'00'
Mike Corricelli	Division of Accounts	<b>Mike Corricelli</b> Digitally signed by Mike Corricelli DN: cn=Mike Corricelli, o=State of Tennessee, ou=Department of Finance & Administration, email=Mike.Corricelli@tn.gov, c=US Date: 2022.09.23 06:13:02 -05'00'
Anna Catherine Davenport	Commissioner's Office	 Anna Catherine Davenport 2022.09.23 15:17:48 -05'00'
Thad DelConte	Office of Internal Audit	 Thad DelConte 2022.09.23 07:07:59 -05'00'
Mary Byrd Ferrara	Office of General Counsel	Mary Byrd Ferrara Digitally signed by Mary Byrd Ferrara Date: 2022.09.23 08:15:58 -05'00'
Mitzi Hale	Strategic Technology Solutions	<b>Mitzi R. Hale</b> Digitally signed by Mitzi R. Hale Date: 2022.09.26 08:16:07 -05'00'
Buddy Lea	Division of Administration	<b>Buddy Lea</b> Digitally signed by Buddy Lea Date: 2022.09.25 09:02:28 -05'00'
Christin Lotz	Office of Evidence and impact	
Christa Martin	Benefits Administration	<b>Christa Martin</b> Digitally signed by Christa Martin Date: 2022.09.23 06:52:29 -05'00'
Eugene Neubert	Commissioner's Office	Eugene H. Neubert Digitally signed by Eugene H. Neubert Date: 2022.09.23 05:54:43 -05'00'
Addy Newsom	Strategic Technology Solutions	<b>Addy Newsom</b> Digitally signed by Addy Newsom Date: 2022.09.26 09:45:10 -05'00'
David Sledge	Division of Administration	
Jim Snell	Volunteer Tennessee	 Digitally signed by Jim Snell Date: 2022.09.23 07:03:00 -05'00'
Amanda Treat	Division of Administration	 Digitally signed by Amanda Treat Date: 2022.09.23 07:31:57 -05'00'
Lisa VonHaeger	Division of Accounts	<b>Lisa von Haeger</b> Digitally signed by Lisa von Haeger Date: 2022.09.23 06:43:43 -05'00'
Ronald G. Williams	Office of Criminal Justice Programs	<b>Ronald Williams</b> Digitally signed by Ronald Williams Date: 2022.09.23 07:42:11 -05'00'

## Chapter 03 - DEFINITIONS

### THRC DIRECTIVES

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

#### DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **Chapter 04 – NON-DISCRIMINATION POLICY**

### **THRC DIRECTIVES**

Provide the following:

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

### **DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE**

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

The department complies with the Department of Finance and Administration Policy 36 - Nondiscrimination Policy and Complaint Procedures and attached Complaint form (Revised 02/2021), which sets forth the agency's civil rights policy and its procedure for filing and processing a discrimination complaint.

In addition to its civil rights policy, the department complies with DOHR Policy 12-008, the statewide EEO policy\*; and the Department of Finance and Administration Policy 37 - Investigations of Allegations of Illegal Discrimination and Harassment, Attachment 1 Intake Referral Form (Revised 10/2021) which set forth the State of Tennessee and the Department of Finance and Administration's procedures for reporting and investigating complaints of workplace harassment and discrimination.

\* DOHR Policy 12-008 was revised on September 9, 2022. .

# POLICY

<b>Approved by:</b> Howard H. Eley, Commissioner	<b>Policy Number:</b> 36
<b>Signature:</b> Howard H. Eley <small>Digitally signed by Howard H. Eley DN: cn=Howard H. Eley, o=Department of Finance and Administration, ou=Department of Finance and Administration, email=Howard.H.Eley@state.tn.us</small>	<b>Supersedes:</b> F&A Policy #36 dtd April 01, 2019
<b>Application:</b> Finance & Administration Employees, Finance & Administration Service Recipients, and Finance & Administration Grant Sub-recipients	<b>Effective Date:</b> February 01, 2021
<b>Authority:</b>	<b>Rule:</b>

**Subject:**

## Nondiscrimination Policy and Complaint Procedures

### I. Policy.

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

## **F & A Policy:**

### **Nondiscrimination Policy and Complaint Procedures**

**Policy Number: 36**

Revised:

February 01, 2021

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

#### **II. Procedure for Filing a Discrimination Complaint.**

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

---

*Tennessee Department of Finance & Administration*

Page 2 of 4

<b>F &amp; A Policy:</b> <b>Nondiscrimination Policy and Complaint Procedures</b>	<b>Policy Number: 36</b> Revised: February 01, 2021
--	---

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

Tennessee Human Rights Commission 312 Rosa Parks Ave, 23rd floor WRS Tennessee Tower Nashville, TN 37243	U.S. Office for Civil Rights Office of Justice Programs U.S. Department of Justice 810 7 <sup>th</sup> Street NW Washington, DC 20531
---	---

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

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

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

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

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

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

**F & A Policy:****Nondiscrimination Policy and Complaint Procedures****Policy Number: 36**

Revised:

February 01, 2021

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

**CIVIL RIGHTS COMPLAINT INFORMATION**

<b>Your name, address, and telephone number(s):</b>
Phone: _____

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

<b>Name, address and telephone number(s) of agency or organization involved in your complaint:</b>
Phone: _____

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

Name	Address	Telephone

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

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

**Does your charge of discrimination involve?**

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

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

Beginning:    Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

Ending:        Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**CIVIL RIGHTS COMPLAINT INFORMATION**

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

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

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

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

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

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

DATE \_\_\_\_\_ SIGNED: \_\_\_\_\_

Deliver or Mail to:

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

**CIVIL RIGHTS COMPLAINT INFORMATION**

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

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

Why do you believe this occurred?

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

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

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

Name	Address	Telephone



<b>Approved by:</b> Juan Williams, Commissioner	<b>Policy Number:</b> 12-008 (Rev. 09/02/2022)
<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.

<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.

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

To aid employees in identifying prohibited behavior, the following specific examples of workplace discrimination and harassment are provided. These examples are not exhaustive; they illustrate, however, the types of conduct that violate this policy:

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

#### *B. Hostile Work Environment*

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

#### *C. Sexual Harassment*

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

---

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

<b>DOHR Policy: Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

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.

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 3 of 12

<b>DOHR Policy: Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

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

**How to Report Incidents of Discrimination or Harassment**

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

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

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

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

### **How Complaints are Investigated and Resolved**

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

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

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

### **How Confidentiality is Treated**

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

### **Directive to Supervisory Personnel**

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

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 5 of 12

<b>DOHR Policy: Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

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

**Corrective Action for Violation of this Policy**

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

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

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

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

PR-0411 (Rev. 2017)

### Attachment 1 - Intake/Referral Form

#### Statement Concerning Confidentiality

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

NAME OF COMPLAINANT OR PERSON REPORTING EVENT:

\_\_\_\_\_

EMAIL/TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT:

EMAIL: \_\_\_\_\_

WORK: \_\_\_\_\_

PREFERRED: \_\_\_\_\_

NAME OF AGENCY AND DIVISION INVOLVED:

\_\_\_\_\_

NAME OF ACCUSED PERSON(S):

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

\_\_\_\_\_  
*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 7 of 12

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

DATE OF EARLIEST OCCURRENCE OF EVENTS?

---

DATE OF LATEST OCCURRENCE OF EVENTS?

---

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

---

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

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 8 of 12

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

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

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

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

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

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 9 of 12

**DOHR Policy:**  
**Workplace Discrimination and Harassment**

**Policy Number:** 12-008  
(rev. 09/02/2022)

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

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

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

SIGNATURE OF COMPLAINANT: \_\_\_\_\_

DATE: \_\_\_\_\_

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 10 of 12

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

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:

\_\_\_\_\_

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 11 of 12

<b>DOHR Policy:</b> <b>Workplace Discrimination and Harassment</b>	<b>Policy Number:</b> 12-008 (rev. 09/02/2022)
---	---

**Attachment 2 – Employee Acknowledgement Form**

**Workplace Discrimination and Harassment Policy**

**Employee Acknowledgement**

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

\_\_\_\_\_  
Employee Signature\*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resources Office Signature

\_\_\_\_\_  
Date

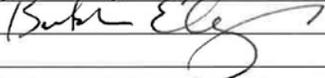
\* By acknowledging this policy via the Edison system, I agree that my acknowledgement is the equivalent to my handwritten signature.

---

*Tennessee Department of Human Resources*

To lead enterprise human capital management for the optimal customer experience.

Page 12 of 12

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

**Subject:**

**Investigations of Allegations of Illegal Discrimination and Harassment**

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

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

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

<b>F&amp;A Policy: Investigations of Allegations of Illegal Discrimination and Harassment</b>	<b>Policy Number: 37</b>
---	--------------------------

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

<b>F&amp;A Policy:</b> <b>Investigations of Allegations of Illegal Discrimination and Harassment</b>	<b>Policy Number: 37</b>
---	--------------------------

Attachment 1

**Intake/Referral Form**

**Statement Concerning Confidentiality**

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

NAME OF COMPLAINANT OR PERSON REPORTING EVENT: \_\_\_\_\_

TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT: \_\_\_\_\_

POSITION OF COMPLAINANT: \_\_\_\_\_

WORK PHONE NUMBER: \_\_\_\_\_

PREFERRED (IF DIFFERENT FROM ABOVE): \_\_\_\_\_

NAME OF AGENCY AND DIVISION INVOLVED: \_\_\_\_\_

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

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

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

\_\_\_\_\_

DATE OF EARLIEST OCCURRENCE OF EVENTS? \_\_\_\_\_

DATE OF LATEST OCCURRENCE OF EVENTS? \_\_\_\_\_

\_\_\_\_\_  
*Tennessee Department of Finance & Administration*

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

---

---

---

---

---

---

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

---

---

---

---

---

---

---

---

---

---

---

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

---

---

---

DESCRIBE HOW OTHERS WERE TREATED DIFFERENTLY THAN YOU:

---

---

---

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

---

---

---

---

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

---

---

---

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

---

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

*Tennessee Department of Finance & Administration*

SIGNATURE OF COMPLAINANT: \_\_\_\_\_ DATE: \_\_\_\_\_

---

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

PRINTED NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DIVISION: \_\_\_\_\_

WORK TELEPHONE NUMBER: \_\_\_\_\_

DATE COMPLAINT RECEIVED: \_\_\_\_\_

DATE FORM COMPLETED: \_\_\_\_\_

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

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

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

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

DATE ON WHICH THE FORM WAS FORWARDED:

\_\_\_\_\_

## Chapter 05 –*CIVIL RIGHTS OFFICE*

### THRC DIRECTIVES

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

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

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

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

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

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

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

### Responsibilities and Resources Committed to Title VI and Title IX Compliance

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

#### Statewide Approach

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

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

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

**Departmental Approach**

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

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

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

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

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

## Chapter 06 – *DISCRIMINATORY PRACTICES*

### THRC DIRECTIVES

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

#### PROHIBITED PRACTICES

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

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

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

#### ENCOURAGED PRACTICES

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

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

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

## Chapter 07 – FEDERAL PROGRAMS OR ACTIVITIES

### THRC DIRECTIVES

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

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

#### FEDERAL PROGRAMS OR ACTIVITIES

##### Contract/Grant Program Overview

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

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

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

- The Federal Financial Assistance Listing can be seen in Appendix B of this document.
- The total FFA amount is \$ 262,306,324.00.
- The sub-Recipients and Vendors Listing can be seen in Appendix C of this document.

##### Federal Funding Sources

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

Although OCJP has no pending federal applications for submission, OCJP has only received the official 2019 awards for STOP and SASP. The balances listed below reflect the federal allocation amounts at the time of submission.

CONTRACT/GRANT PROGRAMS RECEIVING FEDERAL FUNDS

**OCJP**

*Note: Funds listed in the following table as “Budgeted Federal Funds” are the actual amounts allocated for each of these grants for TN FY2022, while funds listed in the Governor’s Recommended Budget include the total amount awarded under these grant programs in FY2021. Funds have already been allocated from the number in the Governor’s Recommended Budget for future fiscal years, resulting in the difference.*

Budgeted Federal Funds	Program Description
\$ 4,014,144	<b>Edward Byrne Justice Assistance Grant</b> — formula grant programs set up to assist state and local criminal justice agencies in reducing illegal drug and violent crime activities. Some special issues addressed by this program include improvement of criminal history records in Tennessee, community policing, domestic violence prevention and intervention, school violence prevention, drug offender prosecution and treatment, and correctional systems improvement. This amount includes the PREA carveout.
\$ 539,625	<b>Residential Substance Abuse Treatment Program (RSAT)</b> —provides for substance abuse treatment programs for state and local prisoners in state and local correctional facilities.
\$ 56,512,198	<b>Victims of Crime Act (VOCA)</b> —a formula grant program that provides services that directly improve the health and well-being of victims of crime with priority given to victims of child abuse, domestic violence, and sexual assault and services for previously under-served victims.
\$ 2,261,751	<b>Family Violence Prevention and Services Act (FVPSA)</b> —a formula grant program funded through the Department of Health and Human Services that supports domestic violence shelters and the work they do across the state of Tennessee.
\$ 366,341	<b>Paul Coverdell Forensic Science Improvement Program</b> — provides grants to States and units of local government to help improve the quality and timeliness of forensic science and medical examiner services. Among other things, funds may be used to eliminate a backlog in the analysis of forensic evidence; and to train and employ forensic laboratory personnel, as needed, to eliminate such a backlog.
\$ 4,844,251	<b>National Criminal History Improvement Program (NCHIP)</b> - funds to enhance the crime fighting and criminal justice capabilities of State government by improving the accuracy, utility and interstate accessibility of criminal history records and enhancing orders of protection involving domestic violence and stalking, sex offender records, automatic identification systems.
\$ 2,820,285	<b>NICS Act Record Improvement Program (NARIP)</b> - implements the grant provisions of the NICS Improvement Amendments Act of 2007 (Pub. L. No.110-180 (codified at 18 U.S.C. § 922 note)) enacted on January 8, 2008. The program is designed to improve the records available to NICS. This is accomplished by helping to improve the completeness, automation and transmittal of records to state and federal systems
\$ 2,775,454	<b>STOP Violence Against Women Program</b> —a formula grant program funded through the Office on Violence Against Women whose purpose is to promote a coordinated, multi-disciplinary approach to improving the criminal justice system’s response to violence against women. It envisions a partnership among law enforcement, prosecution, courts and victim advocacy organizations to enhance victim safety and hold offenders accountable for their crimes of violence against women.
\$ 491,793	<b>Sexual Assault Services Program</b> - a formula grant program funded through the Office on Violence Against Women which is the first Federal funding stream solely dedicated to the provision of direct intervention and related assistance for victims of sexual assault.

<p>\$ 467,802</p>	<p><b>Project Safe Neighborhoods (PSN)</b> - is designed to create and foster safer neighborhoods through a sustained reduction in violent crime, including, but not limited to, addressing criminal gangs and the felonious possession and use of firearms. The program's effectiveness depends upon the ongoing coordination, cooperation, and partnerships of local, state, tribal, and federal law enforcement agencies-and the communities they serve-engaged in a unified approach led by the U.S. Attorney Office (USAO) in all 94 districts.</p>
<p>\$ 11,987,685</p>	<p><b>Coronavirus Emergency Supplemental Funding</b> - Funds awarded under the CESF Program must be utilized to prevent, prepare for, and respond to the coronavirus. Allowable projects and purchases include, but are not limited to, overtime, equipment (including law enforcement and medical personal protective equipment), hiring, supplies (such as gloves, masks, sanitizer), training, travel expenses (particularly related to the distribution of resources to the most impacted areas), and addressing the medical needs of inmates in state, local, and tribal prisons, jails, and detention centers.</p>
<p>\$ 43,510</p>	<p><b>ARP II Workforce Support</b> - The purpose of these allowable workforce capacity building expenses is to ensure the continuity of domestic violence services in local communities by allowing supplement funding to be used to sustain an advocacy workforce to prevent, prepare for, and respond to the needs of domestic violence survivors impacted by the COVID-19 public health emergency. A sustainable workforce is needed to operate COVID-19 testing programs, COVID-19 mitigation programs, or mobile health units access programs; and to coordinate partnerships with health departments for each local program to keep families healthy and safe during the COVID-19 public health emergency.</p>
<p>\$ 25,000</p>	<p><b>ARP III Sexual Assault</b> - The purpose of the ARP Grants to Support Survivors of Sexual Assault is to 1) assist with the transition to virtual/remote services for rape crisis centers, sexual assault programs, tribal programs, and culturally specific programs that provide crisis services, support services, and assistance to survivors of sexual assault, and 2) support the increased emergency needs of sexual assault survivors as a result of the COVID-19 public health emergency.</p>
<p>\$ 495,446</p>	<p><b>Family Violence Prevention and Services Act (FVPSA) CARES-</b> This supplemental funding comes through provisions of the CARES Act, which was signed into law on March 27, 2020. This funding will provide flexibility in how agencies can prevent, prepare for, and respond to the COVID-19 public health emergency while addressing the evolving needs of domestic violence survivors and local domestic violence programs within their communities.</p>
<p>\$ 51,980</p>	<p><b>Emergency Federal Law Enforcement Assistance (EFLEA)</b>- The EFLEA Program is by invitation only and provided to mitigate the effects of emergency situations in the affected state and local jurisdictions. The state must reimburse these jurisdictions in a manner proportionate to the incident and the areas affected</p>
<p>\$ 95,000</p>	<p><b>Connect and Protect: Law Enforcement Behavioral Health Responses (Connect and Protect)</b>- The Connect and Protect: Law Enforcement Behavioral Health Response Program is part of the Justice and Mental Health Collaboration Program (JMHC). It is designated to support law enforcement-behavioral health cross-system collaboration and to improve public safety responses and outcomes for individuals with mental illness (MI) or co-occurring mental illness and substance abuse (CMISA) who come into contact with the criminal justice system. BJA is seeking applicants to design or enhance a law enforcement-behavioral health response to people with MI and CMISA who come into contact with law enforcement due to their illness.</p>

\$ 766,473	Improving Criminal Justice System Responses to Domestic Violence, Dating Violence, Sexual Assault, and Stalking Grant Program (ICJR)- The ICJR Program encourages state, local, and tribal governments and courts to treat domestic violence, dating violence, sexual assault, and stalking as serious violations of criminal law requiring the coordinated involvement of the entire criminal justice system.
\$ 88,558,738	Sub-Total for OCJP

**Volunteer Tennessee**

Budgeted Federal Funds	Program Description
\$ 5,626,911	<b>AmeriCorps</b> - the “domestic Peace Corps” where many Tennesseans are getting things done through service in exchange for help financing their higher education or repaying their student loans. AmeriCorps seeks to harness the energy and idealism of Tennesseans who are dedicated to making their communities and the country a better place to live. Tennessee has 19 AmeriCorps programs across the state. Grant funds are formula and competitive.
\$ 127,864	<b>Commission Support Grant (Volunteer Center/Youth Civic Engagement)</b> - competitive grant program to develop and/or support community-based entities to recruit, manage, and support volunteers and involve young people between the ages of five and seventeen in service-learning projects that simultaneously support student development and meet community needs.
\$ 5,754,775	Sub-Total for Volunteer Tennessee

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

\$ 94,313,513	Total for Department of Finance & Administration
---------------	--

**ASSURANCES and CERTIFICATIONS**

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

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

As a State Administering Agency (SAA) of the Department of Justice (DOJ), F & A must establish and implement written Methods of Administration (MOA) for ensuring their sub recipients’ compliance with the prohibition against race, color, and national origin discrimination contained in Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d) and the Department of Justice (DOJ) regulations at 28 C.F.R. pt. 42, subpt. C; the prohibition against disability discrimination contained in Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794) and the DOJ regulations at 28 C.F.R. pt. 42, subpt. G; the prohibition against age discrimination contained in the Age Discrimination Act of 1975 (42 U.S.C. § 6102) and the DOJ regulations at 28 C.F.R. pt. 42, subpt. I; and the prohibition against sex discrimination in education programs contained in Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) and the DOJ regulations at 28 C.F.R. pt. 54. These Methods of Administration (MOA) are the reasonable assurance that SAAs provide to the DOJ that they are ensuring the civil rights compliance of their sub recipients. The OCJP submitted the written MOA to the DOJ, Office for Civil Rights (OCR), and received official approval dated May 1, 2019. This approval satisfies compliance for three years after the date of the letter. In April 2022, OCJP submitted an updated MOA to OCR, who confirmed receipt. OCJP is awaiting the approval letter.

## **Volunteer Tennessee**

### *Instructions*

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

a) Inability to certify

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

b) Erroneous certification or assurance

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

c) Notice of error in certification or assurance

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

d) Definitions

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

e) Assurance requirement for sub grant agreements

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

f) Assurance inclusion in sub grant agreements

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

g) Assurance of sub grant principals

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

h) Non-assurance in sub grant agreements

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

i) Prudent person standard

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

*ASSURANCES*

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

- Has the legal authority to apply for federal assistance, and the institutional, managerial, and financial capability (including funds sufficient to pay the non-federal share of project costs) to ensure proper planning, management, and completion of the project described in this application.
- Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the state, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
- Will establish safeguards to prohibit employees from using their position for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
- Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
- Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. 4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 CFR 900, Subpart F).
- Will comply with all federal statutes relating to nondiscrimination. These include but are not limited to: Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color, or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of disability (d) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) sections 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290dd-3 and 290ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the National and Community Service Act of 1990, as amended; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
- Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of federal or federally assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of federal participation in purchases.

- Will comply with the provisions of the Hatch Act (5 U.S.C. 1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
- Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C 276a and 276a-77), the Copeland Act (40 U.S.C 276c and 18 U.S.C. 874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333), regarding labor standards for federally assisted construction sub-agreements.
- Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires the recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
- Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved state management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C 1451 et seq.); (f) conformity of federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
- Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C 1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
- Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16U.S.C. 469a-l et seq.).
- Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
- Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm-blooded animals held for research, teaching, or other activities supported by this award of assistance.
- Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§ 4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
- Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act of 1984, as amended, and OMB Circular A-133, Audits of States, Local Governments, and Non-Profit Organizations.
- Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, application guidelines, and policies governing this program.
- Will comply with all rules regarding prohibited activities, including those stated in applicable Notice, grant provisions, and program regulations, and will ensure that no assistance made available by the Corporation will be used to support any such prohibited activities.
- Will comply with the nondiscrimination provisions in the national service laws, which provide that an individual with responsibility for the operation of a project or program that receives assistance under the national service laws shall not discriminate against a participant in, or member of the staff of, such project or program on the basis of race, color, national origin, sex, age, political affiliation, disability, or on the basis of religion. (NOTE: the prohibition on religious discrimination does not apply to the employment of any staff member paid with non-Corporation funds or paid with Corporation funds but employed with the organization operating the project prior to or on the date the grant was awarded. If your organization is a faith-based organization that makes hiring decisions on the basis of religious belief, your organization may be entitled, under the Religious Freedom Restoration Act, 42 U.S.C. § 2000bb, to receive federal funds and yet maintain that hiring practice, even though the national service legislation includes a restriction on religious discrimination in employment of staff hired to work on a Corporation-funded project and paid with Corporation grant funds. (42 U.S.C. §§ 5057(c) and

12635(c)). For the circumstances under which this may occur, please see the document “Effect of the Religious Freedom Restoration Act on Faith-Based Applicants for Grants” on the Corporation’s website at: <http://www.usdoj.gov/archive/fbci/effect-rfra.pdf>.

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

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

*CERTIFICATIONS*

***Certification – Debarment, Suspension, and Other Responsibility Matters***

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

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

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

***Certification – Drug Free Workplace***

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

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

- A. Publishing a drug-free workplace statement that:
  - i. Notifies employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace;
  - ii. Specifies the actions that the grantee will take against employees for violating that prohibition; and
  - iii. Informs employees that, as a condition of employment under any award, each employee will abide by the terms of the statement and notify the grantee in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace within five days of the conviction;

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

***Certification - Lobbying Activities***

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

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

***Erroneous certification or assurance***

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

***Notice of error in certification or assurance***

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

### ***Definitions***

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

### ***Assurance requirement for sub grant agreements***

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

### ***Assurance inclusion in sub grant agreements***

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

### ***Assurance of sub grant principals***

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

### ***Non-assurance in sub grant agreements***

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

### ***Prudent person standard***

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

### ***Certification - Grant Review Process (State Commissions Only)***

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

**Office of Criminal Justice Programs**

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

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

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

**Agency Name:**

**Project Director's Name:**

**Agency Address:**

**Project Director's Phone:**

**Grant Project Title:**

**Grant Start Date:**

**Grant End Date:**

**Grant Duration:**

**Grant Amount:**

**I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:**

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

1. I certify that this agency will maintain data (and submit when required) to ensure that:
  - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
  - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
  - c. all projects and activities of our agency will take reasonable steps to provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
  - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.
  
2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
  - a. Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. § 10228);
  - b. Victims of Crime Act (34 U.S.C. § 20110(e));
  - c. Juvenile Justice and Delinquency Prevention Act of 2002 (34 U.S.C. § 11182(b));
  - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
  - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
  - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
  - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
  - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
  - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
  - j. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13)

[Type text]



## Chapter 08 – DATA COLLECTION AND ANALYSIS

### THRC DIRECTIVES

Provide a description of how the agency collects its data:

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

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

#### DATA COLLECTION

##### Service Provider Registry System

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

##### Tracking

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

#### PROGRAM BENEFICIARY DIVERSITY

The two divisions within Finance and Administration with beneficiaries are the Office of Criminal Justice Programs and Volunteer Tennessee. There are 96,863 clients served in Office of Criminal Justice Programs and 1,883 with Volunteer Tennessee for a department total of 98,746.

##### Diversity of Criminal Justice Beneficiaries

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

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

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

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

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

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

**EXHIBIT 2**  
**Diversity of Beneficiaries Served in OCJP Funded Programs**

September 2021 – September 2022

	<b>VOCA</b>	<b>STOP</b>	<b>FVPSA<sup>1</sup></b>	<b>SASP</b>	<b>RSAT</b>
<b>Total Clients</b>	<b>87,262</b>	<b>1,550</b>	<b>17,383</b>	<b>43</b>	<b>773</b>
<b>Race</b>					
African-American	<b>21,353</b> 24.47%	<b>509</b> 32.84%	<b>3,177</b> 18.28%	<b>35</b> 81.40%	<b>106</b> 13.71%
American Indian/Native Alaskan	<b>178</b> .20%	<b>7</b> .45%	<b>55</b> .32%	<b>0</b> 0%	<b>0</b> 0%
Asian	<b>480</b> .58%	<b>7</b> .45%	<b>108</b> .62%	<b>0</b> 0%	<b>0</b> 0%
Native Hawaiian/Pacific Islander	<b>90</b> .10%	<b>2</b> .13%	<b>27</b> .16%	<b>0</b> 0%	<b>0</b> 0%
Hispanic	<b>6,505</b>	<b>73</b>	<b>991</b>	<b>0</b>	<b>7</b>

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

	7.45%	4.71%	5.70%	0%	.91%
White	<b>46,817</b>	<b>910</b>	<b>11,708</b>	<b>8</b>	<b>574</b>
	53.65%	57.71%	67.35%	18.60%	74.26%
Other/Multiple Races	<b>403</b>	<b>12</b>	<b>307</b>	<b>0</b>	<b>0</b>
	.46%	.77%	1.77%	0%	0%
Unknown	<b>11,436</b>	<b>30</b>	<b>1,010</b>	<b>0</b>	<b>0</b>
	13.11%	1.94%	5.81%	0%	0%
<b>Total Race</b>	<b>87,262</b>	<b>1,550</b>	<b>17,383</b>	<b>43</b>	<b>773</b>
<b>Gender</b>					
Female	<b>59,449</b>	<b>1,245</b>	<b>13,847</b>	<b>40</b>	<b>185</b>
	68.13%	80.32%	75.28%	90.02%	23.93%
Male	<b>21,292</b>	<b>295</b>	<b>3,159</b>	<b>3</b>	<b>505</b>
	24.40%	19.03%	18.17%	6.98%	65.33%
Gender Unknown/ Not Reported or Tracked	<b>6,521</b>	<b>6</b>	<b>1,070</b>	<b>0</b>	<b>83</b>
	7.47%	.39%	6.16%	0%	10.74%
<b>Total Gender</b>	<b>87,262</b>	<b>1,546</b>	<b>17,383</b>	<b>43</b>	<b>773</b>
<b>Age</b>					
12 or under	<b>12,825</b>	<b>N/A</b>	<b>2,785</b>	<b>0</b>	<b>N/A</b>
	14.70%		16.02%	0%	
13-17	<b>7,358</b>	<b>43</b>	<b>703</b>	<b>2</b>	<b>N/A</b>
	8.43%	2.77%	4.04%	4.65%	
18-24	<b>8,792</b>	<b>266</b>	<b>1,948</b>	<b>8</b>	<b>52</b>
	10.08%	17.16%	11.21%	18.60%	6.73%
25-40	<b>42,666</b>	<b>1,116</b>	<b>10,333</b>	<b>33</b>	<b>434</b>
	48.89%	72.00%	59.44%	76.74%	56.14%
41-59					<b>271</b>
					35.06%

60+	<b>8,326</b> 9.54%	<b>94</b> 6.06%	<b>1,069</b> 6.15%	<b>0</b> 0%	<b>16</b> 2.07%
Age Unknown	<b>7,295</b> 8.36%	<b>31</b> 2.00%	<b>545</b> 3.14%	<b>0</b> 0%	<b>0</b> 0%
<b>Total Age</b>	<b>87,262</b>	<b>1,550</b>	<b>17,383</b>	<b>43</b>	<b>773</b>
<b>Other**</b>					
Disabled	<b>9,577</b> 10.97%	<b>163</b> 10.52%	<b>2,150</b> 12.37%	<b>2</b> 4.65%	<b>20</b> 2.59%
English as Second Language	<b>6,114</b> 7.01%	<b>10</b> .65%	<b>438</b> 2.52%	<b>0</b> 0%	<b>8</b> 1.03%
Immigrant/Refugee	<b>5,879</b> 6.74%	<b>3</b> .19%	<b>364</b> 2.09%	<b>0</b> 0%	<b>1</b> .13%
Rural	<b>N/A</b>	<b>495</b> 31.94%	<b>N/A</b>	<b>0</b> 0%	<b>267</b> 34.54%

\* Most recent data available.

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

### **AmeriCorps Program Enrollees**

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

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

AMERICORPS ENROLLMENT DIVERSITY

ETHNICITY/ GENDER/DISABILITY	NUMBER OF PARTICIPANTS	PERCENT OF TOTAL
Black/African American	220	43%
American Indian/Native Alaskan	4	0.8%
Asian	8	1.6%
Native Hawaiian/Other Pacific Islander	0	0%
Hispanic/Latino	13	2.5%
White/Caucasian	258	50.5%
Other/Unknown	18	3.5%
Female	388	75.9%
Male	122	2.93%
Members with Disabilities	5	1%

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

**STATEWIDE DEMOGRAPHICS**

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

AMERICAN COMMUNITY SURVEY STATISTICS:  
DIVERSITY OF STATE OF TENNESSEE POPULATION

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

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

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

Source: U.S. Census Bureau, American Community Survey, Product: 2019: ACS 1-Year Estimates Data Profiles, <https://data.census.gov/cedsci/table?q=United%20States&g=0400000US47&tid=ACSDP1Y2019.DP05&hidePreview=true> (accessed 9/21/2020).

## WORKFORCE DIVERSITY

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

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

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

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

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

- communicating the value of workforce diversity by recognizing that our strength is in our differences;

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

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

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

As of September 2021, the senior staff responsible for F&A consists of the following individuals:

<b>Title</b>	<b>Individual</b>	<b>Demographics</b>
Commissioner	Jim Bryson	White, Male
Deputy Commissioner	Eugene Neubert	White, Male
Legislative Liaison	Keith Boring	White, Male
Director, Human Resources	Dana Braxton	White, Female
Legislative Liaison	Trevin Ayers	White, Male
Chief of Accounts	Mike Corricelli	White, Male
Chief Information Officer	Stephanie Dedmon	White, Female
Director, Internal Audit	Thad DelConte	White, Male
General Counsel	Lucian Geise	White, Male
Inspector General	Kimberly Harmon	White, Female
Controller	Felenceo Hill	Black, Female
Director, Talent Management	Kelly Lancaster	White, Male
Assistant Commissioner, Administration	Buddy Lea	White, Male
Assistant Commissioner, Benefits Administration	Laurie Lee	White, Female
Director, Customer Focused Government	Clifton Peay	Black, Male
Director, Enterprise Resource Planning	Clyde Phillips	White, Male
Information Officer	Lola Potter	White, Female
Director, Office of Evidence & Impact	Christin Lotz	White, Female
Deputy Assistant to the Commissioner	Steve Townsend	White, Male
Director, Budget	David Thurman	White, Male

**F&A MINORITY REPRESENTATION OF AGENCY STAFF\***

\* as of September 24, 2022 per Edison BI, provided by the Human Resources Office, TN Dept. of Finance & Administration

Employee Ethnic Group Description	# of Executive	# of Preferred	# of Non-Preferred	# of Non-Competitive	Totals
American Indian or Alaska Native	1	2	0	0	3
Asian	23	92	2	0	108
Black or African American	66	265	2	2	345
Hispanic or Latino	8	25	1	0	26
Native Hawaiian or Other Pacific Islander	0	1	0	0	1
Other	8	45	1	0	51
Two or More Races	1	3	1	0	4
Unassigned	0	1	0	0	1
Unknown	2	2	0	0	2
White (Not Hispanic or Latino)	426	944	25	1	1,427
<b>Grand Total</b>	<b>535</b>	<b>1,380</b>	<b>32</b>	<b>3</b>	<b>1,968</b>

Employee Ethnic Group Description	% of Executive	% of Preferred	% of Non-Preferred	% of Non- Competitive	% of Total Employees
American Indian or Alaska Native	0.19%	0.14%	0.00%	0.00%	0.15%
Asian	4.30%	6.67%	6.25%	0.00%	5.49%
Black or African American	12.34%	19.20%	6.25%	66.67%	17.53%
Hispanic or Latino	1.50%	1.81%	3.13%	0.00%	1.32%
Native Hawaiian or Other Pacific Islander	0.00%	0.07%	0.00%	0.00%	0.05%
Other	1.50%	3.26%	3.13%	0.00%	2.59%
Two or More Races	0.19%	0.22%	3.13%	0.00%	0.20%
Unassigned	0.00%	0.07%	0.00%	0.00%	0.05%
Unknown	0.37%	0.14%	0.00%	0.00%	0.10%
White (Not Hispanic or Latino)	79.63%	68.41%	78.13%	33.33%	72.51%
<b>Grand Totals</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## Chapter 09 – LIMITED ENGLISH PROFICIENCY (LEP)

### THRC DIRECTIVES

Please include the following:

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

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance & Administration conducted a survey of its divisions to assess the need for LEP services throughout the department. The survey requested that division and office directors report on their contacts with LEP persons in FY 2022, the number of LEP persons included in the population served by the division or office, and whether or not denial or delay of access to their services or information might have serious or life-threatening implications for LEP persons. The nature of the business of most divisions and offices of F&A involves services provided to other state agencies, and therefore does not involve contacts with LEP persons or the provision of services to potential LEP persons. Two exceptions are the Office of Inspector General (OIG), which investigates fraud in the TennCare program, and the Division of Benefits Administration, which coordinates the provision of state employee benefits statewide. In FY22, OCJP provided LEP guidance and requirements for all subrecipients.

