

# TOGETHER WITH TOSHA



## Join the National Safety Stand-Down To Prevent Falls in Construction | May 7-11, 2018

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 350 of the 937 construction fatalities recorded in 2015 (BLS data). Those deaths were preventable. The National Fall Prevention Stand-Down raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.

### What is a Safety Stand-Down?

A Safety Stand-Down is a voluntary event for employers to talk directly to employees about safety. Any workplace can hold a stand-down by taking a break to focus on "Fall Hazards" and reinforcing the importance of "Fall Prevention". It's an opportunity for employers to have a conversation with employees about hazards, protective methods, and the company's safety policies and goals. It can also be an opportunity for employees to talk to management about fall hazards they see.

### Who Can Participate?

Anyone who wants to prevent falls in the workplace can participate in the Stand-Down. In past years, participants included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, general industry employers, the U.S. Military, other government participants, unions, employer's trade associations, institutes, employee interest organizations, and safety equipment manufacturers.

### Partners

OSHA is partnering with key groups to assist with this effort, including the National Institute for Occupational Safety and Health (NIOSH), the National Occupational Research Agenda (NORA), OSHA approved State Plans, State consultation programs, the Center for Construction Research and Training (CPWR), the American Society of Safety Engineers (ASSE), the National Safety Council, the National Construction Safety Executives (NCSE), the U.S. Air Force, and the OSHA Training Institute (OTI) Education Centers.

### How to Conduct a Safety Stand-Down and FAQ's

Companies can conduct a Safety Stand-Down by taking a break to have a toolbox talk or another safety activity such as conducting safety equipment inspections, developing rescue plans, or discussing job specific hazards. Managers are encouraged to plan a stand-down that

works best for their workplace anytime May 7-11, 2018. See Suggestions to Prepare for a Successful "Stand-Down" and Highlights from the Past Stand-Downs. OSHA also hosts an Events page with events that are free and open to the public to help employers and employees find events in your area.

### Certificate of Participation

Employers will be able to provide feedback about their Stand-Down and download a Certificate of Participation following the Stand-Down.

### Fall Prevention Campaign (Plan. Provide. Train) Three simple steps to preventing falls.

#### PLAN ahead to get the job done safely

When working from heights, employers must plan projects to ensure that the job is done safely. Begin by deciding how the job will be done, what tasks will be involved, and what safety equipment may be needed to complete each task.

When estimating the cost of a job, employers should include safety equipment, and plan to have all the necessary equipment and tools available at the construction site. For example, in a roofing job, think about all of the different fall hazards, such as holes or skylights and leading edges, then plan and select fall protection suitable to that work, such as personal fall arrest systems (PFAS).

#### PROVIDE the right equipment

Workers who are six feet or more above lower levels are at risk for serious injury or death if they should fall. To protect these workers, employers must provide fall protection and the right equipment for the job, including the right kinds of ladders, scaffolds, and safety gear.

Use the right ladder or scaffold to get the job done safely. For roof work, if workers use personal fall arrest systems (PFAS), provide a harness for each worker who needs to tie off to the anchor. Make sure the PFAS fits, and regularly inspect it for safe use.

#### TRAIN everyone to use the equipment safely

Every worker should be trained on proper set-up and safe use of equipment they use on the job. Employers must train workers in recognizing hazards on the job. See educational materials and resources page for posters, fact sheets, and other training materials.



## In This Issue:

**BLS Releases Census of 2016 Fatal Occupational Injuries**

**TSHC**

**Compliance Date for Crane Operator Certification**

**Flu Prevention**

**Snow Safety**

**New Silica Fact Sheet**

**National Ladder Safety Month**

**Safe and Sound Week**

**Fatality Statistics**

**Volunteer STAR News**

**Bulletin Board**

**Contact Information**



## A Message From Steve Hawkins

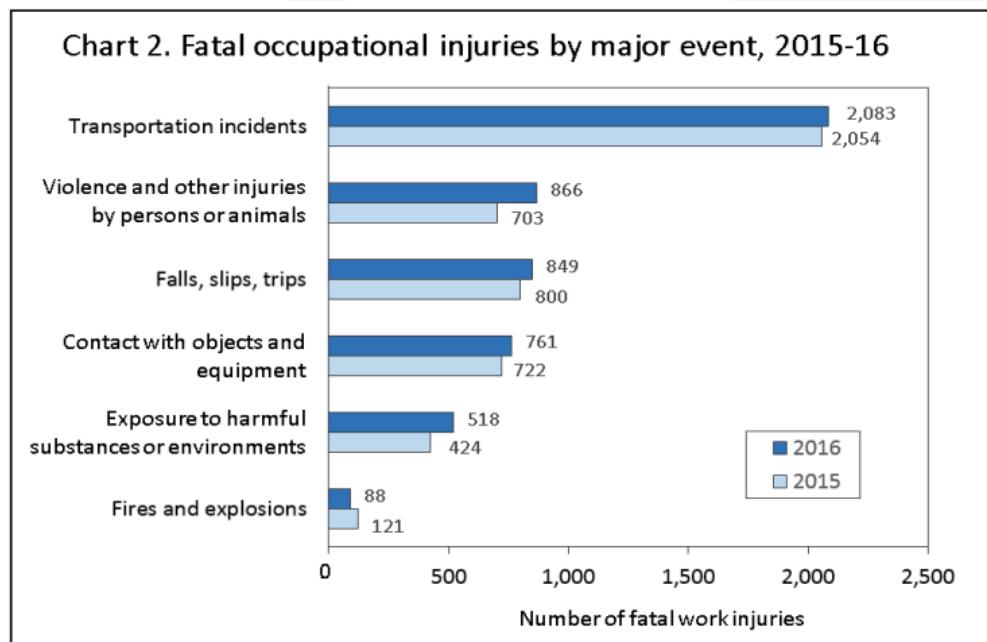
The Bureau of Labor Statistics published the fatality rates for 2016 and Tennessee recorded 122 work related deaths during the year. TOSHA investigated 35 of those fatalities, which is 29 percent of the total. A synopsis of each investigation is located [here](#). The fatality rate for all employment in Tennessee was 4.3, up from 3.7 in 2015, which is a 16 percent increase. The most dramatic increase occurred in the construction industry, where the rate rose from 8.7 to 15.8, an 82 percent spike. The majority of all fatalities resulted from transportation incidents, which accounted for 34 percent of the total. Violence by persons or animals and contact with objects or equipment had the second highest number of deaths and each account for 21 percent of the workplace fatalities in 2016. Ninety-two percent of the victims were men and the most common age range for victims was 55-64 years old at 25 percent.

Each of these events had dreadful consequences for the families involved. In most every instance, these fatalities could have been prevented. Implementing workplace safety and health management systems and programs is an effective way to reduce injuries, illnesses, and fatalities. TOSHA and our Volunteer Star (VPP) and SHARP participants have proven year after year that applying basic management systems to safety and health can produce dramatic results. These sites routinely deliver injury and illness rates 65 to 70 percent below their industry average. For more information about how our consultation program or our Volunteer Star and SHARP Programs visit our [website](#).

Please plan to attend the Tennessee Safety and Health Voluntary Protection Programs Participants Association Joint Conference this summer. The event is scheduled for August 28-31, 2018 at Gaylord Opryland Hotel and Convention Center. Registration will open on February 26, 2018 at [www.vpppa.org](http://www.vpppa.org).

**Steve Hawkins**  
Assistant Commissioner,  
TOSHA

# BLS Releases Census of 2016 Fatal Occupational Injuries



The Bureau of Labor Statistics recently released its [\*\*National Census of Fatal Occupational Injuries in 2016\*\*](#), which reports 5,190 workplace fatalities in 2016, a 7 percent increase from 2015. The fatal injury rate also increased from 3.4 per 100,000 full-time equivalent workers in 2015 to 3.6 in 2016.