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

The Division of Benefits Administration, specifically the benefits service center, reported LEP contacts during FY2022. In the past year, the service center has had contact with two individuals requiring telephonic translation services. The division occasionally receives documents in foreign languages required to verify the eligibility of dependents for benefits. In the past year, they received documents requiring translation to English from different languages as seen in the charts below. The division has utilized the services of the Tennessee Foreign Language Institute as necessary to provide real-time translation services and to translate documents.

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

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

Language	Number of Encounters		
	In Person	By Telephone	In Writing
Chinese			
Japanese			
Arabic			
Spanish		2	
German			
Korean			
French			
Russian			
Italian			
Serbian			
Turkish			

A Listing of all documents translated and from what language	
Language	Document Title
Chinese	marriage, birth
French	birth
German	marriage
Czech	marriage
Portuguese	birth
Vietnamese	marriage
Spanish	marriage, birth, lease agreement

# Tennessee Department of Finance and Administration

## Title VI Program

### Limited English Proficiency Guidelines

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

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

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

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

Definitions: As used in this policy include the following:

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

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

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

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

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

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

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

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

How to set-up a new Avaza account:

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

Avaza Training Packet will include:

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

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



## ACCESS CODE REGISTRATION FORM

**Agency Information:**

Date: \_\_\_\_\_

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

**Billing Information:**

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

**Service Information:**

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

## Chapter 10 – COMPLAINT PROCEDURES

### THRC DIRECTIVES

Please provide the following:

- A. The agency's policy and procedures with regard to filing Title VI complaints
- B. The total number of complaints, including:
  - 1. The nature of each complaint and the disposition of each
  - 2. Any complaints that were dismissed or withdrawn for any reason
  - 3. Any complaints that were referred to another state or federal agency
- C. A full description of any substantiated complaint(s), including what corrective actions were taken
- D. Include a copy of the agency's complaint log.
- E. Include a copy of the complaint form utilized by the department or agency.
- F. Describe agency procedures related to investigations, report of findings, hearings and appeals, if applicable.
- G. Any federal complaints
- H. List any lawsuits or litigation filed against the agency during FY 2019-2020 on the basis of race, color, or national origin.

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

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

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

### DEPARTMENTAL COMPLAINT PROCEDURES

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

### SUB RECIPIENT/SERVICE PROVIDER COMPLAINT PROCEDURES

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

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

**DEPARTMENTAL COMPLAINT LOG SAMPLE**

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

**Complaints, Lawsuits**

F&A received no complaints regarding Title VI and was not a party to any lawsuits within the scope of this Title VI/Title IX Report.

# POLICY

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

**Subject:**

## Nondiscrimination Policy and Complaint Procedures

### I. Policy.

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

## **F & A Policy:**

### **Nondiscrimination Policy and Complaint Procedures**

**Policy Number: 36**

Revised:

February 01, 2021

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

## **II. Procedure for Filing a Discrimination Complaint.**

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

---

*Tennessee Department of Finance & Administration*

Page 2 of 4

## **F & A Policy:**

### **Nondiscrimination Policy and Complaint Procedures**

**Policy Number: 36**

Revised:

February 01, 2021

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

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

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

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

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

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

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

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

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

---

*Tennessee Department of Finance & Administration*

Page 3 of 4

## **F & A Policy:**

### **Nondiscrimination Policy and Complaint Procedures**

**Policy Number: 36**

Revised:

February 01, 2021

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

**CIVIL RIGHTS COMPLAINT INFORMATION**

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_

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

Name	Address	Telephone

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

Race/Color       National Origin       Religion       Sex

Disability       Age       Sexual Orientation       Gender Identity

**Does your charge of discrimination involve?**

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

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

Beginning:    Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

Ending:        Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**CIVIL RIGHTS COMPLAINT INFORMATION**

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

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

Why do you believe this occurred?

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

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

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

Name	Address	Telephone

**CIVIL RIGHTS COMPLAINT INFORMATION**

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

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

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

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

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

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

DATE \_\_\_\_\_ SIGNED: \_\_\_\_\_

Deliver or Mail to:

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

## Chapter 11 – TITLE VI TRAINING PLAN

### THRC DIRECTIVES

Please include the following:

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

**Note: all these documents including training roster should be kept as you will need them for future record requirements**

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

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

#### SUPPORT FOR EMPLOYEES

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

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

Also, the Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives a link to the department intranet site, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

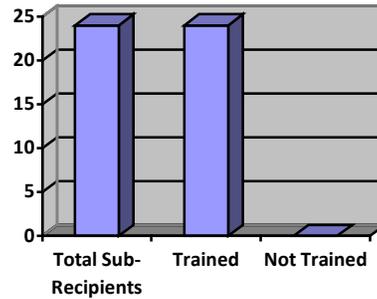
Training is offered approximately once a month to new employees and at the beginning of each calendar year, all F&A employees are enrolled and notified to complete the annual online session. The Employee Training Roster can be found in Appendix A (page 117) of this document.

2022 Employee Training						As of 6/30/2022
Number of Employees		1,856				
Total Receiving Training		1,856		Percentage Trained		100%
# of Employees	Date Completed	# of Employees	Date Completed	# of Employees	Date Completed	
171	1/11/2022	11	2/25/2022	2	4/21/2022	
119	1/12/2022	2	2/26/2022	3	4/25/2022	
75	1/13/2022	1	2/27/2022	5	4/26/2022	
71	1/14/2022	2	2/28/2022	107	4/27/2022	
1	1/15/2022	12	3/1/2022	160	4/28/2022	
4	1/16/2022	5	3/2/2022	17	4/29/2022	
5	1/17/2022	8	3/3/2022	2	5/1/2022	
62	1/18/2022	7	3/4/2022	12	5/2/2022	
43	1/19/2022	1	3/5/2022	14	5/3/2022	
34	1/20/2022	2	3/6/2022	3	5/4/2022	
33	1/21/2022	13	3/7/2022	2	5/6/2022	
1	1/22/2022	14	3/8/2022	3	5/7/2022	
4	1/23/2022	10	3/9/2022	1	5/8/2022	
48	1/24/2022	9	3/10/2022	6	5/9/2022	
33	1/25/2022	15	3/11/2022	4	5/10/2022	
67	1/26/2022	2	3/12/2022	3	5/12/2022	
45	1/27/2022	12	3/14/2022	4	5/16/2022	
48	1/28/2022	11	3/15/2022	3	5/17/2022	
1	1/29/2022	6	3/16/2022	2	5/18/2022	
2	1/30/2022	6	3/17/2022	1	5/19/2022	
22	1/31/2022	16	3/18/2022	1	5/23/2022	
14	2/1/2022	10	3/21/2022	5	5/24/2022	
12	2/2/2022	7	3/22/2022	3	5/25/2022	
8	2/3/2022	3	3/23/2022	36	5/26/2022	
5	2/4/2022	12	3/24/2022	15	5/27/2022	
1	2/6/2022	8	3/25/2022	3	5/30/2022	
14	2/7/2022	1	3/26/2022	20	5/31/2022	
13	2/8/2022	13	3/28/2022	7	6/1/2022	
12	2/9/2022	8	3/29/2022	1	6/2/2022	
10	2/10/2022	10	3/30/2022	1	6/5/2022	
16	2/11/2022	8	3/31/2022	1	6/6/2022	
1	2/13/2022	3	4/1/2022	4	6/7/2022	
11	2/14/2022	2	4/4/2022	1	6/8/2022	
10	2/15/2022	2	4/5/2022	1	6/9/2022	
15	2/16/2022	1	4/6/2022	3	6/10/2022	
36	2/17/2022	6	4/8/2022	5	6/13/2022	
6	2/18/2022	6	4/11/2022	3	6/14/2022	
1	2/20/2022	3	4/12/2022	1	6/15/2022	
2	2/21/2022	5	4/13/2022	2	6/17/2022	
8	2/22/2022	4	4/14/2022			
6	2/23/2022	2	4/15/2022			
12	2/24/2022	4	4/18/2022			

**SUB RECIPIENT/SERVICE PROVIDER SUPPORT**

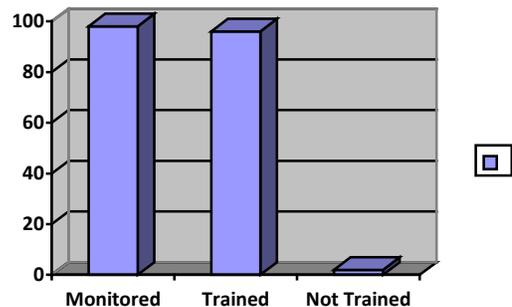
Volunteer Tennessee includes Title VI training for new program directors as part of the orientation to their duties. Five of Volunteer Tennessee’s 24 sub-recipients had new staff and received this training. Volunteer Tennessee also provides Title VI refreshers during the annual program director training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

	Total Sub-Recipients	Trained	Not Trained
Count	24	24	0
Percentage		100%	0%



OCJP includes a Civil Rights Compliance chapter in its Grants Manual. OCJP also offers an online Title VI training presentation through its website. All grant project directors are required to complete the training and save/print evidence of completion for the grant files. New project directors must complete the training within 90 days of employment. This training is available to anyone who accesses the OCJP website. In FY22, there were over 1700 Civil Rights trainings completed. Ninety-eight (98) sub-recipients out of 276 were monitored for Title VI compliance. There were three (3) findings of noncompliance: two (2) regarding documentation of Title VI training and one regarding Attestation submission (1). OCJP includes language in its Assurances and Certification regarding compliance with non-discrimination regulations as required the DOH award special conditions, including Title VI.

	Monitored	Trained	Not Trained
Count	98	96	2
Percentage		98%	2%



Finally, OCJP sub recipient agencies must attest to specific civil rights compliance issues with one being annual staff training and OCJP training for project directors. Technical assistance is offered as needed.

## TRAINING SAMPLE SCREENS AND QUESTIONS



TN

Compliance with Title VI of the  
Civil Rights Act of 1964

State of Tennessee  
Title VI Web-Based Training

### Purpose of Training

TN

State of Tennessee

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

What is Title VI?  
Federal Law  
Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d)



State of Tennessee

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



Title VI Web-Based Training

Slide # 02

## Workplace Discrimination and Harassment



State of Tennessee

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



Title VI Web-Based Training

Slide # 03

## Knowledge Check - Multiple Choice

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

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

You must answer the question before continuing.

Submit



## Knowledge Check - True/False

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

- A) True
- B) False

Try again

Submit



## Have a Limited English Proficiency (LEP) Plan

TN

State of Tennessee

How do you assist customers that do not speak English?

### Who are LEP Persons?

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

Title VI Web-Based Training

Slide # 24



## Have a Limited English Proficiency (LEP) Plan

TN

State of Tennessee

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

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

Title VI Web-Based Training

Slide # 25



# Executive Order 13166



State of Tennessee



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

# Title VI Related Videos



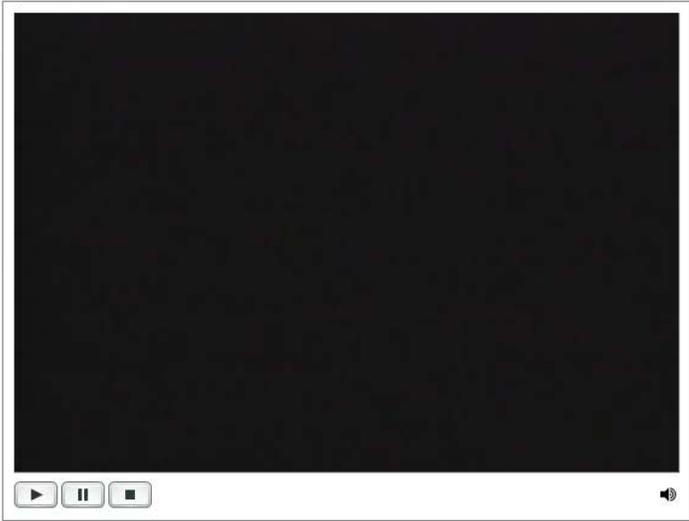
State of Tennessee



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

**Understanding and Abiding by Title VI Video**

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



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

Question 2 of 10

## Graded Quiz - True/False

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

- A) True
- B) False

Try again

Submit

Question 3 of 10

## Graded Quiz - Multiple Choice

The definition of a contractor according to this course is:

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

Try again

Submit

## Graded Quiz - True/False

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

- A) True
- B) False

Try again

Submit

## Graded Quiz - Quiz Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-questions}

Total Questions: {total-questions}

Accuracy: {percent}

Attempts: {total-attempts}

To Receive Credit on Edison  
for Completing This Course

You Must View the  
Next 2 Slides  
Before Exiting this Training

Continue

Review Area

## Title VI Contact Information



State of Tennessee

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

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

[www.TN.gov/HumanRights](http://www.TN.gov/HumanRights)

**To Receive Credit on Edison for Completing This Course**

**You Must Select the Next Slide Button Before Exiting this Training**

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



## Chapter 12 – SUB RECIPIENT MONITORING

### THRC DIRECTIVES

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

A. Pre-award Procedures

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

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

B. Post-award Procedures

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

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

C. Subrecipient Title VI Training

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

D. Procedures for Noncompliance

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

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

## **DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE**

### **DEPARTMENTAL REVIEW**

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

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

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

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

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

#### **SUB RECIPIENT/SERVICE PROVIDER COMPLIANCE REVIEW PRE-AWARD REVIEW**

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

##### ***Professional Services Contract Language Regarding Nondiscrimination:***

#### **D. STANDARD TERMS AND CONDITIONS:**

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

##### ***Grant Contract Language Regarding Nondiscrimination:***

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

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

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

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

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

**Agency Name:** \_\_\_\_\_ **Project Director's Name:** \_\_\_\_\_  
**Agency Address:** \_\_\_\_\_ **Project Director's Phone:** \_\_\_\_\_

**Grant Project Title:** \_\_\_\_\_  
**Grant Start Date:** \_\_\_\_\_ **Grant End Date:** \_\_\_\_\_  
**Grant Duration:** \_\_\_\_\_ **Grant Amount:** \_\_\_\_\_

**I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:**

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

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



## **POST-AWARD REVIEW (DIVISION MONITORING)**

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

### **Scheduling Criteria**

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

### **Nature and Criteria of Compliance Review Monitoring**

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

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

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

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

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

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

### Compliance Review Monitoring Results

At the beginning of the fiscal year there were no Title VI or Title IX complaints in inventory. OCJP processed six (6) complaints. These were either handled the sub recipient agencies, routed to OCJP and F&A, or resolved with the EEOC, THRC or other state counterpart. Compliance reviews conducted for F & A involved both onsite reviews and desk-audits, as described earlier. In FY 2021/22 98 OCJP sub-recipients out of 276 total agencies (35%) were monitored for compliance with Title VI requirements. There were no findings related to Title VI compliance other than three minor findings: two training deficiencies and one attestation deficiency. All three findings were corrected. There were no findings related to Title IX during the fiscal year.

Compliance Numbers	Volunteer TN	OCJP	F&A
Number of contracts	24	632	
Total dollar value of contracts	\$5,708,386	\$98,786,952	
Number of Post-award reviews conducted/scheduled	10 Contracts 10 Agencies	404 Contracts 204 Agencies	
Dollar value of Post-award reviews conducted	\$2,337,227	\$59,014,911	
Reviews with findings in the area of Title VI	0	3	
Non-compliance reviews related to Title VI resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	
Reviews with findings in the area of Title IX	0	0	
Non-compliance reviews related to Title IX resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	
Title VI complaints in inventory at beginning of fiscal year	0	0	0
Title VI complaints received during fiscal year	0	6	0
Title VI complaints resolved during fiscal year	0	6	0
Title IX complaints in inventory at beginning of fiscal year	0	0	0
Title IX complaints received during fiscal year	0	0	0
Title IX complaints resolved during fiscal year	0	0	0

### ENFORCEMENT – FINDINGS OF NONCOMPLIANCE

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

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

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

**SUBRECIPIENTS, CONTRACTORS, AND/OR VENDORS**

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

Number of Total Contracts	Number of New Contracts	Number of Minority Contracts	Minority Percentage of Total Contracts	Total Amount of Contracts	Total Minority Contract Amounts	Minority Amount Percentage
632	253	114	18 %	\$102,157,736	\$ 18,194,362	17 %

## Chapter 13 – PUBLIC NOTICE AND OUTREACH

### THRC DIRECTIVES

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

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

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

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

- B. Boards and Advisory Bodies

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

- C. Documentation of minority input

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

This section should also describe any methods utilized by subrecipients distinct from those of the agency.

## **DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE**

### **OUTREACH**

Because F&A does not provide direct services to clients, the primary aspect of this responsibility to be undertaken with respect to Title VI and Title IX is that of notifying public and non-profit agencies of the availability of opportunities for contracts and grant funds. Notices of availability of funding are disseminated through the media

and posted on the department's website. OCJP and Volunteer Tennessee post their grant opportunities on their websites:

<https://www.tn.gov/finance/office-of-criminal-justice-programs.html>

<https://www.tn.gov/volunteer-tennessee/vt-funds.html>.

It should also be noted, however that as discussed further below, all service providers awarded grants or contracts are required to ensure that appropriate outreach to program beneficiaries is undertaken as appropriate. OCJP offers an on-line administrative manual for sub recipients which are updated annually with sub recipients receiving updates in the form of a memo for any significant mid-year changes. Furthermore, F&A provides any and all information sent from the Federal Government -- brochures, manuals, directives, memos, and the like -- directly to sub recipient agencies, who in turn provide this information to the consumers/clients of their federally funded projects. Such efforts are monitored in the monitoring site visit. Monitors routinely discuss Title VI/Title IX compliance with sub recipient agencies and contract vendors.

#### **OCJP Grant Notification process:**

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

#### **OCJP Grant Award Process:**

Each application will be rated, utilizing a "weighted" review tool, based on the applicant agency's ability to provide a logical description of how their project theoretically works to benefit the target group. The project description must tie goals, activities, outputs, and outcomes together in a logical fashion. Applications will be reviewed for financial and programmatic completeness by OCJP staff with expertise in grant requirements and program design. The applications will be rated, and funding will be determined through a competitive review process by a review team of professionals knowledgeable in applicable subject material. Grants will be awarded based on current funding patterns, the availability of funds, and the above cited criteria.

### **NOTIFICATIONS**

F&A must take appropriate steps to communicate the Title VI and Title IX Policy and Issues Resolution Process throughout the entire Department of Finance and Administration, its sub-recipients, vendors and the general public. The following are methods that are currently used as well as others that the department will use to communicate the Title VI and Title IX Policy and information about the Issues Resolution Process.

#### **Employee Notification**

The Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives an employee manual, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

In addition, the information, as well as the most recent plan itself, can be found on the Department of Finance and Administration Website. Policy, procedures and forms are on the internet (<https://www.tn.gov/finance/looking-for/policies.html>) with links from the Employee Information page. The report itself is on the department's public website.

The policy as well as notification about the issues resolution process is posted in conspicuous places throughout department workspaces.

Occasionally, during periodic organizational employee improvement retreats, the policy is further discussed and explained, and any results of efforts discussed.

### **Service Provider/Sub recipient Notification**

All grants/contracts with Sub recipients of federal funds currently must include language which stipulates that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the delivery of the program for which the funds will be used or in the employment practices of the sub recipient on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee state constitutional, or statutory law.

Sub recipients have received information from the grantor division detailing the Title VI and Title IX policy and stipulating that cooperation and support are expected.

Sub recipients will be expected to develop a Title VI and Title IX plan and a complaint resolution process to govern the program(s) for which the funds will be used.

The national eGrants application system for AmeriCorps includes a survey on ensuring equal opportunity for applicants. While Tennessee does not have access to that data, if we were out of compliance, presumably we would be contacted.

Each application for funds must include a written assurance that the program(s) for which the funds will be used will be carried out in a manner so as to comply with Title VI and Title IX requirements.

All Sub recipients shall designate those responsible for handling Title VI and Title IX compliance and complaint resolution.

### **Public Notification**

The Title VI and Title IX policy and issues resolution process is available on the Department of Finance and Administration Website <https://www.tn.gov/finance/looking-for/policies.html>.

All Sub recipients and service providers are required to post notices of the Title VI and Title IX policy and their issues resolution process in a conspicuous location available to the general public.

### **Public Notice and Outreach**

F & A submits 100% of its news releases to the Tennessee Tribune, an African American newspaper in Nashville TN with statewide publication and to La Prensa Latina Hispanic Newspaper based in Memphis, TN. F& A does not engage in targeted minority outreach. The nature of F & A's primary operations does not include provision of direct services to communities or citizens.

### **Internal and External Planning or Advisory Boards**

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

### **Benefits Administration**

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

### ***State Insurance Committee***

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

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

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

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

### ***Local Education Committee***

The Committee consists of nine members. Currently, there is one vacancy on the Committee. Of the eight filled Committee positions, there are five males (63%) and three females (37%). Seven committee members are Caucasian, and one is African American. When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

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

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

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

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

#### ***Local Government Committee***

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

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

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

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

#### **Volunteer Tennessee**

##### ***Volunteer Tennessee Board***

Volunteer Tennessee has 25 board members who are appointed by the Governor. Of the 19 filled board member slots, there are currently 6 African American (32%) members and 1 Native American (5%) member for a total of 37% minority representation. Eleven (11) board members are female (58%), and 8 are male (42%).

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

#### **Office of Criminal Justice Programs**

##### ***Family Violence Advisory Committee***

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

##### ***Sexual Assault Program Advisory Committee***

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

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

### ***Domestic Violence Coordinating Council***

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

- Increase the awareness and understanding of domestic and family violence and its consequences
- Reduce the incidence of domestic and family violence within the state through the creation and dissemination of model policies and training curricula for law enforcement and the courts
- Certification and monitoring of court-ordered batterer's intervention programs.
- Pursuant to Tenn. Code Ann. § 38-12-103, the membership of the Council consists of the Commissioner of Labor and Workforce Development; Attorney General and Reporter; Director of the Administrative Office of the Courts; Executive Director of the District Public Defenders Conference; Executive Director of the Tennessee Association of Criminal Defense Lawyers; Executive Director of the District Attorneys General Conference; President of the Tennessee Sheriffs' Association; President of the State Court Clerks Conference; President of the Tennessee Chiefs of Police Association; Executive Director of the Tennessee Coalition to End Domestic and Sexual Violence; Executive Director of the Peace Officers Standards and Training Commission; four judges; two members of the General Assembly; four members appointed by the Coalition; one legal services attorney; one victim witness coordinator; Chair of the Board of Probation and Parole; and one Probation and Parole Officer. The Council also appoints additional members that assist the Council in fulfilling its duties. There are currently 22 members, 3 are African American females and 19 are white of which 12 are female. This reflects 13% racial minority membership on the Council.

### **SAMPLE PUBLIC NOTICES OF CONTRACT AND GRANT OPPORTUNITIES**

Volunteer Tennessee will accept applications from agencies proposing new and continuation AmeriCorps programs for the 2020-21 program year. Non-profit organizations and government agencies in Tennessee are eligible to apply for funds to operate local AmeriCorps programs that meet locally identified needs in the areas of disaster services, economic opportunity, education, environmental stewardship, healthy futures, and veterans and military families. See below for detailed information on the AmeriCorps funding process.

- 2020 Volunteer Tennessee AmeriCorps State - Notice of Funding Opportunity, Mandatory Supplemental Guidance, and Application Instructions
- 2020 Performance Measure Instructions
- Logic Model Worksheet
- Sample Cost Reimbursement Budget
- Is My Organization Ready? - assess your organization's capacity to host an AmeriCorps program.

Contact Daniel Sparkman, AmeriCorps Program Manager, at [Daniel.Sparkman@tn.gov](mailto:Daniel.Sparkman@tn.gov) to be added to the public announcement list.

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

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

- Indian Tribes (2 CFR §200.54)
- Institutions of higher education (2 CFR §200.54)
- Local governments (2 CFR §200.64)

- Nonprofit organizations (2 CFR §200.70)
- States (2 CFR §200.90)

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

### **New Applicants**

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

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

For Official Use Only



# AMERICORPS ENROLLMENT FORM



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

**DIRECTIONS TO MEMBER:**

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

## PART 1 Member: Please Complete and Sign

1. **Name** \_\_\_\_\_  
Last First MI

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

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

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

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

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

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

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

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

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

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

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

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

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

Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

For Official Use Only

For Official Use Only

**PART 2**

**Member: Please Answer the Following Questions**

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

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

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

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

For Official Use Only

**For Official Use Only**

Member Social Security Number \_\_\_\_\_

**DIRECTIONS TO CERTIFYING OFFICIAL:**

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

---

**PART 3** **Certifying Official: Please Complete and Sign**

---

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

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

Name of Program or AmeriCorps NCCC Campus \_\_\_\_\_

Operating Site I.D. Number \_\_\_\_\_

Number and Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Business Phone \_\_\_\_\_ Ext \_\_\_\_\_

**Signature of Certifying Official** \_\_\_\_\_ **Date** \_\_\_\_\_

**Name of Certifying Official (Please Print):** \_\_\_\_\_

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

**For Official Use Only**

## Chapter 14 – Compliance Reporting

### THRC DIRECTIVES

Please provide the following:

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

### DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

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

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

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

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

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

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

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

#### **I. Policy for Addressing Discrimination Complaints**

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

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

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

#### **DISCRIMINATION COMPLAINTS**

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

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

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

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

## **II. Notifying Sub recipients of Civil Rights Requirements**

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

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

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

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

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

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

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

Instructions for filing a discrimination complaint are here:

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

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

### **III. Monitoring for Compliance with Civil Rights Requirements**

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

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

#### **IV. Training Sub recipients on Civil Rights Requirements**

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

## **Chapter 15 – EVALUATION PROCEDURES**

### **THRC DIRECTIVES**

Provide a plan or description of how the agency:

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

### **DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE**

While F&A made improvements in Title VI implementation in FY2016, we recognize that watching for further improvements will always be needed and we continue improvement efforts with regard to employee and sub recipient training. F&A began its current Title VI training initiative in June 2013. The department's Title VI Coordinator developed a Title VI training presentation covering the essential elements of Title VI that apply to all department staff members. This presentation was established as an on-line training. 100% of the employees in F&A were enrolled in Edison for this course and also notified by e-mail to complete the course. We enroll all new employees in civil rights training within two weeks of employment. Annual civil rights training is a requirement of all employees' Individual EDISON Performance Plans. Our training includes a quiz which must be completed by each employee annually and we track the completion of all required training of employees. F&A works with Division leadership to require 100% compliance.

Regarding sub-recipients, compliance monitoring and reviews by F&A Division of OCJP involved both onsite reviews and desk-audits, as described earlier. In FY 2021/22, 98 OCJP sub-recipients out of 276 (35%) were monitored for compliance with Title VI requirements. There were two (2) findings related to Title VI trainings and one finding relating to timely submission of the Civil Rights Attestation. Corrective action plans were submitted within 30 days of the finding reports.