More workers lost their lives in transportation incidents than any other event in 2016, accounting for about two out of every five fatal injuries. Workplace violence injuries increased by 23 percent, making it the second most common cause of workplace fatality. The report also shows the number of overdoses on the job increased by 32 percent in 2016. For OSHA's statement on the data, see the [\*\*news release\*\*](#).

2018 VPPPA



AUGUST 28-31, 2018

SYMPOSIUM



## Submit a Workshop Proposal!

*Year after year, attendees of the Tennessee Safety and Health Conference say that one of the most important factors in their decision to attend are the educational opportunities.*

Share your expertise and become a workshop presenter at...

**Tennessee Safety and Health Conference  
VPPPA's 2018 Safety+ Symposium  
Gaylord Opryland Convention Center  
Nashville, TN  
August 28-31, 2018**

Safety+ is the leading educational event for attendees who represent a broad spectrum of industries and hold a variety of positions from EHS professionals to hourly workers and managers to representatives from the Departments of Labor, Energy and Defense.

Proposals are now being accepted and can be submitted [here](#).

### **Important Speaker Notes**

Proposals are for 1-hour long workshops.

Proposals that are sales-focused or promote a commercial product will not be considered.

Proposals will be reviewed and selected based on several criteria to include topic relevance, practicability, quality of proposal, etc.

### **Deadlines & Dates**

Proposal Deadline: February 16 2018

Proposal Review: February-March 2018

Speaker Notifications: March 2018

Thank you so much for your interest in helping make this year's Tennessee Safety and Health Conference / Safety+ Symposium a success!

If you have any questions regarding the workshop proposals, please call the National Office at **(703) 761-1146** or email [conference@vpppa.org](mailto:conference@vpppa.org).

# Compliance Date for Crane Operator Certification

## Requirements Set for November 10, 2018



OSHA issued a final rule that sets November 10, 2018, as the date employers in the construction industry must comply with a requirement for crane operator certification. The final rule became effective on November 9, 2017. After issuing the final cranes and derricks rule in August 2010, stakeholders expressed concerns regarding the rule's certification requirements. In response, the agency published a separate final rule in September 2014, extending by three years the crane operator certification and competency requirements. The additional one-year extension provides more time for OSHA to complete a rulemaking to address stakeholder concerns related to the Cranes and Derricks in Construction standard. Read the [news release](#) for more information.



## U.S. Department of Labor Urges Employees and Employers Engaged In Snow Removal and Cleanup to Be Aware of Potential Hazards

With this week's massive winter storm and frigid temperatures severely impacting the East Coast, the U.S. Labor Department's Occupational Safety and Health Administration (OSHA) is urging all those involved in snow removal and cleanup to take precautions and focus on safety.

Workers performing snow removal operations may be exposed to serious hazards, including slips and falls while walking on snow and ice. Other storm recovery work hazards include being struck by vehicles, carbon monoxide poisoning from misuse of generators, hypothermia, and being injured by powered equipment.

Those working outdoors may also be at risk of cold stress, including first responders who are on duty for long periods of time. Anyone

working outside for prolonged periods may experience cold stress with mild symptoms, such as shivering while remaining alert. Moderate to severe symptoms include when the shivering stops, confusion, slurred speech, heart rate/breathing slowness, and loss of consciousness. When the body is unable to warm itself, serious cold-related injuries may occur, such as frostbite.

A full list of winter storm hazards and safeguards is available at [http://www.osha.gov/dts/weather/winter\\_weather/index.html](http://www.osha.gov/dts/weather/winter_weather/index.html) or <http://www.osha.gov>.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit <http://www.osha.gov>.