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Aaron,Michael W	00136248	6836084	COMP	1/17/2022	Strategic Technology Solutions		3170300029
Abernathy,Benita	00548089	6835888	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Abernathy,Mingo Jamunn	00326926	6835986	COMP	3/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Addin,Marcus Jemaine	00466731	6836865	COMP	3/14/2022	Strategic Technology Solutions		3170300016
Adams,Peter Anthony	00497579	6836204	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Adams,Gregory M	00158797	6836082	COMP	1/12/2022	Strategic Technology Solutions		3170300029
Adams,Maria N	00545074	6835207	COMP	2/22/2022	Strategic Technology Solutions		3170300021
Adcock,Cody Eric	00534959	6836134	COMP	3/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Adigboke Taylor,Opeoluwa S	00473005	6835302	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Adkins,Alicia K	00121587	6836331	COMP	2/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Adkins,Johnny S	00158759	6836870	COMP	1/27/2022	Strategic Technology Solutions		3170300019
Agee,Brian	00389805	6835252	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Agyekum,Charles O	00567310	6835203	COMP	1/21/2022	Strategic Technology Solutions		3170300008
Ahne,Anthony W	00322772	6835444	COMP	1/11/2022	Office of the Inspector General		3171200002
Ainsworth,Robert J	00107642	6836318	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Akin,Harley	00534282	6836105	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Al Hasan,Afeef R	00112697	6836333	COMP	2/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Al-Hasan,Rushdi	00538681	6836816	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Alamin,Nasir M	00427232	6835837	COMP	3/14/2022	Strategic Technology Solutions		3170300017
Albright,Laurie L	00141943	6836563	COMP	3/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Albright,Meredith Taylor	00540613	6836638	COMP	1/14/2022	Accounts		3170534901
Albritton,Jeffrey T	00120264	6835180	COMP	1/11/2022	Accounts		3170540100
Alderidge,Lisa Michelle	00538026	6835484	COMP	1/20/2022	Accounts		3170534301
Alderson,Stanley S	00368921	6836497	COMP	1/14/2022	Accounts		3170500001
Alexander,Charlotte Janay	00529440	6835455	COMP	1/11/2022	Accounts		3170500003
Affend,Felicia Nawette	00138087	6835374	COMP	1/27/2022	Accounts		3170534301
Alivado,Christopher N	00486174	6835509	COMP	5/27/2022	Strategic Technology Solutions		3170300019
Allen Jr,Vernon H	00164084	6835722	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Allen,Carrle E	00415419	6836498	COMP	4/27/2022	Accounts		3170500001
Allen,Corey Michael	00584276	6836637	COMP	1/13/2022	Accounts		3170534901
Allen,Jason	00581072	6836210	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Allen,Tameka D	00423479	6836153	COMP	2/17/2022	Benefits Administration		3170400002
Allen,William C	00158528	6835806	COMP	1/12/2022	Strategic Technology Solutions		3170300001
Almond III,Richard Marvin	00523587	6835552	COMP	1/19/2022	Office of the Inspector General		3171200002
Altam,Zachary Terry	00515461	6835910	COMP	1/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Alvarino,Carlos M	00101979	6836324	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Amagillan,Joseph E	00157788	6836071	COMP	3/22/2022	Strategic Technology Solutions		3170300028
Amare,Tsegabab Testfay	00576810	6835143	COMP	4/28/2022	Accounts		3170534401
Ammons,George Andrew	00132579	6836374	COMP	1/20/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Anderson,Jerrl A	00125714	6836017	COMP	3/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Anderson,John R	00478030	6835192	COMP	1/12/2022	Accounts		3170540100
Anderson,Kurt	00535864	6835728	COMP	1/26/2022	Strategic Technology Solutions		3170300010
Anderson,Michael D	00122089	6836052	COMP	2/17/2022	Benefits Administration		3170400002
Anderson,Micheal L	00365876	6836364	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Anderson,Robin A	00468878	6836616	COMP	1/11/2022	Office of Criminal Justice Program		3170600006
Angel,Olivia E	00134510	6836742	COMP	3/9/2022	Strategic Technology Solutions		3170300016
Angie,Robert A	00113462	6836532	COMP	1/11/2022	Accounts		3170532501
Anwar,Mariam	00553519	6835133	COMP	4/28/2022	Accounts		3170534101
Apple,Stacey M	00456064	6836112	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Applebaum,Audrey J	00467919	6836548	COMP	1/24/2022	Accounts		3170534901
Aranjo,Sana M	00129159	6836086	COMP	4/27/2022	Strategic Technology Solutions		3170300029
Armstrong,Amanda K	00439654	6835242	COMP	1/12/2022	Office of Evidence and Impact		3172400001
Armstrong,Melody G	00118930	6836722	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Arnold,Chuck	00103812	6836504	COMP	1/28/2022	Strategic Technology Solutions		3170300010
Arnold,Kenneth	00593903	6950572	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Arnold,Patricia L	00102043	6836325	COMP	2/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Arrington,Robert	00571165	6836193	COMP	1/13/2022	Strategic Technology Solutions		3170300029
Arrowood,Darlin	00512324	6836195	COMP	1/12/2022	Strategic Technology Solutions		3170300025
Arseneau,Matthew J	00527291	6835111	COMP	5/2/2022	Strategic Technology Solutions		3170300014
Asfaw,Eyasay	00487166	6836986	COMP	2/23/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Aslam,Omer	00487528	6836077	COMP	4/26/2022	Strategic Technology Solutions		3170300028
Asumadu,Eunice	00496213	6835777	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Athow,Kelth A	00159456	6836350	COMP	1/11/2022	Benefits Administration		3170400002
Atkins,John D	00542076	6835221	COMP	1/26/2022	Strategic Technology Solutions		3170300023
Atta,Owanna Tamer	00571847	6835197	COMP	5/26/2022	Accounts		3170540100
Attridge,Jonathan	00436175	6835241	COMP	4/28/2022	Office of Evidence and Impact		3172400001
Aubuchon,Lori	00410891	6835061	COMP	4/28/2022	Accounts		3170535910
Austbrooks,Mark A	00429237	6836590	COMP	3/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Austher,Gabrielle B	00462358	6836524	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Avaritt,Kathleen E	00164266	6835857	COMP	1/24/2022	Accounts		3170532901
Aviles,Donald S	00388161	6836876	COMP	2/2/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ayers,Marty S	00126214	6836942	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Ayers,Trevin T	00486701	6835461	COMP	1/12/2022	Administration	Commissioner's Office	3170100001
Azer,Hanaa A	00149871	6836542	COMP	1/11/2022	Accounts		3170534901
Azmy,Mary	00543317	6835889	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Azmy,Noura Gaber	00528441	6836759	COMP	1/31/2022	Accounts	STS Financial	3170531719
Backes,Gary Lee	00442584	6836695	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Backes,Gary Lee	00442584	7001912	COMP	6/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Baige,Francois	00544892	6835507	COMP	3/4/2022	Strategic Technology Solutions		3170300019
Bahjat,Ama S	00141470	6835096	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Bailey,Kerensa M	00130797	6836351	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bailey,Teresa Darlene	00289867	6836058	COMP	1/27/2022	Benefits Administration		3170400002
Bailey-Woods,Patience Raffaella	00545134	6798501	COMP	4/28/2022	Accounts		3170532901
Balcer,Francois P	00148442	6835186	COMP	3/11/2022	Accounts		3170532901
Baker,Andrew F	00427880	6836424	COMP	1/31/2022	Strategic Technology Solutions		3170300032
Baker,Dennis L	00426094	6835971	COMP	1/14/2022	Strategic Technology Solutions		3170300027
Baker,Jacob Lee	00517405	6836441	COMP	1/31/2022	Accounts		3170533501
Baker,Laurie A	00130006	6836454	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Baker,Ruby D	00122960	6835519	COMP	1/23/2022	Accounts		3170531865
Baker,Scott A	00486170	6835884	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Baker, Stephen D	00145975	6835958	COMP	1/12/2022	Strategic Technology Solutions		3170300025
Baluka III, Frank C	00102523	6836872	COMP	1/25/2022	Strategic Technology Solutions		3170300019
Bane, Teddy N	00456727	6836930	COMP	1/25/2022	Accounts		3170532101
Banna, Samy Samir Fawzy	00571859	6836577	COMP	5/26/2022	Accounts	Business and Finance	3170531704
Bannon, Natalie R	00471924	6835937	COMP	4/29/2022	Benefits Administration		3170400001
Barati, Dustin L	00407522	6836897	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Barb, Joshua Travis	00445510	6836518	COMP	1/11/2022	Accounts		3170500001
Barb, Ronald T	00562742	6835119	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Barke, Kimberley D	00497589	6835834	COMP	1/11/2022	Strategic Technology Solutions		3170300001
Barkeley, Theodore Alyn	00583715	6835913	COMP	3/21/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Barnes, Rick D	00540495	6835239	COMP	4/29/2022	Strategic Technology Solutions		3170300018
Barnett, Richard A	00129605	6836738	COMP	1/11/2022	Accounts		3170534501
Barr, Rebecca S	00112922	6835124	COMP	5/7/2022	Accounts		9002200000
Barr, Rebecca S	00112922	6835124	COMP	5/7/2022	Accounts		3170534101
Barron, Diana K	00161780	6836951	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Barrow, Becky Jo	00484784	6835726	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Barthe, Todd A	00107866	6836088	COMP	2/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Barthe, Michael	00544313	6836189	COMP	3/6/2022	Strategic Technology Solutions		3170300029
Bartoszczak, Paul Joseph	00463067	6836185	COMP	2/10/2022	Strategic Technology Solutions		3170300029
Barwar, Rewan	00139015	6836469	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Basikr, Steven D	00120317	6836632	COMP	2/10/2022	Accounts		3170534501
Basuikar, Madan G	00157976	6836445	COMP	3/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bayless, Robert H	00354581	6836073	COMP	4/27/2022	Strategic Technology Solutions		3170300028
Baynes, Army J	00506775	6836716	COMP	1/14/2022	Office of Criminal Justice Program		3170600003
Baysh, Kumba Angella	00452004	6835477	COMP	4/11/2022	Office of Criminal Justice Program		3170534301
Bazan, Eyyup	00468864	6836704	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Beachboard, David A	00121980	6835719	COMP	3/7/2022	Strategic Technology Solutions		3170300010
Beard, Julia D	00139510	6835266	COMP	1/11/2022	Accounts		3170533910
Beard, Brian K	00350875	6835277	COMP	2/9/2022	Strategic Technology Solutions		3170300018
Bearden, Denise Y	00104714	6835567	COMP	5/26/2022	Administration	Human Resources	3170100003
Beason, Angie	00474885	6836809	COMP	3/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Bebawy, M Hindia M	00144595	6835533	COMP	2/25/2022	Accounts		3170535910
Beck, Martha Meredith	00473404	6835439	COMP	3/2/2022	Office of the Inspector General		3171200001
Belmes, Paul D	00105191	6836322	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bell, Teresa L	00143720	6836756	COMP	1/13/2022	Accounts	Business and Finance	3170531709
Bender, Teresa E	00119208	6835183	COMP	1/12/2022	Accounts		3170540100
Bengston, Kristin Leigh	00473990	6836998	COMP	4/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Bennett, Rebecca C	00509702	6835326	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bennett, William H	00109167	6836796	COMP	2/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Benson, Christopher	00427997	6835814	COMP	4/27/2022	Strategic Technology Solutions		3170300001
Beretta, Jonathan H	00397028	6836030	COMP	3/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Berg, Scott L	00159920	6835609	COMP	4/28/2022	Strategic Technology Solutions		3170300010
Bernard, Leann	00366728	6836587	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Berry, Chris J	00511196	6836306	COMP	4/27/2022	Strategic Technology Solutions		3170300030
Berry, Daniel Brent	00357412	6835896	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Berry, Daniel Brent	00557412	5916819	COMP	3/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Berry, Sharon L	00117638	6836736	COMP	2/7/2022	Accounts		3170534501
Betancourt, Deborah A	00390437	6836819	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172060000
Bezawada, Minay K	00394551	6836828	COMP	1/16/2022	Accounts		3170534501
Bhupathiraju, Widyawathi	00154553	6835150	COMP	2/25/2022	Accounts		3170532701
Bickel, Lis Ann	00593758	5905070	COMP	5/9/2022	Accounts		3170532701
Bidwe, Atul	00460999	6836972	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Biggs, Carol M	00136675	6835253	COMP	2/24/2022	Accounts		3170533701
Biggs, Chris R	00400487	6836965	COMP	2/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Biglrey, Shawn D	00112248	6836228	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bingemer, Angela M	00379870	6836025	COMP	1/20/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Bins, Kevin N	00145919	6836355	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Bir, Zachary Paul	00546093	6835483	COMP	2/25/2022	Accounts		3170534301
Birchong, Peggy Lou	00105554	6836044	COMP	1/25/2022	Benefits Administration		3170400002
Bishop, Genia Ann	00124948	6836046	COMP	2/17/2022	Benefits Administration		3170400002
Bivens, Lisa D	00140789	6836723	COMP	2/25/2022	Accounts		3170534501
Black, Tamela D	00143613	6836366	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Blackstock, Rebecca H	00473984	6835147	COMP	4/28/2022	Accounts		3170534701
Blackwell, Sandra Strickland	00153439	6836758	COMP	1/12/2022	Accounts	STS Financial	3170531719
Blair, Sharon L	00110695	6836220	COMP	2/23/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Blalock, Irene	00554172	6835873	COMP	1/11/2022	Strategic Technology Solutions		3170300016
Blankenship, Charite A	00119808	6835853	COMP	1/27/2022	Accounts		3170532901
Blaylock, Randy L	00134748	6836370	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Blunt, Tiffany L	00569311	6836213	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Bocci, Linda R	00126953	6836344	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Boeava, Swetha	00583452	6836813	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Bohanian, Adam Scott	00583361	6835582	COMP	1/11/2022	Administration	Legal	3170100006
Bohannon, Deborah Lee	00108647	6835832	COMP	1/24/2022	Strategic Technology Solutions		3170300017
Bond, Nykya N	00120832	6835993	COMP	3/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Boone, Ike B	00163183	6836278	COMP	1/19/2022	Accounts		3170500001
Boone, Kirk Hilton	00468939	6836139	COMP	1/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Botts, Kenneth E	00131151	6836368	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Boutot, Savita	00430538	6835816	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Boutwell, Gordon H	00434103	6905056	COMP	4/28/2022	Administration	Legal	3170100006
Boyer, Leonard P	00159817	6836787	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Boyer, Scott A	00442333	6836137	COMP	1/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Boyette, Alicia D	00411989	6835490	COMP	1/26/2022	Accounts		3170500003
Boys, James Austin	00502085	6835906	COMP	1/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Bradley, Allen R	00479188	6836503	COMP	1/14/2022	Accounts		3170500001
Brandmeir, Seanmallyn N	00112575	6835928	COMP	3/1/2022	Benefits Administration		3170400001
Brannon, Steven Bernard	00523214	6836254	COMP	1/20/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Brassfield, Joyanna R	00431939	6947896	COMP	4/25/2022	Strategic Technology Solutions		3170300001
Brawell, Ernest	00525674	6836217	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Brawley, Gina R	00100793	6836428	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Braxton, Diana R	00109937	6835568	COMP	1/19/2022	Administration	Human Resources	3170100003

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Breland,Taylor Lane	00468026	6896111	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Brewer,Troy Dean	00586644	6895148	COMP	4/28/2022	Accounts		3170534701
Bridges,Nicole Lei	00589262	6896717	COMP	1/28/2022	Office of Criminal Justice Program		3170600003
Bright,Elliott Christopher	00593515	6950567	COMP	4/28/2022	Accounts		3170500003
Briley,Kimberly L	00111477	6896677	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Brimm,Amber N	00411092	6895199	COMP	4/13/2022	Strategic Technology Solutions		3170390008
Brinkman,Jennifer L	00357367	6896613	COMP	1/11/2022	Office of Criminal Justice Program		3170630001
Brinko,Frances	00370969	6896148	COMP	1/26/2022	Benefits Administration		3170400002
Briones,Reynald I.	00493105	6895230	COMP	1/11/2022	Strategic Technology Solutions		3170300023
Brock,Richard	00532790	6895514	COMP	2/11/2022	Strategic Technology Solutions		3170300019
Brokamp,Daniel William	00575390	6896145	COMP	2/1/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Brens,Troy K	00152466	6895742	COMP	1/24/2022	Strategic Technology Solutions		3170300017
Brother,Rev Anthony	00517112	6896971	COMP	5/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Brown,Carlos L	00125769	6896329	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Brown,Chris D	00490737	6896597	COMP	2/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Burkey,Michael J	00489952	6895105	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Burnett,Jami Raphael	00505452	6895651	COMP	3/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Burnette,Stephanie	00120308	6895248	COMP	4/12/2022	Accounts		3170533001
Burns,Joshua James	00114788	6896047	COMP	1/11/2022	Benefits Administration		3170400002
Burr,Terry D	00431673	6895948	COMP	1/24/2022	Accounts		3170532901
Burres,Robert C	00403953	6896178	COMP	1/11/2022	Strategic Technology Solutions		3170300025
Burris,Clifton A	00105336	6896873	COMP	2/11/2022	Strategic Technology Solutions		3170300019
Burwell,Anthony L	00159378	6896389	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Butler,Natassa R	00449743	6896168	COMP	2/17/2022	Benefits Administration		3170400002
Byrd,Dalen	00576765	6896710	COMP	1/19/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Cabrera,Jill	00527938	6895112	COMP	4/27/2022	Strategic Technology Solutions		3170300014
Caffery,William Patrick	00567047	6895702	COMP	6/7/2022	Budget		3170220001
Calne,James	00574912	6896292	COMP	1/12/2022	Strategic Technology Solutions		3170300029
Caldwell,Cint A	00487117	6895695	COMP	2/8/2022	Budget		3170200001
Caldwell,Nathan D	00423738	6895572	COMP	6/1/2022	Administration	Human Resources	3170100003
Campbell,Amy L	00144205	6896451	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Campbell,Lauren E	00407791	6895817	COMP	1/13/2022	Strategic Technology Solutions		3170300001
Campbell,Michael S	00531444	6895120	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Campbell,Rebie	00572545	6895966	COMP	1/24/2022	Accounts		3170533101
Campbell,Robert G	00949208	6895226	COMP	4/27/2022	Strategic Technology Solutions		3170300018
Campbell,Tylan	00104994	6895734	COMP	2/18/2022	Strategic Technology Solutions		3170300017
Campeau,David P	00131738	6896067	COMP	1/28/2022	Strategic Technology Solutions		3170300028
Canon,Susan Elizabeth	00344353	6896712	COMP	5/31/2022	Office of Criminal Justice Program		3170600003
Cansler,Cady J	00138934	6896947	COMP	1/18/2022	Strategic Technology Solutions		3170300019
Cantrell,Deborah Lynn	00494354	6896708	COMP	1/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Capps,Kimberly	00136402	6895633	COMP	5/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Carey,Brandon Michael	00497391	6896142	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Carfide,Jennifer A	00109349	6896398	COMP	3/31/2022	Accounts		3170500001
Carman,Judy K.	00552204	6896271	COMP	2/17/2022	Benefits Administration		3170400001
Carnes,William Marlee	00389204	6895064	COMP	4/28/2022	Accounts		3170535910
Caro,Timothy J	00102795	6896422	COMP	1/14/2022	Strategic Technology Solutions		3170300032
Carpenter,Beverly S	00157689	6896395	COMP	1/27/2022	Accounts		3170500001
Carpet,Mathilde Françoise	00570780	6895700	COMP	1/25/2022	Budget		3170200001
Carr,Kayla L	00110734	6895425	COMP	5/17/2022	Accounts		3170535910
Carrigan,Jacob S	00114322	6896281	COMP	1/11/2022	Accounts		3170500001
Carroll-Clark,Kimberly D	00983601	6895949	COMP	1/27/2022	Accounts		3170532901
Carruth,Frank J	00135561	6896952	COMP	5/3/2022	Strategic Technology Solutions		3170300019
Carson,Darral L	00132859	6895529	COMP	1/13/2022	Accounts		3170535910
Carter,Christopher A	00387712	6896968	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Carter,Kathra R	00502899	6896838	COMP	3/3/2022	Accounts		3170534501
Carter,Richard J	00105025	6896776	COMP	1/20/2022	Strategic Technology Solutions		3170300016
Carter,Tarrus	00503072	6895324	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Caruso,Michael John	00466722	6895393	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Case,William D	00111082	6895902	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Casillas,Kimberly Ann	00588499	6896824	COMP	3/7/2022	Office of Criminal Justice Program		3170600003
Cassidy,Joshua R	00148678	6895963	COMP	4/8/2022	Strategic Technology Solutions		3170300026
Cates,Geoffrey B	00164008	6896860	COMP	1/28/2022	Strategic Technology Solutions		3170300016
Catka,Andre	00531201	6895821	COMP	1/13/2022	Strategic Technology Solutions		3170300001
Cerwinke,Michael	00109938	6895798	COMP	1/14/2022	Strategic Technology Solutions		3170300017
Cerwinke,Sandra C	00136841	6895354	COMP	3/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cerwinke,Sandra C	00136841	6895334	COMP	3/24/2022	Strategic Technology Solutions	Business Solutions Delivery	9002200000
Chagnon,Ronald Edwards	00471573	6896392	COMP	1/25/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Chandler,Mary L	00113271	6895100	COMP	4/27/2022	Strategic Technology Solutions		3170300014
Charles,Ancu Pop	00533578	6896061	COMP	1/21/2022	Strategic Technology Solutions		3170300027
Chatfield,Jeromy James	00471296	6896845	COMP	1/26/2022	Accounts		3170534501
Chaudhuri,Supri	00109785	6895433	COMP	3/11/2022	Accounts		3170535910
Chaussee,William Roland	00484781	6896980	COMP	2/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Chekur,Samuel Suman Raj	00586106	6896918	COMP	3/28/2022	Administration	Audit & Consulting	3170100017
Chen,Jian L	00142781	6896925	COMP	1/18/2022	Accounts		3170532101
Chen,Xin	00530724	6896974	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cherry,Samuel Wes	00489055	6896709	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Chesser,Jennifer S.	00494257	6895876	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Chesser,Kevin L	00490966	6896114	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Chesser,Samuel B	00117186	6895441	COMP	4/15/2022	Office of the Inspector General		3171200002
Chesser,Samuel B	00117186	6895441	COMP	4/15/2022	Office of the Inspector General		9002200000
Chigurupati,Ajay K	00162389	6895999	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Chitwood,John	00498328	6895395	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Christensen,James	00577705	6896294	COMP	1/13/2022	Strategic Technology Solutions		3170300029
Christiansen,Renee L	00110164	6895710	COMP	1/13/2022	Strategic Technology Solutions		3170300001
Christie,April L	00118297	6896743	COMP	1/13/2022	Accounts		3170534501
Church,Christopher G	00130643	6896790	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Churchwell,William R	00497349	6896173	COMP	2/14/2022	Benefits Administration		3170400002
Ciccielli,Gina D	00496573	6895778	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cimino,Theresa J	00102069	6896631	COMP	2/24/2022	Accounts		3170534501
Civil,Edward D	00156116	6896957	COMP	1/11/2022	Strategic Technology Solutions		3170300019

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Clan,Joseph C	00110289	6896063	COMP	3/7/2022	Strategic Technology Solutions		3170300028
Clark,Tina S	00128294	6895434	COMP	1/11/2022	Accounts		3170535910
Claud,Charles R	00131521	6896242	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Clayton,Robert D	00140047	6895614	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Clayton,Roy	00582997	6896255	COMP	4/27/2022	Strategic Technology Solutions		3170300029
Climens,David B	00102616	6896230	COMP	2/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Climens,Scott R	00406282	6896079	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Climmons,Lebrn	00369282	6896963	COMP	2/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Climmons,Thomasa Butler	00443509	6896261	COMP	2/16/2022	Strategic Technology Solutions	Benefits Administration	3170400002
Cleveland,Jessica Yvonne	00489534	6896623	COMP	1/31/2022	Office of Criminal Justice Program		3170600001
Cliffard,Craig Edward	00935691	6896966	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Clifford,David W	00103922	6896775	COMP	2/9/2022	Strategic Technology Solutions		3170300016
Clime,Daniel E	00107080	6895621	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Coble,Matthew Spencer	00493018	6895771	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Coffey,Christy Sue	00518922	6895422	COMP	1/11/2022	Office of the Inspector General		3171200002
Coll,Cathy Lynn Hamm	00483387	6895164	COMP	1/11/2022	Accounts		3170532701
Collbert,Jerud Michael	00470886	6896110	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Goldwell,Jerri W	00114058	6896368	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Cole,Ronald B	00143753	6896477	COMP	1/11/2022	Strategic Technology Solutions		3171700007
Cole-Fields,Destani Manchelle	00566797	6895355	COMP	2/10/2022	Accounts		3170531608
Colebank,John A	00121327	6895099	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Coleman,Daniel	00508032	6896187	COMP	1/12/2022	Strategic Technology Solutions		3170300025
Coleman,James L	00370148	6895285	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Coleman,Veronica	00143382	6896647	COMP	4/27/2022	Accounts	Business and Finance	3170531704
Collier,Eizabeth L	00108407	6895377	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Collier,Katelyn Elizabeth	00512765	6895070	COMP	4/28/2022	Accounts		3170530001
Collier,Sandy Steven	00508931	6895301	COMP	1/24/2022	Strategic Technology Solutions		3170300019
Collier,Jamille Michelle	00119573	6895636	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Collins,Damien L	00428308	6895749	COMP	3/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Collins,Lawrence	00518942	6895844	COMP	3/8/2022	Strategic Technology Solutions		3170300017
Collins,Mark	00547988	6895408	COMP	1/15/2022	Strategic Technology Solutions		3170300019
Colona,Zachary Francis	00545698	6896172	COMP	2/25/2022	Benefits Administration		3170400002
Colvin,Audra H	00133468	6895535	COMP	1/18/2022	Accounts		3170535910
Colvin,Jyette M	00105333	6896408	COMP	1/18/2022	Strategic Technology Solutions		3170300031
Combs,Jennifer Florence	00418970	6895521	COMP	1/13/2022	Accounts		3170531865
Comm,Abby Requierme	00398189	6895693	COMP	1/19/2022	Budget		3170200001
Conway,Samuel J	00158751	6896260	COMP	1/21/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Cook,Bryant	00512089	6895845	COMP	2/7/2022	Strategic Technology Solutions		3170300017
Cook,Lori L	00142571	6896751	COMP	1/12/2022	Accounts	Billing Services	3170531707
Cook,Matthew	00531403	6895462	COMP	4/8/2022	Administration	Commissioner's Office	3170100001
Cook,Richard Seth	00524039	6895886	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cook,Ronald C	00143627	6895612	COMP	1/28/2022	Strategic Technology Solutions		3170300010
Cook,Steven L	00119939	6896334	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Coombs,Thomas E	00139680	6896574	COMP	2/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Copier,Carel Elizabeth	00149603	6895809	COMP	1/13/2022	Strategic Technology Solutions		3170300001
Copeland,Danny	00516125	6895880	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Copeland,Michael A	00108921	6896221	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Copeland,Vickie Bell	00391906	6895818	COMP	1/25/2022	Strategic Technology Solutions		3170300001
Cordell,Michael D	00153963	6896475	COMP	3/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Corkew,Joanna B	00412040	6895062	COMP	4/28/2022	Accounts		3170535910
Carricell,Mikel J	00109079	6896279	COMP	1/11/2022	Accounts		3170500001
Cortazar,Randi S	00999102	6895753	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Couch,Kristina D	004110079	6896921	COMP	2/11/2022	Accounts		3170532101
Cowan,Robert T	00513531	6895655	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cox,Robert C	00133512	6896793	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Crabtree,Christopher J	00407013	6895972	COMP	1/12/2022	Strategic Technology Solutions		3170300027
Craft,Rachel D	00317991	6843764	COMP	1/14/2022	Benefits Administration		3170400001
Craft,Rachel D	00317991	6843764	COMP	1/14/2022	Benefits Administration		3450103811
Craig,Susannah K	00351897	6895935	COMP	1/21/2022	Benefits Administration		3170400001
Crawford,Gaben John	00474715	6896065	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Cree,Randall S	00421964	6896889	COMP	3/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cross,Shella F	00103235	6895177	COMP	5/12/2022	Accounts		3170540100
Crosthwaite,Grant	00550110	6896760	COMP	1/31/2022	Accounts	STS Financial	3170531719
Crouse,Matthew W	00567226	6895202	COMP	1/13/2022	Strategic Technology Solutions		3170300008
Crow,Armandia R	00115595	6896019	COMP	3/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Crow,David R	00109632	6895600	COMP	3/15/2022	Strategic Technology Solutions		3170300010
Cruz Osorio,Luz Mercedes	00545135	6896914	COMP	1/11/2022	Accounts		3170534501
Cruz,Dorrie C	00163437	6896553	COMP	2/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Cullen,Carl D	00130022	6896725	COMP	5/25/2022	Accounts		3170534501
Culwell,Ariel	00428652	6896894	COMP	4/28/2022	Accounts		3170534501
Cummings,Terona Y	00154017	6896820	COMP	1/13/2022	Accounts		3170534501
Gurll,Shannon	00552459	6895871	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gurry,Michael J	00109229	6896797	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gurry,Raymond D	00114155	6895370	COMP	5/27/2022	Accounts		3170534901
Gurry,Raymond D	00114155	6895370	COMP	5/27/2022	Accounts		9002200000
Curtis,Ginger L	00429651	6896096	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
D'Ovidio II,Edward	00369664	6896640	COMP	2/9/2022	Accounts		3170533501
Dad,Ashenaf Faye	00527651	6896594	COMP	3/17/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Dad,Selhu Bekele	00565101	6896761	COMP	1/12/2022	Accounts		3170531707
Dansby,Cherry R	00121918	6895377	COMP	1/20/2022	Accounts		3170534901
Daniel,Jeffrey T	00359721	6896389	COMP	3/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Daniels,Colleen H	00488424	6895701	COMP	4/27/2022	Budget		3170200001
Dargatz,Arwa	00487884	6895214	COMP	3/11/2022	Strategic Technology Solutions		3170300022
Daugherty,Deana	00398445	6895788	COMP	2/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Daugherty,Paula E	00144401	6896452	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Davenport,Lanna C	00373932	6895346	COMP	5/3/2022	Administration	Commissioner's Office	3170100001
Davidson,Ebony Jeanne	00545696	6895939	COMP	3/9/2022	Benefits Administration		3170400001
Davidson,Richard E	00142546	6895613	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Davidson,Thomas	00554404	6895497	COMP	5/26/2022	Strategic Technology Solutions		3170300019
Davis,Casey Michael	00491353	6895860	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Davis,Christopher S	00142975	6835962	COMP	4/12/2022	Strategic Technology Solutions		3170300026
Davis,Garnett R	00157622	6835333	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Davis,Garnett R	00157622	6835333	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	9002200000
Davis,Katlyn D	00473424	6836621	COMP	1/28/2022	Office of Criminal Justice Program		3170600003
Davis,Lakeisha Ann	00505510	6835071	COMP	4/28/2022	Accounts		3170535910
Davis,Lindsay L	00394334	6836885	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Davis,Margaret W	00138048	6835559	COMP	1/12/2022	Office of the Inspector General		3171230003
Davis,Mitchell Scott	00493461	6835308	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Davis,Patricia Irene	00548190	6836235	COMP	1/18/2022	Office of Criminal Justice Program		3170600003
Davis,Roger D	00139268	6836083	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Davis,Stevan A	00407792	6835751	COMP	2/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Davis,Tanisha C	00214939	6836057	COMP	2/17/2022	Benefits Administration		3170400002
Davis,Veronica M	00161056	6835188	COMP	4/27/2022	Accounts		3170540100
Dawson,Natasha N	00120574	6836018	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Day,Patry H	00123343	6835557	COMP	1/11/2022	Office of the Inspector General		3171200003
Day,Ronald A	00107227	6835575	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
DeHayes,Chris	00575388	6835480	COMP	1/27/2022	Accounts		3170534301
Deck,Marivic M	00120637	6835642	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Deck,Matthew	00432034	6836891	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Deedmon,Stephanie E	00152250	6835807	COMP	5/4/2022	Strategic Technology Solutions		3170300001
Deltz,Roderick L	00424706	6836413	COMP	1/28/2022	Strategic Technology Solutions		3170300031
DelConte,Anthony Thad	00411880	6836917	COMP	1/21/2022	Administration	Audit & Consulting	3170100017
Demerit,Laura	00594750	6976290	COMP	5/24/2022	Benefits Administration		3170400005
Denning,Mark A	00153460	6836347	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Denton,Joseph	00485314	6836615	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
DePate,Jr John R	00160009	6836458	COMP	4/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Devenga,Edward	00587235	6836212	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Devaney,Timothy C	00112541	6835432	COMP	2/11/2022	Accounts		3170535910
Devers,Paul	00513530	6835400	COMP	3/25/2022	Strategic Technology Solutions		3170300019
DeYoung,Shannon C	00110935	6836582	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Dhalakia,Tejas P	00370459	6836877	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Diaby,Assetou	00588738	6950548	COMP	6/5/2022	Accounts		3170538901
Dickey,John W	00158595	6835632	COMP	3/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Dickey,John W	00158595	6835632	COMP	3/25/2022	Strategic Technology Solutions	Business Solutions Delivery	9002200000
Diefenbach,Dustin A	00490743	6835861	COMP	4/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Diehl,Andrew T	00494822	6836209	COMP	2/23/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Dieters,Christine M	00160206	6836533	COMP	1/12/2022	Accounts		3170532501
Dill,Susan S	00140026	6835797	COMP	1/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Dimand,David B	00108189	6835602	COMP	1/21/2022	Strategic Technology Solutions		3170300010
Dimond,Rebecca Mullins	00389051	6835063	COMP	4/28/2022	Accounts		3170535910
Dingley,David	00576863	6835511	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Diver,Rebecca Lynne	00106838	6836259	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300030
Dixit,Ravi Kumar Sharma	00150087	6836573	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Do,Anh Vu P	00102374	6836234	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Dobbs,Robert M	00393781	6835812	COMP	1/25/2022	Strategic Technology Solutions		3170300001
Dollar,Lisa E	00118387	6836744	COMP	1/26/2022	Accounts		3170534501
Donovan,Briana Marie	00515678	6836844	COMP	2/25/2022	Accounts		3170534501
Donyha,Frank	00486087	6836121	COMP	3/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Dooner,John J	00157144	6836685	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Dorn,William B	00592833	6836411	COMP	1/18/2022	Strategic Technology Solutions		3170300031
Duncan,Andrea Lynn	00159979	6835252	COMP	3/9/2022	Accounts		3170533701
Duncan,Daveglass B	00101484	6836455	COMP	2/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Dunham,Joshua Bryce	00529670	6836259	COMP	5/24/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Dunn,Charles E	00432154	6836161	COMP	2/17/2022	Benefits Administration		3170400002
Eads,Martha L	00157209	6835955	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Eaton,Brandy	00417783	6836615	COMP	4/28/2022	Office of Criminal Justice Program		3170600001
Eaton,Joseph R	00103227	6836919	COMP	4/8/2022	Accounts		3170532101
Echols,Gerry	00593893	6950573	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Edwards,Mitchell L	00452991	6835116	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Edwards,Tammy Kay	00586700	6836607	COMP	4/28/2022	Accounts		3170500001
Eggl,Priscilla Craig	00591654	6914014	COMP	3/21/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Eichner,Matthew E	00100520	6835597	COMP	3/8/2022	Strategic Technology Solutions		3170300010
Eltzen Jr,Howard Dean	00487247	6835297	COMP	1/31/2022	Strategic Technology Solutions		3170300019
Elam,Kevin D	00154866	6836437	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Elam,Shantekia S	00337898	6835563	COMP	4/28/2022	Office of the Inspector General		3171200003
Elargovan,Anuradha	00426560	6836095	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Elder,Beverly J	00103437	6836363	COMP	3/8/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Ell,Sue A	00120373	6836336	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Elkins,Adam J	00101307	6835542	COMP	1/11/2022	Benefits Administration		3170400002
Elliott,Elizabeth A	00431712	6836890	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Elliott,Mary K	00472395	6835727	COMP	1/31/2022	Strategic Technology Solutions		3170300010
Elliott,Olivia D	00155341	6835435	COMP	4/27/2022	Accounts		3170535910
Enfinger,Stephen Ray	00375718	6835725	COMP	1/23/2022	Strategic Technology Solutions		3170300010
Eskander,Nagwa G	00100514	6835427	COMP	1/20/2022	Accounts		3170535910
Eskanos,Roshdi N	00367602	6835471	COMP	4/11/2022	Accounts		3170534301
Estes,Christine L	00143790	6835097	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Eubank Jr,William D	00136394	6835957	COMP	4/27/2022	Strategic Technology Solutions		3170300025
Evans Jr,Daniel	00100228	6836131	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Evans Jr,Marvin S	00425429	6836898	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Evans,Joshua O	00380537	6835287	COMP	6/13/2022	Strategic Technology Solutions		3170300019
Evans,Latonya R	00135830	6836676	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Evans,Susan Teresa	00493353	6835773	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Fahim,Mohsen L	00115878	6835254	COMP	1/12/2022	Accounts		3170535910
Fahim,Shereen Samir	00593097	6937043	COMP	4/13/2022	Accounts		3170534501
Fahim,Shereen Samir	00593097	6944682	COMP	4/21/2022	Accounts		3170534501
Fallas,Rashed F	00430035	6836831	COMP	1/11/2022	Accounts		3170534501
Faraq,Ezzat M	00145988	6836737	COMP	5/24/2022	Accounts		3170534501
Faraq,Martina Ezzat	00552282	6835941	COMP	1/13/2022	Benefits Administration		3170400001
Faraq,Shara Ahmed	00119144	6836565	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Farls,Jennifer P	00472723	6835244	COMP	1/26/2022	Office of Evidence and Impact		3172400001