## Prevent the Spread of Seasonal Flu



OSHA's [Seasonal Flu webpage](#) offers information about how to reduce the spread of the flu in workplaces. It provides information on basic precautions that should be used by employers and workers in all workplaces, such as frequent hand washing and covering coughs and sneezes with a tissue. OSHA provides additional precautions that should be used in healthcare settings, such as strictly following infection control practices; using gloves, gowns, and other protective equipment to reduce exposures; and encouraging sick workers to stay home.

# OSHA's Respirable Crystalline Silica Standard for Construction

Workers who are exposed to respirable crystalline silica dust are at increased risk of developing serious silica-related diseases. OSHA's standard requires employers to take steps to protect workers from exposure to respirable crystalline silica.

## What is Respirable Crystalline Silica?

Crystalline silica is a common mineral that is found in construction materials such as sand, stone, concrete, brick, and mortar. When workers cut, grind, drill, or crush materials that contain crystalline silica, very small dust particles are created. These tiny particles (known as "respirable" particles) can travel deep into workers' lungs and cause silicosis, an incurable and sometimes deadly lung disease. Respirable crystalline silica also causes lung cancer, other potentially debilitating respiratory diseases such as chronic obstructive pulmonary disease, and kidney disease. In most cases, these diseases occur after years of exposure to respirable crystalline silica.

## How are Construction Workers Exposed to Respirable Crystalline Silica?

Exposure to respirable crystalline silica can occur during common construction tasks, such as using masonry saws, grinders, drills, jackhammers and handheld powered chipping tools; operating vehicle-mounted drilling rigs; milling; operating crushing machines; using heavy equipment for demolition or certain other tasks; and during abrasive blasting and tunneling operations. About two million construction workers are exposed to respirable crystalline silica in over 600,000 workplaces.

## What Does the Standard Require?

The standard (29 CFR 1926.1153) requires employers to limit worker exposures to respirable crystalline silica and to take other steps to protect workers. Employers can either use a control method laid out in **Table 1** of the construction standard, or they can measure workers' exposure to silica and independently decide which dust controls work best to limit exposures in their workplaces to the permissible exposure limit (PEL).

## What is Table 1?

**Table 1** matches 18 common construction tasks with effective dust control methods, such as using water to keep dust from getting into the air or using a vacuum dust collection system to capture dust. In

some operations, respirators may also be needed. Employers who follow Table 1 correctly are not required to measure workers' exposure to silica from those tasks and are not subject to the PEL.

### Table 1 Example: Handheld Power Saws

If workers are sawing silica-containing materials, they can use a saw with a built-in system that applies water to the saw blade. The water limits the amount of respirable crystalline silica that gets into the air.

**Table 1: Specified Exposure Control Methods When Working With Materials Containing Crystalline Silica**

Equipment/ Task	Engineering and Work Practice Control Methods	Required Respiratory Protection and Minimum Assigned Protection Factor (APF)	
		≤ 4 hrs/ shift	> 4 hrs/ shift
Handheld power saws (any blade diameter)	Use saw equipped with integrated water delivery system that continuously feeds water to the blade. Operate and maintain tool in accordance with manufacturer's instructions to minimize dust emissions. <ul style="list-style-type: none"> <li>• When used outdoors.</li> <li>• When used indoors or in an enclosed area.</li> </ul>	None APF 10 APF 10	APF 10

*Excerpt from Table 1 in 29 CFR 1926.1153*

In this example, if a worker uses the saw outdoors for four hours or less per day, no respirator would be needed. If a worker uses the saw for more than four

hours per day or any time indoors, he or she would need to use a respirator with an assigned protection factor (APF) of at least 10, such as a NIOSH-certified filtering facepiece respirator that covers the nose and mouth (sometimes referred to as a dust mask). See the respiratory protection standard ([29 CFR 1910.134](#)) for information on APFs.

## Alternative Exposure Control Methods

Employers who do not fully implement the control methods on Table 1 must:

- **Determine the amount of silica that workers are exposed to** if it is, or may reasonably be expected to be, at or above the **action level of 25 µg/m<sup>3</sup>** (micrograms of silica per cubic meter of air), averaged over an 8-hour day;
- Protect workers from respirable crystalline silica exposures above the **PEL of 50 µg/m<sup>3</sup>**, averaged over an 8-hour day;
- Use **dust controls** and safer work methods to protect workers from silica exposures above the PEL; and
- Provide **respirators** to workers when dust controls and safer work methods cannot limit exposures to the PEL.

## What Else Does the Standard Require?

Regardless of which exposure control method is used, all construction employers covered by the standard are required to:

- Establish and implement a **written exposure control plan** that identifies tasks that involve exposure and methods used to protect workers, including procedures to restrict access to work areas where high exposures may occur;
- Designate a **competent person** to implement the written exposure control plan;
- Restrict **housekeeping** practices that expose workers to silica, such as use of compressed air without a ventilation system to capture the dust and dry sweeping, where effective, safe alternatives are available;
- Offer **medical exams**—including chest X-rays and lung function tests—every three years for workers who are required by the standard to

- wear a respirator for 30 or more days per year;
- **Train workers** on the health effects of silica exposure, workplace tasks that can expose them to silica, and ways to limit exposure; and
- **Keep records** of workers' silica exposure and medical exams.

## Additional Information

Additional information on OSHA's silica standard can be found at [www.osha.gov/silica](http://www.osha.gov/silica).



Applying water to the blade of a handheld power saw reduces the amount of dust created when cutting.

OSHA can provide compliance assistance through a variety of programs, including technical assistance about effective safety and health programs, workplace consultations, and training and education.

OSHA's On-Site Consultation Program offers free, confidential occupational safety and health services to small and medium-sized businesses in all states and several territories across the country, with priority given to high-hazard worksites. On-Site consultation services are separate from enforcement and do not result in penalties or citations. Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing and improving safety and health management systems. To locate the OSHA On-Site Consultation Program nearest you, call 1-800-321-OSHA or visit [www.osha.gov/consultation](http://www.osha.gov/consultation).

## How to Contact OSHA

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit [www.osha.gov](http://www.osha.gov) or call OSHA at 1-800-321-OSHA (6742), TTY 1-877-889-5627.

This is one in a series of informational fact sheets highlighting OSHA programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to Title 29 of the Code of Federal Regulations. This information will be made available to sensory-impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.



U.S. Department of Labor



Occupational  
Safety and Health  
Administration

# National Ladder Safety Month | March 2018



**Every step matters: From step stools to extension ladders, make sure you're putting the right foot forward.**

Every year over 300 people die in ladder-related accidents, and thousands suffer disabling injuries. Mark your calendar to join the American Ladder Institute (ALI) in celebrating the second annual National Ladder Safety Month, designed to raise awareness of ladder safety and to decrease the number of ladder-related injuries and fatalities.

Looking to get involved? [View our prospectus](#) and explore sponsorship opportunities to help spread awareness for this important month.

## What is National Ladder Safety Month?

National Ladder Safety Month is the only movement dedicated exclusively to the promotion of ladder safety, at home and at work. During March 2018, National Ladder Safety Month will bring heightened awareness to the importance of the safe use of ladders through resources, training and a national dialogue.

ALI, the only approved developer of safety standards for the U.S. ladder industry,

is the presenting sponsor for National Ladder Safety Month.

### The "why": Every life saved is precious

ALI believes ladder accidents are preventable, but without better safety planning and training and continuous innovation in product design, we will continue to see far too many fatalities. Please join ALI and its members in sharing this message with the world.