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Farrow,John	00527323	6835066	COMP	1/14/2022	Strategic Technology Solutions		3170300026
Faulkner,Danitha R	00138469	6835534	COMP	1/12/2022	Accounts		3170538910
Fawyer,Carel L	00153037	6835052	COMP	4/28/2022	Accounts		3170535910
Fayne,Robert L	00110147	6835709	COMP	1/11/2022	Strategic Technology Solutions		3170300001
Fears Jr,Chris M	00466396	6835458	COMP	4/28/2022	Administration	Customer Focused Government	3170100001
Fendley,James A	00571654	6836080	COMP	1/24/2022	Strategic Technology Solutions		3170300028
Ferguson,Arvin	00531065	6835299	COMP	4/11/2022	Strategic Technology Solutions		3170300019
Ferguson,Jan Elsworth	00465684	6835392	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Ferguson,Jan	00472460	6836229	COMP	3/23/2022	Accounts		3170532101
Ferrara,Mary B	00393155	6835581	COMP	1/24/2022	Administration	Legal	3170100006
Ferris,Wald L	00117446	6836746	COMP	1/11/2022	Accounts		3170534501
Field,Deborah L	00105475	6836323	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Fields,Kristin Tracie	00492002	6836167	COMP	4/28/2022	Benefits Administration		3170400002
Fields,Susan P	00148338	6836577	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Fields,William	00448784	6835909	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Figuera Nazario,Nestor	00402938	6835566	COMP	1/19/2022	Office of the Inspector General		3171200003
Finch,Jana K	00104970	6835974	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Finney,Patricia G	00108338	6836235	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Flunar,Joseph B	00113148	6836462	COMP	3/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Flatt,Whitney	00481179	6932473	COMP	4/8/2022	Administration	Customer Focused Government	3170100001
Floarea,Jennifer Luiza	00571217	6836508	COMP	3/14/2022	Accounts		3170500001
Flowers,Michael Ross	00511537	6836113	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Floyd,Kristann A	00152068	6835464	COMP	6/7/2022	Administration	Commissioner's Office	3170100002
Flynn,Michele	00107515	6836249	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Folayan,Ayodeji O	00146672	6835855	COMP	4/20/2022	Accounts		3170532301
Folyeva,Anna Rudolfovna	00561358	6836551	COMP	1/18/2022	Accounts	Business and Finance	3170531704
Fonseca Vargas,Adria	00547041	6835117	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Fonseca,John	00531411	6835849	COMP	1/11/2022	Strategic Technology Solutions		3170300017
Ford,Joanne M	00131341	6836570	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Fore II,Walter D	00482639	6835114	COMP	4/27/2022	Strategic Technology Solutions		3170300014
Foreman,Willie	00517897	6835300	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Formey,Cely M	00114664	6835561	COMP	1/14/2022	Office of the Inspector General		3171200003
Forrest,Cameron Jamaal	00513208	6836970	COMP	6/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Forrest,Saundra G	00103804	6836296	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Foster,James T	00487067	6836425	COMP	3/9/2022	Strategic Technology Solutions		3170300032
Foster,James T	00147588	6835628	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Foster,Nancy J	00334846	6835564	COMP	1/13/2022	Office of the Inspector General		3171200003
Fox,Aaron	00548872	6835731	COMP	1/13/2022	Strategic Technology Solutions		3170300010
Frame,Jeffrey L	00336484	6836147	COMP	2/17/2022	Benefits Administration		3170400002
Frame,Tracey L	00149115	6836038	COMP	1/11/2022	Benefits Administration		3170400002
Franklin,Alice C	00131355	6836671	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Franklin,James M	00424899	6835835	COMP	3/30/2022	Strategic Technology Solutions		3170300017
Frazier,Jackie D	00151086	6835531	COMP	2/16/2022	Accounts		3170535910
Frazier,Joshua Spencer	00581178	6835705	COMP	4/8/2022	Budget		3170200001
Frederic,Paume	00384548	6836342	COMP	5/11/2022	Strategic Technology Solutions		3170300029
Freeman,Charles L	00412123	6835689	COMP	1/11/2022	Office of the Inspector General		3171200007
Freeman,Keely Ruth	00466723	6835294	COMP	2/22/2022	Strategic Technology Solutions		3170300019
Freeman,Shonderia T	00153051	6836781	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
French,Debra S	00139880	6836575	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
French,Richard W	00475663	6835767	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3170500000
French,Susan Lynn	00410385	6836713	COMP	2/16/2022	Office of Criminal Justice Program		3170500003
Freyer,David R	00102070	6835926	COMP	1/11/2022	Benefits Administration		3170400001
Garrett,Tyler A	00430526	6836691	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Garton,Joshua David	00549793	6835914	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Gates,Allen	00333245	6835276	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Gatewood,Charles D	00108711	6836953	COMP	3/8/2022	Strategic Technology Solutions		3170300019
Gattis,Matthew	00380014	6835878	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gebrgeabher,Henok	00527480	6835859	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gee,Myrianna L	00514319	6836309	COMP	5/3/2022	Strategic Technology Solutions		3170300030
Gebrke,Thomas Carlo	00530520	6836490	COMP	3/9/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Geise,Lucian D	00143882	6835579	COMP	5/26/2022	Administration	Legal	3170100006
Gerber,Deborah L	00106399	6835681	COMP	1/13/2022	Office of the Inspector General		3171200007
Gere,Brad J	00111519	6836226	COMP	4/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Georges,Cristin S	00402927	6835346	COMP	3/9/2022	Accounts		3170532901
Georges,Carnal B	00381276	6835161	COMP	1/28/2022	Accounts		3170532701
Getaneh,Haregewoin A	00399430	6835138	COMP	1/26/2022	Accounts		3170534401
Ghattas,Masoud B	00138092	6835360	COMP	3/1/2022	Accounts		3170533101
Ghattas,Nader A	00370310	6836544	COMP	1/20/2022	Accounts		3170534901
Gibson,Charles E	00575348	6836810	COMP	3/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Gibson,Christopher T	00125078	6835615	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Gibson,Emily S	00153755	6835805	COMP	1/26/2022	Strategic Technology Solutions		3170300001
Gilbert,Millie Allison	00493616	6835826	COMP	1/24/2022	Strategic Technology Solutions		3170300001
Giles,Donald W	00404467	6836888	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Giles,John A	00351524	6836177	COMP	1/11/2022	Strategic Technology Solutions		3170300029
Gilliam,Juandrea Shariese	00490013	6835315	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gilliam,Vickie Lynn	00497224	6835909	COMP	1/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Ginna,Ramya	00386456	6835887	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gipson,Kendra L	00100795	6835944	COMP	4/11/2022	Benefits Administration		3170400002
Girgis,Ereny Samuel	0043174	6836910	COMP	1/11/2022	Accounts		3170534501
Girgis,Hala B	00411296	6836545	COMP	1/12/2022	Accounts		3170534901
Gjostans,Melissa A	00163442	6836349	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Glamer,Edwina S	00421239	6835724	COMP	1/21/2022	Strategic Technology Solutions		3170300010
Glen,Shaunelle S.	00474274	6836554	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Glen,Sandra L.	00493887	6835884	COMP	3/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Goad,Johnny W	00125621	6835185	COMP	1/12/2022	Accounts		3170504100
Goff,Brenda C	00129959	6836453	COMP	3/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Goff,Megan M	00107621	6835915	COMP	1/25/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Golts,Christopher Matthew	00457802	6836503	COMP	2/27/2022	Accounts	Business and Finance	3170531704
Golts,Mary Lou	00151053	6836382	COMP	1/11/2022	Accounts		3170500001
Gomez Andrade,Abigail	00567048	6835093	COMP	2/16/2022	Accounts		3170532801

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Goach,Kelly H	00103576	6836338	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Goode,Jonathan Glen	00525186	6835269	COMP	1/11/2022	Accounts		3170533701
Goode,Lennie C.	00538016	6835238	COMP	1/12/2022	Strategic Technology Solutions		3170300018
Goedman,Kane Chad Lantrip	00589712	6836146	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Goedwin,Jeffrey D	00157961	6836444	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Goedwin,Pamela T	00397005	6836164	COMP	2/17/2022	Benefits Administration		3170400002
Goelarsmy,Venil	00493190	6835867	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gordan,Sara Marie	00564069	6835494	COMP	1/12/2022	Accounts		3170520003
Gordon,Takashi R	00120136	6836034	COMP	1/14/2022	Benefits Administration		3170400002
Gorzny,Margaret Garazon	00582971	6836912	COMP	1/11/2022	Accounts		3170534501
Gracka,Brian G	00100007	6836218	COMP	5/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Graddey,James E	00348773	6836805	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Grady,Suzanne E	00105231	6836280	COMP	1/20/2022	Accounts		3170500001
Graham III,Edwin D	00135052	6835831	COMP	1/11/2022	Strategic Technology Solutions		3170300017
Graves,Davis William	00555132	6836768	COMP	1/27/2022	Accounts	Capital Accounting	3170531791
Graves,Jamie L	00163916	6836055	COMP	1/19/2022	Benefits Administration		3170400002
Graves,Ryan Martin	00550100	6836512	COMP	5/31/2022	Accounts		3170500001
Gray,Gary J	00131275	6835682	COMP	1/14/2022	Office of the Inspector General		3171200007
Gray,Susan Lynn	00493400	6835775	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Green,James R	00432659	6835230	COMP	4/1/2022	Strategic Technology Solutions		3170300018
Green,Jeffery D	00148668	6835723	COMP	2/28/2022	Strategic Technology Solutions		3170300010
Green,Joseph Michael	00452384	6835311	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Green,Melissa	00154708	6835549	COMP	1/21/2022	Accounts		3170535910
Green,Natasha B	00431838	6836486	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Green,Randall	00135881	6836358	COMP	3/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Green,Allen C	00457813	6835647	COMP	5/16/2022	Accounts		3170535910
Greene,Justin	00494530	6836214	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Greene,Lawynna C	00128790	6835560	COMP	1/13/2022	Office of the Inspector General		3171200003
Greene,Patry E	00138235	6835416	COMP	1/12/2022	Accounts		3170533901
Greene,Rosemary M	00119111	6836468	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Greene,Tamera D	00440927	6836896	COMP	4/5/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gregg,David	00430589	6835839	COMP	2/11/2022	Strategic Technology Solutions		3170300017
Griffey,Jeremy J	00468863	6836703	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Griffin,Harwell Bennlyee	00507360	6835294	COMP	3/29/2022	Strategic Technology Solutions		3170300019
Griffin,Lance E	00130967	6836552	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Griffith,Cheyl L	00107346	6836317	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Griffith,John Robert	00841624	6836144	COMP	1/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Grimes,Dawn	00424678	6836495	COMP	4/27/2022	Accounts		3170500001
Grinnell,Joshua	00564601	6836694	COMP	3/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Grisswald,Andrew M	00419774	6835922	COMP	1/11/2022	Strategic Technology Solutions		3170300011
Grullman,Matthew David	00528422	6835165	COMP	4/27/2022	Accounts		3170532701
Gross,Rege Fawn	00567052	6836908	COMP	4/6/2022	Accounts		3170534501
Grove,John	00160042	6836369	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Graves,Terry J	00153390	6835629	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Guariglia,John S	00423401	6836593	COMP	4/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Gulupis,George	00101605	6836349	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Gulley,Craig L	00424080	6836029	COMP	3/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Gunsakarar,Surya	00549497	6835118	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Gupta,Airvine	00142447	6835213	COMP	1/19/2022	Strategic Technology Solutions		3170300022
Gupta,Neelam	00160195	6835335	COMP	3/29/2022	Volunteer Tennessee		3171100001
Gupta,Shalini	00103844	6836340	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gupta,Swati	00547351	6835761	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Guthormsen,Amie J	00148429	6835591	COMP	1/14/2022	Budget		3170200001
Guthormsen,Jason R	00123610	6836858	COMP	4/27/2022	Strategic Technology Solutions		3170300016
Guthrie,Kathleen J	00111132	6836337	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gyamfi,George	00534802	6835304	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Habb,Sawvan F	00162990	6835411	COMP	2/17/2022	Accounts		3170533901
Hacker,Melissa R	00136303	6836377	COMP	4/11/2022	Accounts		3170500001
Hackney,Charles M	00130715	6836175	COMP	3/18/2022	Strategic Technology Solutions		3170300029
Hackney,Michelle E	00133798	6835224	COMP	3/18/2022	Strategic Technology Solutions		3170300018
Hadley,Regina D	00154216	6835979	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Hadley,William M	00157326	6835810	COMP	4/27/2022	Strategic Technology Solutions		3170300001
Hagan,Kendal Len	00464213	6835312	COMP	6/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hager,Milton R	00115849	6835438	COMP	1/31/2022	Accounts		3170535910
Haffemariam,Seyoum A	00397395	6835418	COMP	2/16/2022	Accounts		3170533901
Hale,Attila R	00152075	6835715	COMP	1/26/2022	Strategic Technology Solutions		3170300001
Hall Jr, Von L	00117201	6835611	COMP	2/26/2022	Strategic Technology Solutions		3170300010
Hall,Ayron Phillip Jamal	00502252	6835696	COMP	5/2/2022	Budget		3170200001
Hall,Bryan	00573300	6835725	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Hall,Lawrence J	00542959	6835349	COMP	1/27/2022	Administration	Commissioner's Office	3170100001
Hall,Melissa D	00427670	6835060	COMP	4/28/2022	Accounts		3170535910
Handorf,James R	00145734	6836039	COMP	2/3/2022	Strategic Technology Solutions		3170400002
Hamilton,George B	00403946	6835277	COMP	2/16/2022	Strategic Technology Solutions		3170300019
Hamilton,Jeff Allen	00507358	6835293	COMP	3/29/2022	Strategic Technology Solutions		3170300019
Hamilton,Sandi L	00100930	6836658	COMP	1/13/2022	Accounts	Billing Services	3170531707
Hamm,Kathleen T	00164213	6835089	COMP	4/28/2022	Accounts		3170532801
Hammock,Angela Chanel	00473049	6835303	COMP	2/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hammond,Kennedy London	00595430	6081993	COMP	5/24/2022	Administration	Human Resources	3170100003
Hammors,Dennis	00134859	6835541	COMP	4/28/2022	Accounts		3170535910
Hammors,Tamara Montague	00505865	6836140	COMP	2/7/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Hammer,Brenda J	00156973	6836049	COMP	2/17/2022	Benefits Administration		3170400002
Hampton,Tonya R	00148208	6835468	COMP	5/18/2022	Accounts		3170534301
Han,Jun	00102455	6835976	COMP	3/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Hans,Adel H	00156054	6836927	COMP	1/28/2022	Accounts		3170532101
Hansa,Monaliz A	00156059	6835379	COMP	1/27/2022	Accounts		3170534901
Ibrahim,Basem	00405670	6835345	COMP	2/1/2022	Accounts		3170532901
Ibrahim,Mohammed A	00397247	6836961	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ikhajaj,Joseph E	00156106	6836465	COMP	2/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Imstadt,Donald J	00392870	6835102	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Ingram,Chadman Ray	00589058	6843763	COMP	1/20/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Ingram, Charles	00126008	6835978	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Inman, Shay L	00112730	6835371	COMP	4/27/2022	Accounts		3170534301
Inthavong, Kalvanh	00156109	6836466	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Irdice, Jeremy J	00496128	6836078	COMP	3/28/2022	Strategic Technology Solutions		3170300028
Irby, Mary J	00143936	6835212	COMP	3/21/2022	Strategic Technology Solutions		3170300022
Irvn, Douglas L	00426073	6835278	COMP	3/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300019
Ishree, Peter D	00392235	6836878	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Isom Sr, Dennis R	00392249	6836800	COMP	3/7/2022	Accounts		3170534501
Ison, Margaret D	00107013	6836930	COMP	1/12/2022	Accounts		3170532101
Jablonski, Naomi	00527570	6835389	COMP	3/18/2022	Strategic Technology Solutions		3170300019
Jackson, Charles D	00109947	6836633	COMP	4/27/2022	Accounts		3170534501
Jackson, Darryl Jeffrey	00117211	6835376	COMP	4/27/2022	Accounts		3170534301
Jackson, Natasha F	00484455	6836983	COMP	4/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Jackson, Tiffany M	00444011	6835092	COMP	4/28/2022	Accounts		3170532801
Jackson, William	00489185	6835422	COMP	1/28/2022	Accounts		3170533901
Jacobs, John J	00161801	6836663	COMP	5/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Jalteh, Alhaj	00497539	6835592	COMP	1/18/2022	Accounts		3170500003
Jaquish, Mark E	00130903	6835270	COMP	3/24/2022	Accounts		3170531608
Jarmar, Davon M	00129871	6836728	COMP	4/14/2022	Accounts		3170534501
Javadinejad, Samaz	00566495	6835825	COMP	1/25/2022	Strategic Technology Solutions		3170300001
Jay, Tyrone R	00509707	6835327	COMP	1/16/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Jefferson, Tamil L	00102066	6836645	COMP	1/13/2022	Accounts	Business and Finance	3170531704
Jenkins, Gary D	00113302	6836463	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Jenkins, Rita A	00127954	6835254	COMP	1/17/2022	Accounts		3170533701
Jenks, Steven C	00134777	6836524	COMP	1/12/2022	Accounts		3170532101
Jennings, Bob Jr	00142079	6836564	COMP	3/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Jennings, Jenni Lynn	00398021	6835232	COMP	4/27/2022	Strategic Technology Solutions		3170300018
Joe, Lindsey	00474282	6836527	COMP	4/27/2022	Benefits Administration		3170400005
John, Rondal	00363652	6836988	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Johns, Derrick	00531828	6836863	COMP	3/25/2022	Strategic Technology Solutions		3170300016
Johnson, Alicia M	00411903	6836160	COMP	2/17/2022	Benefits Administration		3170400002
Johnson, Charles R	00157104	6836471	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Johnson, Cynthia D	00105684	6835539	COMP	2/1/2022	Accounts		3170533901
Johnson, Emma J	00112835	6836748	COMP	5/26/2022	Accounts		3170534501
Johnson, Jason S	00112600	6835980	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Johnson, Kimberly D	00149209	6835182	COMP	3/9/2022	Accounts		3170540100
Johnson, Michael V	00525194	6836126	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Johnson, Paula D	00125193	6836021	COMP	2/7/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Johnson, Theresa Richardson	00153134	6835646	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Johnson, Timothy Lynn	00488527	6835403	COMP	1/24/2022	Strategic Technology Solutions		3170300019
Johnson, Travis G	00161382	6835714	COMP	5/27/2022	Strategic Technology Solutions		3170300001
Johnson, Travis G	00161382	6835714	COMP	5/27/2022	Strategic Technology Solutions		9002200000
Johnson, Victor J	00120943	6836958	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Johnston, David H	00147308	6836245	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Jolly, Courtney Tucker	00392189	6836024	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Jones Jr, Jeremy L	00413102	6835815	COMP	1/27/2022	Strategic Technology Solutions		3170300001
Jones Jr, John E	00114202	6835443	COMP	5/26/2022	Office of the Inspector General		3171200002
Jones, Andrea M	00110105	6836035	COMP	1/26/2022	Benefits Administration		3170400002
Jones, Charles G	00145366	6836857	COMP	4/27/2022	Strategic Technology Solutions		3170300016
Jones, Douglas E	00106266	6836083	COMP	1/18/2022	Strategic Technology Solutions		3170300029
Jones, Jeanette Ann	00449259	6835273	COMP	1/14/2022	Accounts		3170531608
Jones, Matthew	00546312	6836201	COMP	2/16/2022	Strategic Technology Solutions		3170300029
Jones, Matthew	00549050	6836211	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Jones, Melissa A	00125797	6835713	COMP	2/4/2022	Strategic Technology Solutions		3170300001
Jones, Melissa A	00515040	6836654	COMP	1/26/2022	Accounts	Business and Finance	3170531704
Jones, Melissa A	00515040	6836654	COMP	4/8/2022	Accounts	Business and Finance	3170531704
Jones, Michael Venoy	00452538	6836133	COMP	6/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Jones, Randall S	00138463	6836345	COMP	3/2/2022	Strategic Technology Solutions		3170300019
Jones, Tammy	00130614	6835811	COMP	1/14/2022	Strategic Technology Solutions		3170300001
Jones, Tresa J	00140504	6835933	COMP	3/11/2022	Benefits Administration		3170400001
Joakar, Serfik	00155983	6836679	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Jordan, Michael David	00597874	6836568	COMP	4/28/2022	Administration	Audit & Consulting	3170100017
Jordan, Shontell T	00112523	6835626	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Joyner, Terrance T.	00421154	6835280	COMP	2/9/2022	Strategic Technology Solutions		3170300019
Juan, Alejandro Juan	00550515	6836787	COMP	2/1/2022	Accounts	Capital Accounting	3170531791
Judkins, Jessica A	00390308	6836401	COMP	1/24/2022	Accounts		3170500001
Jumbi, Morgan D	00360252	6835189	COMP	1/12/2022	Accounts		3170540100
Kaas, Darrel J	00438575	6836027	COMP	3/3/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Kalvala, SriLatha Nandini	00150642	6835983	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Kamal, Nora Y	00580940	6839386	COMP	3/1/2022	Accounts		3170533501
Kambic, Frederick	00522557	6835510	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Kandikonda, Sridevi	00100076	6836224	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Kane, Joel Gordon	00450964	6835789	COMP	3/31/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Kaphtica, Albina	00156057	6835798	COMP	1/17/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Kassaye, Floseha	00130493	6835274	COMP	3/22/2022	Strategic Technology Solutions		3170300019
Kuttappurathu-Thomson, Bobby K	00404597	6835158	COMP	2/10/2022	Accounts		3170532701
Keathley, Deborah E	00114051	6836457	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Keathley, Jeanne K	00108707	6835542	COMP	4/28/2022	Accounts		3170536910
Kee, Brian	0056254	6835877	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Kee, Donald	00574209	6835496	COMP	2/2/2022	Strategic Technology Solutions		3170300019
Kee, Laquita M	00126499	6835547	COMP	1/14/2022	Accounts		3170539910
Kelthine, Aaron M	00349022	6835136	COMP	4/28/2022	Accounts		3170534401
Kelley, Athulu H	00102722	6835518	COMP	1/11/2022	Accounts		3170531865
Kelley, Shanousha Maher	00592130	6835581	COMP	4/29/2022	Accounts		3170532701
Kelley, Keontae Jequarius	00584891	6835953	COMP	5/3/2022	Accounts		3170532901
Kelly, Kevin D	00159275	6836959	COMP	3/11/2022	Strategic Technology Solutions		3170300019
Kelly, Michael H	00425840	6836692	COMP	3/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Kennedy, Denise A	00397222	6835754	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Kennedy, Tyler	00575664	6836293	COMP	1/19/2022	Strategic Technology Solutions		3170300029
Kent, Jeffrey A	00427089	6836892	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000

Name	EmpID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Kestner, Kimberly L	00116219	6836680	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Khairollah, Ahmed H	00501176	6836184	COMP	1/11/2022	Strategic Technology Solutions		3170300029
Khalil, Nancy	00591074	6835330	COMP	3/3/2022	Accounts		3170535910
Khana, Nazera O	00129160	6836371	COMP	1/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Kharrats, Naum A	00127743	6836662	COMP	1/13/2022	Accounts	STS Financial	3170531707
Khariwala, Mugesh Hemantkumar	00494138	6835875	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Khiab, Hevelia S	00106937	6835916	COMP	3/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Kimber, Lary A	00126526	6836251	COMP	1/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Kimmel, Jeffrey L	00102663	6835598	COMP	2/8/2022	Strategic Technology Solutions		3170300010
Kincald, Ryan Anthony	00452832	6835668	COMP	5/2/2022	Strategic Technology Solutions		3170300014
King, Michael L	00154199	6835644	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
King, Queenshana	00514418	6836135	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
King, Terri L	00150599	6836287	COMP	1/14/2022	Accounts		3170500001
Kinkadee, Kathleen M	00106199	6836130	COMP	3/16/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Kirby, Stephen A	00159753	6835186	COMP	1/28/2022	Accounts		3170540100
Kirk, Mary K	00104197	6836628	COMP	2/9/2022	Accounts		3170534501
Kirshko, Tatiana P	00398653	6835057	COMP	4/28/2022	Accounts		3170535910
Kissner, Carrie M	00115021	6836671	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Klemm, Gary	00527068	6836807	COMP	3/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Klukas, Sandra L	00135592	6835931	COMP	5/2/2022	Benefits Administration		3170400001
Knob, Victoria Alka	00547210	6835476	COMP	1/24/2022	Accounts		3170534301
Knoff, Elena L	00465340	6878877	COMP	2/14/2022	Administration	Talent Management	3170100003
Knight, Jason Demetrius	00495518	6836011	COMP	6/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Knight, John Lester	00482961	6835508	COMP	1/18/2022	Strategic Technology Solutions		3170300019
Knowles, Kristin N	00459430	6835961	COMP	3/14/2022	Strategic Technology Solutions		3170300025
Knox, Deborah C	00123275	6835712	COMP	1/11/2022	Strategic Technology Solutions		3170300001
Koch, Renee N	00164153	6836800	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Kohler, Jonathan Wilfred	00482521	6835402	COMP	5/6/2022	Strategic Technology Solutions		3170300019
Kompellakachminarayaramajoeswarasa	00491636	6835967	COMP	4/28/2022	Strategic Technology Solutions		3170300026
Konakali, Hemamalini	00454239	6836016	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Kossa, Amy D	00474054	6836507	COMP	1/11/2022	Accounts		3170500001
Kral, Krysta Mae	00587226	6836907	COMP	3/25/2022	Accounts		3170534501
Krauth, Christopher T	00152622	6836853	COMP	2/18/2022	Strategic Technology Solutions		3170300016
Krebs, Christopher	00576349	6835109	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Krebs, David	00107672	6835428	COMP	2/21/2022	Accounts		3170535910
Kulkarni, Ayub	00390422	6835840	COMP	3/24/2022	Strategic Technology Solutions		3170300017
Kulkarni, Sneha	00589884	6835895	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Kumble, Milind S	00102389	6836364	COMP	2/8/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Kuthuru, Anusha	00591922	6905662	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Kwak, Kyung Min	00470553	6835174	COMP	3/7/2022	Accounts		3170532701
Laaser, Darren L	00147184	6836443	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lahue, Melissa S	00110765	6836276	COMP	1/12/2022	Accounts		3170500001
Lamar, Thomas C	00155991	6835618	COMP	1/28/2022	Strategic Technology Solutions		3170300010
Lamb, Glynn M	00495120	6836010	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lambert, Andrea	00546803	6835785	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lamon, Samantha	00509492	6835698	COMP	1/11/2022	Budget		3170200001
Lancaster, Ashley F	00157601	6835801	COMP	2/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Lancaster, Evan Reete	00595630	6984352	COMP	5/27/2022	Accounts		3170532701
Lancaster, Kelly P	00429969	6835571	COMP	1/11/2022	Administration	Talent Management	3170100003
Landmark, Stephanie M	00470490	6835828	COMP	5/26/2022	Strategic Technology Solutions		3170300001
Lane, Brian C	00403961	6836179	COMP	1/12/2022	Strategic Technology Solutions		3170300029
Lane, Malvin P	00148104	6836410	COMP	3/18/2022	Strategic Technology Solutions		3170300031
Lane, Mary Lou	00497763	6835730	COMP	1/24/2022	Strategic Technology Solutions		3170300010
Lane, Matthew D	00107397	6835917	COMP	1/20/2022	Strategic Technology Solutions		3170300011
Laney, Jason L	00114403	6835622	COMP	5/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Langley, Danny K	00136489	6836557	COMP	2/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lanza, Melinda P	00135907	6835900	COMP	2/17/2022	Budget		3170200001
Lape, Lora L	00143464	6836549	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lapham, Lisa Ann	00539458	6836515	COMP	1/27/2022	Accounts		3170500001
Lapka, Douglas J	00160385	6836749	COMP	1/11/2022	Accounts		3170534501
Larcom, Theresa L	00513132	6836103	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Latch, Margaret M	00102270	6835711	COMP	5/26/2022	Strategic Technology Solutions		3170300001
Laury, Kevin R	00154772	6836115	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Lavender, Ryan	00580414	6835882	COMP	3/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Lawler, Brian J	00531825	6836975	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Le, Tuan	00115186	6836389	COMP	1/11/2022	Accounts		3170500001
Lee, Robert E	00108807	6835463	COMP	1/25/2022	Administration	Commissioner's Office	3170100002
Leavy, Christian W	00398109	6836489	COMP	2/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Lee, Gary Allen	00528151	6836622	COMP	1/12/2022	Office of Criminal Justice Program		3170600003
Lee, James Alan	00581816	6836122	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lee, James Alan	00581816	6915399	COMP	3/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lee, Jennifer M	00392929	6836485	COMP	1/24/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Lee, Immy	00121703	6836332	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lee, John Overton	00438796	6835489	COMP	1/26/2022	Accounts		3170500003
Lee, Laurie S	00103170	6835925	COMP	5/26/2022	Benefits Administration		3170400001
Lee, Michael B	00132892	6836352	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Lee, Michaldira C	00152079	6835087	COMP	4/28/2022	Accounts		3170532801
Lee, Patricia	00435374	6835694	COMP	2/4/2022	Budget		3170200001
Lee, Tanya Arlene	00407932	6835488	COMP	1/11/2022	Accounts		3170500003
Leiva, Carlos	00573891	6836814	COMP	5/2/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Lemons, Glenda M	00135976	6835640	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Ledfe, Bryant, Lisa M	00124545	6836933	COMP	3/23/2022	Strategic Technology Solutions		3170300019
Levan, Bradley L	00107584	6836773	COMP	2/3/2022	Strategic Technology Solutions		3170300016
Levan, Thomas E	00163885	6836853	COMP	2/13/2022	Strategic Technology Solutions		3170300016
Leverette, James	00512285	6836197	COMP	1/12/2022	Strategic Technology Solutions		3170300029
Levy, Deborah A	00143465	6836550	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lewin, Teresa L	00143881	6835830	COMP	1/12/2022	Strategic Technology Solutions		3170300017
Lewis, Amy M	00145335	6836578	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Lewis, David Roberts	00490421	6835316	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lewis, Jennifer S	00114086	6836379	COMP	1/11/2022	Accounts		3170500001

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Lewis,Tara N	00114385	6896282	COMP	2/16/2022	Accounts		317050001
Lewis,Terry A	00142389	6896541	COMP	1/31/2022	Accounts		3170534901
Lewis,William D	00432481	6835104	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Liddle,Brian T	00430973	6836487	COMP	1/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Illes,Teresa A	00130691	6836053	COMP	1/28/2022	Benefits Administration		3170400002
Lindsay,Robert L	00424757	6836415	COMP	1/27/2022	Strategic Technology Solutions		3170300031
Lindsay,Mikheil S	00103724	6836285	COMP	2/26/2022	Accounts		3170500017
Linh,Julia J	00110041	6835739	COMP	4/28/2022	Strategic Technology Solutions		3170300017
Liu,Qinglu	00506999	6836978	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Livesay,Kayla M	00431340	6836526	COMP	1/20/2022	Benefits Administration		3170400001
Logan,Caleb	00515111	6835771	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Long,Melissa Jean	00586449	6835077	COMP	4/27/2022	Accounts		3170535910
Longtin,Amy Marie	00567049	6835554	COMP	1/20/2022	Office of the Inspector General		3171200002
Lopez,Alejandro	00483567	6836106	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Lord,Rebecca Sharon	00481918	6836003	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lorelle,Alexandra Nael	00587781	6835268	COMP	1/13/2022	Accounts		3170533701
Lorenzana Rodriguez,Edward Kevin	00532492	6836511	COMP	4/26/2022	Accounts		3170500001
Lutz,Christin Sullivan	00111817	6835240	COMP	4/28/2022	Office of Evidence and Impact		3172400001
Love,Cliff G	00372944	6836884	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Love,Justin M	00507334	6835758	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Love,Melvin J	00103683	6836339	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Love,Shaye P	00137385	6836681	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Low-Hunter,Carmen M	00156114	6836745	COMP	4/27/2022	Accounts		3170534501
Lowery,Dana	00428964	6836835	COMP	1/12/2022	Accounts		3170534501
Lucas,Joshua	00516855	6835762	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Lukis,Jane M	00101457	6835686	COMP	1/23/2022	Strategic Technology Solutions		3171700001
Luttrell,Meghan K	00394331	6835570	COMP	1/11/2022	Administration	Human Resources	3170100003
Luttrell,Meghan K	00394331	6835570	COMP	4/20/2022	Administration	Human Resources	3170100003
Luttrill,Brian H	00148669	6836804	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Lyle,Thomas B	00139513	6835630	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
MCGRAW,CHRISTOPHER T	00479029	6836169	COMP	2/04/2022	Benefits Administration		3170400002
Mackenzie,David K	00536511	6835234	COMP	3/9/2022	Strategic Technology Solutions		3170300018
Maher III,Stuart W	00113724	6836938	COMP	1/18/2022	Strategic Technology Solutions		3170300019
Makhan,Nisha	00514798	6835169	COMP	1/28/2022	Accounts		3170532701
Makusash,Makhat M	00128195	6835982	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Mallery,Crystal N	00475007	6836263	COMP	1/12/2022	Administration		3170400001
Mallet,Annette C	00119229	6835537	COMP	2/14/2022	Accounts		3170535910
Mallik,Dolly R	00414110	6835058	COMP	4/28/2022	Accounts		3170532701
Mand,Kayathri	00583454	6835900	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Mann,Shella F	00134956	6835223	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300018
Mannan,Ashraf W	00100689	6835430	COMP	4/13/2022	Accounts		3170535910
Brown,Cory A	00431373	6836895	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Brown,Katherine Gordon	00425680	6835473	COMP	1/12/2022	Accounts		3170534301
Brown,Sandra K	00419904	6835493	COMP	4/21/2022	Accounts		3170500003
Brown,Tanya L	00157892	6836580	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Brown,Tacey L	00115671	6836387	COMP	4/27/2022	Accounts		3170500001
Bruce,Dana	00423067	6798901	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Bruce,Kimberly	00530159	6835194	COMP	1/24/2022	Accounts		3170540100
Brumbach,Edward L	00458291	6836505	COMP	1/13/2022	Accounts		3170500001
Brunk,Trade L	00106426	6835984	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Bruno,Angelo	00588886	6836519	COMP	1/14/2022	Accounts		3170500001
Brunson,Cynd Naele	00543164	6835575	COMP	1/11/2022	Administration	Human Resources	3170100003
Bryan,Pamela M	00131170	6836569	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bryant,Brendon	00452624	6836105	COMP	2/2/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Bryant,Lacey C	00371950	6835190	COMP	1/12/2022	Accounts		3170540100
Bryant,Tameka Marie	00389617	6836969	COMP	3/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bryant,Thomas Wesley	00493166	6835866	COMP	3/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Bryson,Regina C	00154429	6836782	COMP	2/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Buchanan,Marion D	00126396	6836350	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Buchanan,Patricia A	00123655	6836581	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Buchanan,Sherry H	00139986	6835930	COMP	1/14/2022	Benefits Administration		3170400001
Buchanan,Timothy W	00121842	6835979	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Buck,Allen	00482728	6835115	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Buckner,Kath A	00111235	6835735	COMP	1/14/2022	Strategic Technology Solutions		3170300017
Bulford,Eddie O	00159788	6836780	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Bullock,Stephen Tucker	00490751	6835862	COMP	5/6/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Burden,Anthony L	00161446	6835603	COMP	1/14/2022	Strategic Technology Solutions		3170300010
Burden,Susan	00111015	6836400	COMP	3/31/2022	Accounts		3170500001
Burdette,Susan R	00143592	6835580	COMP	2/16/2022	Budget		3170200001
Burkey,James C	00102647	6836362	COMP	1/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Dowdy,Andrea N	00431338	6836155	COMP	1/18/2022	Benefits Administration		3170400002
Dowell,Christopher F	00496976	6835868	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Doyle,David W	00497875	6836406	COMP	1/28/2022	Strategic Technology Solutions		3170300030
Drake,Stacey Lynn	00516621	6835679	COMP	1/19/2022	Office of the Inspector General		3171200004
Draper,Jeff W	00140007	6836359	COMP	3/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Draper,John	00538686	6836817	COMP	1/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Drayton,Timothy	00533430	6835085	COMP	4/28/2022	Accounts		3170535910
Drewees,Matthew S	00484909	6835759	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Dudley,Paul A	00471805	6835924	COMP	4/27/2022	Strategic Technology Solutions		3170300011
Duffy,Danien	00576449	6836192	COMP	3/24/2022	Strategic Technology Solutions		3170300029
Dugan,Kathy A	00130713	6836054	COMP	1/13/2022	Benefits Administration		3170400002
Dugard,Gregory Allen	00536149	6835553	COMP	1/11/2022	Office of the Inspector General		3171200002
Duke,Shannon L	00265179	6835337	COMP	4/28/2022	Volunteer Tennessee		3171100001
Dukes,Jonathan	00482017	6835266	COMP	5/12/2022	Accounts		3170535910
Dulin,April D	00483858	6836305	COMP	5/2/2022	Strategic Technology Solutions		3170300030
Friend,Savannah	00590394	6905552	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Frost,Andrew	00118614	6835088	COMP	4/28/2022	Accounts		3170532801
Fuller,Gregory D	00101104	6836770	COMP	5/26/2022	Strategic Technology Solutions		3170300016
Fuqua,Hope F	00428397	6835127	COMP	4/28/2022	Accounts		3170534101
Gabriel,Sam Nabil	00525506	6835084	COMP	4/28/2022	Accounts		3170535910