The goals of National Ladder Safety Month are to:

- Increase the number of ladder safety training certificates issued by ALI
- Increase the frequency that ladder safety training modules are viewed on [www.laddersafetytraining.org](http://www.laddersafetytraining.org)
- Lower the rankings of ladder-related safety citations on OSHA's yearly "Top 10 Citations List"
- Decrease number of ladder-related injuries and fatalities
- Increase the number of in-person ladder trainings
- Increase the number of companies and individuals that inspect and properly dispose of old, damaged or obsolete ladders

SAVE the DATE  
Safe+Sound Week  
August 13-19, 2018  
SHOW Your Commitment to SAFETY

## Resolve to Make Your Workplace Safe + Sound in 2018

The Safe + Sound Campaign encourages every workplace in the United States to have a [safety and health program](#) that includes management leadership, worker participation, and a proactive approach to finding and fixing hazards. The Safe + Sound Campaign supports employers' efforts by offering free webinars; resources from campaign organizers; and local events to support safety and health program development. For ways to get started and for other resources, visit the [Safe + Sound Campaign webpage](#).

## 2017 TOSHA Fatality Investigation Statistics

January 1st – December 31st, 2017

**35**

### Industry Sectors per NAICS Codes #

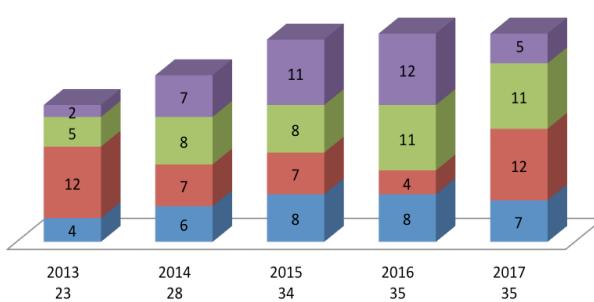
Construction (23) - 15
Manufacturing (31, 32, 33) - 6
Warehousing/Transportation (48, 49) - 6
Wholesale Trade (42) - 1
Retail Trade (44,45) - 1
Landscaping Services/Remediation Services/Collection Agencies (56) - 3
Logging/Cotton Gin (11) - 1
Law Enforcement (92) - 1
Cemeteries and Crematories (81) - 1

### Fatality Cause #

- Falls - 12
- Struck by - 10
- Crushed by/between - 5
- Electrocution - 2
- Drowning - 1
- Overturned vehicle - 1
- Chemical over-exposure - 1
- Wasp Sting - 1
- Cave-In - 1
- Thrown from - 1

### Fatalities per Quarter

■ Jan-March ■ April - June ■ July - Sept ■ Oct - Dec



\*The 2017 statistics may change due to findings during the TOSHA investigation.

# Volunteer STAR News

On October 10, TOSHA Assistant Administrator Jim Flanagan presented the employees of Energy Solutions in Oak Ridge with their Volunteer STAR Award as part of the site's third certification effort. Energy Solutions has 176 employees and they process low level radioactive waste and materials.



On October 25, TOSHA Assistant Commissioner Steve Hawkins presented the employees of the Chemours Company in New Johnsonville with their Volunteer STAR Award as part of the site's fifth certification effort. Chemours has 950 employees and contractors and they manufacture synthetic organic dyes and pigments.

On November 3, VPP Manager David Blessman presented the employees of Sherwin Williams in Memphis with their Volunteer STAR Award as part of the site's third certification effort. Sherwin Williams has 27 employees who manufacture paints and coatings.

On November 7, VPP Manager David Blessman presented the employees of John Deere Power Products in Memphis with their Volunteer STAR Award as part of the site's fourth certification effort. The site has 740 employees who manufacture lawn mowing equipment.



On November 30, TOSHA Assistant Commissioner Steve Hawkins presented the employees of Olin Chlor-Alkali Products in Charleston with their Volunteer STAR Award as part of the site's fourth certification effort. Olin has 278 employees who manufacture chlorine and other alkalis.

On December 13, TOSHA Administrator Steve Hawkins presented the employees of WestRock in Lewisburg with their Volunteer STAR Award as part of the site's fifth certification effort. WestRock was the first Volunteer STAR site in Tennessee. They have 100 employees who manufacture corrugated and solid fiber boxes.





# Tennessee Safety & Health Conference

AN INTEGRATED SAFETY &  
HEALTH MANAGEMENT SYSTEMS SYMPOSIUM



August 28-31, 2018

## OSHA Silica Fact Sheets

Reminder: OSHA  
Recordkeeping Sum-  
mary Form 300A  
must be certified and  
posted at your location  
from February 1st –  
April 30th

**NATIONAL WORK ZONE AWARENESS WEEK**

**ROAD WORK AHEAD**

**2018 WORK ZONE SAFETY:  
EVERYBODY'S RESPONSIBILITY**

**Partners:**  
Tennessee Department of Transportation, Federal Highway Administration, Tennessee Department of Transportation, American Association of State Highway and Transportation Officials, American Association of State Highway and Transportation Officials, VDOT, Virginia Department of Transportation, Maryland Motor Vehicle Administrations, Federal Motor Carrier Safety Administration, American Road and Transportation Builders Association, AASHTO, ACE of America, MDT of Minnesota, d.o., NHTSA, ARRA

### 2018 January – July TOSHA Seminar Schedule



TOSHA

**NEW - Walking, Working Surfaces** – This half day course will review the changes to subparts D & I of 29 CFR 1910.

- 03/20 – Murfreesboro – TCCI
- 03/22 – Chattanooga – TCCI
- 03/27 – Kingsport – TCCI
- 04/03 – Jackson – TCCI
- 04/04 – Memphis – TCCI
- 04/05 – Jackson – TCCI

**NEW - Silica in Construction** – This half day course will review the silica in construction standard, exposure assessments, method of compliance, medical surveillance & training.

- 04/06 – Jackson – TCCI
- 04/10 – Morristown – TCCI
- 04/12 – Murfreesboro – TCCI

**NEW - TOSHA's Dental Local Emphasis Program** – This half day course will review TOSHA's new dental local emphasis program (LEP) for dentists, controls to be used, safer medical devices, hazardous chemicals & ergonomics.

- 04/13 – Murfreesboro – TCCI
- 04/20 – Jackson – TCCI

**OSHA 30-Hour for General Industry** – This four day course emphasizes the identification, avoidance, control & prevention of safety & health hazards present in general industry; review of the 1910 TOSHA standards for general industry. An OSHA 30 Hour card is achieved after completion of the course.

- 04/17-20 – Greeneville – WSCC
- 05/15-18 – Murfreesboro – TCCI

**Basis Safety** – This full day course will review the most cited standards in general industry, walking/working surfaces, emergency procedures, personal protective equipment (PPE), machine guarding, lock out/tag out (LOTO) & electrical.

- 04/13 – Memphis – TCCI
- 04/13 – Morristown – TCCI
- 04/13 – Murfreesboro – TCCI

**Basic Safety for Utilities** – This full day course will review the most cited standards in utilities, confined spaces, trenching & excavation, personal protective equipment (PPE), walking/working surfaces, lock out/tag out (LOTO) & electrical.

- 04/17 – Greeneville – WSCC
- 07/25 – Knoxville – TAUD

**For general information, and registration, please contact the co-sponsor listed on back.**

## Agency Links

[OSHA](#)

[Tennessee's Government Website](#)

[Tennessee Department of Labor & Workforce Development](#)

[Tennessee Occupational Safety & Health Administration \(TOSHA\)](#)

## Useful Links

[File a Complaint](#)

[Video Library](#)

[TOSHA Publications](#)

[Safety & Health Conference](#)

## Recognition Links

[TOSHA Safety Awards](#)

[VPP](#)

[SHARP](#)



**GET IN  
TOUCH  
WITH US**



Tennessee Department of Labor & Workforce Development  
**Commissioner Burns Phillips**

TOSHA Assistant Commissioner  
Steve Hawkins  
Steve.Hawkins@tn.gov

TOSHA Newsletter Editor  
Calvin Wyatt  
Calvin.Wyatt@tn.gov

Layout and Design  
Ivy Johnson  
Ivy.Johnson@tn.gov