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Galgalo,Samad W	00151885	6836449	COMP	2/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Gallimore,Chare S	00472407	6836840	COMP	4/27/2022	Accounts		3170534501
Gallinar,Corey	00594378	6984350	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Gallinar,Peter	00420495	6836074	COMP	1/26/2022	Strategic Technology Solutions		3170300028
Galluzzi,Michael Frands	00440530	6835449	COMP	2/3/2022	Office of the Inspector General		3171200002
Gamache,Charlotte K	00429897	6836158	COMP	1/11/2022	Benefits Administration		3170400002
Gao,Tibin	00527488	6836504	COMP	1/26/2022	Accounts		3170530001
Garcia,James	00555718	6835499	COMP	2/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Garcia,Jose	00547699	6835407	COMP	4/28/2022	Strategic Technology Solutions		3170300019
Gargano,Angela J	00106701	6836033	COMP	3/17/2022	Benefits Administration		3170400002
Gascook,Sharon D	00115756	6835023	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Gasney,Harold D	00422696	6836575	COMP	1/18/2022	Office of the Inspector General		3171200003
Ganna,Habib F	00146670	6835381	COMP	3/10/2022	Accounts		3170534901
Ganna,Normen N	00127008	6836239	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Ganna,Normen N	00127008	6998625	COMP	6/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Ganson,Kenneth	00489187	6836194	COMP	1/13/2022	Strategic Technology Solutions		3170300029
Garbin,Royce T	00105146	6836321	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Garman,Vanella S	00144089	6835437	COMP	2/2/2022	Accounts		3170535910
Garlin,Jack Dean	00552662	6836606	COMP	1/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Hardy,Brittany Nicole	00496025	6835677	COMP	5/2/2022	Office of the Inspector General		3171200003
Harmon,Christopher L	00142062	6835796	COMP	2/15/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Harmon,Dennis M	00452734	6836642	COMP	1/18/2022	Accounts		3170533501
Harmon,Mark L	00472852	6836186	COMP	3/11/2022	Strategic Technology Solutions		3170300029
Harper,Bryan L	00368911	6836900	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Harrington,Jonathan D	00507218	6836493	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Harris,Chady	00138260	6836726	COMP	1/26/2022	Accounts		3170534501
Harris,R	00334717	6836059	COMP	3/17/2022	Benefits Administration		3170400002
Harris,Lothanna Lynn	00138653	6835610	COMP	1/14/2022	Strategic Technology Solutions		3170300010
Hart,Amanda	00495434	6836267	COMP	3/17/2022	Benefits Administration		3170400002
Hart,Cody	00544366	6836190	COMP	2/1/2022	Strategic Technology Solutions		3170300028
Hart,Mandy Allise	00506495	6835068	COMP	4/28/2022	Accounts		3170535910
Harter,Nathalie Neven	00158678	6836473	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Hartel,Michael P	00156755	6835969	COMP	3/15/2022	Strategic Technology Solutions		3170300027
Hartwig,Tiffany Stevens	00474302	6835999	COMP	3/8/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Harvell,Pamela C	00118930	6835368	COMP	4/27/2022	Accounts		3170534901
Harvey,Allen K	00467667	6835768	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Harvil,Dean T	00112359	6835055	COMP	4/28/2022	Accounts		3170535910
Hasley,Glenda G	00119498	6836376	COMP	1/21/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Hatfield,James L	00108086	6835601	COMP	2/11/2022	Strategic Technology Solutions		3170300010
Hatleberg,III M	00105154	6835485	COMP	2/2/2022	Accounts		3170500003
Hauram,Baram A	00431112	6835282	COMP	2/17/2022	Strategic Technology Solutions		3170300019
Hawk,James R	00483698	6836977	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hawkersmith,Mary A	00493301	6836002	COMP	3/7/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Hawkins,Denise Y	00450230	6835196	COMP	3/28/2022	Accounts		3170540100
Hawkins,John	00570632	6835456	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hawkins,Lynn	00518553	6835317	COMP	3/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hayden,Vernie	00114169	6835431	COMP	5/16/2022	Accounts		3170535910
Haygood,Brady M	00450432	6836315	COMP	2/24/2022	Strategic Technology Solutions		3170300030
Heady,Ryan D	00245365	6835275	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Heath,Wendy E	00153023	6835343	COMP	1/11/2022	Office of the Inspector General		3171200001
Heath,Wendy E	00132986	6836610	COMP	1/18/2022	Office of Criminal Justice Program		3170600001
Heizer,George A	00110665	6836219	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Henry Jr,George C	00493746	6836589	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Henry,Demetrius R	00440015	6835281	COMP	3/5/2022	Strategic Technology Solutions		3170300019
Henry,Stephanie	00552638	6836931	COMP	1/12/2022	Accounts		3170532101
Hensar,Lisa Janine	00100781	6835369	COMP	1/31/2022	Accounts		3170534901
Hernandez,Michelle D	00105566	6836386	COMP	1/24/2022	Accounts		3170500001
Herrera,Simon Andrew	00525932	6835512	COMP	5/26/2022	Strategic Technology Solutions		3170300019
Herring,Robert M	00126734	6836932	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Hicklin,Dana Marie	00114185	6836366	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Hicklin,Curtis D	00485245	6836304	COMP	6/13/2022	Strategic Technology Solutions		3170300030
Hickman,Grover S	00452864	6835756	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Hicks,Doree	00455049	6835794	COMP	5/2/2022	Budget		3170200001
Hicks,Jennifer	00401654	6836721	COMP	2/14/2022	Office of Criminal Justice Program		3170600006
Hicks,Richard	00557414	6835897	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hill,Selenico Marsha	00246259	6836762	COMP	1/28/2022	Accounts	Controller	3170531720
Hill,Shannon D	00141114	6835627	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Hillard,Joshua A	00119623	6836667	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hinman,Barbara A	00525752	6836608	COMP	1/19/2022	Accounts		3170500001
Hirudayasamy,Anitta Josephin M	00491809	6835781	COMP	2/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hite,Shawna Elizabeth	00502020	6835314	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hoenle,Jackie M.	00498937	6835211	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Hoffman,Richard T	00154157	6835716	COMP	2/1/2022	Strategic Technology Solutions		3170300010
Hogan,Rashel D	00124396	6836826	COMP	1/31/2022	Accounts		3170534501
Hollman,Chady	00491360	6836847	COMP	1/28/2022	Accounts		3170534501
Hollman,Carolyn D	00130562	6835998	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Holman,Chad D	00412124	6835447	COMP	1/11/2022	Office of the Inspector General		3171200002
Holman,Chad D	00412124	6835447	COMP	1/11/2022	Office of the Inspector General		3171200001
Holmes,Amy L	00134569	6836660	COMP	4/26/2022	Accounts	Billing Services	3170531707
Holmes,Everett Allen	00552625	6835297	COMP	1/24/2022	Strategic Technology Solutions		3170300018
Holmes,Sonya L	00162033	6836740	COMP	4/29/2022	Accounts		3170534501
Holmes,Sonya L	00162033	6952511	COMP	4/29/2022	Accounts		3170534501
Holt,William F	00501349	6835221	COMP	5/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hoed,Dustin S	00414675	6836252	COMP	4/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Hoover,Lisa L	00125770	6836390	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hope,Mildred C	00145897	6836438	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hopkins,Paula Y	00475926	6836432	COMP	5/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Horsley,Melissa J	00130963	6836041	COMP	2/11/2022	Benefits Administration		3170400002
Houchin,Farron	00534723	6836307	COMP	1/24/2022	Strategic Technology Solutions		3170300030
Howard,Mary A	00519753	6835950	COMP	1/12/2022	Accounts		3170532901

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Howard,Randy D	00110647	6896298	COMP	5/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300030
Howe,Guy Steven	00557329	6835555	COMP	5/30/2022	Office of the Inspector General		3171200002
Howell,Caley Lane	00509492	6836269	COMP	2/17/2022	Benefits Administration		3170400002
Howell,Renee	00429064	6836715	COMP	3/1/2022	Office of Criminal Justice Program		3170600003
Howell,Sarah A	00380808	6836132	COMP	3/1/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Howren,Adam C	00139448	6836482	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Howse,Eric	00477071	6836188	COMP	1/13/2022	Strategic Technology Solutions		3170300029
Huang,Kewen	00156791	6835209	COMP	1/19/2022	Strategic Technology Solutions		3170300022
Huckaby,Katelyn R	00412412	6836403	COMP	5/31/2022	Accounts		3170500001
Hudson,Bradley A	00424705	6836412	COMP	1/11/2022	Strategic Technology Solutions		3170300031
Huffman,Sharon J	00153523	6835351	COMP	1/27/2022	Accounts		3170553701
Hughes,Pamela J	00101438	6836730	COMP	3/11/2022	Accounts		3170534501
Hughson,Michael Albert	00533506	6836310	COMP	2/1/2022	Strategic Technology Solutions		3170300030
Hull,Brandon Thomas	00548966	6835460	COMP	5/3/2022	Administration	Commissioner's Office	3170100001
Humphrey,Christina C	00134534	6799767	COMP	4/28/2022	Accounts		3170532701
Humphreys,Zachary Allen	00579893	6836643	COMP	4/28/2022	Accounts		3170533501
Hunnicutt,James E	00424722	6836414	COMP	1/21/2022	Strategic Technology Solutions		3170300031
Hunter,Cynthia R	00149106	6836435	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hunter,Troy L	00147115	6835606	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Hurt IV,John Morgan	00400490	6836101	COMP	3/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Huston,Brandie E	00494914	6836539	COMP	1/19/2022	Accounts		3170532501
Hutchings,Wicky L	00157828	6836579	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Hyland,Calbert S	00105053	6836320	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Hyland,Nancy S	00104804	6836319	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Manning,Thina G	00443892	6835423	COMP	3/21/2022	Accounts		3170533901
Manson,Paul D	00107348	6835733	COMP	1/27/2022	Strategic Technology Solutions		3170300017
Mansour,Mary F	00101749	6836763	COMP	2/22/2022	Accounts	Capital Accounting	3170531791
Marable,Reginald A	00147525	6836288	COMP	1/25/2022	Accounts		3170500001
Marcos,Niveene	00162671	6835256	COMP	1/11/2022	Accounts		3170533701
Marcum,Thomas J	00478108	6835131	COMP	4/28/2022	Accounts		3170534101
Marek,Cathy M	00131549	6836724	COMP	1/16/2022	Accounts		3170534501
Marks,Christopher L	00105937	6836871	COMP	1/13/2022	Strategic Technology Solutions		3170300019
Marrs,Christy Nokomo	00490880	6835782	COMP	3/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Marsch,Christopher	00527999	6835206	COMP	1/11/2022	Strategic Technology Solutions		3170300021
Martin,Christa W	00157907	6835934	COMP	4/27/2022	Benefits Administration		3170400001
Martin,Dorothy Ranee	00135328	6836648	COMP	1/24/2022	Accounts	Business and Finance	3170331704
Martin,Marian	00124755	6836241	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Martin,Mitzi F	00113121	6836390	COMP	4/27/2022	Accounts		3170500001
Martin,Robert W	00124975	6835637	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Martin,Scott	00529838	6835390	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Martin,Tracy A	00109103	6835802	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Mason,Amny	00530622	6835318	COMP	4/14/2022	Strategic Technology Solutions		3172040000
Massey,Marshall Alexander	00488988	6835216	COMP	1/19/2022	Strategic Technology Solutions		3170300023
Mastin,Sherry E	00153855	6836555	COMP	3/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Mathis,Orice	00586042	6836003	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Mathis,Rachel Gall	00500798	6836499	COMP	1/28/2022	Accounts		3170500001
Matlock,Jacob	00595501	6834353	COMP	6/17/2022	Strategic Technology Solutions		3170300019
Matta,Hanan Tawfik	00512762	6835195	COMP	1/13/2022	Accounts		3170540100
Matta,Srinivas R	00372274	6836981	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Matthews,Robert	00516111	6835879	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Mattheis,Stephen D	00160722	6836801	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Maupin,Ronald H	00112709	6836765	COMP	1/12/2022	Accounts	Capital Accounting	3170531791
May,Lauren Phlopps	00410055	6835347	COMP	5/2/2022	Administration	Customer Focused Government	3170100001
May,Sandy T	00433113	6836894	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Mayamba,April R	00135536	6835804	COMP	1/30/2022	Administration	Legal	3170100006
Mayberry,Paul	00555946	6836564	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Maynard,Trena D	00124762	6836429	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Mayo,Joel V	00134989	6835098	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Mazares,Joseph P	00143623	6835852	COMP	1/19/2022	Accounts		3170532501
McAfee,Sara R	00397245	6836960	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
McAister Jr,Kenneth F	00392296	6835445	COMP	1/19/2022	Office of the Inspector General		3171200002
McAlpin,Erik J	00569030	6835596	COMP	1/26/2022	Accounts		3170500003
McBride III,Robert Thomas	00509192	6835699	COMP	4/29/2022	Budget		3170200001
McBride,Katherine E	00159087	6836534	COMP	2/24/2022	Accounts		3170532501
McClardy,Mike B	00102664	6836233	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
McClary,Zackery	00555669	6835498	COMP	3/29/2022	Strategic Technology Solutions		3170300019
McClellan,Anthony S	00111815	6836068	COMP	1/11/2022	Strategic Technology Solutions		3170300028
McCoy,Jane S	00349139	6836404	COMP	3/14/2022	Accounts	Business and Finance	3170531704
McCoy,Jane S	00349139	6836404	COMP	3/14/2022	Accounts	Business and Finance	3170500001
McCray,Juanita	00148761	6836378	COMP	1/11/2022	Accounts		3170500001
Ransco,Trena R	00129708	6835538	COMP	1/12/2022	Accounts		317053910
Ransco,Trena R	00129708	6934117	COMP	4/11/2022	Accounts		317053910
Raudry,Maura	00514923	6835074	COMP	4/28/2022	Accounts		317053910
Rawlinson,Michael Houston	00557462	6835898	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Redmond,Carol R	00130080	6836530	COMP	1/28/2022	Accounts		3170532501
Reed,Christopher	00533149	6836297	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300029
Reed,Joseph W	00135787	6836479	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Reed,Marlanna L	00129103	6835545	COMP	1/13/2022	Accounts		317053910
Reedy,Joshua	00550073	6835829	COMP	4/27/2022	Strategic Technology Solutions		3170300001
Reese,Richard E	00114850	6836742	COMP	1/18/2022	Accounts		3170534501
Reeves,Felicia R	00148635	6836803	COMP	4/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Rehder,Karl E	00163616	6836554	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Rehder,Karl E	00163616	6879676	COMP	2/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Rehring,David S	00118858	6835991	COMP	5/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Rehner,Michelle S	00410997	6835233	COMP	4/27/2022	Strategic Technology Solutions		3170300018
Retta,Tedesse	00123043	6835544	COMP	1/21/2022	Accounts		317053910
Reynolds,Brenda E	00396732	6835146	COMP	4/28/2022	Accounts		3170534701
Reynolds,Brian W	00373575	6835747	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Reynolds,Katlin L	00419808	6835243	COMP	4/28/2022	Office of Evidence and Impact		3172400001
Rhodes,Anthony D	00508866	6835387	COMP	3/18/2022	Strategic Technology Solutions		3170300019

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Rhodes,Patric	00447642	6835292	COMP	1/31/2022	Strategic Technology Solutions		3170300019
Rhodes,Paul	00522769	6836420	COMP	2/2/2022	Strategic Technology Solutions		3170300031
Rhodes,Teresa L	00428804	6836157	COMP	2/17/2022	Benefits Administration		3170400002
Richard,Rashidah	00555974	6835665	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Richardson,Kathy R	00156268	6836392	COMP	4/28/2022	Accounts		3170500001
Richardson,William G	00154837	6836436	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Riggs,Christopher G	00105145	6835792	COMP	3/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Riley,Heather C	00149727	6836586	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Riley,Laurel D	00496050	6835457	COMP	3/16/2022	Administration	Customer Focused Government	3170100001
McCreeary Jr,Hobert M	00129970	6835525	COMP	1/25/2022	Accounts		3170535910
McCreeh,TJasmine LaShana'e	00552220	6836175	COMP	2/17/2022	Benefits Administration		3170400002
McDale,Rae J	00122343	6836634	COMP	1/26/2022	Accounts		3170534501
McDaugle,Gary D	00111960	6836630	COMP	4/27/2022	Accounts		3170534501
McElhenny,Jessica L	00102054	6836540	COMP	1/12/2022	Accounts		3170534901
McElroy,Matthew J	00106781	6835584	COMP	2/14/2022	Budget		3170200001
McEwen,Kenneth F	00393522	6835257	COMP	5/30/2022	Accounts		3170533701
McFarlane,Morgan	00481443	6836528	COMP	1/25/2022	Benefits Administration		3170400005
McGee,Ricky H	00148941	6835222	COMP	1/24/2022	Strategic Technology Solutions		3170300018
McGhee,Kimberly Rae	00550175	6835078	COMP	4/28/2022	Accounts		3170535910
McHaley,Johnson,Tongia	00149341	6836788	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
McInnes,John P	00534224	6836525	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Mdntosh,John J	00427529	6835838	COMP	1/28/2022	Strategic Technology Solutions		3170300017
Mdntosh,Jorri Ann	00530089	6836593	COMP	1/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
McKee,John	00405474	6835904	COMP	1/24/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
McKight,Dandrea L	00114657	6836355	COMP	3/2/2022	Strategic Technology Solutions		3170300019
McKerran,Benjamin A	00112853	6836856	COMP	1/27/2022	Strategic Technology Solutions		3170300016
McMann,Patrick	00575454	6836202	COMP	3/25/2022	Strategic Technology Solutions		3170300029
McPherson,Randall K	00147834	6836357	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3170800000
McReynolds,Garrett Keith	00552666	6836256	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
McWhorter,Barbara D	00104071	6835994	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
McGisha,Reba C	00114501	6836669	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
McGisha,Reba C	00114501	6836669	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	9002200000
McGuire,Matthew M	00161981	6836664	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
McKea,Johanna C	00112588	6835179	COMP	3/25/2022	Accounts		3170540100
McKibben II,Dale M	00991520	6835283	COMP	1/20/2022	Strategic Technology Solutions		3170300019
McMillan,Gordon C	00103338	6835791	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
McWright,James E	00130368	6836356	COMP	2/6/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Meeks,Christopher G	00113514	6835920	COMP	1/19/2022	Strategic Technology Solutions		3170300011
Meenach,Clayton K	00114159	6836300	COMP	3/11/2022	Strategic Technology Solutions		3170300030
Megale,Basem S	00529821	6836846	COMP	1/14/2022	Accounts		3170534501
Mehany,Emad	00375131	6835157	COMP	1/13/2022	Accounts		3170532701
Mendes,William H	00544246	6836289	COMP	2/4/2022	Strategic Technology Solutions		3170300029
Mengistu,Kassa M	00370975	6836149	COMP	1/11/2022	Benefits Administration		3170400002
Mengistu,Taref Bezu	00488495	6835673	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Meyer,Ronald D	00151723	6836472	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Mesheha,Gilma	00104209	6835134	COMP	4/28/2022	Accounts		3170534401
Metry,Nermeen Refaat	00594807	6974869	COMP	5/16/2022	Accounts		3170532701
Metager,Timothy G	00104748	6835599	COMP	2/14/2022	Strategic Technology Solutions		3170300010
Michael,Basem M	00507901	6836652	COMP	1/11/2022	Accounts	Business and Finance	3170531704
Michel,Christopher P	00100464	6836231	COMP	2/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Midgett,Shanna N	00115144	6835808	COMP	3/18/2022	Strategic Technology Solutions		3170300001
Midha,Ashak K	00134329	6835144	COMP	4/28/2022	Accounts		3170534701
Mikheil,Meseld S	00123551	6835246	COMP	1/28/2022	Accounts		3170533001
Mlad,Michael S	00100695	6836764	COMP	1/12/2022	Accounts	Capital Accounting	3170531731
Miles,Itzell Rust	00128202	6836439	COMP	2/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Miller Jr,John Wayne	00175529	6836755	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Miller,Jasmine C	00470292	6835249	COMP	4/28/2022	Accounts		3170533001
Miller,Kelci Denise	00588546	6835173	COMP	2/11/2022	Accounts		3170532701
Miller,Lela Fay	00532748	6835121	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Miller,Michael B	00371379	6836578	COMP	1/13/2022	Office of the Inspector General		3171200004
Miller,Michael B	00371379	6914402	COMP	3/17/2022	Office of the Inspector General		3171200004
Miller,Ronald L	00451593	6835235	COMP	4/28/2022	Strategic Technology Solutions		3170300018
Miller,Tammy S	00123302	6836277	COMP	1/24/2022	Accounts		3170500001
Mills,Charlynn M	00498314	6836013	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Mintard,Richard C	00115466	6836540	COMP	1/12/2022	Strategic Technology Solutions		3170300019
Mintel,Dorian	00528875	6835843	COMP	3/28/2022	Strategic Technology Solutions		3170300017
Minton,Phillip A	00127335	6836529	COMP	1/27/2022	Accounts		3170532501
Mitchell,Chase	00593418	6950569	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Moffatt,Alexandra Lewis	00538850	6836520	COMP	1/24/2022	Accounts		3170500001
Mohan,Doss,Praveen K	00490870	6836550	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Molstad,Kristine N	00396668	6836165	COMP	2/17/2022	Benefits Administration		3170400002
Monceaux,Dawn M	00435111	6836262	COMP	2/17/2022	Benefits Administration		3170400002
Monmouth,Lauren Elisabeth	00494159	6836015	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Montes,Bryant	00494603	6835410	COMP	5/26/2022	Strategic Technology Solutions		3170300019
Moore,Daniel B	00367978	6836091	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Moore,Deborah J	00119058	6835987	COMP	3/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Moore,Holly Danielle	00468757	6835329	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Moore,Janice E	00130018	6835375	COMP	4/27/2022	Accounts		3170534301
Moore,Patrick C	00522440	6836215	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Moore,Stephanie L	00118014	6836666	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Moore,Teresa M	00119998	6835359	COMP	2/7/2022	Accounts		3170533101
Moran,Daina M	00101680	6836609	COMP	1/18/2022	Office of Criminal Justice Program		3170600001
Morgan,Alexander M	00530036	6950560	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Morgan,Derek Mitchell	00475880	6835320	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Morgan,Gary D	00154409	6836087	COMP	5/3/2022	Strategic Technology Solutions		3170300029
Morgan,Priscilla R	00150627	6836055	COMP	4/28/2022	Strategic Technology Solutions		3170300028
Morgan,Sarah L	00129495	6835358	COMP	3/18/2022	Accounts		3170533101
Morley,Mia	00452716	6835163	COMP	1/28/2022	Accounts		3170532701
Morneau,Gregory A	00100417	6836225	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Morrison Jr,Richard W	00996467	6836488	COMP	3/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Morrison,Paul Tim	00515074	6836316	COMP	1/12/2022	Strategic Technology Solutions		3170300030
Morton,Jeremiah L	00422663	6836612	COMP	1/31/2022	Office of Criminal Justice Program		3170600001
Mosby,Howard	00530118	6835388	COMP	3/12/2022	Strategic Technology Solutions		3170300019
Moss,Kimberly L	00146553	6836825	COMP	5/10/2022	Accounts		3170534501
Mostafa Brent,Luritha A	00145320	6836822	COMP	4/28/2022	Accounts		3170534501
Mosten,Sonya Rugena	00484680	6836285	COMP	3/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Moulby,James R	00457182	6836701	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Mountry,Anthony	00452893	6835905	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Mulcahey,Jonathan Michael	00527778	6836595	COMP	5/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Munden,Arlen	00372787	6835137	COMP	4/28/2022	Accounts		3170534401
Murray,Evans M	00101276	6836421	COMP	1/27/2022	Strategic Technology Solutions		3170300032
Muska,Wilber Roberto	00590861	6905557	COMP	5/2/2022	Accounts		3170500001
Muth,Judy A	00107017	6836365	COMP	1/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Myers,Sean D	00378905	6836886	COMP	6/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Myles,Nakeisha N	00422477	6836152	COMP	5/2/2022	Benefits Administration		3170400002
Myles,Robert J	00411291	6835674	COMP	1/27/2022	Office of the Inspector General		3171200003
Nalleh,Eugene F	00123565	6835569	COMP	1/11/2022	Administration	Commissioner's Office	3170100003
Nalleh,Margaret O	00139846	6836531	COMP	1/11/2022	Accounts		3170532501
Nations,Randy A	00437212	6835474	COMP	1/12/2022	Accounts		3170534301
Naumer,Eric	00538640	6836014	COMP	3/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Nease Jr,Ronnie E	00432468	6835231	COMP	1/11/2022	Strategic Technology Solutions		3170300018
Neel,John M	00153906	6835211	COMP	3/18/2022	Strategic Technology Solutions		3170300022
Neenan,Jennifer Ann	00533775	6836538	COMP	5/16/2022	Accounts		3170532501
Neubert,Eugene H	00114100	6835465	COMP	1/11/2022	Administration	Commissioner's Office	3170100002
Newman,Vicky F	00160308	6835342	COMP	1/12/2022	Office of the Inspector General		3171200001
Newson,Adrianna L	00431653	6835813	COMP	1/20/2022	Strategic Technology Solutions		3170300001
Newton,Kelly F	00100467	6835558	COMP	1/26/2022	Office of the Inspector General		3171200003
Newton,Richard M	00128301	6835586	COMP	2/15/2022	Budget		3170200001
Ni,Brian	00372255	6836880	COMP	5/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Nicely,Donna F	00134668	6836380	COMP	1/26/2022	Accounts		3170500001
Nicholas,Christopher	00588017	6836868	COMP	3/1/2022	Strategic Technology Solutions		3170300031
Nichols,Renita	00584221	6905074	COMP	4/28/2022	Accounts		3170534501
Nicol,Payton Hayley	00571110	6835167	COMP	6/9/2022	Budget		3170200001
Niederwerfer,Jennifer E	00163609	6835528	COMP	6/10/2022	Accounts		3170535910
Nielson,Andrew	00532026	6836904	COMP	2/25/2022	Accounts		3170534501
Nieto,Ray	00593176	6984343	COMP	5/31/2022	Strategic Technology Solutions		3170300028
Nifong,Carolyn M	00138400	6836384	COMP	1/12/2022	Accounts		3170500001
Nipper,Amy Lynne	004086011	6835883	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Nodjak Jr,Paul J	00420338	6836302	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300030
Nolan,William J	00581434	6835706	COMP	4/27/2022	Budget		3170200001
Norem,Jeffrey A	00160211	6835619	COMP	1/14/2022	Strategic Technology Solutions		3170300010
Norman Gordon,Nneka Rayunelle	00110638	6835466	COMP	1/12/2022	Administration	Talent Management	3170100003
Norris,Brenda A	00141210	6835373	COMP	2/23/2022	Accounts		3170534301
Norris,Kelley W	00125059	6836254	COMP	2/25/2022	Strategic Technology Solutions		3170300019
Norton,Marion Keith	00467490	6836379	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Noss,Stephen M	00424939	6835836	COMP	1/12/2022	Strategic Technology Solutions		3170300017
Nowinski,Nicholle L	00534779	6984344	COMP	5/1/2022	Strategic Technology Solutions		3170300032
Nzengiyumua Jean-Jacques A	00434959	6836075	COMP	2/9/2022	Strategic Technology Solutions		3170300028
Nugent,Matthew Anthony	00576782	6836711	COMP	1/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Nutt,Ron F	00162762	6836000	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Nwansa,Victor U	00145553	6836923	COMP	1/19/2022	Accounts		3170532101
Oakes,James M	00136551	6836943	COMP	3/30/2022	Strategic Technology Solutions		3170300019
Oaks,Donald L	00141234	6836240	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Oblanwu,Stephen O	00118913	6836478	COMP	1/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Odum,Donna M	00402261	6836102	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Oghalindran D	00155571	6836441	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Okeke,Latandra L	00157436	6836778	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Onasde,Wasuf	00545382	6835659	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Orkies,Chris	00474409	6835848	COMP	3/23/2022	Strategic Technology Solutions		3170300017
Orz,Jessica Nicole	00361562	6836032	COMP	1/30/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Osborne,Amy D	00155364	6835086	COMP	4/28/2022	Accounts		3170532801
Osborne,Thomas F	00145346	6836823	COMP	3/31/2022	Accounts		3170534501
Ozman,Mohammed	00374308	6836362	COMP	5/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Oviedo,Juan E	00108802	6836772	COMP	2/11/2022	Strategic Technology Solutions		3170300016
Owen W, Samuel F	00140334	6835988	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Owen,Cathy L	00152502	6836373	COMP	1/13/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Owens,Stephen	00531837	6835757	COMP	3/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Owens,Luke G	00121511	6836874	COMP	1/12/2022	Strategic Technology Solutions		3170300019
Ozminski,Sherry L	00396409	6836430	COMP	3/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Ozminski,Sherry L	00396409	6836430	COMP	3/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Pablo,Michael A	00162257	6835414	COMP	4/27/2022	Accounts		3170533901
Pack,Robert F	00131687	6836351	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Page,Christopher A	00144654	6836361	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Painter,Raeann	00142278	6836572	COMP	5/9/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Paladugu,Pavati	00530679	6836973	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Palma,Elizabeth Lynn	00536690	6835272	COMP	1/12/2022	Accounts		3170531608
Pankey,Karin Dayn	00497354	6836141	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Parham IV,Guy H	00152542	6836944	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300019
Parikh,Jatin R	00160039	6835152	COMP	1/11/2022	Accounts		3170532701
Parisher,Charity A	00161419	6836301	COMP	1/20/2022	Strategic Technology Solutions		3170300030
Park,Calvin	00519300	6836104	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Parker,Andriette C	00131431	6797727	COMP	4/28/2022	Accounts		3170533701
Parker,Cyberfrance	00498115	6835941	COMP	2/15/2022	Strategic Technology Solutions		3170300017
Parker,Rebecca Leigh	00123428	6835330	COMP	6/14/2022	Strategic Technology Solutions		3170300016
Parker,Rebecca Leigh	00123428	6835330	COMP	6/14/2022	Strategic Technology Solutions		9002200000
Parker-Wood,Christine L	00483679	6836976	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Parrott,Jennifer J.	00485050	6836981	COMP	6/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Past,Teresa A	00371474	6836586	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Pate,Kaylah M	00447798	6835676	COMP	1/12/2022	Office of the Inspector General		3171200003
Patel,Balukesh	00529725	6835328	COMP	3/23/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Patel,Beena	00549580	6836123	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Patel,Chika Mahesh	00572064	6836915	COMP	4/28/2022	Accounts		3170534501
Patel,Jay R	00550577	6836604	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Patel,Jinal	00495819	6835108	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Patel,Karan	00495957	6836138	COMP	2/2/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Patel,Khushbu	00534405	6835310	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Patel,Radhika	00500208	6835363	COMP	2/10/2022	Accounts		3170539101
Patel,Shreyakumar J	00525274	6835175	COMP	1/19/2022	Accounts		3170532701
Pathan,Naifan	00108899	6836361	COMP	1/19/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Patrick,Arka Lavoris Marquette	00591641	6910736	COMP	3/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Patterson,Ceryl A	00153012	6836779	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Patterson,Katie Renee	00143996	6835794	COMP	1/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Patterson,Lisa G	00394771	6835491	COMP	5/19/2022	Accounts		3170500003
Pawar,Dipika	00550218	6836811	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Paxton,Bryan D	00154560	6835799	COMP	3/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Payne,Christy Mash	00548317	6836517	COMP	3/12/2022	Accounts		3170500001
Payne,Kenya M	00489195	6836509	COMP	3/9/2022	Accounts		3170500001
Payne,Kevin W	00130425	6836949	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Payne,Melba Renee	00504703	6836199	COMP	3/16/2022	Strategic Technology Solutions		3170300029
Payne,Shelby S	00122530	6836238	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Payne,Vigil	00461514	6836705	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Pearson,Lennifer A	00141456	6836383	COMP	3/1/2022	Accounts		3170500001
Pease,Heather B	00469044	6836170	COMP	4/20/2022	Benefits Administration		3170400002
Peay III,Clifton L	00485737	6835456	COMP	4/14/2022	Administration	Customer Focused Government	3170100001
Pecco,Arthur Dean	00405837	6836303	COMP	4/25/2022	Strategic Technology Solutions		3170300030
Pecore,David Lynn	00530715	6836546	COMP	1/11/2022	Accounts		3170534801
Pedersen,Dennis T	00110308	6835918	COMP	1/20/2022	Strategic Technology Solutions		3170300011
Feebles,Matthew Thomas	00574501	6835132	COMP	4/28/2022	Accounts		3170534101
Peeler, Gina G	00480658	6836107	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Peiffer,Jonathan	00530150	6835858	COMP	1/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Pence,Damon Jerard	00372604	6835746	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Pennington, Frank T	00136931	6835720	COMP	1/27/2022	Strategic Technology Solutions		3170300010
Perkins,Jason Edward	00532059	6836596	COMP	4/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Perkins,Samantha F	00143331	6836661	COMP	1/26/2022	Accounts	STS Financial	3170531707
Perry,Edith B	00190547	6836639	COMP	4/27/2022	Accounts		3170539501
Perry,Glenn A	00136700	6836397	COMP	2/11/2022	Accounts		3170500001
Perry,Larry D.	00485030	6836812	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Peterson,Andrew Michael	00572558	6835170	COMP	1/12/2022	Accounts		3170532701
Pettigrew,Haywood T	00161028	6836089	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Pfeifer,Leonard M	00161757	6797255	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Pham,Johnston	00586761	6836296	COMP	1/19/2022	Strategic Technology Solutions		3170300029
Phelps,Robert	00515219	6836206	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Phillip,Antoin A	00437001	6836156	COMP	1/13/2022	Benefits Administration		3170400002
Phillips,Clyde M	00159207	6835089	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Phillips,David C	00396385	6836901	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Phillips,Lester G	00139340	6835322	COMP	1/18/2022	Accounts		9002200000
Phillips,Lester G	00139340	6835322	COMP	1/18/2022	Accounts		3170532901
Pierson,James	00561204	6836120	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Pinhel,Lois E	00136231	6836448	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Pinto,Ryan R	00479132	6836698	COMP	1/28/2022	Strategic Technology Solutions		3170300028
Pittenger,Ryan M	00432989	6835921	COMP	1/11/2022	Strategic Technology Solutions		3170300011
Plemms,Rebecca	00407800	6836822	COMP	1/21/2022	Accounts		3170534501
Poepflau,Gregory Steven Joseph	00578852	6836656	COMP	1/18/2022	Accounts	Business and Finance	3170531704
Pogue,Daniel W	00139104	6836470	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Pollard,Jon G	00136367	6836936	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Pomerantz,Karan Elaine	00556692	6836839	COMP	1/18/2022	Accounts		3170534501
Pond,Rebecca	00449955	6836700	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Pope,Clara E	00115119	6835616	COMP	4/27/2022	Strategic Technology Solutions		3170300010
Porietis,Aldis	00537317	6835217	COMP	3/24/2022	Strategic Technology Solutions		3170300022
Porter,Bryan C	00161872	6836854	COMP	3/1/2022	Strategic Technology Solutions		3170300016
Porter,Katherine Elizabeth	00593529	6949934	COMP	4/27/2022	Accounts		3170500003
Porter,Kristina Lynn	00534137	6836270	COMP	2/17/2022	Benefits Administration		3170400002
Porter,Lee	00363201	6836151	COMP	2/2/2022	Benefits Administration		3170400002
Porter,Steven L	00411784	6836159	COMP	2/17/2022	Benefits Administration		3170400002
Porter,Lola L	00111050	6835583	COMP	5/31/2022	Administration	Commissioner's Office	3170100008
Powell,Mark V	00114034	6836939	COMP	1/14/2022	Strategic Technology Solutions		3170300019
Powell-Hidridge,Shannon R	00126173	6835631	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Prasad,Ramesh	00371930	6836093	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Pratt,John	00507717	6835236	COMP	1/25/2022	Strategic Technology Solutions		3170300018
Pratt,Tabitha	00485277	6836644	COMP	1/28/2022	Accounts		3170538501
Pressley,Brittany N	00418748	6835492	COMP	5/9/2022	Accounts		3170500003
Primm,Anna Michelle	00443891	6835208	COMP	2/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Prokop,Leanne E.	00489013	6836522	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Pryor,Melinda D	00475757	6835822	COMP	1/18/2022	Strategic Technology Solutions		3170300001
Pucci,Robert K	00568703	6835823	COMP	1/22/2022	Strategic Technology Solutions		3170300034
Pugh,Penny Rose	00502065	6835066	COMP	4/28/2022	Accounts		3170539910
Pugh,Rachel Allison	00392432	6956220	COMP	5/4/2022	Office of Criminal Justice Program		3170600003
Pugh,Terry R	00136957	6836859	COMP	4/27/2022	Strategic Technology Solutions		3170300016
Pulley,Travis	00493674	6836265	COMP	1/25/2022	Benefits Administration		3170400002
Puppala,Rmya Sruthi	00521791	6835784	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Purdum,Russell L	00142716	6836459	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Quiggle,Karmine M	00531794	6836431	COMP	2/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Quinn,Christy Madulin	00556409	6835089	COMP	4/28/2022	Accounts		3170539910
Rafford,Angela V	00189339	6835051	COMP	4/28/2022	Accounts		3170539910
Rain,Sanya S	00125339	6836481	COMP	2/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Ragan,Jealynn L	00396739	6835970	COMP	1/20/2022	Strategic Technology Solutions		3170300027
Ragan,Russell T	00152187	6835903	COMP	3/17/2022	Strategic Technology Solutions		3170300001
Ragland,Annetta D	00141099	6836434	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ragland,Thomas Edward	00552669	6836706	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Raines,Randy D	00158631	6836560	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Rainey,Chanda R	00461672	6835938	COMP	2/1/2022	Benefits Administration		3170400001
Rainey,Shana E	00334904	6836829	COMP	1/18/2022	Accounts		3170534501
Rains,James L	00557113	6835594	COMP	1/26/2022	Accounts		3170500003
Rambha,Raja Kumar S	00162828	6836792	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ramsey,III,Freeman	00112174	6836227	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ramsey,III,Freeman	00112174	6934525	COMP	6/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Ramsey,Steven D	00121888	6836525	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Randley,Jennifer L	00295599	6835200	COMP	1/13/2022	Strategic Technology Solutions		3170300008
Randolph,Crista Kay	00486492	6836268	COMP	2/9/2022	Benefits Administration		3170400002
Randolph,John A	00456735	6836426	COMP	1/13/2022	Strategic Technology Solutions		3170300032
Watson-Hill,Vanessa E	00177200	6836037	COMP	4/27/2022	Benefits Administration		3170400002
Watts,Patricia A	00164146	6836827	COMP	1/11/2022	Accounts		3170534501
Waynick, Jr, Roger Scott	00535016	6835353	COMP	4/12/2022	Administration	Customer Focused Government	3170100001
Wayson,Karen A	00100252	6836629	COMP	1/18/2022	Accounts		3170534501
Weatherington,Thomothy	00544382	6836191	COMP	2/15/2022	Strategic Technology Solutions		3170300029
Webb,Rebecca L	00569831	6835573	COMP	1/13/2022	Administration	Human Resources	3170100003
Weeks,John W	00138489	6836946	COMP	1/19/2022	Strategic Technology Solutions		3170300019
Weeks,LaC Nicole	00449712	6950554	COMP	5/9/2022	Office of the Inspector General		3171200001
Weil,Sue Ming	00486310	6836012	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Weilberg,Sergio L.	00493297	6835201	COMP	3/15/2022	Strategic Technology Solutions		3170300008
Weisonger,Darlin E	00343297	6836818	COMP	3/15/2022	Strategic Technology Solutions	Business Solutions Delivery	3172060000
Welch,Alan P	00159239	6835996	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Welch,Bridget	00500043	6836124	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Welch,Kyle M	00573349	6835245	COMP	4/28/2022	Office of Evidence and Impact		3172400001
Wendel,Bretton K	00160135	6836587	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Wernsom,Jiya Tekeste	004492090	6835951	COMP	5/3/2022	Accounts		3170532901
Wesley,Thomas A	00486325	6835874	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
West,Chady A	00122622	6836922	COMP	1/12/2022	Accounts		3170532101
Westmoreland,Tammie L	00112819	6836747	COMP	4/28/2022	Accounts		3170534501
Whiter,Eric W	00162317	6835985	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
White,Angelo M	00152212	6835608	COMP	4/28/2022	Strategic Technology Solutions		3170300010
White,Suzanne O	00124817	6835919	COMP	6/14/2022	Strategic Technology Solutions		3170300011
White,Vanessa E	00146754	6835382	COMP	1/11/2022	Accounts		3170534301
Whited,Kimberly	00496360	6836655	COMP	1/11/2022	Accounts	Business and Finance	3170531704
Whitefield,Wicky L	00152363	6836372	COMP	1/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Whitehead,Georgia A.	00152832	6835551	COMP	1/27/2022	Accounts		3170535910
Whitfield,Thomas J	00102269	6835178	COMP	3/28/2022	Accounts		3170540100
Whitman,Dorothy M	00153031	6836780	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Whitmire,Clayton F	00107062	6836232	COMP	3/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Whitt,Jeely L	00124228	6835721	COMP	1/11/2022	Strategic Technology Solutions		3170300010
Whitwell,Barbara J	00111940	6835517	COMP	1/11/2022	Accounts		3170531865
Whitwell,Barbara J	00111940	6951790	COMP	4/28/2022	Accounts		3170531865
Wicke,Ellen B	00395518	6836189	COMP	1/26/2022	Strategic Technology Solutions		3170300001
Wiegand,Elizabeth	00591892	6950565	COMP	4/29/2022	Strategic Technology Solutions		3170300017
Wiemers,David E	00122067	6836789	COMP	2/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Wilder,Jerry D	00163038	6835973	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Wilder,Kimberly K	00130520	6835054	COMP	4/28/2022	Accounts		3170535910
Wilder,Thomas A	00108908	6836327	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Wilkins,Gregory J	00130611	6835198	COMP	1/20/2022	Strategic Technology Solutions		3170300008
Wilbanks,Kandace Elaine	00153925	6836556	COMP	1/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Williams,Ashley M	00429300	6836180	COMP	2/7/2022	Strategic Technology Solutions		3170300029
Williams,Carissa M	00116650	6835145	COMP	4/28/2022	Accounts		3170534701
Williams,Denitra D	00126132	6836460	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Williams,Donald R	00160662	6836367	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Williams,Eric Michael	00552206	6836272	COMP	2/17/2022	Benefits Administration		3170400002
Williams,Joan Deanne	00414712	6836162	COMP	2/16/2022	Benefits Administration		3170400002
Williams,Kelvin	00127702	6836558	COMP	5/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Williams,Lilena A	00342941	6835555	COMP	5/31/2022	Office of the Inspector General		3171200003
Williams,Mark L	00108698	6835565	COMP	1/21/2022	Strategic Technology Solutions		3170300024
Williams,Morris	00520638	6836697	COMP	5/3/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Williams,Ronald	00463243	6835345	COMP	4/1/2022	Office of Criminal Justice Program		3170600001
Williams,Stacy D	00491918	6836200	COMP	1/28/2022	Strategic Technology Solutions		3170300029
Williams,Stacy D	00135564	6835442	COMP	1/18/2022	Office of the Inspector General		3171200002
Williams-Tornd,Ashley S	00372638	6836582	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Williams, Chad	00474346	6836254	COMP	2/13/2022	Benefits Administration		3170400002
Willis,Dolores A	00152495	6836562	COMP	2/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Willis,Dolores A	00152495	6916596	COMP	4/5/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Willis,Taylor Stockard	00523921	6836636	COMP	2/11/2022	Accounts		3170534901
Wilson,Cynthia P	00160530	6835436	COMP	1/12/2022	Accounts		3170535910
Wilson,David K	00117917	6836948	COMP	2/14/2022	Strategic Technology Solutions		3170300019
Wilson,Gina Michelle	00121585	6836283	COMP	1/26/2022	Accounts		3170500001
Wilson,Joseph	00114818	6836956	COMP	2/24/2022	Strategic Technology Solutions		3170300019
Wilson,Julie Ann	00494503	6950571	COMP	4/29/2022	Accounts	Billing Services	3170531707
Wilson,Ona E	00118960	6836673	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Wilson,Rebecca Ann	00528709	6835107	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Wilson,Terence T	00497131	6835401	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Wilson,Tyler Patrick	00366878	6836248	COMP	5/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Winchester,Herbert M.	00490387	6835923	COMP	3/8/2022	Strategic Technology Solutions		3170300011
Winger,Karl	00382695	6835819	COMP	4/27/2022	Strategic Technology Solutions		3170300001
Winn,Michael E	00448484	6836700	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Winnor,Kelvin L	00488964	6835661	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Winters,Kayleen R	00513790	6836906	COMP	1/13/2022	Accounts		3170534501
Wise,Lana K	00112823	6835548	COMP	2/20/2022	Accounts		3170535910
Wise,Mark P	00126587	6835363	COMP	5/31/2022	Accounts		3170538101
Wisely,Claire Elise	00523670	6836718	COMP	1/18/2022	Office of Criminal Justice Program		3170600003
Wiseman,Melissa A	00105651	6836045	COMP	1/12/2022	Benefits Administration		3170400002
Wisnewski,Kenneth M	00503714	6835500	COMP	1/11/2022	Strategic Technology Solutions		3170300019
Wolde,Adane F	00371591	6836402	COMP	5/24/2022	Accounts		3170500001
Womble,Natalie J	00126753	6836604	COMP	1/13/2022	Strategic Technology Solutions		3170300028
Woodall,Marla Nichole	00138919	6835850	COMP	4/27/2022	Accounts		3170532901

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Woodall,Marla Renee	00153676	6835927	COMP	1/13/2022	Benefits Administration		317040001
Woodruff III,Elvin A	00396408	6836693	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	317208000
Woods,Everett L	00152153	6835357	COMP	2/15/2022	Accounts		3170533101
Woods,Lenny Leah	00585713	6835080	COMP	4/28/2022	Accounts		3170535910
Woods,Sherita L	00129747	6836385	COMP	1/20/2022	Accounts		3170500001
Worley,Tammy R	00189226	6836393	COMP	1/13/2022	Accounts		3170500001
Wormann,James F	00101481	6836340	COMP	2/17/2022	Benefits Administration		3170400002
Worham,Tyler	00549398	6835501	COMP	1/18/2022	Strategic Technology Solutions		3170300019
Wouters,Austin	00525048	6950551	COMP	4/28/2022	Administration	Customer Focused Government	3170100001
Wozniak,Richard	00515086	6835846	COMP	1/24/2022	Strategic Technology Solutions		3170300017
Wright, Ralph D	00113382	6836965	COMP	4/18/2022	Strategic Technology Solutions		3170300016
Wright, Kimberly G	00136113	6835804	COMP	1/20/2022	Strategic Technology Solutions		3170300001
Yan,Hong	00942072	6835258	COMP	1/14/2022	Accounts		3170533701
Yancey, Charles Edward	00497217	6835908	COMP	1/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Yarbrough, Donald C	00359171	6836967	COMP	4/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Yassa,Reham	00489203	6835475	COMP	2/8/2022	Accounts		3170534301
Yates Robinson, Isa	00114449	6835546	COMP	5/23/2022	Accounts		3170535910
Yates, Glenn Curf's	00428678	6836899	COMP	3/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Yates, Kevin W	00473195	6836864	COMP	1/11/2022	Strategic Technology Solutions		3170300016
Yavar, Roxana	00527382	6835907	COMP	2/24/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Yebuah, Eric N	00138623	6836735	COMP	1/26/2022	Accounts		3170534501
York, Ilm	00440742	6835103	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Younan, Ereny	00493107	6835772	COMP	2/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Young, Gina D	00111499	6836678	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Youssef, Mary	00554155	6835141	COMP	4/28/2022	Accounts		3170534401
Yu, Minhee H	00116268	6835995	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Zakhary, Youstina R	00456950	6836842	COMP	1/12/2022	Accounts		3170534501
Zaki, Febe	00141476	6835532	COMP	1/13/2022	Accounts		3170535910
Zapata, Ernesto	00497574	6835864	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Zhang, Mo	00586240	6835481	COMP	5/9/2022	Accounts		3170534301
Zhu, Feng	00113698	6836456	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Zielinski, Leslie	00512981	6835110	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Zimmer, Jr, Dwayne B	00124988	6836668	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Zimmer, Kara Diane	00544454	6835680	COMP	1/26/2022	Office of the Inspector General		3171200004
Zoccola, Charles	00536219	6835298	COMP	1/18/2022	Strategic Technology Solutions		3170300019
Zundel, David A	00105972	6835356	COMP	1/13/2022	Accounts		3170533101
Rhoads, Michael	00533033	6835865	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Rippy, Charles N	00119310	6835123	COMP	4/28/2022	Accounts		3170534101
Rivers, Jacob	00586400	6835870	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Rivers, Kenneth	00578234	6835732	COMP	4/27/2022	Strategic Technology Solutions		3170300010
Roark, Vicky D	00104688	6835429	COMP	1/20/2022	Accounts		3170535910
Robbins, Erin Nichole	00584237	6835367	COMP	1/12/2022	Accounts		3170533101
Roberts, Andrea LaBrice	00552217	6836274	COMP	2/17/2022	Benefits Administration		3170400002
Roberts, Clancy E	00406106	6835787	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Roberts, George Myers	00497876	6835892	COMP	1/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Roberts, Gregory Steven	00109374	6836409	COMP	1/18/2022	Strategic Technology Solutions		3170300031
Roberts, Olfen V	00135778	6836775	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Robertson, Joshua T	00156236	6835992	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Robinson, Jeong S	00456155	6836516	COMP	2/17/2022	Accounts		3170500001
Robinson, Robin B	00161960	6836735	COMP	3/30/2022	Accounts		3170534501
Rochelle, Marlon W	00150865	6836750	COMP	1/18/2022	Accounts	Billing Services	3170531707
Rock, David M	00128366	6836243	COMP	3/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Rockwood, William C	00404631	6835228	COMP	5/31/2022	Strategic Technology Solutions		3170300018
Rodriguez, Christopher S	00509693	6836417	COMP	3/1/2022	Strategic Technology Solutions		3170300031
Rodriguez, Richard	00563651	6947948	COMP	4/25/2022	Office of the Inspector General		3171200002
Roe, Sylvia Y	00429289	6835059	COMP	4/28/2022	Accounts		3170535910
Rogers, Clarence	00538093	6835504	COMP	3/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300019
Rogers, Michael A	00504699	6836867	COMP	2/7/2022	Strategic Technology Solutions		3170300016
Roll, Charles R	00392303	6835446	COMP	1/13/2022	Office of the Inspector General		3171200002
Romane, Christopher	00444827	6835827	COMP	1/12/2022	Strategic Technology Solutions		3170300001
Romano Jr, George Joseph	00380836	6836076	COMP	1/11/2022	Strategic Technology Solutions		3170300028
Romans, Kevin	00487887	6835215	COMP	1/20/2022	Strategic Technology Solutions		3170300022
Romero, April J Wright	00125317	6835687	COMP	1/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Romero, Benny	00431095	6835160	COMP	4/28/2022	Accounts		3170532701
Romero, Brian	00550113	6836509	COMP	1/21/2022	Accounts		3170534501
Rosenberg, Lee Kenneth	00550104	6836513	COMP	1/24/2022	Accounts		3170500001
Rostchan, Sharna	00535178	6836166	COMP	1/14/2022	Benefits Administration		3170400002
Ross, Randy B	00113404	6836391	COMP	6/6/2022	Accounts		3170500001
Rousse, Benjamin W	00105967	6835620	COMP	6/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Rowland, Jen	00528141	6835386	COMP	1/24/2022	Strategic Technology Solutions		3170300019
Rowland, Victoria Lynn	00582715	6835171	COMP	1/13/2022	Accounts		3170532701
Roy, Tanusri	00474667	6835079	COMP	6/1/2022	Accounts		3170535910
Rucker, Harriet C	00157701	6835562	COMP	1/12/2022	Office of the Inspector General		3171200003
Rue, Chad B	00361191	6836584	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Rush, Waylon E	00126919	6836343	COMP	3/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Russell, Christie M	00454596	6836836	COMP	1/11/2022	Accounts		3170533701
Russell, Lilli Marie	00532213	6836273	COMP	2/22/2022	Benefits Administration		3170400002
Russell, Lisa Marie	00586869	6836259	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Russell, Tameka L	00115143	6835854	COMP	1/26/2022	Accounts		3170532901
Ryan, Richard L	00158234	6836447	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Sabry, Diana Mary	00590945	6950558	COMP	4/28/2022	Accounts		3170534501
Sadiq, Eleanor William	00122100	6836649	COMP	1/25/2022	Accounts	Business and Finance	3170531704
Sadler, Michael G	00133174	6836607	COMP	2/24/2022	Strategic Technology Solutions		3170300010
Sadler, William	00537922	6835218	COMP	2/3/2022	Strategic Technology Solutions		3170300022
Saeed, Nadier	00486627	6835139	COMP	4/28/2022	Accounts		3170534401
Said, Reneeh	00591272	6950559	COMP	5/27/2022	Accounts	Business and Finance	3170531704
Saladi, Naga Valleswari	00506476	6835648	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Saleh, Gehan Zarf	00523930	6836757	COMP	1/20/2022	Accounts	Business and Finance	3170531709
Salhan, Rahul	00477038	6835769	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Salisbury, Michael W B	00160231	6835125	COMP	4/28/2022	Accounts		3170534101

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Samuel, Kelvin L	00409703	6836496	COMP	2/16/2022	Accounts		317050001
Sanders, Kevin L	00455469	6835660	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Sanders, Lawrence E	00462565	6836009	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Sanders, Roger Thaddeus	00131905	6836381	COMP	1/26/2022	Accounts		317050001
Sandu, Benjamin	00532805	6835515	COMP	5/10/2022	Strategic Technology Solutions		317030019
Sanford, Timothy C	00111424	6835641	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	317205000
Sardis, Gerald	00524299	6835395	COMP	1/12/2022	Strategic Technology Solutions		317030019
Sarven, Jonathan Eric	00356787	6835450	COMP	1/19/2022	Office of the Inspector General		317120004
Sargis, Mona	00528386	6836382	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Sarwer, Imran	00552229	6836119	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Satterwhite, Justin	00512686	6836806	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	317208000
Saucerman, Dennis Wayne	00549523	6835094	COMP	4/28/2022	Accounts		317053281
Sawani, Aj	00408423	6836494	COMP	1/28/2022	Accounts		317050001
Scales, Shanesha T	00154713	6835550	COMP	3/24/2022	Accounts		3170535910
Schaller, Ryan Thomas	00593240	6999019	COMP	6/10/2022	Budget		317020001
Schellard, Nicholas Peter	00534631	6835313	COMP	3/4/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Schellhard, Pete	00531850	6835291	COMP	1/19/2022	Strategic Technology Solutions		317030019
Schroeder, Milton	00372599	6835745	COMP	5/27/2022	Strategic Technology Solutions	Business Solutions Delivery	317205000
Schueler, Jeffery P	00101373	6836407	COMP	3/16/2022	Strategic Technology Solutions		317030031
Schulmann, Alex B	00111006	6835630	COMP	2/18/2022	Budget		317020001
Schumacher, Brett	00520523	6836060	COMP	3/10/2022	Strategic Technology Solutions		317030027
Schwelzer, Tammy M	00550915	6835130	COMP	4/28/2022	Accounts		317053411
Scott, Aaron	00579490	6835406	COMP	1/11/2022	Strategic Technology Solutions		317030019
Scott, Angela R	00393815	6835691	COMP	1/16/2022	Budget		317020001
Scott, Jackson A	00485570	6835770	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	317205000
Scott, Lou Faye	00548026	6836707	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	317170007
Scott, Tamara C	00438557	6836154	COMP	2/16/2022	Benefits Administration		317040002
Scroggs, Meatrice Annie	00514607	6835667	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Seay, Ffle M	00143616	6836935	COMP	1/26/2022	Strategic Technology Solutions		317030019
Seay, Rena T	00505950	6835081	COMP	4/28/2022	Accounts		3170535910
Seay, Thomas Michael	00484711	6835790	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	317170001
See, Mark A	00357296	6835344	COMP	1/19/2022	Office of the Inspector General		317120001
Seely, Hayden	00556954	6835290	COMP	3/18/2022	Strategic Technology Solutions		317030019
Seely, Swapna	00584823	6836005	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Seldel, Chris	00546576	6836207	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	317207000
Settlemyer, Matt B	00111079	6836483	COMP	2/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	317170007
Settles, Angela D	00113940	6836731	COMP	4/28/2022	Accounts		317053451
Sewell, Clay	00536221	6836416	COMP	1/24/2022	Strategic Technology Solutions		317030016
Shaik, Kaleesha V	00160221	6836888	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Shaker, Gina A	00413790	6835947	COMP	1/12/2022	Accounts		317053291
Shaneyfelt, Ashleigh E	00414109	6835903	COMP	3/16/2022	Strategic Technology Solutions	Enterprise Resource Planning	317170002
Shannon, Noah Chad	00526462	6835899	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	317205000
Sharbel, Jacob P	00345643	6836090	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	317207000
Sharma, Anitabh	00111889	6836682	COMP	3/3/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Shawyer, Kevin	00516034	6836308	COMP	4/27/2022	Strategic Technology Solutions		317030030
Shaw, Erica D	00445618	6835595	COMP	2/15/2022	Accounts		317050003
Shaw, John M	00157813	6835053	COMP	4/28/2022	Accounts		3170535910
Shaw, Jonathan Marcus	00546095	6836911	COMP	4/28/2022	Accounts		317053451
Sheldon, Amanda Jean	00524309	6835262	COMP	6/1/2022	Accounts		317053371
Sherman, Shawn Kristine	00589259	6835082	COMP	4/28/2022	Accounts		3170535910
Sherman, Sonya	00357345	6836099	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	317207000
Shetter, David M	00109299	6835469	COMP	5/3/2022	Accounts		317053431
Sheworuf, Emily	00474053	6835364	COMP	1/12/2022	Accounts		317053911
Shewmaker, Bryant Daryl	00582775	6835172	COMP	2/8/2022	Accounts		317053701
Shir, David	00574777	6836291	COMP	1/12/2022	Strategic Technology Solutions		317030029
Shivallingsh, Deepa	00491792	6835780	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Shockey, Sabrina Michelle	00492908	6835699	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Shoop, Mark A	00122582	6836342	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Shounoda, Atef M	00128589	6836354	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	317208000
Shrestha, Nitral	00531445	6836127	COMP	2/10/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Sickmiller, Todd D	00430799	6836098	COMP	3/21/2022	Strategic Technology Solutions	Business Solutions Delivery	317207000
Sietema, Samantha P	00503489	6835649	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Siever, Joyce F	00149010	6835413	COMP	2/1/2022	Accounts		317053991
Slies, Catherine A	00111357	6835181	COMP	2/25/2022	Accounts		3170540100
Sills, Denise	00550855	6835950	COMP	1/24/2022	Strategic Technology Solutions		317030025
Sills, Lon	00108005	6836072	COMP	1/25/2022	Strategic Technology Solutions		317030028
Silver, Kenneth M.	00494550	6835409	COMP	3/24/2022	Strategic Technology Solutions		317030019
Silvernall, David K	00111149	6836777	COMP	2/8/2022	Strategic Technology Solutions		317030016
Simerly, Jimmy M	00362602	6835564	COMP	1/11/2022	Strategic Technology Solutions		317030026
Simmons, Bridget S	00151903	6836450	COMP	3/7/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Simmons, Chris	00411862	6836182	COMP	3/8/2022	Strategic Technology Solutions		317030016
Simpson, Brian	00524783	6835397	COMP	1/18/2022	Strategic Technology Solutions		317030019
Simpson, Robert L	00108478	6836328	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Singleton, John T	00135382	6836360	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	317208000
Sinkovitz, Michelle	00572547	6835893	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Sinkovitz, Michelle	00572547	6910657	COMP	3/11/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Skilton, Benjamin M	00115752	6836085	COMP	1/11/2022	Strategic Technology Solutions		317030029
Skotte, Ian Andrew	00549164	6836266	COMP	1/20/2022	Benefits Administration		317040002
Slate, Brittany Loren	00536839	6836837	COMP	1/13/2022	Accounts		317053451
Sledge, Glenn D	00129523	6835467	COMP	3/7/2022	Administration	Human Resources	317010003
Slevin, Todd	00512794	6835998	COMP	5/12/2022	Strategic Technology Solutions		317030019
Sloan, Razel S	00514001	6835072	COMP	4/28/2022	Accounts		3170535910
Smiling, Tracy Darlene	00472849	6836535	COMP	1/24/2022	Accounts		3170534901
Smith, Caleb	00494600	6836208	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	317207000
Smith, Cameron D.	00518850	6836419	COMP	1/12/2022	Strategic Technology Solutions		317030031
Smith, Christian	00547202	6835847	COMP	3/30/2022	Strategic Technology Solutions		317030017
Smith, Darren C	00103269	6836774	COMP	3/24/2022	Strategic Technology Solutions		317030016
Smith, Dawn R	00109065	6836222	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	317204000
Smith, Gary E	00111784	6836048	COMP	2/7/2022	Benefits Administration		317040002
Smith, James B	00148273	6836476	COMP	3/9/2022	Strategic Technology Solutions	Business Solutions Delivery	317208000

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Smith,Jason W	00148643	6836484	COMP	3/15/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Smith,Jeffrey	00586889	6836125	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Smith,Jeffrey	00586889	6910333	COMP	3/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Smith,Kevin W.	00486329	6835503	COMP	1/26/2022	Strategic Technology Solutions		3170300019
Smith,Keyvon D.	00139827	6836950	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Smith,Lee A.	00138617	6835694	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Smith,Lisa M	00108554	6836565	COMP	2/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Smith,Peggy J	00138059	6835536	COMP	1/12/2022	Accounts		3170535910
Smith,Robert W	00138232	6836043	COMP	2/17/2022	Benefits Administration		3170400002
Smith,Ruth	00526174	6835513	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Smith,Shakuntala S	00571928	6836081	COMP	1/11/2022	Strategic Technology Solutions		3170300028
Smith,Shannon L	00140205	6835361	COMP	4/27/2022	Accounts		3170533101
Smith,Sheri L	00163597	6835415	COMP	1/24/2022	Accounts		3170533901
Smith,Tamara Y	00122946	6836388	COMP	2/24/2022	Accounts		3170500001
Smith,Tamryn R	00474300	6836203	COMP	3/30/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Smith,Thomas Wade	00549059	6836258	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Smith,Tracy I	00109811	6836341	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Smith,William Edward	00546801	6835264	COMP	2/18/2022	Accounts		3170533701
Smotherman,Ray L	00120445	6836442	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Smothers,Donald K	00139764	6843766	COMP	4/28/2022	Accounts		3170533901
Smothers,Donald K	00139764	6843766	COMP	4/28/2022	Accounts		8002290000
Sneed,Teresa K	00158431	6836611	COMP	1/11/2022	Office of Criminal Justice Program		3170600006
Snell,James E	00104539	6835336	COMP	3/4/2022	Volunteer Tennessee		3171100001
Snipes,Tam L	00163505	6836851	COMP	1/20/2022	Strategic Technology Solutions		3170300016
Sobanski,Edward A	00472219	6835325	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Sobel,Linda V	00460541	6835766	COMP	2/22/2022	Strategic Technology Solutions		3170300030
Sogers,Shirley C'neal	00475726	6836136	COMP	4/28/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Soliman,Ghail S.	00100117	6835412	COMP	3/11/2022	Accounts		3170533901
Solon,David	00530942	6835354	COMP	5/31/2022	Administration	Commissioner's Office	3170100001
Southern,Jessica Lauren	00578578	6835940	COMP	1/19/2022	Benefits Administration		3170400001
Sovine,Tracy J	00383723	6835090	COMP	4/28/2022	Accounts		3170532801
Spain,Jacob Evan	00541623	6835911	COMP	3/7/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Spears,Joshua Wayne	00542963	6835162	COMP	1/27/2022	Accounts		3170532701
Spears,Mary E	00159264	6836690	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Spence,Tiphani Paige	00487990	6835306	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Spencer,Rupert I	00103633	6835737	COMP	2/22/2022	Strategic Technology Solutions		3170300017
Spilde,Sean D	00456945	6835764	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Spilde,Timothy D	00162441	6835833	COMP	1/14/2022	Strategic Technology Solutions		3170300017
Spitzley,James Matthew	00473814	6836418	COMP	1/28/2022	Strategic Technology Solutions		3170300031
Spradlin,Linda F	00110892	6836798	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Spragg,Andrew G	00557473	6836079	COMP	1/19/2022	Strategic Technology Solutions		3170300028
Spragg,Thomas H	00102115	6836326	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Spraggins,James Cody	00497396	6836600	COMP	3/10/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Spurgeon,Bobby J	00129286	6835741	COMP	1/13/2022	Strategic Technology Solutions		3170300031
Spurlock,Austin Levi	00360942	6835648	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Stacy,Candice R	00137732	6835588	COMP	1/11/2022	Budget		3170200001
Staley,James A	00115299	6835486	COMP	5/18/2022	Accounts		3170500003
Standridge,Haley Jodyn	00523907	6835076	COMP	4/28/2022	Accounts		3170535910
Stanford,Mark	00108662	6836423	COMP	1/12/2022	Strategic Technology Solutions		3170300032
Stanley,Stephen	00513062	6835288	COMP	5/26/2022	Strategic Technology Solutions		3170300019
Starnes,Arlie	00526909	6835658	COMP	4/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Starnes,Jeremy Lee	00981637	6835294	COMP	1/28/2022	Strategic Technology Solutions		3170300019
Staten,Karen L	00110048	6835793	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Steailey,Valerie Schwetschenau	00457761	6836624	COMP	1/11/2022	Office of Criminal Justice Program		3170600003
Steele,Gene A	00105583	6836567	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Steele,Jerri L.	00592249	6950563	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Steele,Steven D.	00492635	6835113	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Steepe,Carolyn Ruth	00545659	6835073	COMP	4/28/2022	Accounts		3170535910
Stephens,Alexander Louis	00564258	6950550	COMP	5/2/2022	Administration	Customer Focused Government	3170100001
Stephens,Kimberly D	00149123	6835685	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700001
Stephens,William G	00117901	6836375	COMP	1/12/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Stevens,Mark	00371949	6835417	COMP	1/24/2022	Accounts		3170533901
Stewart,James H	00113386	6836464	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Stewart,Jonathan Wayne	00510263	6836501	COMP	2/14/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Stewart,Nicholas	00516558	6836108	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Stewart,Stephanie A	00159386	6836786	COMP	3/28/2022	Strategic Technology Solutions		3172040000
Stewart,Wendy A	00471149	6835765	COMP	3/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Stewart,William	00424978	6835448	COMP	1/19/2022	Office of the Inspector General		3171200002
Stiefel,Matthew V	00153589	6836785	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Stinson,Lisa M	00152871	6836928	COMP	5/27/2022	Accounts		3170532101
Stophel,Sonya W	00421296	6835419	COMP	1/14/2022	Accounts		3170533901
Storz,Mark	00594911	6982381	COMP	5/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Stott,Michael W	00133780	6835101	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Stovall,Lowell Dean	00552074	6836869	COMP	1/18/2022	Strategic Technology Solutions		3170300016
Stover,James Leonard	00555403	6836257	COMP	4/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Strahn,Brianna Alexia	00581452	6836769	COMP	1/11/2022	Accounts		3170531731
Stricklin,Krista	00481295	6836205	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Strother,Tvette	00452156	6836843	COMP	1/11/2022	Accounts		3170534501
Stroup,Gail L	00164256	6836056	COMP	4/28/2022	Benefits Administration		3170400002
Strunk,Kristian Shae	00502297	6835069	COMP	4/28/2022	Accounts		3170535910
Stubblefield,Kathy S	00118896	6835943	COMP	2/17/2022	Benefits Administration		3170400002
Sudarsanam,Layashree	00489176	6835662	COMP	1/13/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Sullivan,Angela M	00134873	6836461	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Sullivan,Timothy W	00146088	6835219	COMP	1/19/2022	Strategic Technology Solutions		3170300023
Sullivan,Tony R	00131069	6835255	COMP	3/7/2022	Accounts		3170533701
Sullivan,Gary D	00128413	6836244	COMP	4/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Sultan,Zahra H	00388910	6835522	COMP	1/24/2022	Accounts		3170531865
Summers,Tamarocus Lashun	00591824	6914290	COMP	4/18/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Sumner,Angela	00533574	6835478	COMP	4/27/2022	Accounts		3170534301
Suror,Salwa S	00101858	6835135	COMP	4/28/2022	Accounts		3170534401

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Sutarly,Hiralben	00538041	6836118	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Sutherland,Christopher	00592313	6905064	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Swaffer,Ann D	00432871	6836181	COMP	1/31/2022	Strategic Technology Solutions		3170300029
Swaney,David A	00125607	6835959	COMP	1/24/2022	Strategic Technology Solutions		3170300025
Swann,Stephen	00104989	6836062	COMP	5/26/2022	Strategic Technology Solutions		3170300028
Swaroop,Sonal	00516560	6835305	COMP	6/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Sweet,Larissa D	00127170	6836036	COMP	2/25/2022	Benefits Administration		3170400002
Sweet,Robin J	00423153	6835129	COMP	4/28/2022	Accounts		3170534101
Swor,Richard	00512409	6836198	COMP	1/26/2022	Strategic Technology Solutions		3170300029
Szymastek,Zbigniew K	00161550	6835736	COMP	1/14/2022	Strategic Technology Solutions		3170300017
Szyper,Steven M	00372644	6836883	COMP	1/20/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tacuaralange W	00161892	6835635	COMP	3/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Tadesse,Alulu W	00127076	6836433	COMP	1/21/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tadros,Emad M	00141499	6836734	COMP	4/28/2022	Accounts		3170534501
Tadros,Sally E	00162674	6836396	COMP	6/13/2022	Accounts		3170500001
Tal,David W	00474589	6835890	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tamble Jr, Richard J	00123078	6835154	COMP	2/9/2022	Accounts		3170532701
Tarasod,Marzieh S	00158441	6835055	COMP	4/28/2022	Strategic Technology Solutions		3170300014
Tarlington III,Kennard W	00140343	6835989	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Tate,Mark C	00143370	6835718	COMP	1/14/2022	Strategic Technology Solutions		3170300010
Tatnell, Richard A	00101473	6836066	COMP	3/30/2022	Strategic Technology Solutions		3170300028
Taunton,Dennis H	00362793	6836893	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tawanapour,Mohammad A	00161131	6836802	COMP	2/16/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tawares,Renee M	00195112	6836620	COMP	1/14/2022	Office of Criminal Justice Program		3170600002
Taylor,Andrea L	00126470	6836741	COMP	4/29/2022	Accounts		3170534501
Taylor,Candace	00572425	6835340	COMP	5/17/2022	Volunteer Tennessee		3171400001
Taylor,Leon C	00158613	6835559	COMP	1/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Taylor,Melissa	00545823	6836312	COMP	1/24/2022	Strategic Technology Solutions		3170300030
Taylor,Robert Grant	00506071	6836006	COMP	2/1/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tays, Forrest D	00159394	6835689	COMP	3/28/2022	Budget		3170200001
Teague,Robert E	00432657	6835229	COMP	1/12/2022	Strategic Technology Solutions		3170300018
Teasdale,Shana C	00397899	6836903	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tekemariam,Macdem Yfima	00467685	6835385	COMP	1/23/2022	Strategic Technology Solutions		3170300019
Telford,Sandra L	00153943	6835050	COMP	5/10/2022	Accounts		3170535910
Tenhet,Jacob	00557519	6835666	COMP	2/4/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Terry,Christine	00546823	6835786	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Terry,Jeffery C	00148922	6836937	COMP	5/26/2022	Strategic Technology Solutions		3170300019
Tesfaye,Alemayehu T	00118267	6836399	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Tesfaye,Mekibib A	00151512	6835643	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Teshome,Fitsum	00587314	6835954	COMP	1/12/2022	Accounts		3170532901
Thomas,Blake	00403453	6836094	COMP	1/29/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Thomas,Cedric L	00104773	6835708	COMP	1/11/2022	Strategic Technology Solutions		3170300001
Thomas,Michael	00552549	6835872	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Thomas,Ryan Patrick	00466017	6836255	COMP	1/20/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Thomas,Toni L	00110922	6835884	COMP	2/17/2022	Strategic Technology Solutions		3170300017
Thomas,Venelia	00222209	6836861	COMP	4/27/2022	Strategic Technology Solutions		3170300016
Thomas,Wayne M	00131391	6836934	COMP	3/18/2022	Strategic Technology Solutions		3170300019
Thomas,Yvette Brooks	00481210	6836523	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172000001
Thomason, Pamela S	00216538	6836543	COMP	1/12/2022	Accounts		3170534901
Thompson,Brenda A	00153446	6835122	COMP	4/28/2022	Accounts		3170534101
Thompson,David L	00145618	6835981	COMP	3/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Thompson,Mike D	00506722	6836866	COMP	1/31/2022	Strategic Technology Solutions		3170300016
Thompson,Neal A	00156993	6836684	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Thompson,Robert Wayne	00493455	6836603	COMP	2/16/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700007
Thompson,Ronald B	00125889	6835624	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Thompson,Sarah G	00430803	6836535	COMP	2/3/2022	Accounts		3170532501
Thornator,Robert L	00520138	6835296	COMP	3/8/2022	Strategic Technology Solutions		3170300019
Thurman,David C	00141130	6835585	COMP	4/27/2022	Budget		3170200001
Tickle,Jeffrey Alan	00466649	6835391	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Tidwell,Larida B	00103730	6835372	COMP	1/12/2022	Accounts		3170534301
Tidwell,Marlyn P	00140392	6835929	COMP	1/12/2022	Benefits Administration		3170400001
Tipton,David	00534499	6835142	COMP	4/28/2022	Accounts		3170534401
Thirumalasetty,Krishna Priya	00526885	6835657	COMP	3/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Todd,Wicky E	00154204	6836689	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tolley,Gregory T	00105888	6836223	COMP	3/24/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Tomson,William L	00163926	6835744	COMP	1/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Totha,Jama J	00398403	6835259	COMP	5/31/2022	Accounts		3170533701
Totty,Leah D.	00488982	6836313	COMP	1/26/2022	Strategic Technology Solutions		3170300030
Townsend,Brian T	00488476	6836405	COMP	1/14/2022	Strategic Technology Solutions		3170300030
Tracey,Stephanie J	00397003	6836163	COMP	3/16/2022	Benefits Administration		3170400002
Trainer,Heather Noel	00477850	6836753	COMP	1/28/2022	Accounts	Billing Services	3170531707
Tran,Tam Hoang	00556657	6836547	COMP	4/27/2022	Accounts		3170534901
Traynor,Kim Renee	00488842	6836510	COMP	2/24/2022	Accounts		3170500001
Treat,Amanda R	00497136	6835574	COMP	4/26/2022	Administration	Human Resources	3170100003
Trimble,Teresa L	00105883	6835247	COMP	1/27/2022	Accounts		3170533001
Trimble,Tracy	00491217	6836311	COMP	2/22/2022	Strategic Technology Solutions		3170300030
Truax,Stephanie P	00502232	6836537	COMP	1/20/2022	Accounts		3170532501
Truett,Connie J	00140653	6835184	COMP	5/26/2022	Accounts		3170540100
Tsang,Lydia	00488097	6836699	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Tucker Jr,Leonard R	00125007	6835638	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Tucker,Art	00534467	6835763	COMP	3/17/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Tucker,Cody	00528580	6835750	COMP	2/8/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Tucker,Kathak K	00144235	6836348	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Tucker,William D	00385778	6835286	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Turbevile,William D	00506205	6835556	COMP	1/11/2022	Office of the Inspector General		3171200002
Turner,Andrew William	00509157	6836506	COMP	2/25/2022	Accounts		3170520001
Turner,Charma A.	00549931	6835694	COMP	4/26/2022	Office of the Inspector General		3171200007
Turner,Chef P	00121900	6836051	COMP	2/2/2022	Benefits Administration		3170400002
Turner,Gregory N	00396464	6836902	COMP	4/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Turner,Mark A	00412105	6836176	COMP	1/11/2022	Strategic Technology Solutions		3170300029

Name	EmplID	Confirmation	Status	Completion DT	Organization	Section	Department ID
Turner,Sean Avery	00461051	6836862	COMP	2/23/2022	Strategic Technology Solutions		3170300016
Tyler,Christopher M	00126451	6836250	COMP	2/9/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700005
Uhles,Tina L	00127812	6836353	COMP	1/26/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Ulmer,Mary Kay	00368299	6835470	COMP	3/15/2022	Accounts		3170534301
Upchurch,Michael W	00134110	6836850	COMP	4/27/2022	Strategic Technology Solutions		3170300016
Urban,Martins	00535845	6797991	COMP	4/28/2022	Accounts		3170532901
Utley,Mark A	00117079	6836720	COMP	1/19/2022	Office of Criminal Justice Program		3170600006
Utley,Mark A	00117079	6836720	COMP	1/19/2022	Office of Criminal Justice Program		9002200000
Vallone,Raymond M	00108826	6835707	COMP	1/12/2022	Strategic Technology Solutions		3170300001
Van Epps,Matthew R	00479352	6835454	COMP	4/29/2022	Governor's Office		3170100001
Van Vorst,Bishakha R	00410552	6836833	COMP	5/31/2022	Accounts		3170534501
Vann,Evin Xavier	00465860	6835912	COMP	3/6/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Vaughn,Vingfl	00918157	6836069	COMP	1/28/2022	Strategic Technology Solutions	Business Solutions Delivery	3170300028
Vaughns,Kendrick L	00121072	6836674	COMP	1/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Neal,Karen J	00153720	6836733	COMP	1/26/2022	Accounts		3170534501
Velu,Sv Kumar	00164036	6836799	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Venable,Brandon S	00481089	6835261	COMP	2/15/2022	Accounts		3170533701
Verser,Eric V	00508292	6835193	COMP	1/25/2022	Accounts		3170540100
Vessels,Michael Richard	00480903	6835289	COMP	2/22/2022	Strategic Technology Solutions		3170300019
Vetter,Paula Sue	00505885	6836171	COMP	2/16/2022	Benefits Administration		3170400002
Vhumisa,Loreen	00117013	6836042	COMP	1/27/2022	Benefits Administration		3170400002
Vick,Joshua	00573973	6835901	COMP	5/31/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Vinson,Phillip M	00143300	6836020	COMP	2/17/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Vinson,William M	00439855	6836057	COMP	1/25/2022	Strategic Technology Solutions		3170300031
Von Haeger,Lisa Gay	00375130	6836650	COMP	1/13/2022	Accounts	Business and Finance	3170531704
Von Hendria,Rudrel	00520382	6836696	COMP	1/18/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Vuppala,Subadmi	00548211	6836007	COMP	3/10/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Waddey,James C	00132229	6835795	COMP	1/27/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700002
Wade,Malacha J.	00490787	6835863	COMP	6/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Wade,Marcus M	00136906	6835740	COMP	1/11/2022	Strategic Technology Solutions		3170300017
Wakefield,Matthew T	00371485	6836092	COMP	1/12/2022	Strategic Technology Solutions	Business Solutions Delivery	3172070000
Walden,Brenda S	00126208	6835527	COMP	4/13/2022	Accounts		3170538910
Walden,Michael A	00430746	6835420	COMP	1/28/2022	Accounts		3170533901
Walker,Charles Eric	00468433	6835885	COMP	4/27/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Walker,Ronald F	00111596	6835617	COMP	1/28/2022	Strategic Technology Solutions		3170300010
Walker,Shelley D	00121337	6835932	COMP	1/25/2022	Benefits Administration		3170400001
Walker,Terry L	00160412	6836474	COMP	1/25/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Walker,Vincent M	00117639	6835743	COMP	1/19/2022	Strategic Technology Solutions		3170300017
Wallace,Bart G	00147713	6836345	COMP	3/22/2022	Strategic Technology Solutions	Business Solutions Delivery	3172080000
Walker,Brian C	00144938	6835645	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172050000
Walthers,Patrick	00573719	6836008	COMP	1/19/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Walton,Carroll E	00156888	6836727	COMP	1/25/2022	Accounts		3170534501
Walton,Margaret A	00148997	6836659	COMP	1/21/2022	Accounts	Billing Services	3170531707
Ward,Jonathan S	00144950	6836916	COMP	1/13/2022	Administration	Audit & Consulting	3170100017
Ward,Nashan A	00388093	6836614	COMP	1/21/2022	Office of Criminal Justice Program		3170600002
Warden,Angela B	00412120	6836023	COMP	1/11/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Wardlow Jr,Michael R	00299815	6836887	COMP	2/14/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Wardlow,Rebekah A	00440510	6836028	COMP	2/22/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Warrs,Alexander J	00386666	6835191	COMP	3/1/2022	Accounts		3170540100
Warren,Daniel K	00597030	6836031	COMP	1/26/2022	Strategic Technology Solutions	Enterprise Resource Planning	3171700003
Warren,Jeffrey Kelth	00149785	6835380	COMP	1/19/2022	Accounts		3170534301
Washington,Brian Michael	00495097	6835502	COMP	4/27/2022	Strategic Technology Solutions		3170300019
Washington,Cordina Rochelle	00131164	6835540	COMP	1/27/2022	Accounts		3170535910
Watkins,John C	00155510	6836440	COMP	1/11/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000
Watson,James	00512350	6836196	COMP	2/22/2022	Strategic Technology Solutions		3170300029
Watson,Michael A	00120027	6836335	COMP	2/7/2022	Strategic Technology Solutions	Business Solutions Delivery	3172040000

Schedule of Federal Financial Assistance  
Department of Finance & Administration

Volunteer Testimony #	Grantor Name	Program/Activity Name	Grant Period	Other Identifying #	Notes	\$ Funding Amount
19FHTM001	Corporation for National and Community Service	AmerCorps - Competitive Field	8/1/19-7/31/23			\$ 4,373,375.00
19FHTM002	Corporation for National and Community Service	AmerCorps - Competitive Cost Reimbursement	8/1/19-7/31/23			\$ 3,057,260.00
20AFHTM001	Corporation for National and Community Service	AmerCorps - Formula Fixed	8/1/19-7/31/23			\$ 6,057,230.00
20AFHTM002	Corporation for National and Community Service	AmerCorps - Formula Cost Reimbursement	8/1/20-7/31/24			\$ 5,582,406.00
22CAHTM001	Commission Support Grant	Commission Support Grant	1/1/22-12/31/24			\$ 808,270.00
22SAHTM001	Corporation for National and Community Service	AmerCorps - Competitive Field	8/1/22-7/31/25			\$ 2,396,581.00
22FAHTM001	Corporation for National and Community Service	AmerCorps - Formula Fixed	8/1/22-7/31/25			\$ 2,219,800.00
22FAHTM002	Commission Investment Fund	Commission Investment Fund	1/1/22-12/31/24			\$ 164,945.00
<b>Office of Criminal Justice Programs</b>						
2017-MU-BX-001	Department of Justice	Byrne Justice Assistance Grant	10/1/2016-9/30/2020			\$ 4,790,791.00
2018-MU-BX-002	Department of Justice	Byrne Justice Assistance Grant	10/1/2017-9/30/2021			\$ 4,787,157.00
2019-MU-BX-003	Department of Justice	Byrne Justice Assistance Grant	10/1/2018-9/30/2022			\$ 5,008,268.00
2020-MU-BX-004	Department of Justice	Byrne Justice Assistance Grant	10/1/2019-9/30/2023			\$ 4,588,052.00
1598A-21-66-01	Department of Justice	Byrne Justice Assistance Grant	10/1/2020-9/30/2024			\$ 5,767,207.00
2018-VZ-SX-002	Department of Justice	VOCA Crime Victim Asst	10/1/2017-9/30/2021			\$ 57,791,613.00
2019-VZ-SX-004	Department of Justice	VOCA Crime Victim Asst	10/1/2018-9/30/2022			\$ 45,955,649.00
2020-VZ-SX-003	Department of Justice	VOCA Crime Victim Asst	10/1/2019-9/30/2023			\$ 34,273,320.00
15POVC-21-66-01	Department of Justice	VOCA Crime Victim Asst	10/1/2020-9/30/2024			\$ 21,467,388.00
G-1502TRFVPS	Department of Health & Human Services	Family Violence Prevention & Services State Grant	10/1/2018-9/30/2020			\$ 2,116,648.00
G-2021TRFVPS	Department of Health & Human Services	Family Violence Prevention & Services State Grant	10/1/2019-9/30/2021			\$ 2,222,927.00
2102TRFVPS	Department of Health & Human Services	Family Violence Prevention & Services State Grant	10/1/2020-9/30/2022			\$ 2,312,543.00
2102TRFVPS	Department of Health & Human Services	2021 ARPI Supportive Services	10/1/2021-9/30/2025			\$ 2,403,854.00
2202TRFVPS	Department of Health & Human Services	2021 ARPI Supportive Services	10/1/2021-9/30/2025			\$ 5,774,026.00
2018-NS-BX-002	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2018-3/31/2020			\$ 606,023.00
2019-NS-BX-001	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2019-3/31/2021			\$ 662,684.00
2020-NS-BX-001	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2020-3/31/2022			\$ 2,039,241.00
1598B-21-66-01	Department of Justice	National Criminal History Improvement Project (NCHIP)	10/1/2021-3/31/2023			\$ 764,444.00
2018-NS-BX-002	Department of Justice	NICS Act Record Improvement Program (NARIP)	10/1/2018-9/30/2020			\$ 606,023.00
2019-NS-BX-001	Department of Justice	NICS Act Record Improvement Program (NARIP)	10/1/2019-9/30/2021			\$ 662,684.00
2020-NS-BX-001	Department of Justice	NICS Act Record Improvement Program (NARIP)	10/1/2020-9/30/2022			\$ 2,039,241.00
1598B-21-66-01	Department of Justice	NICS Act Record Improvement Program (NARIP)	10/1/2021-9/30/2023			\$ 676,371.00
2019-CD-BX-001	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2019-7/31/2021			\$ 387,546.00
2020-CD-BX-001	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2020-7/31/2022			\$ 368,337.00
1598A-21-66-01	Department of Justice	Paul Coverdell National Forensic Sciences Improvement Act	10/1/2021-7/31/2023			\$ 415,631.00
2018-IZ-BX-004	Department of Justice	Residential Substance Abuse Treatment	10/1/2017-9/30/2021			\$ 550,255.00
2019-IZ-BX-004	Department of Justice	Residential Substance Abuse Treatment	10/1/2018-9/30/2022			\$ 574,845.00
2020-IZ-BX-004	Department of Justice	Residential Substance Abuse Treatment	10/1/2019-9/30/2023			\$ 552,955.00
1598A-21-66-01	Department of Justice	Residential Substance Abuse Treatment	10/1/2020-9/30/2024			\$ 610,488.00
2018-KF-AX-005	Department of Justice	Sexual Assault Services Program	8/1/2018-7/31/2020			\$ 438,851.00
2019-KF-AX-004	Department of Justice	Sexual Assault Services Program	8/1/2019-7/31/2021			\$ 470,638.00
2020-KF-AX-004	Department of Justice	Sexual Assault Services Program	8/1/2020-7/31/2022			\$ 477,517.00
1598W-21-66-01	Department of Justice	Sexual Assault Services Program	8/1/2021-7/31/2023			\$ 572,113.00
2017-WF-AX-003	Department of Justice	STOP Violence Against Women	7/1/2017-6/30/2019			\$ 2,969,250.00
2018-WF-AX-002	Department of Justice	STOP Violence Against Women	7/1/2018-6/30/2020			\$ 3,047,011.00
2019-WF-AX-002	Department of Justice	STOP Violence Against Women	7/1/2019-6/30/2021			\$ 3,057,483.00
2020-WF-AX-001	Department of Justice	STOP Violence Against Women	7/1/2020-6/30/2022			\$ 3,049,381.00
1598W-21-66-01	Department of Justice	STOP Violence Against Women	7/1/2021-6/30/2023			\$ 3,065,127.00
2018GP-00074	Department of Justice	Project Safe Neighborhood East	10/1/2018-9/30/2021			\$ 294,968.00
2018GP-00075	Department of Justice	Project Safe Neighborhood West	10/1/2018-9/30/2021			\$ 319,393.00
2019-SF-BX-001	Department of Justice	Project Safe Neighborhood East	10/1/2019-9/30/2022			\$ 167,352.00
2019-SF-BX-002	Department of Justice	Project Safe Neighborhood Middle	10/1/2019-9/30/2022			\$ 178,166.00
2019-SF-BX-003	Department of Justice	Project Safe Neighborhood West	10/1/2019-9/30/2022			\$ 171,116.00
2020-SF-BX-007	Department of Justice	Project Safe Neighborhood East	10/1/2020-9/30/2023			\$ 188,241.00
2020-SF-BX-008	Department of Justice	Project Safe Neighborhood Middle	10/1/2020-9/30/2023			\$ 179,157.00
2020-SF-BX-009	Department of Justice	Project Safe Neighborhood West	10/1/2020-9/30/2023			\$ 173,150.00
1598A-21-66-01	Department of Justice	Project Safe Neighborhood East	10/1/2021-9/30/2024			\$ 167,124.00
1598A-21-66-01	Department of Justice	Project Safe Neighborhood Middle	10/1/2021-9/30/2024			\$ 172,973.00

15PBIA-21-GG-03	Department of Justice	Project Safe Neighborhood West	10/1/2021-9/30/2024	\$	178,110.00
2020-ND-BK-033	Department of Justice	Coronavirus Emergency Supplemental Funding Program	1/20/2020-1/31/2022	\$	13,942,098.00
2020-XT-BX-0010	Department of Justice	Byrne Justice Assistance Grant - PREA	10/1/2020-9/30/2022	\$	92,521.00
2020-V3-GX-0008	Department of Justice	OVCF FY 2020 State Victim Liaison Project	10/1/2020-9/30/2023	\$	500,000.00
G-2001TMFV3	Department of Health & Human Services	FVPSA CARES Act Block Grant	3/27/2020-9/30/2021	\$	711,108.00
15PBIA-22-GG-00	Department of Justice	Emergency Federal Law Enforcement Assistance	9/1/2021-9/30/2022	\$	51,880.00
15PBIA-21-GG0008	Department of Justice	Emergency Federal Law Enforcement Assistance	12/25/2020-12/31/2021	\$	1,301,955.00
15PBIA-21-GG043	Department of Justice	Connect and Protect	10/1/2021-9/30/2024	\$	550,000.00
1510WW-21-GG-1	Department of Justice	QVW ICIR	10/1/2021-9/30/2025	\$	1,000,000.00
				\$	<b>262,306,324.00</b>
				TOTAL FFA	



Contractor Detail  
Department of Finance and Administration

#	Contractor	Location	Program Name	Description of the services provided	Funding Source	Contract Start Date (Fiscal Year)	Contract Period End	Amount	Sub recipient or Vendor	Monthly or Biweekly named Business Enterprise Yes/No	Competitive/Non-Competitive	Advance Yes/No	Year Yes/No
3534	Montgomery County	2030 Cornerstone of Progress Road Ft. Worth, TX 76102	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 4,528,000	Subrecipient	No	Yes	Yes	No
3535	Northlake Child Care Center	41229201, 41229202, 41229203 Northlake, TX 75221-4435	WVCA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 185,872,000	Subrecipient	No	Yes	Yes	No
3536	Stromberg W-8	29179099 Avenue Dallas, TX 75228-2902	Human Trafficking	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 34,655,000	Subrecipient	No	Yes	Yes	No
3538	City of Brownsville	1315 N. Laffayette Avenue Brownsville, TX 78021-2551	IE DP Forest Grant	Waste Services	STDP	7/1/2019	6/30/2023	\$ 40,380,000	Subrecipient	No	Yes	Yes	No
3539	Arkley Place Senior Center (City of Alameda)	515 W 9th St, Alameda, CA 94501	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 38,374,000	Subrecipient	No	Yes	Yes	No
3540	Scott County Government	1015 S. 1st Street Harrisville, TN 37056-1405	IE DP Forest Grant	Waste Services	STDP	7/1/2019	6/30/2023	\$ 49,950,000	Subrecipient	No	Yes	Yes	No
3541	City of Jackson	513 Railroad Avenue Jackson, TN 38301-5207	IE DP Forest Grant	Waste Services	STDP	7/1/2019	6/30/2023	\$ 50,000,000	Subrecipient	No	Yes	Yes	No
3542	Blount County	1111 South Highway 20 Maryville, TN 37803-1402	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 14,343,700,000	Subrecipient	No	Yes	Yes	No
3543	Wilson County	1311 South Highway 20 Lebanon, TN 37037-3852	CCSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 15,296,000	Subrecipient	No	Yes	Yes	No
3545	Transcare Values for Values	7777777777 Northlake, TX 75228-2902	Underscored	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 34,820,000	Subrecipient	No	Yes	Yes	No
3546	Jambiv House, Inc.	304 W. 14th Street Fayetteville, TN 37354-2502	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 62,480,000	Subrecipient	No	Yes	Yes	No
3548	Tennessee Association of Child Care Centers	1501 Diarco Street Nashville, TN 37212-2835	Training	Waste Services	STDP	7/1/2019	6/30/2023	\$ 60,000,000	Subrecipient	No	Yes	Yes	No
3549	Young Women's Christian Association (Northwest Tennessee Association of Child Care Centers)	806 State Street, Union, TN 37626-2526	Underscored - North	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 200,000,000	Subrecipient	Yes	Yes	Yes	No
3549	Sumner County	302 Wade Farm Dr, Clarksville, TN 37045-2306	CCSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 62,594,000	Subrecipient	No	Yes	Yes	No
3549/2048	Transcare Child Care Centers	2011 E. 20th Street, Northlake, TX 75228-2902	Training, CCSSA	Law Enforcement Services	MTM	7/1/2019	6/30/2022	\$ 61,300,000	Subrecipient	No	Yes	Yes	No
3552	City of Fort Worth	514 West Park Dr, Fort Worth, TX 76101-4833	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 120,385,000	Subrecipient	No	Yes	Yes	No
3553	Upper Cumberland Child Advocacy Center	201 East State Street, Nashville, TN 37203-1412	CCC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 300,000,000	Subrecipient	No	Yes	Yes	No
3554	Transcare Child Care Centers	1405 South Church Street, Nashville, TN 37203-1412	Training, CCSSA	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 146,950,000	Subrecipient	Yes	Yes	Yes	No
3555	Transcare Child Care Centers	620 Professional Park Dr, Nashville, TN 37203-1412	Underscored - North	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 600,000,000	Subrecipient	No	Yes	Yes	No
3556	Williamson County	1385 Columbia Avenue, Franklin, TN 37064-2538	CCSSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 50,000,000	Subrecipient	No	Yes	Yes	No
3557	State Public Health Center	P.O. Box 4538, Sevierville, TN 37864-4538	IE - TC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 158,834,000	Subrecipient	No	Yes	Yes	No
3558	Blount County	301 W. 6th St, Maryville, TN 37805-2883	Underscored	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 33,448,000	Subrecipient	Yes	Yes	Yes	No
3559	College County Children's Advocacy Center	2140 Armstrong Hwy, Clarksville, TN 37043-1103	Underscored - North	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 199,928,000	Subrecipient	No	Yes	Yes	No
3560	City of Chattanooga	546 East College Street, Chattanooga, TN 37403-1503	IE - TC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 42,920,000	Subrecipient	No	Yes	Yes	No
3561	Medicaid Community Support Center of the West, Inc.	2006 McSwain Park, Nashville, TN 37214-1472	IE - TC	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 13,933,000	Subrecipient	No	Yes	Yes	No
3562	Medicaid Community Support Center of the West, Inc.	148 Riverside Plaza, Nashville, TN 37203-1402	Underscored	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 270,589,000	Subrecipient	No	Yes	Yes	No
3563	Medicaid Community Support Center of the West, Inc.	2011 University Avenue, Nashville, TN 37204-2011	IE DP - SA Investigator	Waste Services	STDP	7/1/2019	6/30/2023	\$ 60,000,000	Subrecipient	No	Yes	Yes	No
3564	Medicaid Community Support Center of the West, Inc.	1000 Madison Ave, Nashville, TN 37203-2836	Underscored - North	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 200,000,000	Subrecipient	No	Yes	Yes	No
3565	Shelby County Government	3013 Greenwood Ave, Kingston, TN 37824-3043	SA - Underscored	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 200,000,000	Subrecipient	Yes	Yes	Yes	No
3566	Blount County	3013 Greenwood Ave, Kingston, TN 37824-3043	Public Health - Social Worker	Law Enforcement Services	JM	7/1/2019	6/30/2023	\$ 95,000,000	Subrecipient	No	Yes	Yes	No
3567	Blount County	1015 S. 1st Street, Harrisville, TN 37056-1405	DP Co-Ord	Law Enforcement Services	STDP	7/1/2019	6/30/2023	\$ 62,314,000	Subrecipient	No	Yes	Yes	No
3568	WVCA's Resource and Support Center (WVCA)	512 Railroad Ave, Jackson, TN 38301-2502	PCS/DP/ILS	Waste Services	WVCA	7/1/2019	6/30/2023	\$ 73,970,000	Subrecipient	No	Yes	Yes	No
3569	City of East Tennessee, Inc.	111 Highway 70 East, Knoxville, TN 37902-0000	CCSSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 85,000,000	Subrecipient	Yes	Yes	Yes	No
3570	City of Jackson County	27 Richards Ave, Drexel, TN 37055-2000	CCSSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 37,848,000	Subrecipient	Yes	Yes	Yes	No
3571	City of Blount County, Inc.	Courthouse, 301 W. 6th St, Maryville, TN 37805-2883	CCSSA	Waste Services	WVCA	7/1/2019	6/30/2022	\$ 62,946,000	Subrecipient	Yes	Yes	Yes	No





Contractor Detail  
Department of Finance and Administration

#	Contractor	Invoice	Program Name	Description of Services Provided	Funding Source	Contract Function by Federal/State/Local	Contract Period Begin	Contract Period End	Amount	Subsequent Period	Reliable as Unrecovered Business Enterprise No/Yes	Compliance/Non-Compliance	Assurance No/Yes	New No/Yes
41312	Grasshopper, Inc.	P.O. Box 1433 Cookeville, TN, 38502-7120	DP	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 275,184.00	Subsequent	No	Yes	Yes	No
41313	Grasshopper, Inc.	P.O. Box 1433 Cookeville, TN, 38502-7120	SA	Admin Services	STDP	Federal	1/1/2020	6/30/2022	\$ 111,134.00	Subsequent	No	Yes	Yes	No
41314	Grasshopper, Inc.	P.O. Box 1433 Cookeville, TN, 38502-7120	DP	Admin Services	FYS	State	1/1/2020	6/30/2022	\$ 281,136.00	Subsequent	No	Yes	Yes	No
41315	Grasshopper, Inc.	528 Church Street Harpersville, TN, 37132-2636	Training - II	Low of Government Services	JAG	Federal	1/1/2020	6/30/2022	\$ 45,609.00	Subsequent	No	Yes	Yes	No
41316	Grasshopper, Inc.	1301 Low Ridge Turnpike Cookeville, TN, 38502-6411	DP	Admin Services	STDP	Federal	1/1/2020	6/30/2022	\$ 89,872.00	Subsequent	No	Yes	Yes	No
41317	Grasshopper, Inc.	1301 Low Ridge Turnpike Cookeville, TN, 38502-6411	Training - II	Low of Government Services	JAG	Federal	1/1/2020	6/30/2022	\$ 78,906.00	Subsequent	No	Yes	Yes	No
41318	Grasshopper, Inc.	P.O. Box 21 Cookeville, TN, 38502-0021	DP	Admin Services	FYS/YPOSA	Federal	1/1/2020	6/30/2022	\$ 224,552.00	Subsequent	No	Yes	Yes	No
41319	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	Legal/IA - Investigation	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 89,188.00	Subsequent	No	Yes	Yes	No
41320	Grasshopper, Inc.	700 2nd Avenue Harpersville, TN, 37132-2026	IK	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 411,500.00	Subsequent	No	Yes	Yes	No
41321	Grasshopper, Inc.	3113 Church St, Harpersville Harpersville, TN, 37132-2026	DP	Admin Services	FYS	State	1/1/2020	6/30/2022	\$ 17,700.00	Subsequent	No	Yes	Yes	No
41322	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 119,000.00	Subsequent	No	Yes	Yes	No
41323	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 46,000.00	Subsequent	No	Yes	Yes	No
41324	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 425,698.00	Subsequent	No	Yes	Yes	No
41325	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 81,112.00	Subsequent	No	Yes	Yes	No
41326	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 213,700.00	Subsequent	No	Yes	Yes	No
41327	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 863,884.00	Subsequent	No	Yes	Yes	No
41328	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 256,786.00	Subsequent	No	Yes	Yes	No
41329	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 487,500.00	Subsequent	No	Yes	Yes	No
41330	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 21,862.00	Subsequent	No	Yes	Yes	No
41331	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 281,150.00	Subsequent	No	Yes	Yes	No
41332	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 25,204.00	Subsequent	No	Yes	Yes	No
41333	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 171,489.00	Subsequent	No	Yes	Yes	No
41334	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 35,139.00	Subsequent	No	Yes	Yes	No
41335	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 25,305.00	Subsequent	No	Yes	Yes	No
41336	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 24,147.00	Subsequent	No	Yes	Yes	No
41337	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 38,738.00	Subsequent	No	Yes	Yes	No
41338	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 14,151.00	Subsequent	No	Yes	Yes	No
41339	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 250,184.00	Subsequent	No	Yes	Yes	No
41340	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	State	1/1/2020	6/30/2022	\$ 91,800.00	Subsequent	No	Yes	Yes	No
41341	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 221,367.00	Subsequent	No	Yes	Yes	No
41342	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 56,600.00	Subsequent	No	Yes	Yes	No
41343	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 71,403.00	Subsequent	No	Yes	Yes	No
41344	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 265,004.00	Subsequent	No	Yes	Yes	No
41345	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 525,940.00	Subsequent	No	Yes	Yes	No
41346	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA/State FYS	Hybrid	1/1/2020	6/30/2022	\$ 300,000.00	Subsequent	No	Yes	Yes	No
41347	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 249,936.00	Subsequent	No	Yes	Yes	No
41348	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 353,590.00	Subsequent	No	Yes	Yes	No
41349	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 39,700.00	Subsequent	No	Yes	Yes	No
41350	Grasshopper, Inc.	3009 Jackson Road Harpersville, TN, 37132-2951	DP - Transfer to New Job	Admin Services	YPOSA	Federal	1/1/2020	6/30/2022	\$ 300,646.00	Subsequent	No	Yes	Yes	No

Contractor Detail

Department of Finance and Administration

#	Contractor	Location	Program Name	Description of Services Provided	Funding Source	Contract Award By: Federal/State/Local/Other	Contract Period Begin	Contract Period End	Amount	3 Month Report Due	Eligibility as "Business Owner of Business" (Yes/No)	Competition/Non-Competitive	Assistance Yes/No	By: Yes/No	
4150	City of Knoxville 150 Howard Baker Jr. Avenue Knoxville, TN 37912-2020	LI-FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 38,200,000	Subsequent	No	Yes	Yes	No	
4151	City of Knoxville 212 Oglethorpe Drive Knoxville, TN 37912-2020	GC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 3,720,000	Subsequent	No	Yes	Yes	Yes	No
4152	HOPE Center PO Box 1514 Knoxville, TN 37912-1514	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 67,500,000	Subsequent	Yes	Yes	Yes	Yes	No
4153	Scott County Government 1000 Johnson Road Knoxville, TN 37912-2020	WVC, County	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 5,240,000	Subsequent	No	Yes	Yes	Yes	No
4154	Family and Children's Service 641 Howard Baker Jr. Ave Knoxville, TN 37912-2020	DF, Non-Partner	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 189,500,000	Subsequent	No	Yes	Yes	Yes	No
4155	Scott County Government 125 E. Howard Baker Jr. Ave Knoxville, TN 37912-2020	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 18,174,000	Subsequent	No	Yes	Yes	Yes	No
4156	Scott County Government P.O. Box 248 Knoxville, TN 37912-2020	WVC, County	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 53,770,000	Subsequent	No	Yes	Yes	Yes	No
4157	South Greene Christian Church P.O. Box 248 Knoxville, TN 37912-2020	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 250,000,000	Subsequent	No	Yes	Yes	Yes	No
4158	Substance Abuse 2000 Madison Ave Knoxville, TN 37912-2020	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 32,742,000	Subsequent	No	Yes	Yes	Yes	No
4159	Shelby County Government 1000 Johnson Road Knoxville, TN 37912-2020	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 300,000,000	Subsequent	No	Yes	Yes	Yes	No
4160	City of Chattanooga 512 Railroad Avenue Chattanooga, TN 37402-2422	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 11,052,700	Subsequent	No	Yes	Yes	Yes	No
4161	City of Jackson 805 W. TN 38301-5207	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 46,377,000	Subsequent	No	Yes	Yes	Yes	No
4162	Community Resource Center PO Box 146 Knoxville, TN 37912-2438	FC, Law Enforcement Services	Urban Initiative	Urban Initiative	JAG	Federal	7/1/2020	6/30/2023	\$ 58,000,000	Subsequent	No	Yes	Yes	Yes	No
4163	City of Chattanooga 2833 Walnut St. Chattanooga, TN 37402-2438	WVC, County	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 5,700,000	Subsequent	No	Yes	Yes	Yes	No
4164	City of Chattanooga 1300 W. Walnut St. Chattanooga, TN 37402-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 47,300,000	Subsequent	No	Yes	Yes	Yes	No
4165	City of Chattanooga PO Box 1271 Chattanooga, TN 37402-1271	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 3,300,000	Subsequent	No	Yes	Yes	Yes	No
4166	City of Chattanooga 1000 Johnson Road Knoxville, TN 37912-2020	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 18,300,000	Subsequent	No	Yes	Yes	Yes	No
4167	City of Chattanooga 201 French Landing Drive Chattanooga, TN 37402-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 220,200,000	Subsequent	No	Yes	Yes	Yes	No
4168	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 4,400,000,000	Subsequent	No	Yes	Yes	Yes	No
4169	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 1,200,000,000	Subsequent	No	Yes	Yes	Yes	No
4170	City of Chattanooga City of Chattanooga Department of Public Works PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 48,435,000	Subsequent	No	Yes	Yes	Yes	No
4171	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 4,472,000	Subsequent	No	Yes	Yes	Yes	No
4172	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 71,450,000	Subsequent	No	Yes	Yes	Yes	No
4173	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 1,120,000,000	Subsequent	No	Yes	Yes	Yes	No
4174	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 220,200,000	Subsequent	No	Yes	Yes	Yes	No
4175	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 30,000,000	Subsequent	No	Yes	Yes	Yes	No
4176	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 30,150,000	Subsequent	No	Yes	Yes	Yes	No
4177	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 59,000,000	Subsequent	No	Yes	Yes	Yes	No
4178	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 220,000,000	Subsequent	No	Yes	Yes	Yes	No
4179	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 21,242,000	Subsequent	No	Yes	Yes	Yes	No
4180	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 30,150,000	Subsequent	No	Yes	Yes	Yes	No
4181	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 11,250,000	Subsequent	No	Yes	Yes	Yes	No
4182	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 33,820,000	Subsequent	No	Yes	Yes	Yes	No
4183	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 500,000,000	Subsequent	No	Yes	Yes	Yes	No
4184	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	SA	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 33,242,000	Subsequent	No	Yes	Yes	Yes	No
4185	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 33,242,000	Subsequent	No	Yes	Yes	Yes	No
4186	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	FC	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 290,000,000	Subsequent	No	Yes	Yes	Yes	No
4187	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 1,145,560,000	Subsequent	No	Yes	Yes	Yes	No
4188	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	DF	Urban Initiative	Urban Initiative	WOCA	Federal	7/1/2020	6/30/2023	\$ 47,238,000	Subsequent	No	Yes	Yes	Yes	No
4189	City of Chattanooga PO Box 146 Knoxville, TN 37912-2438	JAG	Urban Initiative	Urban Initiative	JAG	Federal	7/1/2020	6/30/2023	\$ 1,500,000	Subsequent	No	Yes	Yes	Yes	No





Contractor Detail

Department of Finance and Administration

#	Contractor	Location	Project Name	Description of Services Provided	Funding Source	Contract Type / Hybrid	Contract Period (Start/End)	Amount	Subcontract or Vendor	Monthly or Bi-Monthly (Bidders: Yes/No)	Completible / Non-Completible	Assurance Yes/No
14071	Dix County Government	401 E. Cedar St. Decatur, GA 30030	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 40,150.00	Subcontract	Yes	Yes	Yes
14072	Greene County, Inc.	P.O. Box 1350 Cookeville, TN 38502-4113	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 24,895.00	Subcontract	Yes	Yes	Yes
14073	Hickman County, Inc.	503 E. Main St. Nashville, TN 37203-4138	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 45,000.00	Subcontract	Yes	Yes	Yes
14074	HOPE Center	800 1/2 S. Main St. Nashville, TN 37203-2533	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 97,500.00	Subcontract	Yes	Yes	Yes
14075	Human for the Heart	301 Fennell Landing Drive Nashville, TN 37208-2511	06/20/21-11/16/21	Victim Services	WCCA	Federal	6/30/2021 - 6/30/2021	\$ 21,385.00	Subcontract	Yes	Yes	Yes
14076	Sevier County Government	1121 Wolf Creek Pkwy Nashville, TN 37211-2605	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 21,609.00	Subcontract	Yes	Yes	Yes
14077	Legal Aid Society of Middle Tennessee and the Cumberland	1300 Broadway Nashville, TN 37203-2700	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 50,121.00	Subcontract	Yes	Yes	Yes
14078	Madison County Government	415 Springs Creek Road Tipton, TN 37074-0217	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 25,455.00	Subcontract	Yes	Yes	Yes
14079	Cherokee County Government	Maplewood, TN 37092-4421	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 82,940.00	Subcontract	Yes	Yes	Yes
14080	Cherokee County Government	895 South Center Drive Jones, TN 38053-2057	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 5,311.00	Subcontract	Yes	Yes	Yes
14081	O'Fallon County Government	Chickasaw, TN 37038-4032	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 9,893.00	Subcontract	Yes	Yes	Yes
14082	Madison County Government	951 W. W. 22 Division, TN 37022-2415	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 13,171.00	Subcontract	Yes	Yes	Yes
14083	Madison County Government	P.O. Box 1037 Franklin, TN 37069-4853	DF	Victim Services	WCCA	Federal	6/30/2021 - 6/30/2021	\$ 9,497.00	Subcontract	Yes	Yes	Yes
14084	Madison County Government	P.O. Box 1037 Franklin, TN 37069-4853	EK Bureau	Victim Services	WCCA	Federal	6/30/2021 - 6/30/2021	\$ 51,822.00	Subcontract	Yes	Yes	Yes
14085	Madison County Government	428 W. Church Ave. Franklin, TN 37062-2121	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 176,800.00	Subcontract	Yes	Yes	Yes
14086	Madison County Government	1400 E. Main St. Nashville, TN 37203-3713	EK Bureau	Victim Services	WCCA	Federal	6/30/2022 - 6/30/2022	\$ 45,500.00	Subcontract	Yes	Yes	Yes
14087	Madison County Government	135 East Main Street Nashville, TN 37203-3713	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 2,650.00	Subcontract	Yes	Yes	Yes
14088	Dix County Government	Dover, TN 38024-4705	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 98,952.00	Subcontract	Yes	Yes	Yes
14089	Dix County Government	301 Court Square Ashland KY 40005-0000	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 300,000.00	Subcontract	Yes	Yes	Yes
14090	Franklin County Government	Woodbury, TN 37186-3148	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 25,383.00	Subcontract	Yes	Yes	Yes
14091	Franklin County Government	8890 South Woodbury Road Woodbury, TN 37186-3148	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 99,712.00	Subcontract	Yes	Yes	Yes
14092	Franklin County Government	4611 East Center Street Dover, TN 38024-4705	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 24,244.00	Subcontract	Yes	Yes	Yes
14093	Franklin County Government	P.O. Box 225 Woodbury, TN 37086-0225	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 76,830.00	Subcontract	Yes	Yes	Yes
14094	Franklin County Government	P.O. Box 1350 Cookeville, TN 38502-4112	EK Partner	Victim Services	WCCA	Federal	6/30/2022 - 6/30/2022	\$ 49,669.00	Subcontract	Yes	Yes	Yes
14095	Greene County Government	Cookeville, TN 38502-4112	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 38,229.00	Subcontract	Yes	Yes	Yes
14096	Waynes County Government	62 Directors Row Cookeville, TN 38502-4006	FY22 Victim Services	Victim Services	WCCA	Federal	9/30/2021 - 9/30/2021	\$ 59,000.00	Subcontract	Yes	Yes	Yes
14097	Waynes County Government	221 South Main St. Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 62,000.00	Subcontract	Yes	Yes	Yes
14098	Waynes County Government	427 North Campbell St. Cookeville, TN 38502-4006	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 11,295.00	Subcontract	Yes	Yes	Yes
14099	Waynes County Government	405 Oak Street Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 62,137.00	Subcontract	Yes	Yes	Yes
14100	Waynes County Government	301 South Main St. Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 24,771.00	Subcontract	Yes	Yes	Yes
14101	Waynes County Government	5117 S. Main St. Cookeville, TN 38502-4006	STATE - Pertrial	State In-House	STATE - Pertrial	State	6/30/2022 - 6/30/2022	\$ 59,000.00	Subcontract	Yes	Yes	Yes
14102	Waynes County Government	P.O. Box 218 Alamo, TN 37001-0218	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 40,000.00	Subcontract	Yes	Yes	Yes
14103	Waynes County Government	P.O. Box 1661 Alamo, TN 37001-1661	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 14,855.00	Subcontract	Yes	Yes	Yes
14104	Waynes County Government	1227 Main Street Cookeville, TN 38502-4023	STATE - Pertrial	State In-House	STATE - Pertrial	State	6/30/2022 - 6/30/2022	\$ 50,000.00	Subcontract	Yes	Yes	Yes
14105	Waynes County Government	301 S. Main St. Cookeville, TN 38502-4006	Menial Health Transport	State In-House	STATE - MHF	State	6/30/2022 - 6/30/2022	\$ 49,250.00	Subcontract	Yes	Yes	Yes
14106	Waynes County Government	1227 Main Street Cookeville, TN 38502-4023	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 66,672.00	Subcontract	Yes	Yes	Yes
14107	Waynes County Government	201 W. Washington Street Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 36,250.00	Subcontract	Yes	Yes	Yes
14108	Waynes County Government	301 S. Main St. Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 84,380.00	Subcontract	Yes	Yes	Yes
14109	Waynes County Government	301 S. Main St. Cookeville, TN 38502-4006	CIS W Broc Arrangeme at	Law Enforcement Services	CES1	Federal	6/30/2022 - 6/30/2022	\$ 48,350.00	Subcontract	Yes	Yes	Yes

















**APPENDIX P  
CIVIL RIGHTS COMPLAINT NOTIFICATION**

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

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

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

Or: Email: OCJP.Compliance@tn.gov

**AGENCY INFORMATION**

AGENCY NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

NAME OF AUTHORIZING OFFICIAL: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

NAME OF GRANT PROJECT DIRECTOR: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

**PERSON MAKING THE COMPLAINT**

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

DATE ORIGINAL COMPLAINT WAS FILED: \_\_\_\_\_

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

1. NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

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

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

**DATE DESCRIBED SITUATION OCCURRED:** \_\_\_\_\_

**STATUS OF THE COMPLAINANT:** EMPLOYEE SERVICE RECIPIENT

**APPARENT BASIS OF THE ALLEGED DISCRIMINATION:**

RACE SEX COLOR AGE SEXUAL ORIENTATION

DISABILITY NATIONAL ORIGIN RELIGION LIMITED ENGLISH PROFICIENCY GENDER IDENTITY

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

YES                       NO

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

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

NAME OF PERSON COMPLETING FORM:

DATE:

PHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

**IV. AGENCY PRACTICES**

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

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

Signature: \_\_\_\_\_ Title: \_\_\_\_\_

## CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 OF 2)

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

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

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

**I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:**

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

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

Rev 8/2/2019

**CERTIFICATION OF CIVIL RIGHTS COMPLIANCE**

**(PAGE 2 OF 2)**

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

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City & State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

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

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

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

**Certifying Designee's Name:**

**Certifying Designee's Title:**

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

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

\_\_\_\_\_  
Date:

Rev 8/2/2019

## XXII. Civil Rights

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

### 1. LAWS THAT PROTECT CIVIL RIGHTS IN FEDERALLY ASSISTED PROGRAMS

1. Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. 2000d](#); [28 C.F.R. pt. 42, subpt. D](#).
2. Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by recipients of federal financial assistance. [29 U.S.C. § 794](#); [28 C.F.R. pt. 42, subpt. G](#).
3. Title II of the Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by public entities. [Statute](#); [42 U.S.C. § 12132](#); [28 C.F.R. pt. 35 Revised ADA Regulations Implementing Title II and Title III](#)
4. The Age Discrimination Act of 1975, as amended, prohibits discrimination on the basis of age in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. § 6102](#); [28 C.F.R. pt. 42, subpt. I](#).
5. Title IX of the Education Amendments of 1972, as amended, prohibits discrimination on the basis of sex in educational programs or activities receiving federal financial assistance. [20 U.S.C. § 1681](#); [34 C.F.R. pt. 106](#).
6. The Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, prohibits discrimination on the basis of race, color, national origin, sex, or religion in both employment and the delivery of services or benefits by a recipient of federal financial assistance under the Safe Streets Act. [42 U.S.C. § 3789d](#); [28 C.F.R. pt. 42, subpt. D](#).
7. The Juvenile Justice and Delinquency Prevention Act (JJDPA) of 1974, as amended, adopts by reference the civil rights provisions of the Safe Streets Act. The JJDPA prohibits discrimination on the basis of race, color, national origin, sex, and religion in both employment and the delivery of services or benefits by recipients of federal financial assistance under the JJDPA. Recipients of funding under the JJDPA must also comply with the Equal Employment Opportunity Plan (EEOP) requirements of the Safe Streets Act. [42 U.S.C. § 3789\(d\)](#); see also [28 C.F.R. pt. 42, subpt. E](#).
8. The Victims of Crime Act (VOCA) of 1984, as amended, prohibits discrimination on the basis of race, color, national origin, sex, religion, or disability in both employment and the delivery of services or benefits by recipients of federal financial assistance under VOCA. [42 U.S.C. § 10604 \(e\)](#).
9. The Partnerships with Faith-Based and Other Neighborhood Organizations Regulation of the U.S. Department of Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to

Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to advance inherently (or explicitly) religious activities such as worship, religious instruction, or proselytization and prohibits discrimination in federally-assisted social service programs based on religion in the delivery of services or benefits. 28 C.F.R. pt. 38; see also Exec. Order No. 13,559, 75 Fed. Reg. 71,319 (May 4, 2016) (Fundamental Principles and Policymaking Criteria for Partnerships with Faith-Based and Other Neighborhood Organizations); Exec. Order No. 13,279, 67 Fed. Reg. 77,141 (Dec. 12, 2002) (Equal Protection of the Laws for Faith-Based and Community Organizations).

10. **The Violence Against Women Act (VAWA) of 1994, as amended**, prohibits discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity (referring to the Safe Streets Act for enforcement). 42 U.S.C. § 13925(b)(13)

## 2. PROHIBITION AGAINST DISCRIMINATION FOR RECIPIENTS OF FEDERAL FINANCIAL ASSISTANCE

1. The federal civil rights laws that may apply to OCJP subrecipients collectively prohibit discrimination **in both employment and the delivery of services or benefits** based on race, color, national origin, sex, religion, or disability. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in the delivery of services or benefits. In addition to these, subrecipients of funds under the Violence Against Women Act of 1994, as amended, are prohibited from discriminating on the basis of gender identity or sexual orientation
2. All subrecipient agencies must identify a compliance coordinator and a procedure for responding to discrimination complaints. Each agency must submit the name and contact information of the person responsible for reporting all civil rights complaints and findings to OCJP by completing the Certification of Regulations Compliance form as an attachment to its grant contract.
3. In accordance with Section 504, Title VI, and Title IX requirements, all subrecipient agencies must make available to participants, beneficiaries, and other interested persons information regarding the provisions of these statutes and their applicability to the program(s) under which the recipient receives Federal financial assistance. To assist agencies in complying with the Title VI requirement OCJP is providing signage to be posted, along with other notices of Civil Rights, in an area accessible to the public. See Appendix C. Agencies are required to post this or similar signage regarding Title VI compliance and procedures for filing a discrimination complaint.

## 3. DISCRIMINATION COMPLAINTS

1. All subrecipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability or, if the agency is a subrecipient of funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration are on the OCJP website.
2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly

2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/>, or by calling (615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252.

3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <http://www.ojp.usdoj.gov/about/ocr/complaint.htm>.

4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>.

#### 4. OBLIGATION TO REPORT DISCRIMINATION COMPLAINT(S) AND FINDING(S) OF DISCRIMINATION

1. In the event of a formal allegation of civil rights discrimination, including those related to employment, OCJP subrecipients must immediately notify the OCJP Title VI Coordinator by completing the Civil Rights Complaint Notification form (See Appendix P: Discrimination Complaint Notification) within forty-five (45) days. Subrecipients must report, in writing, the status of any on-going investigations to OCJP. A subrecipient may request exemption or modification of this requirement by submitting a written request to the OCJP Title VI Coordinator.

2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a subrecipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the subrecipient agency must send a copy of the finding to OCJP within forty-five (45) days.

#### 5. MAINTAINANCE OF CIVIL RIGHTS INFORMATION

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

#### 6. LANGUAGE-ACCESS SERVICES FOR BENEFICIARIES WITH LIMITED ENGLISH PROFICIENCY (LEP)

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

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

For information on providing services to LEP persons and for detailed agency-specific guidance on language-access services, see [www.LEP.gov](http://www.LEP.gov).

## 7. FAITH-BASED ORGANIZATIONS

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

## 8. TITLE VI COMPLIANCE TRAINING (Updated December 2017)

All recipients of federal financial assistance are subject to the provisions of Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin. And if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. Regulations governing Title VI compliance require that all OCJP

subrecipients provide **annual** Title VI training for all employees. Additional training related to all civil rights laws and regulations is recommended for agencies providing direct services.

To improve compliance with Title VI, OCJP requires that all grant Project Directors provide evidence of having completed Title VI training and additional Civil Rights training annually. OCJP has provided a [short presentation on its website](#), outlining the provisions of Title VI. **All grant Project Directors must complete the Title VI Compliance Training and Quiz.** All new Project Directors must complete the online training program within ninety (90) days of their start date. **At the end of the online quiz, Project Directors should retain verification of completion in the grant file.** A link is provided below to additional Civil Rights training. **The Project Director and the Civil Rights Compliance Officer should complete this or equivalent training annually.** Verification of the training must be retained in the personnel files.

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

The **Title VI Compliance PowerPoint Training Presentation and Quiz** (required by all OCJP grant Project Directors), is available [here](#).

**Additional Civil Rights training** (effective [July 1, 2018](#) required by the OCJP grant Project Director and Civil Rights Compliance Officer) is available from the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights here <https://ojp.gov/about/ocr/assistance.htm>. Subrecipients should view all six videos to be familiar with all civil rights compliance requirements. In addition to these, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

*This Page Last Updated: May 25, 2018 at 11:33 AM*

## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

### ✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

### ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

### ✓ Discrimination Complaints

1. All subrecipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability. Additionally, if the agency is a subrecipient of funds under the Violence Against Women Act of 1994, as amended, these written procedures must also address complaints of discrimination on the basis of sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration are on the [OCJP website](#).

2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or by calling **(615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252**.

3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <https://www.ojp.gov/about/ocr/complaint.htm>.

4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>.



## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

- ✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

- ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

- ✓ Discrimination Complaints

---

- ✓ Obligation to Report Discrimination Complaints and Findings

---

- ✓ Maintenance of Civil Rights Information

---

- ✓ Language-Access Services for Beneficiaries with Limited English Proficiency

---

- ✓ Faith-Based Organizations

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

## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

### ✓ Laws That Protect Civil Rights in Federally Assisted Programs

1. **Title VI of the Civil Rights Act of 1964**, as amended, prohibits discrimination on the basis of race, color, or national origin in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. 2000d](#); [28 C.F.R. pt. 42, subpt. D](#).
2. **Section 504 of the Rehabilitation Act of 1973**, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by recipients of federal financial assistance. [29 U.S.C. § 794](#); [28 C.F.R. pt. 42, subpt. G](#).
3. **Title II of the Americans with Disabilities Act of 1990**, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by public entities. [Statute](#); [42 U.S.C. § 12132](#); [28 C.F.R. pt. 35 Revised ADA Regulations Implementing Title II and Title III](#)
4. **The Age Discrimination Act of 1975**, as amended, prohibits discrimination on the basis of age in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. § 6102](#); [28 C.F.R. pt. 42, subpt. I](#).
5. **Title IX of the Education Amendments of 1972**, as amended, prohibits discrimination on the basis of sex in educational programs or activities receiving federal financial assistance. [20 U.S.C. § 1681](#); [34 C.F.R. pt. 106](#).
6. **The Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968**, as amended, prohibits discrimination on the basis of race, color, national origin, sex, or religion in both employment and the delivery of services or benefits by a recipient of federal financial assistance under the Safe Streets Act. [34 U.S.C. § 10228](#); [28 C.F.R. pt. 42, subpt. D](#).
7. **The Juvenile Justice and Delinquency Prevention Act (JJDP A) of 1974**, as amended, adopts by reference the civil rights provisions of the Safe Streets Act. The JJDP A prohibits discrimination on the basis of race, color, national origin, sex, and religion in both employment and the delivery of services or benefits by recipients of federal financial assistance under the JJDP A. Recipients of funding under the JJDP A must also comply with the Equal Employment Opportunity Plan (EEOP) requirements of the Safe Streets Act. [34 U.S.C. § 10228](#); *see also* [28 C.F.R. pt. 42, subpt. E](#). 
8. **The Victims of Crime Act (VOCA) of 1984**, as amended, prohibits discrimination on the basis of race, color, national

<https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/ocjp-grants-manual/civil-rights.html>

1/2

origin, sex, religion, or disability in both employment and the delivery of services or benefits by recipients of federal financial assistance under VOCA. **34 U.S.C. § 20110(e)**

9. **The Partnerships with Faith-Based and Other Neighborhood Organizations Regulation** of the U.S. Department of Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to advance inherently (or explicitly) religious activities such as worship, religious instruction, or proselytization and prohibits discrimination in federally-assisted social service programs based on religion in the delivery of services or benefits. **28 C.F.R. pt. 38**; see also **Exec. Order No. 13,559, 75 Fed. Reg. 71,319 (May 4, 2016)**. (Fundamental Principles and Policymaking Criteria for Partnerships with Faith-Based and Other Neighborhood Organizations); **Exec. Order No. 13,279, 67 Fed. Reg. 77,141 (Dec. 12, 2002)**. (Equal Protection of the Laws for Faith-Based and Community Organizations).

10. **The Violence Against Women Act (VAWA) of 1994, as amended**, prohibits discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement). **34 U.S.C. § 12291(b)(13)**

---

✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

✓ Discrimination Complaints

---

✓ Obligation to Report Discrimination Complaints and Findings

---

✓ Maintenance of Civil Rights Information

---

✓ Language-Access Services for Beneficiaries with Limited English Proficiency

---

✓ Faith-Based Organizations

---

✓ Civil Rights Compliance Training

*This Page Last Updated: November 17, 2020 at 3:04 PM*



## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

- ✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

- ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

- ✓ Discrimination Complaints

---

- ✓ Obligation to Report Discrimination Complaints and Findings

---

- ✓ Maintenance of Civil Rights Information

---

- ✓ Language-Access Services for Beneficiaries with Limited English Proficiency

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

- Determine the size and linguistic demographics of the LEP service population;
- Collect data on the frequency of contacts with LEP beneficiaries;
- Identify the most significant services or benefits that will require language-access services;
- Assess the resources that are available both inside and outside the agency for providing language-access services;



<https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/ocjp-grants-manual/civil-rights.html>

1/2

- Make an inventory of existing written materials, especially vital documents, that need to be available to beneficiaries in translation;
- Establish quality-control measures to ensure the linguistic competency of interpreters and translators;
- Develop a language-access plan consistent with federal guidelines; and

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

For information on providing services to LEP persons and for detailed agency-specific guidance on language-access services, see [www.LEP.gov](http://www.LEP.gov).

---

∨ Faith-Based Organizations

---

∨ Civil Rights Compliance Training

*This Page Last Updated: November 17, 2020 at 3:04 PM*



## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

---

✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

✓ Discrimination Complaints

---

✓ Obligation to Report Discrimination Complaints and Findings

---

✓ Maintenance of Civil Rights Information

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

---

✓ Language-Access Services for Beneficiaries with Limited English Proficiency

---

✓ Faith-Based Organizations

---

✓ Civil Rights Compliance Training

*This Page Last Updated: November 17, 2020 at 3:04 PM*



## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

### ✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

### ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

### ✓ Discrimination Complaints

---

### ✓ Obligation to Report Discrimination Complaints and Findings

1. In the event of an allegation of civil rights discrimination, including those related to employment, OCJP subrecipients must immediately notify the [OCJP Civil Rights Coordinator](#) by completing the Civil Rights Complaint Notification form (See [Appendix P: Discrimination Complaint Notification](#)) within forty-five (45) days. Subrecipients must report, in writing, the status of any on-going investigations to OCJP. A subrecipient may request exemption or modification of Appendix P by submitting a written request to the [OCJP Civil Rights Coordinator](#).

2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a subrecipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the subrecipient agency **must** send a copy of the finding to OCJP within forty-five (45) days.

### ✓ Maintenance of Civil Rights Information

---

### ✓ Language-Access Services for Beneficiaries with Limited English Proficiency

---

### ✓ Faith-Based Organizations

---

### ✓ Civil Rights Compliance Training





## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

### ✓ Laws That Protect Civil Rights in Federally Assisted Programs

#### ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

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

<https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/ocjp-grants-manual/civil-rights.html>

1/2

segregated or sex-specific programming. The recipient agrees that it will comply with this provision. The recipient also agrees to ensure that any subrecipients ("subgrantees") at any tier will comply with this provision.

---

✓ **Discrimination Complaints**

---

✓ **Obligation to Report Discrimination Complaints and Findings**

---

✓ **Maintenance of Civil Rights Information**

---

✓ **Language-Access Services for Beneficiaries with Limited English Proficiency**

---

✓ **Faith-Based Organizations**

---

✓ **Civil Rights Compliance Training**

*This Page Last Updated: April 19, 2022 at 3:13 PM*



## COVID-19 INFORMATION

## NEW: BUDGET AMENDMENT DOCUMENTS

## XXII. Civil Rights

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

- ✓ Laws That Protect Civil Rights in Federally Assisted Programs

---

- ✓ Prohibition Against Discrimination for Recipients of Federal Financial Assistance

---

- ✓ Discrimination Complaints

---

- ✓ Obligation to Report Discrimination Complaints and Findings

---

- ✓ Maintenance of Civil Rights Information

---

- ✓ Language-Access Services for Beneficiaries with Limited English Proficiency

---

- ✓ Faith-Based Organizations

---

- ✓ Civil Rights Compliance Training

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

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

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

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

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

*This Page Last Updated: November 17, 2020 at 3:04 PM*



# Civil Rights Compliance and Training

## Civil Rights Compliance and Training for OCJP Subrecipients

The federal civil rights laws that may apply to OCJP subrecipients collectively prohibit discrimination **in both employment and the delivery of services or benefits** based on race, color, national origin, sex, religion, or disability. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in the delivery of services or benefits. In addition to these, subrecipients of funds under the Violence Against Women Act of 1994, as amended, are prohibited from discriminating on the basis of gender identity or sexual orientation. Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin. All recipients of federal funding are subject to the provisions of Title VI. Regulations governing Title VI compliance require that OCJP subrecipients provide **annual** civil rights training for all employees.

The Office of Criminal Justice Programs, in order to improve compliance, is requiring that all grant Project Directors and Civil Rights Coordinators provide evidence of having completed Civil Rights training, provided on the OCJP website annually. In addition, subrecipient agencies must provide civil rights training to all employees annually. Please see the link below to training videos.

### **Civil Rights Training** (Required for all employees annually)

[OCJP Civil Rights Compliance Training & Quiz](#) (Complete or review training before submitting the quiz.)

Agency's Civil Rights Compliance Officers and other staff may use these or other Civil Rights training materials in order to be in compliance with the training requirement. Other staff may also complete the quiz but it is not required by OCJP. It is the responsibility of the Project Director to maintain documentation demonstrating the required Civil Rights Training has been completed **annually**.

The training videos are provided by the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights here <https://ojp.gov/about/ocr/assistance.htm>. Subrecipients should view all six videos to be familiar with all civil rights compliance requirements. In addition to these, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

For more information on Civil Rights Compliance refer to [Chapter XXII. of the OCJP Grants Manual](#).

*This Page Last Updated: December 6, 2018 at 3:16 PM*